



Annual Report

FY24-25



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Message from the Acting CEO

The past year at The Bridge has been one of growth and transformation. A standout moment was welcoming Ivanhoe Diamond Valley (IDV) into our organisation - an important step that ensured the continuity of essential community services and protected local jobs. One year on, we're proud of the progress we've achieved together.

We've welcomed over 250 new clients and launched a carers network, creating a space for families and carers to connect and support one another. Our partnerships, such as with Sonic Healthcare, Soap Aid, BlockTexx, and Little Green Panda, underscore our commitment to working with organisations that share our values.

Looking ahead, we're set to expand our employment services into the Monash region, reaching more communities including Emerald, Doveton, Koo Wee Rup, Narre Warren, and Pakenham.

Thank you to our clients, carers, families, and the communities we serve, for your ongoing trust and inspiration. Supporting your achievements remains our greatest motivation.

Richard Dawe

Richard Dawe
Acting CEO, The Bridge Inc



Empowering lives and inspiring futures by providing holistic support to people with disabilities

Our Impact

250
new clients onboarded



Acquisition of provider
in Melbourne's North to deliver more services to people in the Banyule and Whittlesea council areas

78%
of employees report that The Bridge is a great place to work



86%
of clients report being satisfied with The Bridge services

5,068
volunteer hours provided for FY24-25

3,358
individual online training courses completed by staff

15
students completed student placements across a range of tertiary areas



Exciting Highlights

The Bridge has Expanded - IDV Acquisition

In October 2024, The Bridge acquired IDV, a respected disability provider in Melbourne's North. This expansion means we can now reach and support even more people throughout Melbourne. Operating under the name The Bridge Inc, this collaboration brings together two organisations with a shared passion for providing exceptional care.

This partnership isn't just about increasing our impact by growing our services; it's about creating new opportunities for dedicated workers in the disability sector.

The merged organisation delivers contemporary, sustainable and person-centred services. It has also created fresh employment opportunities for the disability

workforce, while enhancing quality of life for those within the disability community.

The Bridge now has sites across North and Southeast Melbourne, offering 1:1 individualised support, day services, supported employment, Inclusive Employment Australia, specialised accommodation, and recreation, and respite.

Together as The Bridge, we are committed to making a meaningful difference and lasting social and community impact.



Introduction of Supported Independent Living Homes

The Bridge grew its services to offer Supported Independent Living (SIL). This new service reflects our dedication to helping people live more independently while remaining connected to their community in a safe, welcoming environment.

The Bridge now has SIL homes in Bundoora, Briar Hill, and Montmorency. Nestled in peaceful, leafy surrounds, these homes provide a calm and supportive setting with easy access to local amenities, social opportunities, and recreational spaces. Whether it's enjoying local activities or sharing a meal with housemates, our SIL homes offer the perfect balance of independence and connection.

Funded through the National Disability Insurance Scheme (NDIS), our SIL services support individuals to build daily living skills, maintain control over routines, and engage meaningfully with their community. Our experienced and compassionate team tailors support to each person's unique needs, preferences, and goals.

Looking ahead, our Specialist Disability Accommodation (SDA) will soon be available in Noble Park with SIL services. These purpose-built homes are designed for people with higher support needs and feature accessible design elements to promote safety, comfort, and independence.

Exciting Highlights

Cultivating Gardens and Spaces for Meaningful Employment

Building on the success of *The Bridge Cleaning Crew*, we launched *The Bridge Mow & Mend*. This new Supported Employee micro-business offers professional garden and light property maintenance services to local businesses. This venture reflects our ongoing commitment to creating inclusive employment pathways through a blended workforce model that values every individual's contribution.

The launch was celebrated with an event, where we expressed our deep appreciation to donors John and Judy Brown for their unwavering support and generous donation to start this initiative. Their belief in our mission has been instrumental in bringing our micro-

business initiatives to life and expanding opportunities for supported employees. We also extend our sincere thanks to Total Tools and Greenworks, whose generosity and industry expertise have played a vital role in equipping our team for success.

Now fully operational, *The Bridge Mow & Mend* provides routine garden maintenance, green waste removal, and minor site repairs. We look forward to seeing the team flourish - not only cultivating gardens and spaces but also meaningful employment with a lasting community impact.



My Journey with The Bridge - Primrose

"I joined The Bridge in August 2024 as a student completing a 500-hour placement while studying a Bachelor of Community and Human Services. My goal after graduating was to work in the community sector, supporting people with disabilities in meaningful and person-centred ways. I wanted to make a positive impact by helping individuals connect to essential services, advocating for their rights, and ensuring their voices were heard and respected.

"I've always believed in creating inclusive spaces where people feel empowered, valued and supported to live their best lives."

My passion lies in walking alongside clients, helping them navigate challenges, celebrate achievements, and build stronger connections within their communities.

During my placement, I evaluated activities across the various day service sites and developed strategies to improve engagement and reduce risks in service delivery. I'm proud that many of my ideas are now being implemented. It was through this hands-on experience and the time I spent with clients that I realised my heart belongs in this space, working alongside them and seeing them reach their full potential.

After completing my placement in December 2024, I was offered a role with the Connects team as Your Supports and Getaways Coordinator. I then officially graduated in March 2025.

What I enjoy most about The Bridge is the culture of inclusivity. It truly feels like a family. Everyone is valued, supported, and encouraged to grow.

I always wanted to make a positive impact in the disability sector. I didn't know how or when it would happen, but The Bridge made it possible. So never give up on your dreams - the right opportunity will come."



Ryley's Story

Building Confidence, Connection and Independence

At The Bridge, we're committed to nurturing independence by supporting each person's unique journey. Ryley's journey has been one of growth, courage and connection and we're so proud to be a part of it.

Ryley chose to attend IDV and then continue at The Bridge, and from day one, he's embraced every opportunity with enthusiasm. "I love seeing all my friends at The Bridge and all my favourite support workers," Ryley says. "I love all my different programs, especially T-Birds," one of the men's social groups at The Bridge, that promotes mental and physical health.

Each week, Ryley looks forward to Tuesdays and Thursdays, when he's out in the community, exploring new places and building life skills. On Wednesdays, he heads to the Men's Shed, where he's proudly crafted a bedside and coffee table. "He is so very, very proud of what he has built," says his mum, Kelly. "He shows everyone who visits our house and even posted it on social media!"

The Men's Shed has helped Ryley grow his independence. He now catches public transport there on his own, a milestone that's boosted his confidence and self-reliance.

Beyond weekdays, Ryley has found joy and belonging through *Connect Us* at the Greensborough site on Tuesday and Friday nights. These social evenings have become a highlight. "We see that Ryley has a happy, safe, productive and social environment where he absolutely thrives," Kelly shares. "He comes home with new skills, stories and a very strong sense of belonging."

Ryley has also embraced our weekend Getaways recreational activities, which initially felt daunting. "He was hesitant to go as none of his friends were attending, and he didn't know anyone," Kelly recalls. But after one session, Ryley was hooked. "I like everywhere they take me. Camps are my favourite especially the Christmas in July one," he says. He's now made friends across multiple sites and proudly says, "I have more friends than anyone at The Bridge!"

One of the most powerful moments in Ryley's journey came with the introduction of his walker. At first, he was reluctant, embarrassed and afraid of being judged. But with gentle encouragement from staff at both Greensborough and camp, Ryley gave it a go. "He returned home Sunday a different man," Kelly says. "He told everyone he is independent now."

That moment marked a turning point. He now uses it confidently - even carrying shopping during his outings. Kelly says "It's given him a new level of independence."

With every step, Ryley is achieving his NDIS goals, growing independence, communication, and community participation. "We are so proud and impressed with his growth, skill development and increased self confidence," Kelly says.

At The Bridge, we're honoured to support Ryley's journey, and we can't wait to see where his confidence and determination take him next.

Tony's Story

Creating Long-term Success in the Workplace

Over the past six months, Tony has made inspiring progress toward his personal and employment goals.

Tony began his journey through Your Job Now (YJN), our job skills program, and quickly found his stride during work experience with The Bridge Cleaning Crew and our hospitality partners at Little Lanterns Viet Kitchen.

Working closely with his Training Support Officers (TSOs) and teammates, Tony embraced every opportunity. His confidence blossomed and his communication skills grew.

As Tony prepares for open employment, he has been working diligently with his employment coach building a resume, cover letter, portfolio and glowing references. His success in work experience is bringing him closer to his long-term goal: a role in retail or hospitality, where he can shine in customer service.

Tony's journey hasn't just been about employment; it's also been about connection. With guidance from his coach, Tony has been learning to read social cues and engage in conversations with confidence. He's made a conscious effort to speak with different peers during program sessions, step outside his comfort zone and form meaningful friendships.

One of Tony's proudest moments was when he spoke in front of The Bridge Board members with minimal preparation. Despite feeling nervous, he shared his story with clarity and courage, demonstrating the resilience and personal growth that have defined his time with The Bridge.

Tony is also showing greater independence, taking initiative in communicating with support staff and advocating for his goals with professionalism and clarity. His achievements reflect his dedication and serve as a powerful example of how passion, persistence, and a positive attitude can drive meaningful progress.

"The Bridge has been an amazing support for me. I've gained a lot of experience which I couldn't have gained at any other provider. I like making new friends, the staff have been amazing, and I couldn't have been happier."



Connects Wrap Up

More Connection. More Impact.

The Bridge Connects' reputation has continued to grow along with its impact and it is now supporting nearly 600 clients across Day Services, Your Supports, Getaways, Support Coordination and the newest service offering, Supported Independent Living (SIL).

To support growth whilst maintaining safe, quality, person-centred services, we restructured the Operations Manager role into two key areas - Day Services and 24/7 Services. This has enhanced capability, capacity and efficiency to support the changes needed following our acquisition of IDV. We also introduced Senior Support Worker roles at selected sites to meet demand.

Innovation and creativity were on show through the inaugural *Illuminate* Art Show at Macleod Day Service, and the premiere of The Bridge Big Brother film at Dandenong - supported through the Innovation Fund.

SIL occupancy has been a strong focus to ensure service viability into the future. Following extensive refurbishments, vacancies were filled at Montmorency and Briar Hill properties. Preparations are underway for our Specialist Disability Accommodation (SDA) housing project in Noble Park, due to launch in late 2025, and we have a number of people hoping to move into these as soon as possible.

Getaways, our recreation program, has expanded with longer interstate trips and new destinations. We've been delighted with the increased client engagement from The Bridge North clients through weekends away, day activities and interstate trips.

Connects delivered over 301,000 hours of service in the last financial year, a 25% increase on the previous year - broadening our impact across the communities we support.

The annual client and carer survey again produced positive feedback. These surveys are important as they guide us to continuously improve the quality of our service delivery.

I would also like to thank our amazing staff, volunteers and students who support and create opportunities for our clients to live their best lives and achieve their goals.

Lastly, thank you to our clients, families and carers for your continued support and commitment to The Bridge. I know Connects will continue to strengthen services and deliver meaningful impact into the future.

Nicole Stribbles

Nicole Stribbles
The Bridge Connects
General Manager



The Bridge Connects now supports close to **600** clients across all community services



4

interstate Getaways trips, supporting 42 clients

Connects services provided over **301,000** hours of service (25% increase from FY23-24)

1 new service offering of Supported Independent Living (SIL) in **3 new locations**



2 new
Day Service sites operating in Greensborough and Macleod

Employment Wrap Up

A Year of Growth, Empowerment and Community Impact

The Employment team continued their ambitious journey to create more employment opportunities across all programs at The Bridge.

Our Social Enterprise set out to exceed 100 Supported Employees. This was achieved through the acquisition of IDV with a warehouse in the North, as well as welcoming 27 Supported Employees from another provider in the Southeast who ceased their warehousing operations. We now have over 130 Supported Employees across four social enterprise warehouses and two micro-businesses.

We've also seen a number of business partners focused on environmental sustainability, increase their operations through The Bridge Works sites. We have also welcomed new partners who share our values and mission in supporting people with disabilities to gain meaningful employment.

The Casey CALD Youth Program continues to thrive, placing 17 job seekers into employment to meet the needs of the local community within the Casey City Council area. The majority have stayed in these

roles for more than 6 months. The Bridge is proud to continue this service to the residents of Casey for another three years and will conduct a social impact study at the program's conclusion.

In March, our Cleaning Crew took on additional work cleaning our Head Office, Hub 31 and Your Job Now sites in Dandenong. We now have two full crews and 15 Supported Employees working five days a week.

In June, The Bridge was once again honoured with the 2025 Community Impact Award presented by the Greater Dandenong Chamber of Commerce, our second win in three years.

Our Disability Employment Services (DES) team have had a great year placing 13 clients into jobs, as well as collaborating with external NDIS providers to support their clients into employment, but also placing our clients into work with NDIS providers! Further, our DES team has worked very well with our Your Job Now and Works teams to support The Bridge clients into open employment.

Expanded Social Enterprise to 4 sites and 2 micro-businesses providing meaningful work to **130** Supported Employees



Started new all abilities gardening and maintenance micro-business

Supported **38 clients** to find employment

Earlier this year, Youth Jobs Now changed their name to Your Job Now to remove age-based barriers. The team continues to support clients with employability skills and hands-on work experience for at least 12 weeks.

MyDRIVESCHOOL also continues to help clients gain learner licenses through simulator-based training, building both skill and confidence on the road.

The Bridge Employment remains committed to empowering individuals and strengthening communities through meaningful work. By providing wraparound support, forging inclusive partnerships, and prioritising wellbeing, we are laying the foundation for an even brighter future.

David Kazakoff

David Kazakoff
The Bridge Employment
General Manager



DES exceeded expectations in NSDS accreditation, achieving above average results for positive customer feedback



15 clients participated in a range of volunteer activities and work experience through Your Job Now

Community Engagement

At The Bridge, we believe meaningful connections are the foundation of inclusive, thriving communities. This year, we proudly launched and joined initiatives that brought people together, fostered creativity, and strengthened support networks.

A New Community for Carers

With the generous support of Carers Victoria, we introduced the *Bridge 2 Connect Carers Program*, a free monthly workshop series designed to support carers across Dandenong, Casey, and Cardinia. These sessions provided a welcoming space for carers to share experiences, access resources, and explore opportunities in employment, mentorship, and volunteering. Collaborations with local organisations such as Oakgrove Neighbourhood House, LaTrobe Community Health, and Mission Australia enriched the program. Client feedback highlighted not just practical support, but also a sense of belonging and renewal.



Celebrating Creativity at the Illuminate Art Show

Our Illuminate Art Show at Macleod Day Service was a vibrant celebration of creativity and inclusion. The event showcased stunning artwork by clients from our community, reflecting their unique perspectives and talents. We were honoured to welcome Steph Neo, Senior Art Curator at Banyule City Council, and several local councilors who joined us in recognising the power of art to connect and inspire. The evening was a testament to the joy and unity that creative expression can bring.



Donating

"Why We Support The Bridge" A Message from our Donors

"We have been aware of the work provided by The Bridge team for over 15 years and have always thought it to have a very satisfying ethos for all the people with disabilities or are disadvantaged who have been given the opportunity to work there in a happy and respectful environment."

At the same time during their employment, they have also been able to learn new skills and make many new friends and contacts.

We have now had several lovely visits to the Dandenong offices to see how our contributions have been used, and we have enjoyed meeting the staff and enthusiastic workforce.

Earlier this year, we asked the Mow and Mend team to maintain our Mulgrave medical suites. Our tenants are delighted to have a team on board who care about the end result and take great pride in their work.

The Bridge team have always been very receptive and proactive with donations over the years and we look forward to continuing our relationship.

For us, our relationship with The Bridge and all who work there, is a very positive part of our lives."

John and Judy Brown (Donors)



Thank You to our Supporters

Thank you to all our wonderful supporters who have donated to The Bridge over the last year. Your support is crucial in helping us empower individuals with disabilities to thrive. Let's come together to create a brighter future. Your kindness and generosity make all the difference.

Scan to Donate



194
responses received

63% 37%
Clients Carers

86%
very satisfied

93%
feel safe

89%
positive recent
experience

87%
satisfied with
communication

88%
feel supported
to make their
own decisions

Feedback to Improve Services

Each year we undertake a Client and Carer Survey, designed to gather honest, meaningful feedback from the people at the heart of what we do.

At The Bridge, we are deeply committed to delivering high quality, person-centred support, and this survey plays a vital role in guiding improvements. We are grateful to those who took the time to share their thoughts.

Whilst the results are positive, as part of our ongoing commitment to ensure we deliver quality services, we will be discussing the results in depth at each service and determining ways we can further improve.

Ongoing feedback is vital to The Bridge, and we encourage clients, carers and stakeholders to provide us with their feedback through various channels. Throughout 2024/2025 we have continued the Community Voice Advisory Group as well as service specific client focus groups such as "Making a difference" and "The Voice".

"Since coming to The Bridge in Frankston I have felt a calmness because I feel their support and care reaching out to me. I feel accepted and that I can be open."

"We have had nothing but good experiences over a long period of time - having staff concerned for the wellbeing of clients".

"Always friendly feel very safe and at home feeling"

"The staff are very attentive and really want to know everything about my son to ensure a safe and happy environment for him".

"Currently attending The Bridge Works in Dandenong, great environment, staff are fantastic, positive experience. Communication between The Bridge and myself has always been excellent, always kept informed."



Our Team

Results That Guide Us

The Bridge is proud to be a Certified Great Place To Work. Our staff were surveyed and 78% of employees said it's a great place to work. Here's some employee snapshot results.

"We are thrilled to become Great Place To Work Certified™ as we consider employee experience a top priority. We owe our continued success to our team of dedicated employees and thank them for all they do to earn this incredible recognition."

Richard Dawe,
Acting CEO



Recognition of Service and Outstanding Achievements

At our Annual General Meeting we recognise our employees and volunteers through Service Awards and Outstanding Achievement Awards for those who consistently go 'above and beyond', every day.

At the 2024 Annual General Meeting we presented the following awards:

5 Years of Service

Craig Harrison
Donna Katsaros
Doreen Tolentino
Emma Collins
Eva Odiel
Gill Wightman
Gregory Tucker
Hetal Desai
James Righetti
Kelly Preer
Kevin Taing
Kirstin Borin
Lesley Gonzalez-Mutis
Mathew Kizhakemuri
Melina Hadjisofocleous
Melissa Leeman
Monica Muth
Naomi D'Rozario
Nikhil Joy
Nina Mose
Noralin Mishuari
Sandy Dhindsa
Sara Ansari
Shona Smith
Simmoen Kabato
Sonia Gedult
Sukhwinder Dhaliwal
Susan Ringeri
Tracey Gallagher

Tracey Pang
Veronica Mutis
Vimal Desai
Danny Do
Jennifer Rogers
Kirsty Greenway
Paula O'Neill
Shaz Abou-Ali
Wayne Broomhall

15 Years of Service

Maryse Ferdinands

20 Years of Service

Lisa Donne

25 Years of Service

Robert Boribon

30 Years of Service

Jane Cumming

Outstanding in Customer Service

Mia Petzke

Outstanding Team Player

Falguni Vaghela

Outstanding Leadership

Naomi Black

Outstanding Commitment to Culture

Michelle Roberts

Outstanding Commitment to Safety

Sara Ansari

Outstanding Emerging Leaders

Aleksija Avric
Mrugesh Shah



Ansu's Story

Starting as a Student, Staying as a Volunteer

Our volunteers are the heartbeat of our mission and Ansu is a shining example of that spirit in action.

Ansu volunteers with the Your Job Now (YJN) team where she plays a vital role in coaching and supporting individuals with Autism or who have intellectual disabilities. Her work focuses on helping clients build workplace readiness, personal skills, and the confidence to engage meaningfully with their community.

Her journey with The Bridge began during a student placement, but it quickly evolved into something deeper. "I was drawn to stay because of the positive environment and the meaningful work," Ansu shares. With a Master's degree and thesis research in Mental Health, she plans to pursue a PhD focused on disability and community service. Volunteering at The Bridge offers her a unique opportunity to connect academic learning with real-world impact.

For Ansu, the most rewarding part of volunteering is the genuine appreciation she receives from clients. "When you see someone grow in confidence, smile, and show gratitude, it makes every interaction feel purposeful and fulfilling," she says. "Helping others improve their quality of life is a reward in itself."

She recalls that every moment at The Bridge feels like a proud one. Whether it's witnessing someone learn a new skill or simply enjoy an activity, Ansu celebrates each step forward. "Their unconditional appreciation makes every day feel special."

Her message to anyone considering volunteering is clear and heartfelt:

"Volunteering at The Bridge is not only about giving back but also about personal growth and learning. It's a place where you truly see the impact of your contribution, and you become part of a team that values inclusion, compassion, and empowerment. It's an enriching experience that stays with you long after each session."



Volunteer Recognition

We acknowledge and thank all our wonderful volunteers listed below, who contribute so much to The Bridge and the people we support:

Aneira Ouch
Annie Ladlow
Ansu Lata
Daleena Samara
Ella-Rose Dissegna
Helen Missos
Henny Castricum
Holly Dimitrakas
Karen Winter
Kathryn Goodwin
Linda Scopel
Lucy Majstorovic
Mangala Kalansuriya

Margaret Campion
Michael de Grieve
Nayrah Bustamante
Peter de Fontenay
Peter Smith
Petra Muller
Rebecca Valk
Roslyn Rogers
Samnang Sokhom
Santa Dutta
Sophia Petroutsos
Thakshika Sachitananthan
Theresa Painter



Chair Report

This year we celebrate The Bridge's 55-year history and the one-year anniversary of the acquisition of Ivanhoe Diamond Valley (IDV), an organisation with a rich 70-year history of quality service delivery across the northern suburbs.

Now one 'Bridge' we thank all those who have been involved in advancing our collective focus and vision towards a connected society where people of all abilities achieve their full potential across our geographical footprint.

As we close out this year, we extend our thanks to Mary-Jane Stolp, CEO, for her leadership of The Bridge over the past four years and to Board Directors Sue Banks (immediate Past Chair), John Jeffries (immediate Past Deputy Chair) and Sue Hansford for their dedication and contribution to The Bridge over their 13, nine and four year tenures respectively, who are stepping down. We also thank David Mallinson, Treasurer, for taking on the role of Deputy Chair, as well as Board Directors Sally Bennett and Bernadette Doyle, who joined us from IDV to provide support and guidance as we build our new organisation.

To support growth and unwavering focus on delivering outstanding client experience, we repurposed and introduced new roles. These include a NDIS Claiming Team Leader, a Projects Officer, a full-time Safety Business Partner, Company Secretary, Social Enterprise & Micro-Business Manager, and a 24/7 Services Operations Manager.

We continue to work closely with government and peak bodies and

thanks to a grant from Carers Victoria, we launched *Bridge 2 Connect Carers*. This free networking and support group is designed to empower carers with valuable resources and new opportunities across the North and Southeast.

Acknowledging the rapid pace of change in today's world, we remain dedicated to purposeful innovation and continually improving the systems and processes that drive the future growth of our high-quality, person-centred services. To support this commitment, we have developed both an Artificial Intelligence (AI) framework and an Environmental, Social, and Governance (ESG) framework.

We finalised our five-year strategic direction to 2029, to ensure we stay focused on the things that are important to the community and the support to be able to provide that. Highlights include:

- Certification as a Great Place To Work
- 26% of our leaders completed their certificate IV in leadership and management
- Surveys demonstrated continuing high levels of client/carer satisfaction
- Development of The Bridge's first documented property strategy with external advisors

Looking ahead, our priorities include:

- Expanding open employment services at five new sites in the Monash region as part of Inclusive Employment Australia
- Commissioning Specialised Disability Accommodation houses
- Embedding our Employee Value Proposition

As we move into 2026 a key focus will be the evolution of our service model 'The Bridge Way', to ensure all services are place-based, linked with community and delivered through integrated, person-centred approaches. To do this successfully, we look forward to consolidating and developing on partnerships to provide the wraparound support for individuals and their families.

We look forward to sharing updates through our socials, website, and newsletters and we welcome your input and feedback.

In closing, we would like to pay tribute to all of you who access services at The Bridge - you are why our organisation exists. A sincere thank you to our employees, students, and volunteers for their dedication and to our business partners, supporters, and donors who enable us to innovate and enrich the connectivity across the communities we serve.

Siân Slade

Siân Slade
Chair, The Bridge Inc

Our Board



Siân Slade

Chair



David Mallinson

Deputy Chair and Treasurer



Sue Banks

Director



John Jeffries

Director



Sue Hansford

Director



Tanya O'Connor

Director



Sanjay Gund

Director



Sally Bennett

Director



Bernadette Doyle

Director

Acknowledgements

Community Support and Partners

Adelaide University
 AFL Community Ticketing
 All Health Training
 Banyule Council
 BlockTexx
 Brotherhood of St Laurence
 Bundoora Dog Walking
 Bundoora Farm
 Bunnings Cranbourne
 Bunnings Eltham
 Bunnings Pakenham
 Cardinia Shire Council
 Chisholm
 City of Casey
 City of Greater Dandenong
 CoAct
 Edendale Farm
 Epworth Hospital
 eWater Group
 Family Life
 Find a Penny Foundation
 Flex Tools
 Frankston City Council
 Fun Box
 Genesis Gym Berwick
 Grand Prix
 Greenworks
 Griefline
 Greyhound Adoption Program
 Greyhound Racing Victoria (The Great Chase)
 Grill'd Casey Central
 Grill'd Fountain Gate
 Imagine Re-volution

Insulcut Services Pty Ltd
 Jobs Victoria
 Lanterns Viet Kitchen
 Lifesaving FirstAid Australia
 Little Green Panda
 Mark Ritches
 Monash City Council
 Myuna Farm
 National Disability Services
 Oasis Leisure Centre
 Our Village - Clayton
 Reading Cinema Dandenong
 Rod Catteral
 RSEA Safety
 Sailability Albert Park
 Sailability Lysterfield Sailing Club
 Salvation Army Epping
 Sightseeing Tours Australia
 Signet
 Soap Aid
 Sonic Healthcare
 Southern Masters Cycling Club
 Springvale Toy Library
 Thomastown Neighbourhood House
 Total Tools
 Unicharm
 United Metal Recycling
 Uniting Church, Narre Warren North
 Victoria University
 Woollahra Group
 YMCA Macleod

Funders

The Bridge is grateful for the support of the following organisations, through grants and funding received for various services and projects:



Financials

The past financial year was a period of significant transformation for The Bridge. As noted previously, the acquisition of IDV in October 2024 has substantially broadened our service reach with an increase in the number of sites we operate as well as the number of services provided. From a financial perspective, this was one of the key drivers of the change in our results.

For the financial year, The Bridge recorded a net surplus of \$4.4M. Although this represents a strong result, it does not reflect the ongoing performance of business operations as the result includes a one-off \$6.3M surplus from the acquisition which was recognised as part of IDV joining The Bridge and also a one-off impairment related to property development costs of \$1.45M. Excluding these has the true underlying deficit at \$477,000 (FY 2024 deficit \$799,000).

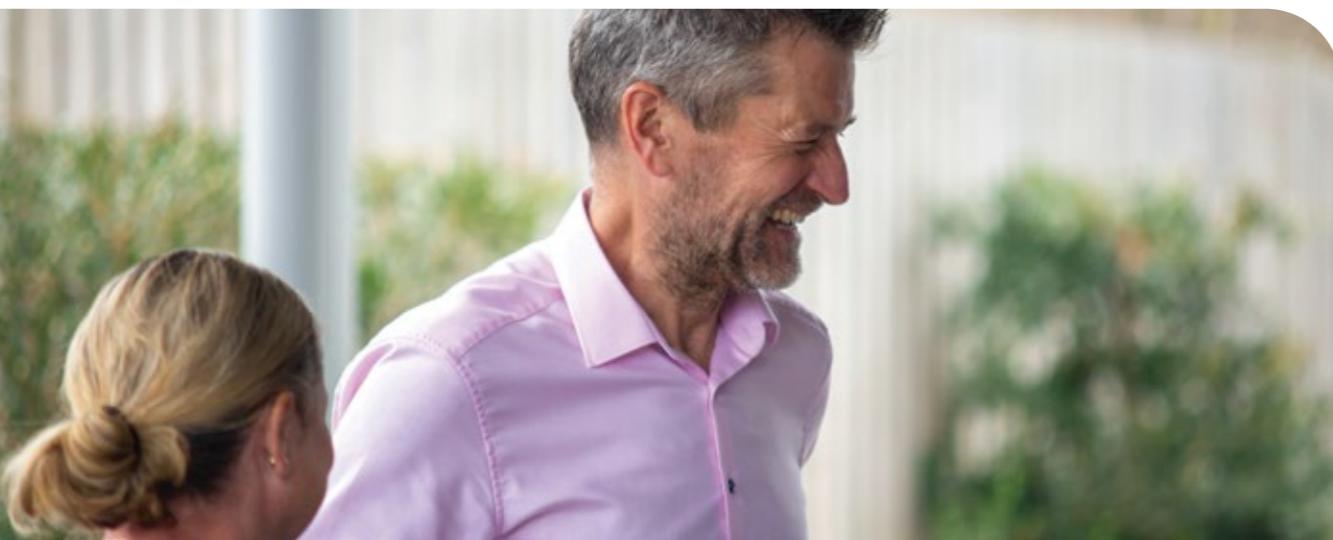
Included in this deficit are essential investments in new systems and transitional costs to align operations under a single organisation. These costs were required to build a strong foundation to ensure operational efficiency and effectiveness as we look towards the future.

Over the coming year we will prioritise stabilisation of operations and preparing for future growth opportunities.

Richard Dawe

Richard Dawe
Chief Financial Officer (CFO)

Note: All amounts are rounded to the nearest thousand dollars. Amounts presented in millions are rounded for readability. 2025 Audited Financial Statements are available in a supplementary document.



PROFIT AND LOSS

Income:

\$30,958,000 (including Gain on Acquisition)
(FY 2024: \$16,748,000)

Excluding the gain on acquisition, income has grown by \$7.5M in FY 2025. The increase in income is mainly attributable to IDV's acquisition and subsequent expansion of our services. Income from our Day Services increased by \$4M as Macleod and Greensborough sites are now operating under The Bridge. Similarly, Works income increased by \$1.6M through the continued growth from its existing sites as well as the addition of a site in Thomastown acquired through the acquisition of IDV.

Supported Independent Living, a new income stream post-acquisition, contributed \$1.8M, providing growth and program diversification aligned with our expanded footprint.

Expenditure:

\$26,604,000 (FY 2024: \$17,547,000)

Expenditure increased by \$9M in FY2025, primarily due to a \$6M increase in staffing costs. This was driven by a larger workforce following the acquisition, as well as the need for additional personnel to support the expanded scale of our services. The increase also included one-off costs of \$456,000 (acquisition costs) and \$1.45M (construction cost impairment).

During the year, The Bridge invested \$95,000 in innovation projects aimed at exploring new ways of working to enhance business operations and improve service quality for our clients.

BALANCE SHEET

Park Grove Development Property

Ongoing construction at the site amounted to \$312,000 for the year. In addition, the properties were impaired for \$1.45M, primarily due to delays and other challenges. We expect the houses to be completed and sold by the end of FY 2026.

Cash

Cash and investment balances have increased compared to the prior year, ensuring adequate liquidity to facilitate the timely completion of Park Grove and support the ongoing investment into organisational growth.

At the year end, cash and investment reserves totalled \$6.8M (up \$1.2M):

- Cash: \$1,904,000
(FY 2024: \$962,000)
- Investments: \$4,877,000
(FY 2024: \$4,601,000)

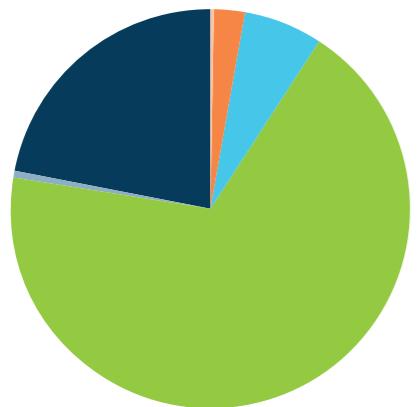
Net Assets:

\$19,265,000 (FY 2025: \$14,912,000)

Net assets have increased by \$4.4 million in FY 2025. This growth reflects the positive impact of the IDV acquisition, which has expanded our service capacity and underlying asset base through new sites and properties. The Bridge is financially well positioned to invest in future growth, support innovation and to achieve the vision of delivering more services to more people with disabilities and disadvantage.

Financials

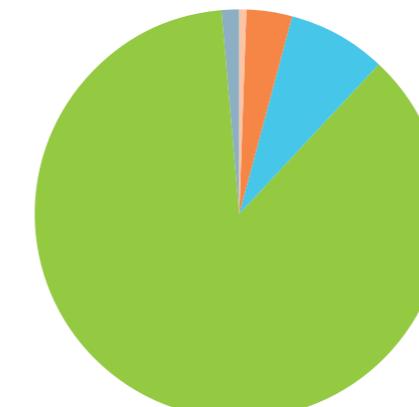
Income by source for the year ended 30 June 2025



State Government: \$157,000
Other Income: \$749,000
Provisions of Goods and Services: \$1,956,000
NDIS: \$21,154,000
Federal Government: \$202,000
Gain on Acquisition: \$6,740,000
Total: \$30,958,000

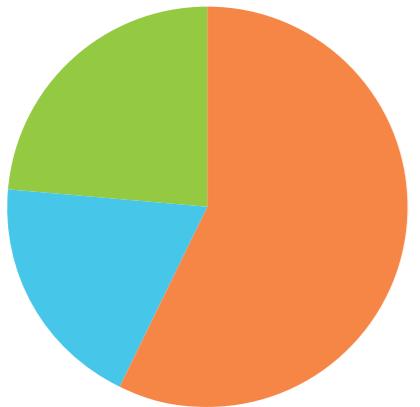
Year-on-Year Comparison

Income by source for the year ended 30 June 2024



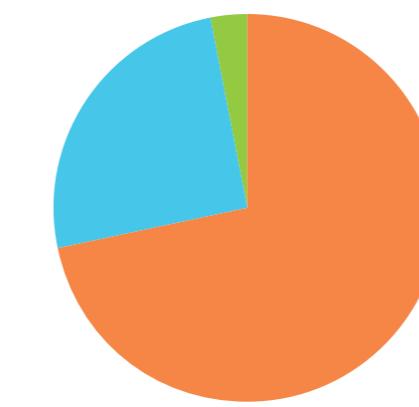
State Government: \$96,000
Other Income: \$617,000
Provisions of Goods and Services: \$1,304,000
NDIS: \$14,507,000
Federal Government: \$224,000
Total: \$16,748,000

Income by business unit for the year ended 30 June 2025



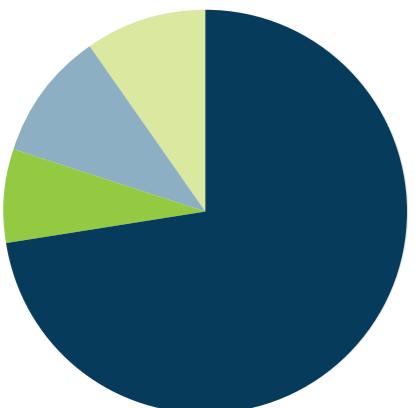
Connects: \$17,788,000
Employment: \$5,884,000
Other: \$7,285,000
Total: \$30,958,000

Income by business unit for the year ended 30 June 2024



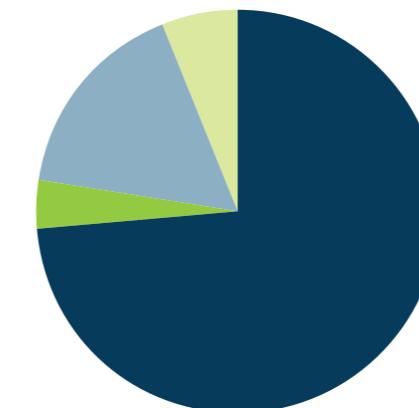
Connects: \$12,030,000
Employment: \$4,211,000
Other: \$507,000
Total: \$16,748,000

Expenditure breakdown for the year ended 30 June 2025



Staff Costs: \$19,289,000
Transport & Other Client Costs: \$2,042,000
Property & Office Expenses: \$2,720,000
Other Expenditure: \$2,554,000
Total: \$26,605,000

Expenditure breakdown for the year ended 30 June 2024



Staff Costs: \$12,961,000
Transport & Other Client Costs: \$658,000
Property & Office Expenses: \$2,868,000
Other Expenditure: \$1,060,000
Total: \$17,547,000

**Registered Office**

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