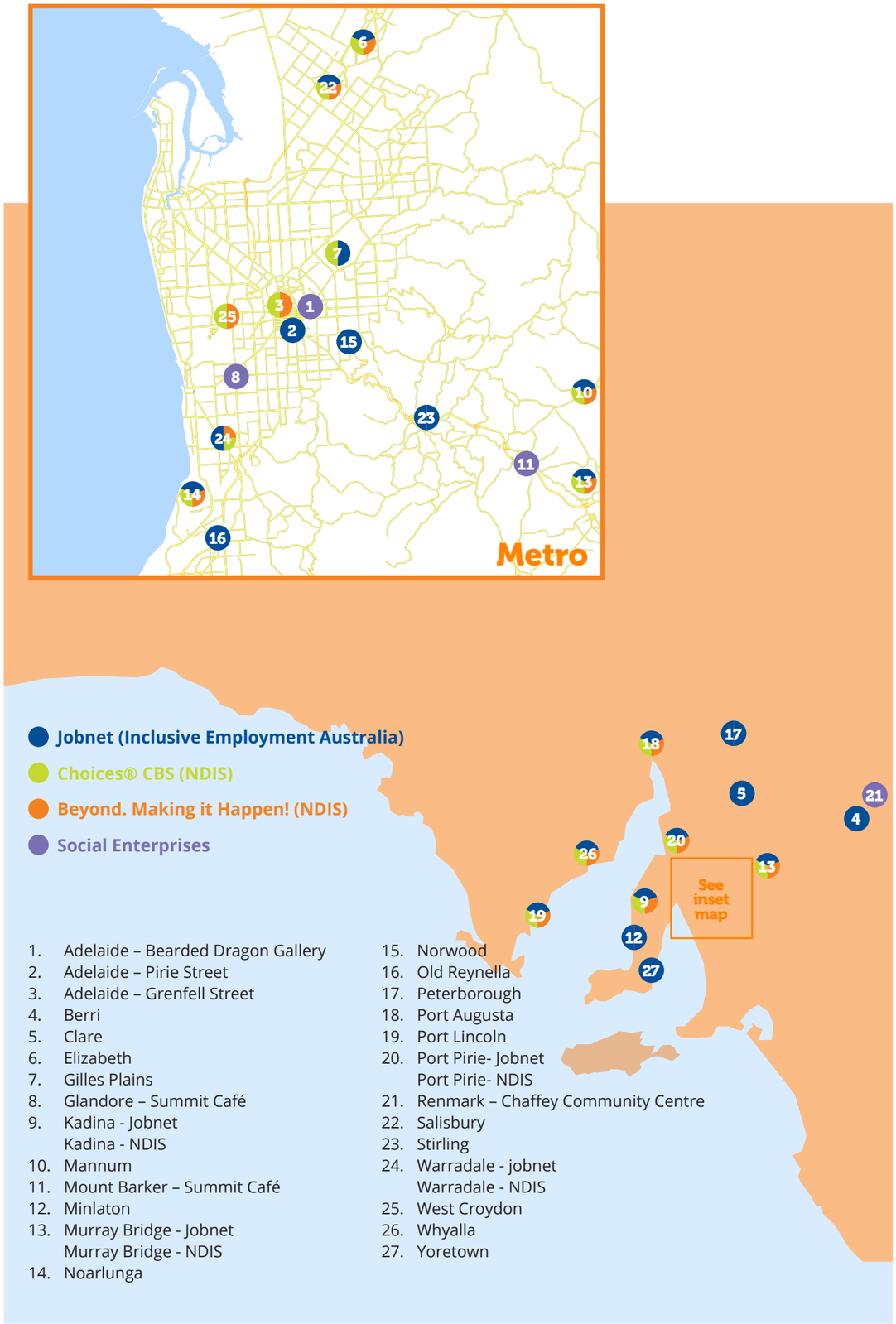
Annual Report 2025-2026



30 YEARS

Community Bridging Services (CBS) Inc.



1. Adelaide – Bearded Dragon Gallery
2. Adelaide – Pirie Street
3. Adelaide – Grenfell Street
4. Berri
5. Clare
6. Elizabeth
7. Gilles Plains
8. Glandore – Summit Café
9. Kadina - Jobnet
   Kadina - NDIS
10. Mannum
11. Mount Barker – Summit Café
12. Minlaton
13. Murray Bridge - Jobnet
    Murray Bridge - NDIS
14. Noarlunga
15. Norwood
16. Old Reynella
17. Peterborough
18. Port Augusta
19. Port Lincoln
20. Port Pirie- Jobnet
    Port Pirie- NDIS
21. Renmark – Chaffey Community Centre
22. Salisbury
23. Stirling
24. Warradale - jobnet
    Warradale - NDIS
25. West Croydon
26. Whyalla
27. Yoretown

CBS Inc. Service Locations

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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, Kaurna, 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 values diversity and is dedicated to advancing our journey of reconciliation. We are proud to have a current and active Reflect Reconciliation Action Plan in place.

Community Bridging Services (CBS) Inc.

2025-26 At a Glance

67%
Of staff employed are females



224,000
Hours of service provided by NDIS

17%
of staff identify as culturally and linguistically diverse

2.2%
Staff identify as Aboriginal or Torres Strait Islander

Registered NDIS Provider

28%
CBS Inc. Board Directors with lived experience

Inclusive Employment Australia
Finding careers for people with disability

281
Members of staff, of which
29
of those have been at CBS Inc. for over 10 years.

2385
People with disabilities currently supported by CBS Inc. services

14
CBS Inc. events held

ISO 27001: 2022 certification achieved & Right Fit for Risk maintained February 2026

Certification Partner Global NDIS
Certification Partner Global NSDS
NDIS registration maintained and NSDS continued certification achieved May 2026

23%
Of staff identify as living with a disability

31
Service locations across Metro and Rural SA

Board Consumer Nominee Report

Chris O'Connor



I have enjoyed being on the CBS Inc. Board, as a Board Consumer Nominee, since November 2023.

I am a Jobnet participant of the Elizabeth office. After being involved with the CBSI Hospitably Inclusive (HI) Project, CBSI assisted me in getting a job at Fresco-Bah café, where I developed my skills.

I wanted a career change and, after a work experience opportunity at CBS Inc. Beyond, I successfully gained a position as a Support Worker. I am currently enjoying this role and am incredibly grateful for the opportunity to work in disability support.

My role on the CBSI Board over the last year included bringing the perspective of a person living with disability to the Board. I have supported other people with disability and those perhaps with high anxiety, who may have found it more comfortable communicating with me.

I have enjoyed attending events and meeting CBSI staff and other participants and sharing my experiences. This includes:

- attending Bearded Dragon Gallery exhibitions and meeting the artists
- continually increasing my literacy skills, thanks to CBSI for providing the right material and staff support
- attending different events and opportunities through CBSI, which helped me build confidence, gain experience and understand the type of work I wanted to pursue.

Also, I was given a giant glass bottle by Claude Bruno, Chair of CBSI Board, which has been so much fun to paint. I am still working on it and am so looking forward to when it's done and turned into a lamp.

My experience with CBSI and the opportunities I have been given through the Board, events and work experience have been enlightening. They helped show me the pathway towards the career I was looking for, which is working as a Support Worker. It has been a very positive and rewarding experience so far.

I would like to sincerely thank Caroline Manetta, Freddie Brincat, Claude Bruno and the rest of the Board members for their encouragement, guidance and feedback. I would also like to thank the staff from CBSI, particularly the Elizabeth office and Beyond, for their constant support and for giving me opportunities to learn and grow.

Being given the opportunity to sit at the Board table, share my experiences as a person with disability, and now support other people with disability has been incredibly meaningful to me. I am deeply grateful to CBSI and the Board for helping me discover a career where I can use my own experiences to support others.

I wish Duncan Bainbridge and my successor well in bringing feedback, compliments or issues concerning participants with disability to the Board.

Board Consumer Nominee Report

Duncan N. Bainbridge, FRSA



I have settled comfortably into my role as a Consumer Board Director and am grateful for the opportunity to contribute to CBS Inc. It has been deeply rewarding, enabling me to develop new skills, apply my understanding of effective governance, and learn from the diverse perspectives of my fellow Board members.

I bring the perspective of someone living with an unseen disability, together with Lived Experience of chronic unemployment, housing stress, inequity and homelessness, and of the challenges associated with AOD and military service-related PTSD. These experiences help me consider how organisational decisions are felt by people whose circumstances may not be immediately visible or readily understood.

However, I do not see myself as simply the "Lived Experience voice." I contribute as a full Board member, drawing equally on my professional background in communications, policy, advocacy and community engagement. Lived Experience is a vital form of expertise, but it complements rather than replaces the responsibilities of sound governance, strategic thinking and organisational stewardship.

After four years with the CBS Inc. Social Enterprise Community Concierge SA, I spent the first half of 2026 as an Impact Support Officer with the South Australian Alliance to End Homelessness. At the conclusion of that contract, I established my own consultancy, Experience-Led Solutions, which helps organisations navigate the intersection of public policy and community. Our focus is moving beyond consulting people with Lived Experience towards learning from them, working alongside them and sharing power. I also remain connected to Jobnet and the CBS Inc. community through the Adelaide office.

Serving on the Board has let me see these issues from both sides: as someone affected by systems and as part of an organisation responsible for designing and delivering responses. It has reinforced my belief that meaningful participation means more than inviting people into a room to validate decisions already made. It means giving people the chance to influence the questions asked, the priorities set and the decisions reached.

This year has deepened my understanding of accountability, strategic decision-making, risk, financial sustainability and the allocation of scarce resources. It has also shown me what Lived Experience Leadership can look like within an organisation and encouraged me to continue building my governance and financial literacy, guided by curiosity, humility and a willingness to learn.

I have particularly enjoyed attending CBS Inc. events, meeting staff and participants, and sharing my story. These moments remind me that governance is ultimately about people as much as about policies.

My thanks to my fellow Board members for their encouragement and thoughtful feedback; to Freddie Brincat for his distinctive leadership; and to Ali Williams, Luke Englander and the CBS Inc. Adelaide Jobnet Team for their ongoing support and friendship.

I look forward to continuing my contribution to CBS Inc., engaging further with participants and stakeholders, and sharing the lessons learned from this important role.

Chair's Report

Claude Bruno



In a year that has seen so many and varied challenges, I am happy to say that through good leadership, hard work and determination, it has been another successful year. As always, we put the needs of the people at the forefront of decision making by ensuring their voices are heard and included in decision making. A key part of this process is the excellent contribution by our Board members with a disability. This is important in a world which is increasingly struggling with its approach to people from other cultures, different sexuality and with a lived experience of disability to name a few. When people stop talking and listening to each other, ignorance and bigotry can take hold, further marginalising these already disadvantaged groups.

To me, CBS Inc. stands out as a beacon welcoming diversity, embracing different views and finds a way to provide services that grow and enhance individuals and humanity.

It is pleasing to note that this approach is recognised and supported by our funders through the recent retendering of services that saw us winning back all our contracts bar one and winning a new contract with the overall result of a greater market share. The ongoing quality of our services was also highlighted by the outstanding results of the numerous external audits of our services across regional and metropolitan South Australia.

This year one of our consumer Board members, Mr Stefan Noto retired from the Board after a six-year stint. Stefan made an enormous contribution to the Board with his insights in all levels of Board operations. The Board also welcomed new Board members, Ms Eva Yang, Ms Kim Vanstone and Mr Duncan Bainbridge, who bring a wide range of expertise and experience with them.

I would like to thank Her Excellency the Honourable Frances Adamson AC Governor of South Australia, and Mr Rod Bunten, for their valuable patronage of CBS Inc. and wish them well for the future.

In conclusion, I would like to sincerely thank my fellow Board members, Mr Freddie Brincat (Founder and ED), all staff and supporters who have come together to keep CBS Inc. at the forefront of supporting people with a disability in an inclusive relevant approach that genuinely creates more opportunities for a better life. In September 2026 we will be celebrating our 30th birthday, a testament to all who have been attached to us over this journey in many different and positive ways.

Executive Director's Report

Freddie Brincat OAM

It's been an interesting, tough, ever changing, challenging and innovative year for us.

The results of the Inclusive Employment Australia (IEA) tender process with the Department of Social Services were interesting for us after long hours of preparation and work. The adjustments to the new IEA policy showed a number of positives that reinforced a more individualised and strengths-based approach to participant support. Such an approach is inbuilt into the DNA of CBS Inc., our Board and staff. The adaption to the IEA funding model with all payments now paid in arears was challenging and contributed to us making our first operating loss since the first year of our inception, 30 years ago.

The NDIS is such a valuable and unique service when implemented using a developmental model - supporting people with a disability develop their goals and teaching them. This approach uses the NDIS to support our participants to be more independent and less reliant on others. Skill, community and career development is crucial in all this, not reliance.

While we adjusted as a team at all levels to the changes, we were able to achieve some excellent innovations to help contribute to discussion and improved opportunities for people with a disability in Australia and other parts of the world. Our Australia versus Spain National Forum was a real success and so unique comparing disability supports, systems and practice in a non-English speaking county like Spain to Australia. 30% of the 120 attendees and about half of the presenters identified as having a disability including the MC for the day, Nicole Greeneklee, a successful CBS Inc. Moonlight Speaker. I found this Forum so refreshing and different to the usual offering, and the discussion and presentations on the day motivated us to plan to publish a book to ensure all was recorded.



From this event came the goal of developing a petition to Federal Parliament for the legislation to prevent the forced sterilisation of humans in Australia, something I thought we had done much closer to the first International Day of Persons with Disabilities back in the early 1980s. The Petition, with the support of many signatories including CBS Inc. staff and participants, has progressed and is with the Federal Attorney General for discussions with other states and territories.

We had a focus on further developing some of our staff interested in leadership. A group of 14 completed a well-planned program within CBS Inc. and an outcome was their idea and goal to plan and develop a specialised forum on Education for people with a disability. Another well attended event that helped promote the understanding and importance of planned career development and to Aim Higher around education and career goals. All of these innovations were resourced within CBS Inc. by our staff and Moonlight Speakers. No external Government funding was obtained for any of these activities, due to the support of our Board of Directors, extra work by staff and our many friends and sponsors, some of whom were seen as our competitors in the past.

On the coming 26 September 2026, CBS Inc. hits our 30th Birthday. Such a fantastic achievement for all our team and cause for celebration. A proud moment for me having founded our service back then.

I am confident that as we continue to adjust all the changes, that this next year will see continued excellent supports for our participants, growth in key areas, and an improved financial position. We continue to invest in better infrastructure and resources and have a number of innovative programs in the pipeline which adds a level of forward-looking excitement to my role and CBS Inc.

The support of our participants, their families, staff and Board is appreciated. Such support makes my role easier, especially when challenges are ahead. Special thanks to our Board of Directors in particular Claude Bruno, Lidia Pargaliti and Michael Bois, my Executive Team and whole staff team, our business partners and friends of CBS Inc., the Australian Government Department of Social Services (DSS) and the National Disability Insurance Agency (NDIA).



Amber Coulthard's Bridging the Gap celebrates CBS Inc.'s history, people, connections and positive community impact through Aboriginal symbolism and colours inspired by its logo and the River Torrens.



CBS Inc.Port Lincoln Jobnet client, Darcy working at Boston Bean Coffee Company for 8 years.



CBS Inc. Murray Bridge Jobnet client, Faith and Kate, are both employed at Bakers Delight.

Jobnet Employment Program

Inclusive Employment Australia

An Australian Government Initiative

CBS Jobnet Inc. Real Jobs Real Support

Community Bridging Services (CBS) Inc.

"CBS Inc.'s support and down-to-earth personalities have assisted me in gaining more confidence. They're truly special people that go the extra mile. I'm truly grateful thank you. Everyone at CBS has been great."

Murray Bridge Jobnet Client



CBS Inc. Jobnet Staff Bev working on a career expo

Under our Jobnet Employment Program, CBS Inc. transitioned from the Disability Employment Services (DES) program to the Inclusive Employment Australia (IEA) program on the 1st of November 2025.

This remains funded by the Department of Social Services (DSS) and we continue our reach operating from 22 different sites across metro and regional South Australia. This includes gaining the Kadina/Clare region to work alongside our NDIS team there.

Although a change in program name, establishing ongoing long-term employment outcomes continues to be a major focus for our Jobnet Employment Program. We support people with all types of disabilities, medical conditions, mental health and injuries to find and maintain open employment in their field of choice.

Our teams use positive interactions and a strengths-based approach to focus on what our clients can do, working alongside our clients to help achieve their goals. Training, education, work experiences and volunteer work form part of the pathway to long-term employment success. Once in employment, on the job support to build independence and confidence in the workplace is one of our specialties.

Collaboration with DSS has been open and positive with the addition of the Centre for Inclusive Employment offering additional support, resources and staff training opportunities. With the increased focus on co-design, long-term employment and career succession, CBS Inc. culture and values and sound quality and performance results reflects the new program well.

Our internal and Grant funded programs, NDIS, IPS, USEP, Aim Higher, Hospitably Inclusive Project and Aim Wider, continue to complement our Jobnet program with opportunities for clients to participate in additional skills building, opportunities and social connections.

Our culture and values continue to be recognised by clients, stakeholders, external auditors and members of the community. Receiving a Commendable Practice for the third consecutive year during our National Standards for Disability (NSDS) Audit, with "CBS Inc. delivers supports in a manner that promotes Client choice, employment outcomes, and active involvement in decision-making. Clients consistently reported that staff were approachable, supportive, and responsive to their individual needs, goals, and preferences." (p.7 NSDS report).

We continue to work with our valued business partners to understand their workplace and their needs, matching clients to their roles. We look forward to collaborating with more employers and partners, to continue successful employment outcomes for our clients in the next 12 months.

Ada Caruana

Standard 6 ***Service Management is documented as Commendable Practice – 2024 & 2025 & 2026 NSDS Audits***

Individual Placement and Support (IPS) Program

The Individual Placement and Support (IPS) Program is a longstanding partnership between Community Bridging Services (CBS) Inc. and SA Health Mental Health Services, supporting people living with significant mental illness to secure and sustain meaningful employment. Entering its tenth year of operation, the program remains one of Australia's longest running and most established IPS collaborations.

IPS services are delivered across metropolitan and regional South Australia, including Southern Adelaide, Eastern Adelaide, Northern Adelaide, Murraylands, Riverland and Yorke Peninsula. Demand for the service continues to grow, reflecting the recognised value of employment as an important component of recovery, wellbeing and community participation.

The program is based on the internationally recognised IPS employment support model which is built around eight evidence-based practice principles and measured through a fidelity framework to ensure service quality and consistency. IPS focuses on participant choice, rapid job search, integration with mental health treatment and ongoing individualised support, helping people pursue employment goals that align with their strengths, interests and aspirations.

Employment outcomes achieved through the program continue to demonstrate the effectiveness of the IPS approach. One IPS participant reported about their experience

"They are exceptional in every way, they go above and beyond." Another shared, "They do what they can to make sure your needs are met."

The IPS Program continues to show that employment can be a powerful catalyst for recovery. By combining evidence-based practice with person-centred support, the program assists people build financial independence, social connection, purpose and confidence while contributing meaningfully to their communities.

Tim Wiseman



IPS Northern Adelaide Launch

University Specialist Employment Partnership (USEP)

The University Specialist Employment Partnership (USEP) continues to provide effective support and information to students with a disability on campus, at numerous sites for Flinders University and Adelaide University.

The merger of Adelaide University has created an influx of students that we haven't seen in our eight years, with 2026 having our highest number of referrals yet.

We have been actively involved in career festivals, O week and various activations including a very popular "Pat and Chat" at Flinders University to help engage with students in a fun and welcoming way, whilst continuing to engage with employers to promote the value of hiring graduates with a disability. "Pat my pet dog" while chatting.

We continue to help students to navigate career exploration, disclosure, workplace adjustments, understanding supports and advocacy, all with the focus of achieving employment in graduate work.





As the USEP team continues to grow we are creating more opportunities for students to engage with us and connect to CBS Inc., if they are eligible for additional and ongoing supports.

Another highlight of the last year has been our involvement in the new Diploma in Employment Pathways at Flinders University, an Australian first providing a university diploma for people with intellectual disability. We have worked collaboratively to deliver workshops, a networking session and secure placements for all participants.

The USEP team remains committed to respectful student and employer engagement, education and advocacy to increase placement and employment opportunities for University students and graduates.

Sascha Lemon-Spence

"I am very pleased to inform that I received the internship under MCCSA project…..You are the first and main role played behind this success. Truly appreciate your commitment and continuous support."

- Flinders University student

Amelia Rix Award

Held at the Adelaide Pavilion surrounded by the beautiful Veale Gardens, the 2025 Amelia Rix Award was another successful evening and highlight of the year. It celebrated the success of our clients in open employment and their community contributions.

The Award is held in memory of the late Amelia Rix who was a long-term Jobnet client. 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 job in open employment.



2025 Amelia Rix Award
WINNER - Bruen Mhmood

This year saw eight nominees – Trenna Anderson, Shona Fotiou, Shavana Gronemyer, Leanne Jones, Thomas Lee, Bruen Mhmood, Cohen Nuske, and Adam Robson. Each nominee's journey and achievements were described on the night, further showcasing that people with disability are an asset to any business.

Award winner Bruen delivered the evening's highlight with an inspirational and moving speech. Bruen shared her journey of overcoming adversity and spoke of her resilience in building a new future, which included securing full-time work and building her own home.

Congratulations to winner, Bruen Mhmood (Cleaner at the Royal Adelaide Hospital, supported by CBS Inc. Kilkenny/Adelaide), runner up, Thomas Lee (Kitchen Assistant at Greyhound Racing SA, supported by CBS Inc. Gilles Plains), and third place, Shavana Gronemyer (Cafe Assistant at Café Delizioso, supported by CBS Inc. Port Pirie). All other nominees 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



All 2025 nominees at the Amelia Rix Award



NDIS client and Staff at an NDIS Camp

"CBS provides support with developing social and communication skills."

- Chloe, Renmark



NDIS clients use podcast

"Daniel enjoys a variety of activities CBS offer, they are very good, lots of different choices and variety, a lot of thought goes into planning. Staff are always very polite, friendly and very professional, they listen to feedback and help develop interests for my son. He enjoys being with the other participants and making new friends. He is very happy at CBS and enjoys attending every day."

- Lucy, West Croydon

NDIS Supports

NDIS Supports

We ndis Registered NDIS Provider

beyond making it happen!

CBS CHOICES inc. Community Bridging Services (CBS) Inc.



Choices participants enjoy footy

Beyond and Choices

As one of South Australia's most geographically extensive providers of social and community participation and employment readiness supports, Beyond and Choices supported over 400 people with disability across metropolitan Adelaide and regional South Australia during 2025/26.

Our strength is not just our reach across South Australia, but our commitment to the communities in which we work. With locally based services across metropolitan and regional areas, Beyond and Choices supports people to build skills, increase independence, connect with their communities and work towards goals that are important to them, closer to where they live.

It was a year of continued growth and development. We established new premises, expanded our camps program, introduced a monthly community disco in southern Adelaide and implemented a new approach to delivering school transition supports.

Beyond: skills, employment readiness and mentoring

One of the most significant developments for Beyond was the evolution of our successful SACE-aligned school transition program, Beyond Your Future. Our first cohort completed the program during the year, a significant commitment for students already balancing the demands of Years 11 and 12. The program gave students practical opportunities to build confidence, independence, employment readiness and the skills needed to prepare for life beyond school.

The first year gave us an opportunity to look at how Beyond Your Future could reach more young people across South Australia. Delivering the program as a standalone offering from a small number of sites, limited access for students outside those locations. Beyond Your Future has now been incorporated into the broader Beyond service, allowing students to access transition support through their local Beyond team, including the regional communities such as Whyalla, Port Lincoln, Port Augusta and Kadina. This means young people can access support closer to home.

Beyond's presence continued to grow during the year. CBS Inc. purchased 28 Grenfell Street in Adelaide to replace our Wakefield Street premises, giving the service a permanent base in the heart of the CBD and greater capacity for future growth. The location is easily accessible by public transport and gives participants direct access to shops, hospitality, community facilities, recreation and other parts of the city that can be used to build everyday skills, confidence and independence.

In Kadina, increasing demand meant our NDIS services had outgrown the community centre space where they were originally established. Beyond has now moved into its own dedicated space within the same complex as our Jobnet team. This gives participants on the Copper Coast a consistent, purpose-specific location while strengthening the connection between our disability, transition and employment services in the region.

Our Mini Woolies at Port Pirie completed its first full year of operation and continues to provide participants with a realistic retail environment to develop workplace skills. Participants gain experience in stock handling, customer service and workplace routines while building confidence through hands-on experience.

The value of Mini Woolies extends beyond the participants using the space. Local employers, schools and families can see firsthand the skills and contribution of people with disability in a workplace setting. In a regional community such as Port Pirie, that visibility helps strengthen local connections and builds greater awareness of inclusive employment.

Choices: recreation, community access and connection

Choices had a strong year supporting people to get out into the broader community, spend time together and build connections.

Our camps program has grown and is now an established part of the Choices calendar, with four camps scheduled each year. During 2025/26, participants stayed at El Shaddai on the Murray River and Pichi Richi Park in the Flinders Ranges, providing opportunities to travel, share new experiences and spend extended time away from their usual home environment.

For some participants, this is their first experience of staying away from home without family. Staff regularly see participants return with greater confidence and independence, stronger relationships with their peers and a sense of achievement from managing new routines, unfamiliar environments and shared responsibilities while away.

After several years supporting the City of Playford inclusive disco, Choices introduced its own monthly disco at the Glandore Community Centre in southern Adelaide. Hosting the event ourselves has allowed participants to have greater input into how it is run, including the music, atmosphere and activities, and it has quickly become a regular part of the social calendar. We continue to attend the Playford disco as guests and value the relationship developed through our long association.

Across our sites, participants took part in a wide range of community events, recreation, cooking, travel training, fitness and creative activities. While these activities provide enjoyment and opportunities to develop practical skills, much of their value lies in what happens around them: choosing where to go and what to do, planning and managing an outing, navigating the community, meeting new people and becoming more familiar with and connected to local places and groups.

Looking ahead

More than a decade after its introduction, the NDIS continues to evolve. For providers, this means adapting to changes in policy, funding and participant expectations while continuing to deliver consistent, high-quality supports.

Our focus for 2026/27 will be building on what has worked well and making sure Beyond and Choices continue to meet the needs of the people and communities we support. This includes further developing our camps program, expanding access to Beyond Your Future across metropolitan and regional locations, and making full use of our Grenfell Street and Kadina premises to create more opportunities for participants locally.

As the NDIS continues to change, our priority remains clear: to provide practical, reliable and meaningful supports that help people build independence, participate in their communities and work towards the lives they want to lead.

Craig Love



Faith, Beyond participant at the art program



Project Panel Discussion at the Education Forum



Participants at Glandore Cafe for HI Project Graduation

Projects

AIM WIDER

Community Bridging Services (CBS) Inc.

- 76 participants engaged in the program over the funding period
- 391 stakeholders engaged in the program with 47 of these being employers
- 36 work experiences and work immersions organised

Funded through the Structural Adjustment Fund, the Aim Wider Project operated for just over 12 months, concluding on 30 June 2026. While the funding period was short, the project achieved significant outcomes across metropolitan Adelaide, Murray Bridge and Port Lincoln, demonstrating the potential of a strengths-based, person-centred approach to supporting people with disability to pursue open employment opportunities.

Aim Wider was designed to help adults with disability, including those receiving NDIS supports or working within Australian Disability Enterprises (ADEs), explore and transition towards open employment. Participants were supported to identify their strengths, interests and career goals through tailored career planning, work experience opportunities and individualised support. Many participants engaged in further education and training, connected with service providers, and gained valuable exposure to open employment environments.

Building partnerships with ADEs was a critical component of the project. While initial engagement was challenging, with some organisations concerned about losing valued employees, several ADEs embraced the project and worked collaboratively to create opportunities for participants. Conversations around dual funding arrangements proved particularly valuable, helping to develop solutions that benefited participants, providers and employers alike.

A highlight of the project was the employment of CBS Inc.'s Moonlight Speakers, who shared their lived experiences of transitioning into open employment. Participants consistently reported feeling inspired and motivated by these authentic stories of success, while the speakers themselves described the experience as rewarding and empowering. Their contribution reinforced the message that open employment is an achievable and meaningful pathway for many people with disability.

The experiences and outcomes achieved through Aim Wider provided strong evidence that innovative approaches can make a difference. The project demonstrated promising signs of success and highlighted the importance of sustained investment in initiatives that expand employment especially adults in the NDIS under the 8 hour a week work benchmark.

While the funding period has now concluded, the learnings from Aim Wider will continue to inform future supports. With continued collaboration across the disability and employment sectors, there is significant potential to build on these foundations and create even greater opportunities for people with disability to participate in open employment and their communities.

Amanda Ward



Jesse Work Experience

Aim Higher

Over this past year, Aim Higher has continued to work with high schools across metro, regional and remote South Australia, re-engaging with 21 schools and creating 9 new school connections. The team has strengthened community involvement through participating in a range of events; including Community of Practice, forums and school careers nights.

We have also continued to seek feedback from participants with 90% of students who completed the program confirming that they were greatly or highly satisfied with their work discovery placement. This includes the match to their career action plan, having good support while completing the placement, having the opportunity to learn new things, and whether the placement helped them decide if this would suit them as a career path or future job.

Students reflected positively on the employers, identifying the best parts of their experience as “being in a good workplace” and having “people there [who] were helpful and nice and guided me through the experience”. These comments demonstrate the care, support and time CBS Inc. employers invest in creating a positive and worthwhile placement experience for students.

The team is grateful for the support received from the Australian Government, Department of Health, Disability and Ageing who have now provided additional funding to June 2027.

Mireia Medina & Amanda Ward

Community Bridging Services (CBS) Inc.

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

30
Schools completed the program

12
In regional areas

313
Parents, teachers and other members of the community attended training sessions and one on one consultations

185
Students engaged in career planning workshops that focus on open employment

99
Students completed work experience activities

51
Employers engaged in activities

“What an amazing opportunity for our students. You must have been working really hard to support them. Once again thank you so much for your efforts, I think it is great that these students are presented with the opportunities you have created for them.” - Senior Inclusive Educator

– Teacher



Aim Higher student Max during work experience

The Hospitably Inclusive Project

The past year has been one of the strongest yet for the Hospitably Inclusive (HI) Project, with continued growth in participant interest, employer engagement, and pathways beyond the program. The HI Project surpassed 100 graduates overall since inception in 2021.

Application numbers show that interest in the program remains exceptionally strong, reflecting the reputation the project has built over several years, as well as valuable referrals from Aim Higher, which has generated strong interest from high school students.

The HI Project’s core purpose is to equip graduates with the training and opportunities to secure open employment. Nine participants across the three cohorts secured work experience or employment. Roles included kitchenhands, front-of-house work at a busy country pub, fast-food/ kiosk service, and aged-care food preparation.

Employer engagement also grew, with new industry relationships and continued use of the Employer Toolkit to promote inclusive hiring.

Three graduation events were held, each showcasing participants’ cooking skills through food prepared entirely by the group - a proud moment for participants, families and support networks, and a valuable work experience opportunity in its own right.



HI Project Graduate - Robbie employed at Glanville Hotel

Hospitably Inclusive Project

Food Brings All People Together

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

34
Participants took part, with 28 graduating and earning nationally recognised units of competency

60
Applications were received across three cohorts, from people keen to build skills for a career in hospitality.

9
Graduates moved into work experience or open employment shortly after completing the program.

New
New employers were engaged with the project this year, supported by continued use of the Employer Toolkit to promote inclusive hiring.

HI staff promoted the project externally this year, at workshops, expos, and speaking at CBS Inc.’s Education Forum.

A new partnership with Alliance College launched a pilot Certificate II in Commercial Cookery – a strong next step for graduates and clients seeking further training, off to a great start with excellent engagement so far.

Looking ahead, the project has restructured into two distinct streams with Sprout - Kitchenhand and Front of House - aiming for more focused training and stronger outcomes in the final year of delivery. Planning has also begun for an employer networking event in May 2027 – a fitting conclusion that will maximise exposure for job-ready graduates and promote the value of inclusive hiring.

Jack Moloney, Amelia Rinaldi & Amanda Ward

2025-26 Highlights



Aim Wider- Launch



Amelia Rix Award



Bearded Dragon Gallery
Human Rights Exhibition



Chaffey Community Centre
Outdoor Kitchen Open



Bearded Dragon Gallery
SALA Exhibition



International Day of
People with a Disability
Dance Ball



Flinders University - Diploma in
Employment Pathways Launch



Port Lincoln -
Meet the Team



Australia Versus Spain
Employment and Disability
National Forum



NDIS CAMP



Hi Project Graduation



Education Forum



Community Expos



BDG Artist - Robert at the exhibition



Moonlight Speaker Nicole MC at the Education Forum

Social Enterprises

Bearded Dragon Gallery (BDG)

Another exciting year for BDG staff, artists and the community! The team implemented six exhibitions/ events over the year and introduced an Artwork subscription service with Alliance and the Torrens to Darlington Project. This new service showcases 15 pieces of artwork across three levels at 50 Flinders Street, Adelaide, extending the reach of our artists into a commercial space. These will be rotated over a two-year cycle.

We were delighted to have Her Excellency the Honourable Frances Adamson AC Governor of South Australia attend exhibitions, along with other key personnel and ministers including Ms. Lorraine Finlay, Human Rights Commissioner.

We would like to thank The Lane Vineyard for their continued sponsorship, as well as other businesses who have contributed to raffle prizes, including Orchard Bookshop, Koko Black and Haigh's Chocolates.

Looking ahead, the team is excited to be developing and implementing a BDG/ NDIS Beyond program providing regular arts-based capacity building opportunities for NDIS participants, while increasing use of the Gallery space outside normal trading hours.

Exhibitions and Events 25/26

- 3 July 2025: CBSI Oui Connect: A Celebration of Creativity & Food
- 31 July 2025: The SALA Intrinsic Passion: Igniting the Heart Exhibition
- October – December 2025: Transform Orthodontic Care Clinic Artwork Display
- 28 October 2025: Art Auction at CBS Inc. AGM
- 19 November 2025: Echoes of the Earth Exhibition
- 19 February 2026: The Art of Human Rights, in partnership with B-HART.

Upcoming exhibitions 26/27

- 2 July 2026: Pawtraits & Clawtraits
- August 2026: Peak to Peak and Still Climbing, SALA Festival Exhibition in partnership with Specialised Assistance School for Youth (SASY)
- October 2026: Video Games, in partnership with CBS Choices© Program
- November 2026: Colour

Abby McKay



BDG Exhibition

A place that highlights disabled talent in the arts is rare. An organisation that embraces, employs and exhibits disabled excellence is rare.

– Fig Kershaw (exhibiting artist)

Chaffey Community Centre

In the last 12 months Chaffey Community Centre successfully secured three grants totalling $23,700. This included funding of $18,700 for the completion of the Outdoor Kitchen project. This has been fully operational since March 2026 and is providing additional opportunities for community activities, events and supporting those in need.

A further $3,000 was received through the Digital Media for Over 55s Grant. These funds were used to purchase learning resources and three iPads to support digital literacy training. The first of three planned training sessions has been completed, with another two scheduled over the next six months.

The $2,000 Skylight Foundation Grant supported the establishment of a Chatty Café at Chaffey Community Centre. Operating weekly, the initiative provides a welcoming space for community members to connect, share experiences, and reduce social isolation.

We had two key events this year. The formal opening of the Chaffey Community Centre's Outdoor kitchen and the Chaffey Community Centre launch, celebrating CBS Inc.'s purchase of the Community Centre in August 2026.

The Centre has also strengthened volunteer engagement - a structured volunteer management process was implemented, enabling volunteers to contribute effectively through welcoming visitors, working in the Kosmos kitchen, and assisting with daily centre operations.

Kosmos Kitchen celebrated two years of operation and is now registered as a CBS Inc. social enterprise.

Peggy Mills



Summit Cafés

Summit Café

At Summit Cafés, every coffee represents more than quality service, it represents opportunity, inclusion, and community. Over the past year, our cafés have continued to provide meaningful employment for people living with disability while serving as welcoming spaces where connections are built and individuals can thrive. Through skill development, workplace support, and community engagement, Summit Cafés create pathways to greater confidence, independence, and belonging.

Both cafes proudly hold 5-star Food Safety and Health Certifications.

Summit Café – Glandore

Glandore continued to strengthen community connections through initiatives co-hosted with Marion Council, including Twilight Picnics, Christmas celebrations, Spring Plant Sale, Halloween Family Movie Night, International Women's Day and International Day of People with Disability. These initiatives supported social connection and helped address loneliness within the community. The café also showcased local artwork and encouraged generosity through its Pay It Forward initiative.

Glandore provided volunteer and work experience opportunities for local school students, CBS Inc. Beyond and Jobnet clients, while also supporting return to work.



Glandore, Sophia making coffees

A focus on expanding catering services has proven effective and generated a 10.4% increase in income. Thanks to our customers, which include Flinders University, John Holland Group T2D, Wellness Connect, Ochre Dawn and MCCSA.

One of the great highlights of the year was Glandore being awarded first Prize in the 2025 Marion Business Awards – Food & Hospitality category.

Summit Café – Mt Barker



Mount Barker staff busy

Summit Café Mount Barker continued to experience growth during the past year.

Staff played an active role in menu innovation, developing café specials and gaining valuable skills in menu planning, costing, stock management, and food preparation.

The café's daily delivery service of coffee and food to patients and staff at the local hospital remains a valued community offering.

The Mount Barker team consistently demonstrated resilience, adaptability, and a willingness to learn as they responded to the daily challenges of operating a community-focused hospitality service.

Work experience placements resulted in successful employment, highlighting the important role the café plays in creating pathways to employment.

Harry Cao & Amanda Ward

Moonlight Speakers

CBS Inc. Moonlight Speakers and Leaders are a talented group of CBS Inc. participants receiving training and support to provide public speaking services both within CBS Inc. and externally. Speakers are paid a fee for service and represent themselves and people with lived experience.

July 2025 was a very busy time for our Leaders and Speakers, with Margaret emceeing the CBS Inc. Oui Connect: A Celebration of Creativity & Food on the 3rd at Alliance College. We held two separate program launches for the CBS Inc. Aim Wider program, supporting meaningful employment opportunities for people with high support needs in regional South Australia. Zac emceed the event in Murray Bridge, with Darcy presenting at the Port Lincoln event launch. Cohen emceed and welcomed students and staff from Riverland Special School to the NDIS Open Day at the Chaffey Community Centre. The day was packed with engaging activities including the LEGO Build, Art Group and a delicious BBQ out the back. Cohen brought such confidence and energy to the event.

On Friday 29th August, Megan did a fabulous job emceeing the sold-out CBS Inc. “Australia Versus Spain- Employment and Disability” National Forum at the Adelaide Pavilion. An important discussion comparing the disability systems between Australia and Spain, highlighting what we can learn from each other. Consumer focus was at the forefront of the event, with approx. 30% of people with disability in attendance.

Zac joined Executive Managers, Ada and Abby in September presenting to 40 participants of the Governors Leadership Program. Zac shared his personal story with amazing photos, advocating for people with a disability to work in open employment with the right support in place. Zac also emceed the CBS Inc. Amelia Rix Award celebrating Jobnet participants work and community achievements in November, held at the Adelaide Pavillion.

On the International Day of People with Disability, 3rd December, Nicole emceed the first CBS Inc. NDIS Ball at the Burnside Ballroom, which was a huge success! At the same time, Stefan Noto presented to 50 Torrens2Darlington project staff, sharing his lived experience with Cerebral Palsy, and his employment journey into the construction industry. Stefan shared some important insights into Australia’s Disability Strategy and how inclusion is everyone’s responsibility.

In March 2026, Nicole emceed the fantastic “Everything You Wanted to Know About NDIS, Disability Employment and Education – But Were Afraid to Ask” Education Forum at the Adelaide Pavilion. Nicole brought warmth, professionalism and authenticity. With 110 attendees, 18 schools/ educational institutions, and 28 organisations represented. Lukasz, another Moonlight Speaker also chaired the “Impact of Disability Employment Projects” panel discussion with three guests.

Looking ahead, we are keen to recruit more participants in the new year, provide further skills and training, and secure more speaking events for our leaders with external organisations. 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 our CBS Inc. website.

Abby McKay



Moonlight Speaker - Cohen
MC event at Chaffey Community Centre

Financial Reports

Summary Income and Expenditure

Summary of Income and Expenditure Statement for the year ended 30th June 2026

	2026	2025
	$’000	$’000
Total Income	21,551	22,186
Total Expenditure	21,936	20,716
Net Surplus/deficit	(385)	1,470

Summary Assets and Liabilities

Summary of Assets and Liabilities Statement as at 30th June 2026

	2026	2025
	$’000	$’000
Total Assets	23,324	20,280
Total Liabilities	5,307	1,878
Net Assets	18,017	18,402
EQUITY		
Proprietorship	18,402	16,932
Current year surplus/deficit	(385)	1,470
Total Equity	18,017	18,402

Board of Directors’ Report

The Board Members submit the financial report of Community Bridging Services (CBS) Inc. for the financial year ended 30 June 2026.

Board members

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

Duncan Bainbridge
Christopher O’Connor
Michael Bois
Freddie Brincat OAM
Claude Bruno
Jo Carrick
Lidia Pargaliti
Kim Vanstone
Eva Yang.

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 deficit of CBS Inc. for the year was $385,000.

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

Claude Bruno
Board Chair

Freddie Brincat OAM
Executive Director

Dated this 25th day of October 2026.

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 statement of financial position as at 30th June 2026, the statement of comprehensive income and statement of changes in equity 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 2026 and of its financial performance for the year then ended; and

(b) complying with Australian Accounting Standards and 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 2026, 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 **Date 25th October 2026**

Chartered Accountant **Hackney, South Australia**

CBS Inc. Board of Directors

as at 30 June 2026

Claude Bruno

Chair

Board meeting attendance: 11/11

Freddie Brincat OAM

Secretary and Public Officer

Founder & Executive Director CBS Inc. (B.Ed., Grad.Dip. Policy and Administration, M. AICD, MDEA, FIEP)

Board meeting attendance: 11/11

Lidia Pargaliti

Treasurer

Non-Executive Director

FIPA, MAICD, MICDA

Board meeting attendance: 10/11

Michael Bois

Deputy Chair

Director, Beg Your Pardon

Board meeting attendance: 9/11

Duncan Bainbridge

Board Consumer Nominee

Meaningful Storyteller, Experience-Led Solutions, BA, FRSA, MICDA

Board meeting attendance: 4/5

Stefan Noto

Board Consumer Nominee

Site Administrator, Constructwell

Jobnet Client – CBS Inc.

Board meeting attendance: 4/4 (Resigned)

Christopher O'Connor

Board Consumer Nominee

Customer Service, Fresco-Bah

Jobnet Client – CBS Inc.

Board meeting attendance: 10/11

Jo Carrick

Board Director

Relationship Manager, Leaders Institute of SA

Board meeting attendance: 10/11

Kim Vanstone

Board Director

Head of Partnerships & Engagement

Operation Flinders

Board meeting attendance: 5/7

Eva Yang

Board Director

General Manager, Alliance College

Board meeting attendance: 7/7

Caroline Manetta

Admin Support to Board (non-voting)

Board meeting attendance: 10/11

30 YEARS

CBS inc.

Community Bridging Services (CBS) Inc.

2025 - 2026 Staff List

Kaylee Abbott
Kerri Abrook
Jacqueline Alevizos
Donna Altamura
Helen Altmann
Hellen Anduga
Leidy Ariza Velasco
Denise Arnold
Mireia Artero Medina
Maddison Baldock
Shendelle Barnett
Heidi Beer
Sophia Bendo
Saoirse Bessell
Michael Bird
Karen Bowman
Alex Boyd
Denise Briggs
Stephen Briggs
Freddie Brincat OAM
Josef Brincat-Tree
Mitchell Britton-Costin
Nicole Brook
Emily Brookshaw
Simone Brown
Kelly Bunker
Taneisha Bunker
Elizabeth Burchell
Alan Cadman
Harry Cao
Debbie Carbone
Jason Carey
Cristina Carr
Margaret Carter
Ada Caruana
Kathryn Cawthorne
Mervyn Chapman
Shania Chesson
Jak Chiswell
Frances Christison
Prabesh Chudal
Fabien Clark
Hendrix Cody
Emanuela Cojocea
Annie Coles
Zachary Colton
James Commane-Jacobs
Graham Cook
Jo Corbin
Joshua Cortes
Sharon Crafter
Chloe Crawley
Teagan Crawley
Allison Croft
Charles Crompton
Lakiesha Crouch
Tibor Cser
Morgan Dabinett
Kassandra Dahlenburg
Samantha Dahlitz
Blake Day
Damien Delaney
Monique Dempsey
Christine Dodd
Wayne Doherty
Robert Domanski
Gabriella Drinic
Carole Dunn
Mathilde Eldridge
Luke Englander
Akinola Fadare
Dominique Fasciano
Charmaine Felice
Jessica Finlayson
Lisa Flowers
Krystal Foster-Peryman
Patricia Fowler
Sarah Fox
Georgia Fuller
Simone Garland
Patricia Gerahty
Amanda Gill
Paula Gomez
Christine Graham
Suzanne Graham
Nola Grasby
Rhiannon Gray
Jack Greatorex
Carter Greatrex
Natalie Greaves
Callum Greener
Lori-Anne Grosse
Vivienne Groves
Adele Gupta
Kirsten Hardon
Lisa Harris
Madison Hawkes
John Haydon
Sharon Hayes
Kim-Amanda Heaven
Jasmine Hemer
Suzanne Hochuli
Janine Hodder
Shishi Hong
Doreen Hopper
Arialle Howard
Eboney Insch
Roy Iovino
Jessica Irving
Kellie Irving
Ariane Jakutavicius
Dannie Jamieson
Bailey Johnson
Kylie Johnson
Amy Jones
Galen Jones
Oliver Jones
Tracy Jones
Narelle Kamprod
Harvinder Kaur
Ishpreet Kaur
Jashanpreet Kaur
Courtney Kemp
Adele Kibbler
Koji Kii
Elzbieta Kinasz
Liam King
Dennis Kirby
Kevin Knibbs

Marilyn Kruczynski
Justin Kuiper
Do Joon Kwon
Thien Lam
Kym Lamshed
Shevaughn Langley
James Langmead
Phillip Lau
Lam Le
Thoa Le
Yana Lehey
Sascha Lemon-Spence
Brett Lennox
Yinsheng Li
Susan Lloyd
Elizabeth Loizeau
Nikki Loulas
Craig Love
Trevor Love
Jeffrey Loveday
Lisa Luxford
Mirjana Lynch
Andrea MacIntyre
Mihaela Maguran-Pivas
Bianca Mahoney
Caroline Manetta
Tamara Mann
Maddison Marshall
Tanya Martin
Anthony McCarthy
Natalie McDonald
Abby McKay
Emmaline McKiernan
Taela McKinlay
Jennifer McMahon
Vanessa McMillan
Leah McMurdo
Brenton Mead
Donna Mercer
Amarly Meyers
James Mignone
Salena Miller
Peggy Mills
Courtney Mitchell
Jack Moloney
Elizabeth Moore
Janis Moore
Alicia Muhs
Colin Murphy
Rehn Nagel
Jankiben Nandani
Heather Newman
Rachael Newman
Robert Newman
Sophie Newman
Thi Thanh Xuan Nguyen
Ada Oliver-Dearman
Febians Omondi
Amelia Oorthuis
David Owen
Jasvir Kaur Pabla
Mellisa Palmer
Nikita Paris
Parag Patel
Erina Paul
Krystal Payne
Tanya Perrett
Amanda Pickles
Cody Pietsch
Dalvir Singh Plaha
Marie Pomery
Emily Poulton
Shane Poynter
Aleesha Press
Chelsea Proctor
Amy Ramsbottom
Navdeep kaur Randhawa
Chloe Reddan
Melanie Richards
Toni Richardson
Aimee Ricketts
Amelia Rinaldi
Beverley Robertson
Ricardo Rocha
Jesse Rochow
Phillip Rollas
Karen Ruckenstuhl
Craig Rush
Helen Russell
Michaela Sandy
Paola Scharfspitz
Lily Schepers
Adelle Searle
Sergei Segodin
Megha Shah
Sudarshan (Sud) Sharma
Rowena Shields
Parminder Singh
Pulla Singh
Carmela Smith
Isaac Smith
Julia-Kate Starr
Harrison Stavrou
Debra Stephens
Anthony Stevenson
Chloe Stewart
Terry Stuart
Joshua Sullivan
Hayley Tattoli
Rikki Taurua
Kylie Taylor
Tabitha Taylor
Shantel Thyer
Cameron Totolas
Shivonne Tracey
Anh Tran
Hong Tran
Phuong Mai Tran
Shellee-Ann Vallis
Maresa van Buiten
Liam Van Schaik
Jacqui Vegera
Christian Wadham
Joyce Wang
Amanda Ward
Kayne Ward
Fiona Ware
Zoe Waters
Alison Wehrmann
Katrina Wehrmuller
Matthew Wheeler
Alana Whennen
Alyssa Will
Alison Williams
Naomi Williams
Tayla Williams
Frida Willmott
Evan Wilson
Timothy Wiseman
Dan Withey
Lukasz Wojniak
Dillon Wright
Raheel Zafar
Justin Zammit
Angelica Zeni
Linda Zeni

Inclusive Employment Australia

Finding careers for people with disability

We ndis Registered NDIS Provider

Social Traders CERTIFIED SOCIAL ENTERPRISE

Business for good

Citation Certification ISO 27001 Information Security management system

CPG Certification Partner Global NDIS

CPG Certification Partner Global NSDS

30 YEARS

CBS inc. Community Bridging Services (CBS) Inc.

Community Bridging Services (CBS) Inc.

Suite 1001, 147 Pirie Street

Adelaide, South Australia, 5000

T 08 8224 2900

E cbs@cbsinc.org.au

W cbsinc.org.au

f CommunityBridgingServices