



Annual Report

2023
2024

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Front cover:
Great Endeavour Rally participant,
Cameron McNamee poses in
front of Cattle Gate, in the rural
town of Hungerford.

Photo taken on Kullilli Land.



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Acknowledgement of People with Disability



We recognise the role that people with disability, their families and supporters play in their communities. We acknowledge the structural inequalities that create barriers from social, economic and community participation. We work towards inclusion and upholding their human rights.

Emma, Diane, Jaylen, Kim, Tim and Kristen heading out for a walk with a support team in Warwick. Photo taken on Bundjalung land.

Acknowledgement of Country



Endeavour Foundation acknowledges the Traditional Custodians of the land on which we live, work and play, and their continuing connections to land, sea and community. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

'Joy' by QArt Wurundjeri artist, Mya Wilson



QArt Artist, Mya Wilson, working on one of her pieces at the QArt studio and Gallery. Photo taken on Wurundjeri Woi Wurrung land.

About the Artwork

Joy represents our journey to build awareness and understanding of Aboriginal and Torres Strait Islander histories, cultures and contributions to support the implementation of our reconciliation initiatives.

“ I wanted it to represent fun and give you happiness when you look at it. The intention is to create a feeling of happiness, growth and hope.

I also wanted it to connect to the land too. For me, the land gives me joy. ”

Mya Wilson



About Us

Endeavour Foundation is driven by the purpose of making possibilities a reality for people we support. We champion individuals, helping them live their best lives.

Inclusion is the cornerstone of all we do. We believe in the value of job training and tailored employment opportunities in achieving greater independence. Our social enterprises celebrate diversity and help employees build transferable skills for mainstream employment, should they choose to pursue it. We partner with companies that understand our unique work offerings and align with our values.

We focus on supports for independent living that are agile and responsive to the changing needs of the people we support. We recognise the challenges in finding accessible, affordable and stable housing for people with disability.

Our community programs offer people the opportunity to develop essential living skills, such as cooking, driving and catching public transport, all through vibrant social activities, significantly increasing the independence of those we support.

We go beyond providing support. We also play a vital role in influencing government policy. By focusing on the needs of people with intellectual disability, we actively engage in research and promote opportunities for individuals, their families and support staff to share their lived experiences. This collective insight informs our advocacy efforts and shapes government policies for a better future.

Our Values



We are one, valuing individual strengths to achieve more.



We never stop imagining a better future for our clients.



We care and treat everyone with respect and kindness.



We are passionate, our clients are at the heart of everything that we do.

Our Impact

The impact of our work reflects our purpose by putting our clients at its core. Our strategic plan relates directly to ensuring people we support with an intellectual disability feel included, empowered and lead full and purposeful lives where they can exercise choice and control.

We will know when we have made a difference when we see positive improvements in the five outcomes – Safe, Healthy, Empowered, Included and Employed.



Safe
All people we support are safe and feel safe from violence, abuse, neglect and exploitation.



Healthy
More people we support feel physically and mentally healthy.



Empowered
More people we support feel they have greater choice in how they live their lives.



Included
More people we support feel involved in their lives and their community.



Employed
More people we support have a paid job that's right for them.



Message from our Chair and CEO



Endeavour Foundation wrote this report to share the work we did from July 2023 to June 2024.



When you see the words 'us' or 'we', it means Endeavour Foundation.



You can click on this symbol if you want to read more. It is not in Easy Read format.



If you have a question, we can help you.

- Call us on 1800 112 112
- Email us at hello@endeavour.com.au



We want people to have good jobs, safe homes, learn new skills and increase their independence.



The NDIS made it hard for us to cover our costs this year.



We are working hard to fix this.



We are trying to grow by telling more people about our services.



We are also making sure we get enough money through NDIS funding to cover the care we provide.



You can find more information about our money on page 33 of this easy read.



This year, we updated our strategy to focus on keeping people

- Safe
- Healthy
- Empowered
- Included
- Employed.



Helping people find a job they like is a big part of what we do.



We also worked hard to make sure our services give the right support to people.





We want people to live in homes that are safe and comfortable, and where they can be independent.



We have improved homes for 216 people in Queensland. These homes are safer and more comfortable.



We are also looking at ways to help more people in New South Wales and Victoria find a home.



This year, over 50 trainees came to work for us.



They work as Support Workers and in office roles.



They have done a great job and we want to hire more.



We want to thank everyone who helped us this year.



Enjoy reading this report.
It has lots of good information.



Safe

SAFETY MATTERS



Safety is very important.



We want people to be safe and feel safe.



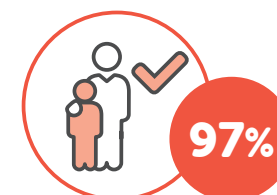
This year we have done many things to keep people safe.



We were **re-accredited** as a Child Safe Organisation.

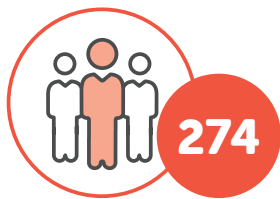


This means that we passed a test to make sure we are doing things the right way when looking after children.



97% of employees did training to learn about what they must do to keep children safe.





We gave support to 274 people through our Employee Assistance Program.



This program helps employees stay safe and happy.



We took part in important events like:

- R U OK? Day
- Domestic Violence Awareness Month



95% of employees completed violence, abuse, neglect and exploitation prevention training.



This training helps us create a safe workplace for everyone.



We updated our safety training for different learning styles so people can learn in a way that suits them.



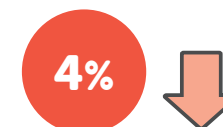
Natasha liked learning from watching videos.



But Jeremy like learning in a group.



We shared our complaints and feedback process so everyone feels safe to speak up whether they are happy or sad.



This year we had 4% less complaints.



We apply for many disability awards because we want to tell people about our great support workers.



We told the Australian Disability Service Awards about Yoshea Ledgard and Resi Fuessel.

The award was won by Yoshea. Resi was told she did a great job too.



Yoshea helped Bob build a go kart in just 3 months, using only pictures to talk to each other.



This was a dream he has had for a long time.

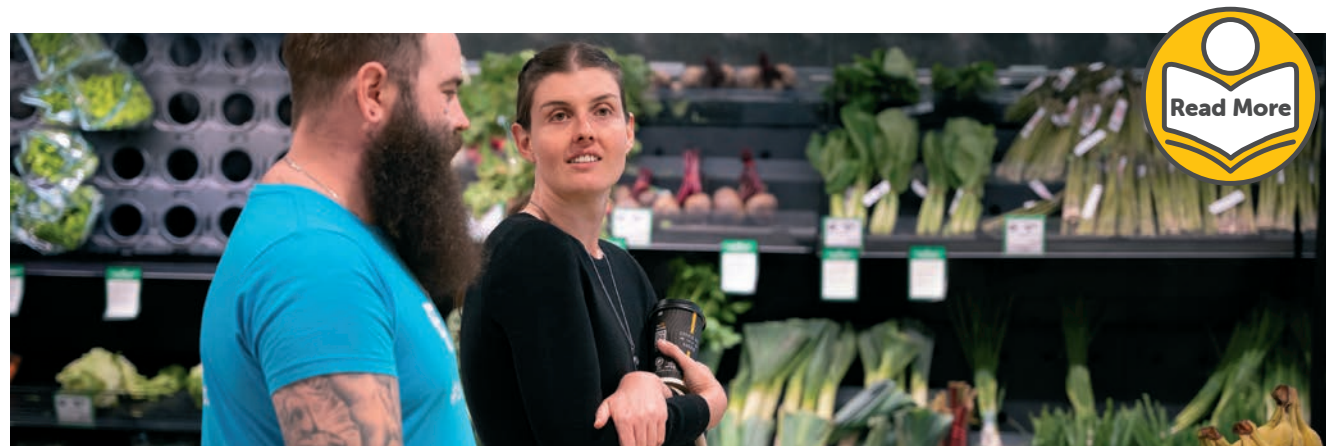


Resi helped Jana meet up with an old friend.



This helped her confidence and made her happy.





Healthy



Good health is important for a happy life.



We are helping people stay healthy and happy.



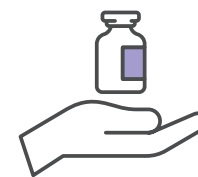
This year, 124 kind people gave us \$100,636 to build **sensory rooms**.



Sensory rooms are quiet spaces to help people feel calm, safe and happy.



Our new sensory rooms in Kew and Bowen Hills have already helped many people.



We offered all employees the chance to get a flu shot.



We worked with Queensland Health to make free flu shots available to even more people.



People can also learn about staying healthy using our THRIVE program which has 230 different learning activities.



People can learn about:

- healthy eating
- fitness
- personal safety



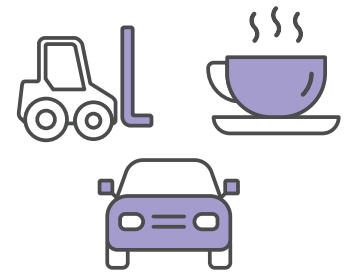
THRIVE is offered to people to help them with skills to live safely and independently.



This year, we upgraded our Virtual Reality (VR) programs.



Now people can learn new skills in a fun and safe way.



Our programs include:

- using a forklift
- making coffee
- driving



We now have VR at all of our work sites and Learning and Lifestyle hubs, helping 3,000 people across Australia.



This year, 28 people tried out a different way to plan meals. It is called SmithKit.



It helps people plan and cook healthy meals.



This supports people to be more independent in the kitchen.



With these programs we want people to feel physically and mentally happy.



Empowered



We want people to have choice and control in how they live their lives.



We help people be independent and learn new skills through a lot of different programs like:

- reading and writing classes
- **BRACE** education and training
- learning how to speak up for yourself
- learning important life skills



Our **BRACE** programs help people get ready for work and learn new things.



People can do courses to help them get ready for work.





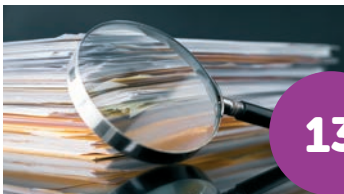
They can also learn skills like:

- cooking
- safety
- how to look after their money.



We believe in helping people to speak up for themselves.

We want people with disability to share their opinions and plan their future.



This year, we gave people the chance to join in 13 research studies.



We held workshops called "Your Service, Your Rights."



39 people went to these workshops.



These workshops helped people learn about their rights under the NDIS.



We also help people like Barry reach their personal goals.

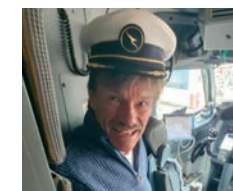


Barry used to be a pilot.

He had a dream to fly again.



We helped Barry fly over the Mornington Peninsula.



He even took control of the plane!



We think it is important to help people, like Barry, make their dreams come true.



Our Thomastown team had a big success too.

Athina, Tyson, Danielle, Daniel, Nathan and Ivanka earned their Certificate I in Transition Education.



This course helped them learn lots of new things and increased their confidence.





Included



As much as possible, we want to help people live independently and be part of their community.



Since 2020, we have spent \$33 million on building new accessible homes through a project called My Home, My Life.



My Home My Life helped 216 people move into 65 of our homes.



This year, friends Alison, Candace, Susie and Angie moved into their new home in Toowoomba.



This was Alison's first time living away from her family.



Their home was built to help the women live independently and confidently. It has:

- wide doorways
- kitchen benches that can move up and down
- outside areas to relax



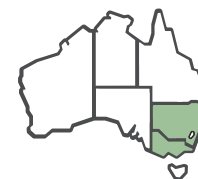
They love having meals together and even have dance parties!



Our Community Access program helps people get out into their community and do things they enjoy.



It helps people feel connected and more independent.



This year, we began offering Community Access in New South Wales and Victoria.



We helped 547 people in total take part in social and skill development activities that match their NDIS goals.



This helped them make friends, learn new skills and meet others.



Our Individual Support Plans are co-designed with people so they can play a part in how they shape their future.



Each plan matches their NDIS goals and personal goals.

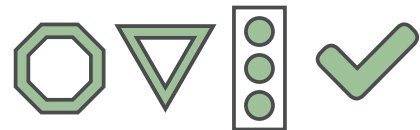


These plans help people live a full life and thrive in their communities.



Meet Tim.

He earned his driver's license after 10 years of trying.



Tim worked hard to get his driver's license.

With our support, he studied the road rules and passed his test.



He surprised his support team by keeping his test a secret.



Tim was really happy with his achievement!



Through these programs, we make sure everyone feels included and valued.



Employed



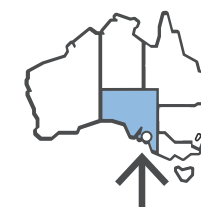
We help people find a job that is right for them.



We have lots of different programs that help people get jobs.



Through the Defence Assistance Program, we help people with disability work at Defence sites.

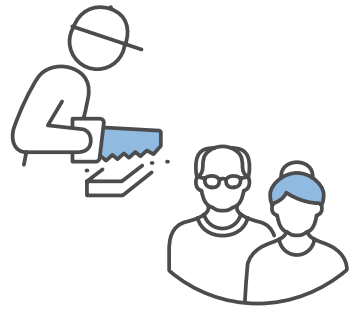


This year, we started working with the RAAF Base Edinburgh in South Australia.



Now, 115 people with disability work at 10 Defence sites.





This year we gave people the chance to work in:

- construction
- aged care



These partnerships give people great skills to enter the workforce.



We also grew our work opportunities in Queensland.



This helped people like Matt get a job at a recycling centre.



Our supported employment program gives 1,631 people training and work experience in safe workplaces.



Meet Brandon.

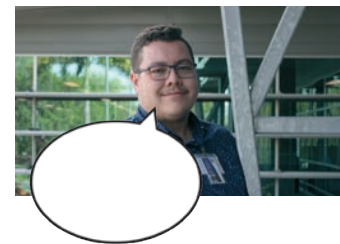
He started in our supported employment program 10 years ago.



Now, he works as an Administration Assistant at our head office.



Brandon spoke about the need for better wages for supported employees at Parliament House.



He enjoyed sharing his thoughts about employment and wages for people with disability.



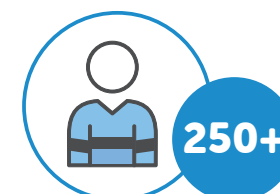
Community Solutions also helps people find jobs that are right for them.



This year, 362 people with disability found jobs through Community Solutions services.



They also helped over 2,000 job seekers get jobs.



They work with over 250 apprentices and trainees.



Meet Felicity.
She was a trainee with Community Solutions.



Felicity was part of the Women in Construction program which helps women find work in construction.



Felicity started as a trainee and now has a full-time job with a construction company.



Felicity gave an exciting speech at her old school about her career journey inspiring others to do a traineeship.



We are proud of creating more chances for people to have a paid job that is right for them.



Fundraising



We do a lot of different events to raise money to change the lives of people with disability.



This year, we raised money through community events like:

- Home Run
- Mother's Day Flowers

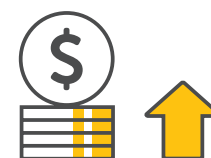


In September 2023, we also did our famous Great Endeavour Rally.

We travelled from Cairns to Cape York.



We set a new record in the Rally this year.
We raised \$762,000.



That's \$150,000 more than last year!



In 2023, 6 rally participants were people with disability.



We want more people to be a part of our events and their community.



To make this happen, we raised \$80,000 for a special car that employees like Matt Creswick and Peter Lawson could drive in the rally.



This was the first time people with disability could drive in the rally rather than just be a passenger.



This was a dream come true for Peter.

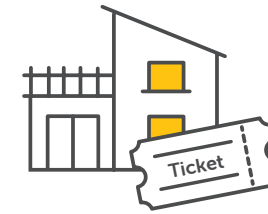
He had wanted to go on the rally since his Dad did it in the 1990s.



And he got to do it from the driver's seat!



We also kept growing our new fundraiser, Pay Day Lotteries.



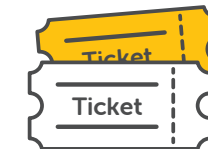
We also continued to sell tickets for people to win our Prize Homes.



A couple of lucky winners this year were Gillian and Paul from the Sunshine Coast.



They have supported our Prize Homes for over 10 years.



They still buy tickets to this day.



Every dollar raised helps people with disability get the support and opportunities they need.



Diversity and Inclusion



This year, we made good progress in **diversity** and **inclusion**.



Diversity is about including people who are different to you.



Inclusion is about treating everyone with respect and making sure everyone feels like they belong.



We focused on respect and being a good **ally** to people we work with who may be different from us.



An **ally** is a friend who stands up for and helps other people.

Even if they are different from them.



Gender equality means giving everyone the same chances and respect, no matter their gender.

- **LGBTIQ+** awareness



LGBTIQ+ stands for different people who may love or feel attracted to others in different ways or feel different about their gender.



We also did more work on **reconciliation**.



Reconciliation is about building better relationships with Aboriginal and Torres Strait Islander peoples, based on respect and understanding.



To teach employees about inclusion and diversity we created eight new training programs about

- Gender equality and LGBTIQ+
- Reconciliation



We created a Reconciliation Working Group. This group will help lead our reconciliation work.



It is made up of people from different parts of our organisation, including Aboriginal and Torres Strait Islanders.



This year we celebrated Clayton Lavis when he won the 2024 North Queensland Aboriginal and Torres Strait Islander Student of the Year Award.



He completed a business traineeship early and inspired his siblings to follow their dreams.



Also, in December 2023, 13 QArt artists created artwork for the Boroondara Council in Victoria.

The artwork celebrated inclusion and community spirit.



We know there is still more work to do.



These actions show our commitment to being a more inclusive workplace.



Environment



Looking after the environment is important to us.



This year our recycling centres saved 14,191 tonnes of waste from going to landfill.

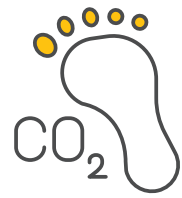


This is almost 20% more than last year.



Here's some of what we recycled:

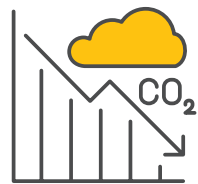
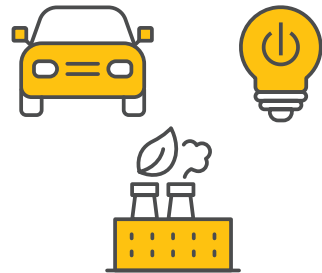
- 1,150 tonnes of cardboard
- 7,035 tonnes of metal
- 19,780 mattresses taken apart



We also started a new project to measure our **carbon footprint**.

A carbon footprint is how much a type of gas goes into the air from things we do:

- like driving cars
- using electricity
- or making products in factories



Next, we will set goals to reduce this number.



At Geebung social enterprise we are doing another job that is good for the environment: 20 employees clean and pack test kits for Komatsu.



This saves 150,000 kits a year, or four tonnes of plastic, from going to landfill.



As well as creating jobs for people with disability.



We are proud to help our community and protect the environment.

Money and Thank You



Our Annual Report also tells you:

How much money we made

How much money we spent



We made \$357,880,000 dollars.



We spent \$363,905,000 dollars.



This year we spent around \$6 million more than what we made.



We paid for this from money we saved in other years.



Thank you for being a part of the Endeavour Foundation family.



We hope you enjoy reading the report.



Message from our Chair and CEO



It is with mixed feelings that we present this year's Annual Report. It reflects a year of positive achievements for Endeavour Foundation but one that again ends with a financial deficit.

This report explores and explains our financial results, celebrates significant achievements and acknowledges our new Strategic Plan 2025-2030, inspired by the courage of our founding families who fought for the rights of their children with disability over 70 years ago.

This commitment remains at the heart of our identity, focusing on outcomes that matter most to the people we serve.

Financial Performance

A range of external and internal factors contributed to the disappointing result again this financial year, with a reported \$6m net deficit. Whilst proactive management interventions have occurred, the return to a modest surplus is taking longer than had been hoped at the conclusion of the prior financial year.

Early in the financial year we identified that our pricing had not kept pace with the NDIS funded services provided to our clients to meet their individualised care and services. This has been compounded as annual rounds of NDIA pricing indexation have not kept pace with inflation.

This year we committed resources to working with clients, their representatives, and the NDIA to ensure people's NDIS plans are properly funded to meet the changing needs of clients, cover the cost of services, and provide a better match between rosters and funding.

Unfortunately, extended timeframes for turnaround of NDIA decisions have impeded plan and funding changes, although the second half of the year has seen improvements in funding received. This will be an ongoing and concerted focus in FY25.

Another impact on financial performance was our difficulty with achieving broad organisational growth targets. While our core client numbers continue to grow, this growth isn't uniform and is not matched by a growth in hours of services purchased. We have adopted a refreshed marketing strategy designed to attract new Home clients, and ramp up growth of Supported Employees in Work.

Despite the exponential growth in the number of NDIS service providers (currently over 170,000 nationally) we believe that the calibre of our staff,

service quality, and approach to safeguarding and advocacy, sets us apart. Our challenge remains how to communicate this difference in an increasingly crowded market. To respond to this, we have applied increased focus on local area marketing initiatives and activities such as employment expos and increased engagement with school leavers.

The board and executive team are committed to taking all possible measures to arrest the organisation's negative financial performance. The interests of our clients and their families demand that we do so.

Strategic focus

This year, we reset our strategic plan, recognising that at our core Endeavour Foundation is a service and advocacy organisation dedicated to people with disability, with a particular focus on intellectual disability. Our plan emphasises the social impact we create through measurable client outcomes in safety, health, empowerment, inclusion, and employment.

Promoting more employment opportunities for people with disability is central to our strategic direction.

Over the year, we have shifted towards a training enterprise model that aligns with current job market needs and enhances our ability to provide relevant and practical training to the employees we support. We have also refined our pathways to mainstream employment, building on our current options and co-designing with employees to improve their experience.

We have also increased advocacy around necessary wage reform, seeking changes that would bring higher wages for people while maintaining access to necessary supports (such as health care or rental assistance) and ensuring prospective mainstream employers are assisted in providing necessary support.

We are excited by the clarity of purpose the strategy brings and we look forward to reporting the impact we are having across the domains of safety, health, empowerment, inclusion and employment.

Developments

We have established a new practice framework across our Community stream, standardising our approach and ensuring service consistency, aligned with our policies and procedures.

Having invested \$33M in creating accessible housing for 216 people through the My Home, My Life initiative, we are now focusing on working closely with local teams to explore various housing options, such as private rentals or social and affordable housing owned by government, church or community organisations. This will support the expansion of our home and community services in New South Wales and Victoria, allowing us to offer services to more people more quickly and with greater flexibility.

Community Solutions has seen continued growth in its service offerings, especially in Behaviour Support, opening an office in Sydney and focusing on further expansion into NSW.

We are also proud of the increased employment of trainees within Endeavour Foundation, supported by Community Solutions. Over the past year, we have engaged around 50 trainees and look to increase this number in the coming year, providing real opportunities for people facing employment barriers. Trainees are a great addition to our workforce.

Acknowledgements

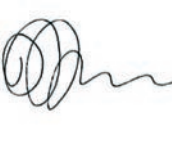
Our Board has demonstrated a commitment to enhanced governance and engagement this year. We have seen the successful transition from the previous geographically based Area Committees and National Council to the National Chairs Advisory Group and Area Advisory Groups. Preliminary work has proceeded to establish a Client Advisory Group, established under our new organisational constitution.

The Board's decision to conduct meetings at various regional sites, including the Sunshine Coast and Melbourne, has allowed deeper connections with our clients and members, further enriching our governance practices.

We are all responsible for ensuring people receive the services, respect, and entitlements they deserve. We sincerely thank all those who are part of our community for their continued support and commitment to our work.

Our 5-year strategy will drive positive impacts for those we support to new heights. We will stand alongside our clients, enabling them to raise their voices as we continue to deliver on our purpose of making possibilities a reality.


Elizabeth Jameson
Chair


David Swain
CEO



Safe

All people we support are safe and feel safe from violence, abuse, neglect and exploitation

Across all age groups, people with disability are disproportionately affected by violence and often encounter greater challenges in advocating for themselves.

This year, we reinforced our commitment to safety by enhancing our training, implementing innovative programs, and promoting greater transparency in our processes. Key initiatives included:

- » Ongoing enhancements to ensure we meet Child Safe standards
- » Organisation-wide implementation of compulsory training on violence, abuse, neglect and exploitation regardless of role or location
- » Creation of inclusive and accessible safety training for the people we support
- » Recognition as winner of the Australian Disability Services Awards.

Our commitment to protecting vulnerable people continued this year through our Working Group continuing to improve and strengthen controls to be a Child Safe Organisation. This process required all employees to complete specialised training modules, ensuring a clear understanding of our safeguarding obligations.

By February 2024, we reached a significant milestone: every employee, regardless of their role or location, successfully completed comprehensive training on preventing violence, abuse, neglect, and exploitation. This achievement underscores our strong commitment to people feeling and being safe at Endeavour Foundation.

We also marked significant progress in our safety training. We enhanced our Workplace Health and Safety programs to be more inclusive and accessible, tailored to the various learning styles of the people we support. These programs ensure that safety is maintained across all work sites while accommodating individual training needs and preferences.

Our dedication to safety and excellence in support services was further recognised at the Australian Disability Services Awards, where two of our Support Workers were honoured for their outstanding contributions to the disability sector. This recognition fills us with pride and confirms to our stakeholders our dedication to excellence.

“
I feel safe.”

Employee Joel Kafwimbi at
Townsville social enterprise.
Photo taken on Gugu-Badhun land.



97%

of Community Solutions employees completed **Child Safe training**

100%

of employment sites have trained facilitators delivering accessible **Workplace Health and Safety training**

All employees, in February 2024 had successfully completed **Violence, Abuse, Neglect and Exploitation prevention training**

77%

of industry awards submitted were successful as a **winner or finalist**



Yoshea Ledgard and Resi Fuessei accepting their awards.
Photo taken on Wurundjeri Woi Wurrung land.

Support excellence

At the 2023 Australian Disability Service Awards, Yoshea Ledgard and Theresa "Resi" Fuessel were honoured as finalists in the 'Most Outstanding Support Worker' category. Yoshea was awarded for helping Bob achieve his dream of building a go-kart in just three months, using only visual aids. Meanwhile, Resi was recognised for empowering Jana to reconnect with a longtime friend, significantly boosting her confidence and communication skills. Their dedication to making an impact exemplifies our commitment to excellence in support work.



Thumbs up from Natasha Major and Jeremy Besford at Southport social enterprise.
Photo taken on Bundjalung land.

Accessible and inclusive training

Our newly revamped training programs have been a game changer at our social enterprises, designed to accommodate individual learning preferences. For example, Natasha Major thrived using video-based self-learning, while Jeremy Besford excelled in group sessions. This flexible and inclusive approach has transformed the training experience, making learning more accessible, engaging, and effective for all.

“Tailoring learning to meet individual needs has been invaluable.”



Healthy

More people we support feel physically and mentally healthy

Good physical, mental and emotional health is an important part of enjoying a high quality of life. We recognise the barriers that people with disability often face in accessing quality programs that encourage good health. We are committed to breaking down these barriers by offering people focussed initiatives, including:

- » Multi-sensory rooms
- » Flu vaccination campaign
- » THRIVE holistic health and personal learning modules
- » Virtual reality for life skills training
- » Healthier meal planning and preparation

This year, thanks to the generosity of 124 donors, we raised \$100,636 to expand our multi-sensory room offerings across Australia. These rooms, available in Kew and Bowen Hills, have not only proven highly effective in enhancing sensory development, reducing anxiety and improving overall wellbeing. They also offer spaces for concentration, relaxation and a sense of security, making them valuable areas for people to enjoy.

Our annual flu vaccination campaign – made available to 100% of our employees, apprentices and trainees – was a resounding success. It demonstrated our unwavering commitment to the health of our community.

Our THRIVE learning program offers over 230 modules across Thrive @ Work, Thrive @ Life, Thrive Online, Get Work Ready and Virtual Reality platforms. These modules, accessible to everyone in our services, focused on holistic health and personal development—from cooking and fitness classes to financial literacy and personal safety. THRIVE equips individuals with the skills and knowledge needed for independent living and to navigate life's challenges.

We have also improved our virtual reality offerings by upgrading equipment at all of our services. These immersive learning experiences enable people to practice essential life skills in a safe and supportive environment. We offer more than 25 simulations, including banking, barista training, forklift safety and driving. Virtual learning is an initial step to help build confidence and competency in real-world tasks.

This year, we trialled SmithKit, a digital meal-planning tool, across nine Queensland homes. The tool supported individuals in planning and preparing healthy meals, fostering independence and boosting confidence in the kitchen.

Through these initiatives, we continued to provide high-quality care and support, empowering people to lead healthier, more fulfilling lives.

“
I am happy with
my physical and
mental health.”

Grace shopping at the supermarket
with her Support Worker, Ty.
Photo taken on Yuggera land.





\$100,636

raised for multi-sensory rooms



230

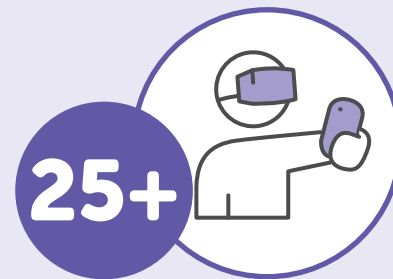
Thrive

learning modules



**Free flu
vaccinations**

to all employees



25+

**virtual reality
simulations**

available at all services



9

**homes participated
in our SmithKit trial,**

which offered nutritional menu planning and preparation catering to individual dietary preferences



Service Design Implementation Lead, Chris Beaumont with employee, Neil Lanser at Geebung social enterprise. Photo taken on Yuggera land.



Brenton enjoying time in the new sensory room. Photo taken on Wurundjeri Woi Wurrung land

Kew's sensory room transforms break time

The new sensory room at Kew in Victoria has been a game changer, helping with sensory overload, reducing anxiety and enhancing the overall day-to-day wellbeing of people. With cozy furnishings and calming sensory elements, it's truly a sanctuary for those needing a break. Previously, taking five meant retreating to a busy garden, but now the sensory rich space means people like Brenton, an employee we support, can "deescalate unpleasant feelings much faster and regain focus."

3,000 people empowered through access to virtual reality learning

This year we did Australia's largest-ever virtual reality rollout for a disability provider. We upgraded 58 work sites and Learning and Lifestyle hubs with cutting edge technology and it is making a real impact, empowering nearly 3,000 people with disability to develop essential work and life skills. Thanks to a \$200,000 donation from the Great Endeavour Rally and a \$8,250 grant from the Australian Governments Stronger Communities program, the rollout was celebrated with a bell ringing ceremony, marking a new era of opportunity and growth for people we support.

“It's amazing! We're getting a lot of use out of it. We'd love another one!”

Vicki, Site Manager
Alexandra Hills Learning and Lifestyle hub



Empowered

More people we support feel they have greater choice in how they live their lives

We are dedicated to empowering people with disability to exercise their choice and control to live their lives how they choose.

We believe in the power of self-advocacy, encouraging those we support to voice their opinions and shape their futures. This year, people we support were offered the chance to amplify their voices through 13 internal and external research studies.

Workshops like "Your Service, Your Rights" facilitated by three Inclusion Australia member organisations, were attended by 39 people at eight of our sites nationwide. This workshop was one of the ways that we can help people we support to understand how to advocate for themselves and their rights as an NDIS participant. Self-advocacy will be an increasing focus in the years ahead and is a priority area for our strategic plan.

Our BRACE programs offer foundation courses, vocational training, and short courses tailored for people with diverse learning needs. The Certificate I in Transition Education is delivered in small, friendly and supportive learning environments, focusing on developing life skills that empower students to make informed decisions about work and further learning opportunities.

“
I choose how
to live my life.”

Kasane and Sanjana getting some sunshine at Caboolture Learning and Lifestyle hub.

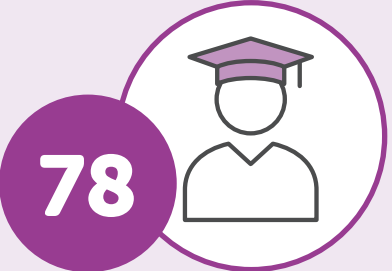
Photo taken on Gubbi Gubbi land.



Empowered



research studies
promoted to people to share
their **lived experiences**



new students
commenced training with
BRACE during the year.



people we support
attended **"Your Service,
Your Rights"** workshops across
8 sites nationwide facilitated by
3 Inclusion Australia member
organisations



**certificates
awarded**
to students who completed their
qualifications, and **24 statements
of attainment** issued



**students from
two Learning
and Lifestyle hubs**
joined our Brisbane café
program, with **2 securing
mainstream employment.**



Barry's day in the air.
Photo taken on Bunurong land.

Barry takes flight

Barry's dream took flight when he completed a dual joy flight over the Mornington Peninsula, where he even took control of the plane! A former pilot, Barry has always cherished his time in the sky, continuing to enjoy flying once a year despite his accident.

For Barry, soaring over the Mornington Peninsula was a long held dream he had spoken about for many years. Now, that dream has become a reality.



Smiles all round for the team in Melbourne completing their studies.
Photo taken on Wurundjeri Woi Wurrung land.

Thomastown smiles with success

Thomastown social enterprise employees Athina, Tyson, Danielle, Daniel, Nathan and Ivanka beamed with pride after earning their Certificate I in Transition Education through BRACE. This achievement not only expanded their focus on working towards independence but also helped define their interests in what motivated them.

Their smiles told the story of the joy and confidence that came from reaching this milestone!



Included

More people we support feel involved in their lives and their community

We believe that everyone deserves to live independently and fully participate in their community. Yet, as 33% of NDIS participants report having few or no friendships beyond family or paid staff. We clearly need to do better in supporting people to make connections. This year we continued to work towards bridging these gaps to create a stronger sense of inclusion and belonging through:

- » My Home, My Life
- » Community access programs
- » Individual Support Plans

Since 2020, we have invested \$33 million in accessible housing through our My Home My Life initiative. We are proud that this investment has profoundly impacted the lives of 216 people who now call one of our 32 newly constructed or 33 renovated homes, their own. Including, Toowoomba friends Candace, Susie, Angie, and Alison who all experienced the independence of moving into their own home this year, a first for Alison. We are committed to enhancing the overall wellbeing of people we support by ensuring that the homes they live in are safe, secure and accessible.

Our Community Access program is designed to give people we support the opportunity to participate fully in all aspects of their life. This year, we expanded our service offering into New South Wales and Victoria, to support a total of 547 people to engage in a variety of social activities within their communities, aligned with their NDIS goals. This enabled them to cultivate stronger relationships, build new skills and meet likeminded people. The program also emphasises skill development, helping people grow and thrive as they pursue their personal goals.

Our Individual Support Plans are co-designed with people we support, ensuring they are actively involved in shaping their future. Each plan is tailored to align with both their NDIS and personal goals, whether its developing practical skills, managing finances or achieving dreams – like Tim, who successfully earned his driver's license after ten years. Individual Support Plans serve as a pathway to help people fully participate and thrive in their communities.

Through these offerings, we ensure that every person we support can feel included, valued and active in their community.

“
I feel part of my
community.”

Daniel hand painting the fence at Kingston Learning and Lifestyle hub.
Photo taken on Yuggera land.



Included



people have a place to call home through the **My Home My Life** initiative.



people benefit from **Community Access**



new or renovated homes built for people with disability



people were supported at home with daily living activities to **enhance their quality of life**



Tim Kampf driving to independence.
Photo taken on Badtjala land.

Tim’s decade long driving dream comes true

Tim Kampf’s decade long dream of getting his driver’s license became a reality this year thanks to our dedicated individual support. After only a few months of study, Tim mastered the road rules and passed his written test. Over time, he gained experience and confidence behind the wheel, before booking and completing his driving test independently. Tim passed the test with flying colours! Tim’s support team was thrilled and proud when he surprised them with the news of his success. When asked why he didn’t share his test plans, Tim said, “I wanted to surprise you!”



Candace, Petrina, Simon, Susie, Angie, Alison and Leanne celebrate a new home, planting a tree as a symbol of growth and new beginnings.

Photo taken on Barunggam land.

Four friends boogie into their new accessible dream home

Friends Candace, Susie, Angie and Alison found their perfect home as part of the My Home, My Life initiative. Thanks to a generous \$500,000 donation, their new accessible home in Toowoomba, designed with extra wide doorways, adjustable kitchen benches and reinforced walls, is making a significant difference to their independence and confidence. Their dream home offers a safe, inclusive environment for the women to thrive and enjoy their community, where they often eat and have dance parties together.

“I’m looking forward to making a girls’ night, making hot food, putting the knives, forks and plates on the table. It’s so good to make our own life and make nice friends.”

Alison - resident
(who moved out of home for the first time.)



Employed

More people we support have a paid job that's right for them

Creating sustainable work opportunities and pathways to mainstream employment for people with disability is an important part of what we do.

Employment is far more than just a wage; it creates independence, enhances social inclusion, builds confidence and contributes to overall wellbeing. With only 22% of NDIS participants employed, we must make greater progress to change this statistic by offering tailored employment pathways through:

- » Supported hosted employment in aged care and the construction sector
- » Defence Assistance Program
- » Our Work social enterprise sites
- » QArt social enterprise
- » Community Solutions employment services

This year, our partnerships with Vacenti, an aged care provider, and Hutchinson Builders have created valuable employment opportunities for people. Through our Supported Hosted Employment model, people have thrived—working in Vacenti's busy laundry and contributing to Hutchinson's modular building projects. Employees have successfully completed training, earned certifications like a White Card and gained valuable work experience in different workplaces. These partnerships represent a new era in disability employment, where employers embrace the benefits of a diverse and inclusive workforce.

Our Defence Assistance Program (DAP) stands as a testament to our commitment. This year, we expanded to the RAAF Base Edinburgh in South Australia and Campbell Park Base in ACT, which means that we now offer meaningful employment for 115 people with disability across ten Defence sites. This program showcases the immense potential of people with disability in the workforce.

Our social enterprises, like Kingaroy Kitchen, serve as vital training grounds where people gain workplace skills and confidence in a supportive environment. This year, we launched the Kingaroy Kitchen website, offering handmade jams, chutneys, cakes and biscuits handmade by employees.

Andy has thrived at Kingaroy Kitchen, learning new skills such as latte art, and is now working confidently in the café. The success of his journey highlights the deep impact of our social enterprises in fostering rewarding employment opportunities for people to thrive in jobs they want to do.

This year, we expanded our open employment placements in Queensland, creating more opportunities for people with disability to gain mainstream employment.

Matt, who began working at our Burleigh social enterprise, secured a Recycling Assistant position at Reedy Creek Waste and Recycling Centre. With support through the recruitment process, Matt has excelled in an inclusive workplace that values and supports him. His seamless transition underscores our commitment to empowering people to succeed in workplaces of their choice.

Community Solutions amplifies our impact by offering apprenticeships, traineeships and job placements through programs like Workforce Australia, ParentsNext, and Disability Employment Services (DES), placing 362 people with disability, and over 2,000 jobseekers into mainstream employment.

We create pathways that lead to mainstream employment, helping people achieve their career goals and thrive in their chosen fields.

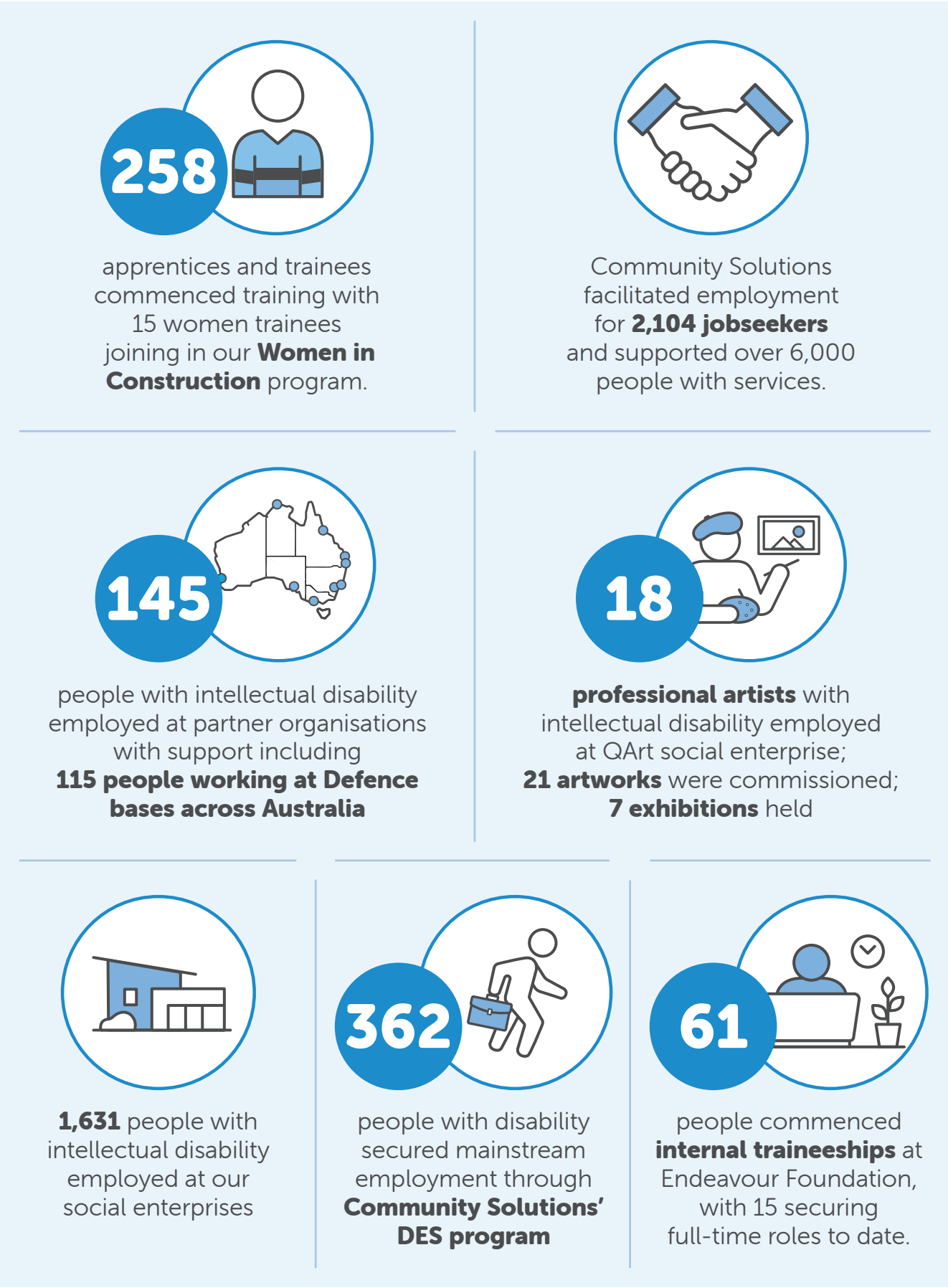
“
I have a
paid job
that I like.”



Employee Lizzie is hard at work at Kew social enterprise.
Photo taken on Wurundjeri Woi Wurrung land.



Employed



Prime Minister Anthony Albanese, Chris Christodoulou, Brandon Cheng, Amanda Rishworth and Tim Welsh discuss employment opportunities for people with disability. Photo taken on Ngunawal land.

Brandon speaks up at Parliament House

Brandon Cheng, who began in our supported employment program over ten years ago and now works as an Administration Assistant at our head office, spoke with a number of elected representatives at Parliament House as part of our Employment Futures Forum delegation.

Representing disability social enterprises from across Australia, Brandon passionately shared his perspective as a person with lived experience of disability. His advocacy highlighted our commitment to increasing meaningful and paid employment opportunities, particularly through our proposal to raise wages for supported employees.

“ I really enjoyed voicing my thoughts about employment futures and wages for employees who are supported across Australia, who are on such low wages. ”



Felicity Wadsworth's dedication and hard work are paving the way for future generations of women in construction. Photo taken on Gubbi Gubbi land.

Building her future, her way

Felicity Wadsworth is a shining example of how dedication and the right opportunities can help anyone construct their dreams. As part of the Women in Construction (WiC) Program, which was launched to address gender imbalance, Felicity has flourished. The program offers full time traineeships in Civil Construction across Queensland, and for Felicity, who started as a school-based trainee in 2022, it has been a life changing experience. This opportunity propelled her into a full-time role with Hall Contracting, where she is now completing a Certificate IV in Civil Construction Supervision. Felicity's incredible journey even led her to return to her previous school as a guest speaker, inspiring other students to follow in her footsteps.



Fundraising

Our donors continue to make an impact on the lives of people we support.

Our fundraising campaigns enable us to continue our mission of empowering people to make their possibilities a reality. Thanks to the generosity of our donors, corporate partners and the wider community, we have funded a range of initiatives that make a tangible difference in the lives of those we support.

This year, our fundraising activities spanned community events like Home Run, major campaigns such as the Mother's Day Flower Auction, and our beloved Great Endeavour Rally which saw us journey from Cairns to the Cape. We also celebrated the draws of our Prize Homes and continued to grow our newly established Pay Day Lotteries. Every dollar raised helps us provide essential programs and services, ensuring that people with disability have the resources and opportunities they need to thrive.

From modified vehicles that enable rally participation to prize home winners who have supported our mission for over a decade, our fundraising efforts are not just about raising money—they are about changing lives.



A heartfelt thank you to our wonderful volunteers for picking Mothers Day flowers at our Bundaberg social enterprise.

Photo taken on Gureng Gureng land.



126 participants including
32 volunteers made up
52 rally teams for this year's
Great Endeavour Rally



\$762,000 raised during the
2023 Great Endeavour Rally



\$2,200 paid at auction for the
first bunch of flowers picked
from our Mother's Day Harvest.
Almost **4,000 bouquets** picked
and sold with the help
of **85 volunteers**



The 2023 Great Endeavour Rally family take a group shot at their final destination, Cape Tribulation.
Photo taken on Eastern Kuku Yalanji land.



Congratulations to Gillian and Paul and thank you for your support over the years.
Photo taken on Gubbi Gubbi land.



Mark Swift, Matt Creswick, Dougie Lawson, Nathan Woolhouse and Ian Douglas help make the rally a fantastic event.
Photo taken on Yuggera land.

A decade long tradition

For over a decade, Gillian and Paul from the Sunshine Coast have been dedicated champions of Endeavour Foundation, proudly continuing their tradition of supporting our Prize Homes.

Their journey began years ago when they heard about a break-in that damaged trophies for an upcoming Endeavour Foundation bowling tournament. In a heartfelt gesture, they donated their cricket trophies to a local social enterprise. From that moment on, they began purchasing Prize Home tickets as a meaningful way to stay connected and continue supporting our organisation. This year - they won.

“It's all for a good cause. Winning is just the icing on the cake.”

Gillian

New fundraising record set by Great Endeavour Rally

This year's Great Endeavour Rally set a new record, raising \$762,000—\$150,000 more than last year. A highlight was the \$80,000 raised to modify a car, providing people we support, Matt Creswick and Peter Lawson, the opportunity to drive in the rally for the first time, rather than as a passenger. For Peter, this was a lifelong dream inspired by his father's rally experiences in the 90s.

This year's event highlighted the involvement of 4% of people with disability, showcasing its expanding influence and accessibility to everyone.

“To drive from Cairns and experience all the places on our journey up to Cape York was absolutely amazing. I just love driving.”

Matt

Diversity and Inclusion

We continue to strive for inclusivity and equality for all.

This year, we continue to take steps towards greater diversity and inclusion within our organisation. We began developing our Innovate Reconciliation Action Plan (RAP) to deepen our reconciliation efforts. We initiated a RAP Working Group with broad workforce representation, including Aboriginal and Torres Strait Islander voices, that guide our reconciliation action.

Our focus on inclusion extended to our commitment to promote respect and allyship, encouraging employees to share their pronouns in their email for International Pronouns Day.

We also created an inclusion and wellbeing hub with eight training modules covering critical topics such as First Nations culture, gender equity and LGBTIQ+ awareness to enhance understanding and foster a more inclusive environment.

We made a more significant shift towards increasing communications in plain English and Easy Reads, ensuring accessibility for employees and people we support.

While there is still much to be done, these initiatives demonstrate our commitment to being an inclusive workplace where everyone feels valued and respected.



One out of 800! Congratulations to Clayton Lavis for being awarded Student of the Year.
Photo taken on Gugu-Badhun land.

Clayton wins the North Queensland Aboriginal and Torres Strait Islander Student of the Year Award

Clayton Lavis, a Community Solutions trainee, won the 2024 North Queensland Aboriginal and Torres Strait Islander Student of the Year Award at the Queensland Training Awards, standing out among 800 nominees. After feeling unfulfilled at university, Clayton shifted to a business administration traineeship, completing it ahead of schedule and earning praise from those around him. Clayton’s success advanced his career and inspired his younger siblings to pursue their dreams.

“I’ve shown them that it’s scary doing something new, but if they really want something, they can get it. Even if it’s not the most conventional pathway, it is an extremely valid path and success will come.”



Chris Gillespie from Toowoomba Learning and Lifestyle Hub posing with the Aboriginal and Torres Strait Islander flags during Reconciliation Action Week.
Photo taken on Barunggam land.



Bringing inclusion to life through QArt

In December 2023, the City of Boroondara commissioned 13 QArt artists to create artworks inspired by the Boroondara Disability Access and Inclusion Plan 2024-28. Their artworks beautifully embody the vision of an inclusive and accessible community and were acquired by the Council for their permanent collection. The artwork that celebrates inclusivity and community spirit was also exhibited at Camberwell Library in Victoria. Our artists, supported by their mentors, shared their stories during the Plan’s launch, moving the audience with their insights.

QArt artist Julian Campomizzi’s piece, *We Stand Together*, was one of 13 commissioned artworks for Boroondara’s Disability Access and Inclusion Plan 2024-2028.
Painted on Wurundjeri Woi Wurrung land.



Environment

Working towards environmental sustainability is the right thing to do.

This year, our recycling centres successfully diverted 14,191 tonnes of waste from landfills – an almost 20% increase from last year – positively impacting the environment while creating meaningful employment for people with disability. Here’s a snapshot of our impact:



Employee Jamie is proud of promoting sustainability and reducing waste at our Geebung social enterprise. Photo taken on Yuggera land.

Plastic waste reduction with purpose

We are proud to continue our partnership with Komatsu, extending our contract for three more years. At our Geebung social enterprise, 20 employees clean and repack KOWA test kits, recycling up to 150,000 kits annually is equivalent to four tonnes of plastic diverted from landfills. This renewed partnership further expands opportunities within Komatsu’s Oil Wear Analysis (KOWA) area, where employees clean 100% recyclable canisters, which can be reused up to six times.

We are proud to be part of this initiative, positively impacting our community and the environment.

Carbon accounting for sustainability

This year, we marked a significant step toward environmental sustainability with the launch of our Environmental Sustainability Carbon Accounting initiative. We collaborated with an external consultancy to produce our first Carbon Footprint report, measuring 6,420 tonnes of carbon dioxide. This crucial data gives us a clearer understanding of our environmental impact, particularly regarding climate change.

As we move forward, we will focus on setting measurable reduction targets, improving our Environmental, Social and Governance (ESG) metrics, and aligning with industry best practices to ensure a sustainable future.



Legal and Governance

Effective and robust governance is essential to fulfilling our commitment to enhancing the lives of people with disability and supporting their families, carers and advocates.

We understand the importance of upholding corporate governance practices that are strong and accountable and meet the high standards expected by our stakeholders.

Policy statement

The platform of good corporate governance enables an effective, accountable and ethical decision-making process focused on pursuing our corporate objectives.

Legal structure

We are a public company limited by guarantee, with members rather than shareholders.

Membership

Our members are primarily family members and carers of past and present people we support who share an interest in issues affecting the lives of people with disability. Members are encouraged regularly to provide feedback on the effectiveness and appropriateness of services by talking directly to staff or via feedback channels. A moratorium on membership fees has been implemented for new and eligible existing members during the 2024- 25 financial year. A new membership strategy is under development.

Registered NDIS service provider

As a registered National Disability Insurance Scheme (NDIS) service provider, our governance structures are aligned with NDIS registration requirements overseen by the NDIS Quality and Safeguards Commission (NDIS Commission).

Legislative compliance

Our policies, procedures and operations are designed to guide our practices, demonstrate adherence and ensure compliance to our legislative and regulatory obligations. They are reviewed regularly to ensure they are relevant and appropriate to the current needs of people we support and other organisational requirements.

Board of Directors

We are governed by a Board of Directors, both elected and appointed. Our constitution stipulates that we must always have more elected Directors (generally people with lived experience) than appointed Directors. They provide a balance of corporate expertise and lived experience of disability.

The Board has formed the Client Care Committee, People and Culture Committee and the Audit, Finance, Risk and Compliance Committee to assist them in fulfilling their responsibilities.

New Constitution and By-Laws

On 27 November 2023, Endeavour Foundation members voted to adopt a new Constitution. This year, the Board began operating under the new constitution, marking the start of several changes designed to ensure our governance structures continue to meet our organisation's needs in today's context.

Area Advisory Groups

Area Advisory Groups have replaced our former Area Committees, serving as a vital connection between management, families, people we support, guardians, advocates and local stakeholders. Members of the former Area Committees were automatically appointed to the corresponding Area Advisory Groups. They meet quarterly and contribute their time and efforts to support our purpose at a local level.

National Chairs Advisory Group

The National Chairs Advisory Group, established under the new by-laws, replaces the former National Council. This group comprises the Chairs from each Area Advisory Group. Convened by the CEO, the group meets twice a year to collaborate, share insights, understand diverse perspectives and ultimately enhance the safety and quality of services delivered to people we support.

Family Support Groups

Family Support Groups are being established. This year, we recognised the importance of providing families with opportunities to connect, discuss important issues and understand the impact of the political and NDIS environments on their loved ones.

Client Advisory Group

The Client Advisory Group reflects our commitment to amplifying the voices of the people we support in all our activities. We have formed a steering committee to guide the establishment and ongoing development of this group. The Client Advisory Group will provide valuable insights into the policies, procedures and initiatives that affect our clients. By actively involving clients, we ensure that our services are relevant and responsive to their needs, preferences and concerns.

Internal Audit

The Internal Audit program focuses on governance, internal controls and risk. Implementation of the program is subject to ongoing review by the Audit, Finance, Risk and Compliance Committee.

Internal Audit reviews are designed to assist management in developing improved practices and procedures. They provide assurance to the Executive Management Team and the Board that the internal control environment is adequate and operating effectively.

Concerns and complaints

We acknowledge our responsibility to assist and empower people to be aware of and act on their rights.

We provide people with accessible information about raising concerns or making a complaint with us, an external Whistleblower Service or the NDIS Quality and Safeguards Commission.

Our Whistleblower Policy offers a confidential and protective framework so people can report alleged improper conduct about any aspect of the organisation's services without fear of reprisal. The policy encourages and enables employees, contractors, suppliers and others, both past and present, to raise concerns over such incidents to address and correct the situation.

Continuous improvement

Currently, we hold over 70 accreditations, certifications, and authorisations that demonstrate our commitment across all services areas. Our internal audit processes, along with external third-party audit certifications, showcase our adherence to compliance standards and our focus on continuous improvement.

Modern Slavery Statement

We recognise that our responsibility extends beyond the direct services we provide. As purchasers and suppliers of goods and services, we have a role in advocating for and protecting human rights globally.

In our fifth Modern Slavery Statement, we detail our dedication to ethical practices and social responsibility. Our statement showcases our continuous efforts to reiterate our dedication to ethical practices by a focus on deepening our understanding of modern slavery risks and working proactively to eliminate them from our operations and supply chain.



Board of Directors

We thank our directors for their significant contribution and invaluable insights.

Our Board of Directors brings together a diverse range of professionals with a deep commitment to our purpose of making possibilities a reality for people with disability.

The Board is a committed and passionate group who provide a balance of professional expertise and lived experience of disability.

This year they have helped steer the organisation through the evolving landscape of the disability sector to help build a better future for people with disability.



Elizabeth Jameson AM

Elizabeth Jameson AM, Chair, has a rich background in legal and governance consultancy, fostering a deep understanding of board dynamics and organisational governance.



Scott Ellis

Scott Ellis, Deputy Chair, combines his commercial finance expertise with a personal commitment to enhancing opportunities for people with intellectual disability, informed by his family's own experiences.



Beverley Knowles

Bev Knowles' extensive corporate and consulting experience in public and private sector marketing, communications and community engagement drives her commitment to empowering people with disability to fully participate in learning, work and life.



Robyn McGuiggan

Robyn McGuiggan draws on her personal family experience and leverages her extensive experience in education and community service to support people in reaching their full potential.



Wendy Zernike

Wendy Zernike contributes her significant expertise and experience in clinical governance and innovative healthcare models to ensure quality and safe care delivery, continuous improvement of services and consumer engagement.



Mark Gibson

Mark Gibson, with a strong background in IT and executive leadership, focuses on leveraging technology to support organisational growth and development.



Michelle Hughes

Michelle Hughes champions technology innovation and data driven strategies to enhance member engagement and accessibility.



Greg Livingstone

Greg Livingstone applies his extensive executive and financial management background to drive organisational change and support underrepresented groups.



Pedro Mendiolea

Pedro Mendiolea, with his expertise in infrastructure, corporate finance, and direct experience in a family with disability, has been pivotal in steering the organisation through significant transitions such as the NDIS.

For more information on our Board of Directors, their skills and experience, please visit our website endeavour.com.au/board



Executive Leadership Team

Our executive team are committed to leading us into the future, guiding and supporting employees to fulfill our purpose of making possibilities a reality, by providing exceptional services to people we support.



David Swain

Chief Executive Officer

"I have the honour of leading a team that is thoroughly focused on making a positive difference in the lives of others."



Leanne Rutherford

Executive General Manager Home and Community

"I am incredibly proud to be a part of a team that supports people living with disability to live, work and play the way they choose every day."



Shannon Foley

Executive General Manager Work

"Leading the Work division is a great privilege. My team and I are focused on helping more people have a paid job they love, and to making meaningful employment pathways a reality."



Tom Mangan

Executive General Manager Community Solutions and BRACE

"I am driven to make a positive contribution in our communities by leading a team that offers diverse and inclusive services that support people on their pathway to achieving their possibilities."



Kirrily Boulton

Chief Corporate Relations Officer

"I am proud to lead a team that links people with services that help them lead full and purposeful lives; engaging our communities, partners and supporters so tomorrow is better than today."



Alicia Coombs Marr

Acting Chief People Officer

"I recognise the significant role our people play in the lives of those we support, and we are committed to creating an inclusive and empowering workplace that enables them to focus on what matters."



Irma Hajdari

Chief Financial Officer

"I'm motivated by the opportunity to help people grow and thrive through their life's journey. Through thoughtful actions and strategic planning, we create pathways for people with disability to achieve their full potential."



Darryn Hammond

General Manager Legal and Governance

"I feel privileged to be part of an organisation making a real difference in people's lives. Our Legal and Governance team proudly contributes to this mission, assisting to drive positive outcomes every day."

Financial Overview



This financial overview provides a snapshot of the financial performance of the Endeavour Foundation Group for the year ended 30 June 2024. The Group comprises Endeavour Foundation (referred to as 'the Company') and its controlled entities, collectively referred to as 'the Group'.

During the year, the Group continued to face challenges that impacted its financial performance. This resulted in a net deficit of \$6,025,000 for the year compared to a net deficit of \$5,214,000 in the prior year.

A range of external and internal factors contributed to this outcome, including gross margin pressures from pricing shortfalls and rising wage costs. Additionally, operating expenses were impacted by higher inflation, further straining financial performance.

In response, several strategic initiatives were implemented to drive improvement.

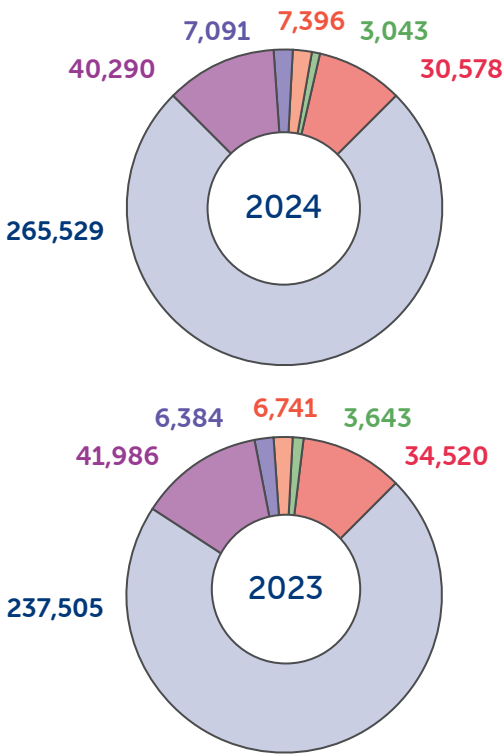
Our Home portfolio focused on enhancing plan value to better reflect clients' needs and ensure coverage of service costs.

The Work portfolio drove sales growth, whilst our Community Solutions portfolio increased service delivery through higher caseload numbers.

These initiatives increased revenues across key areas, helping offset some of the financial pressures.

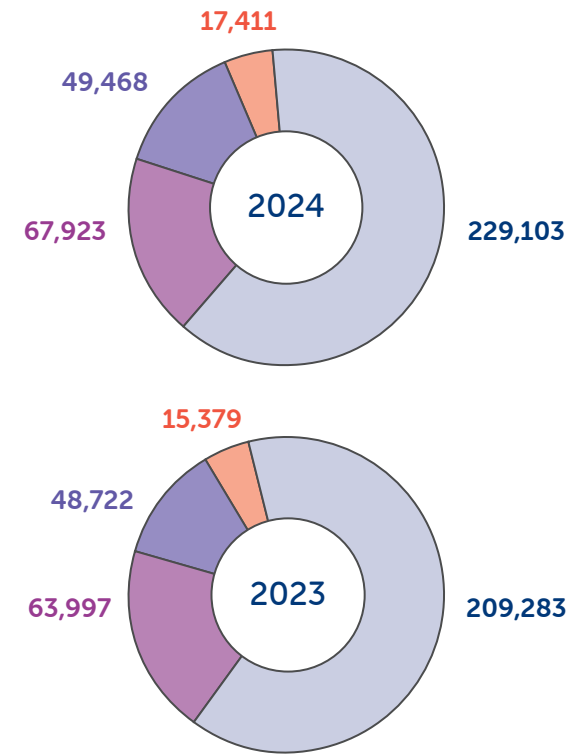
Despite ongoing challenges, the Group remains committed to driving sustainable growth and operational cost efficiencies.

Operating Revenue (\$'000)



- Fundraising activities
- Client contributions
- Rent received
- Government subsidies
- Sales of goods and services
- Other Revenue

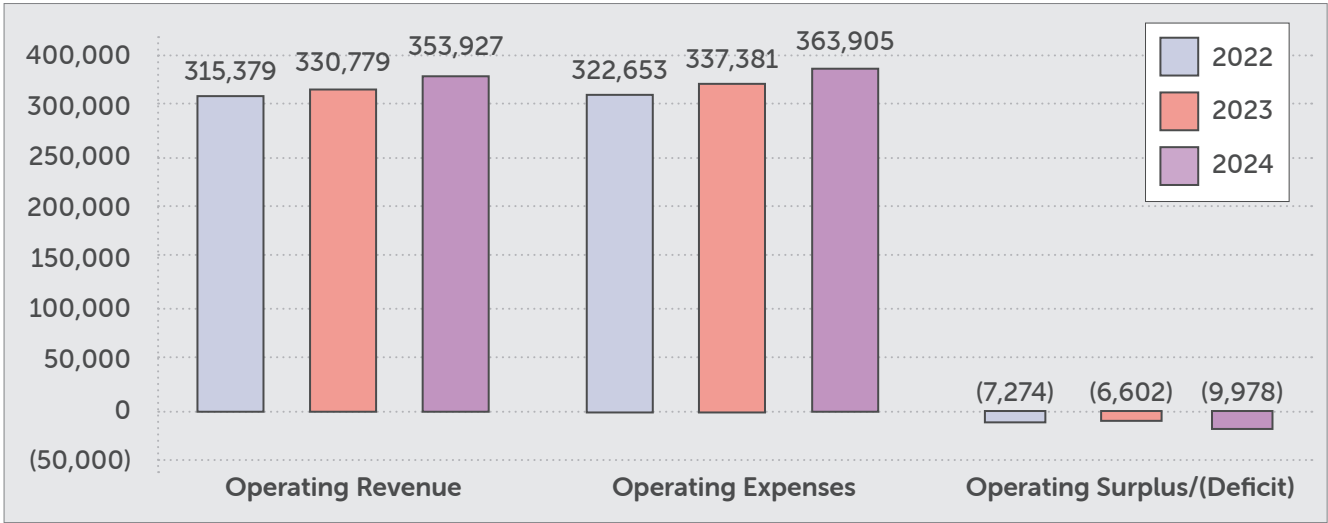
Operating Expenses (\$'000)



- Cost of goods sold
- Supported employee expenses
- Employee expenses
- Other expenses



3 Year Operating Results (\$'000)



Financial highlights during the year included: Operating revenues increased by \$23,148,000, representing a 7.0% growth compared to the previous year. Sales of goods and services along, with recurrent National Disability Insurance Scheme (NDIS) revenues, reached \$265,529,000. This represents an increase of \$28,024,000 or 11.8%, from the previous year. The Group recorded a decrease in revenues from fundraising activities of \$1,696,000, and \$3,609,000 decrease in Federal Government subsidies. Overall, Government subsidies decreased by 11.4% to \$30,578,000 compared to \$34,520,000 received in the previous year.

Operating expenses increased by 7.9%, or \$26,524,000 to \$363,905,000 for the year, due to higher cost of goods sold and employment costs, in part to support the increased level of sales.

The resultant gap between the 7.0% increase in revenues and the 7.9% increase in expenses flowed through to record an operating deficit for the year of \$9,978,000 compared to \$6,602,000 in the previous year.

The operating deficit was offset in part by non-operating revenues received. These include non-recurrent government capital expenditure grants as well as gains on disposal of surplus properties of \$3,953,000 (2023: \$1,388,000) which continue to provide an important cash supplement for capital asset acquisitions and improvements. However, the total capital expenditure spend on property was \$13,970,000 (2023: \$14,831,000), leaving the majority of the capital infrastructure spend funded from internal cash reserves.

The inclusion of these non-operating revenues resulted in a net deficit of \$6,025,000 for the year (2023: Net deficit of \$5,214,000).

Balance Sheet

As of 30 June 2024, the Group’s current assets exceeded current liabilities by \$32,702,000 at the balance date (2023: Net current assets of \$43,841,000). The Group had no interest-bearing debt other than lease liabilities.

Cash Flow Statement

Net cash generated by operating activities for the year was \$5,190,000 (2023: \$3,404,000), whilst the net cash utilised by investing activities was \$13,696,000 (2023: \$20,750,000). This reflects a reduced cash spend from the previous year under the “My Home, My Life” initiative as well as lower spending on other capital expenditure. The Group held a cash balance of \$39,601,000 at year end.

The accompanying graphs and tables provide a financial overview of Endeavour Foundation Group’s operating results and financial position as of 30 June 2024.

Audited Financial Report

The audited full statutory Annual Financial Report of the Endeavour Foundation Group for the year ended 30 June 2024 is available as a separate document and is available to members upon request and without charge by phoning 07 3908 7100 or may be downloaded from www.endeavour.com.au.

Five year Summary Financial Performance

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Operating Revenues	353,927	330,779	315,379	333,560	330,933
Operating Expenses	(363,905)	(337,381)	(322,653)	(303,933)	(297,925)
Operating (Deficit)/Surplus	(9,978)	(6,602)	(7,274)	29,627	33,008
Government capital expenditure grants and other capital donations	551	156	577	233	330
Significant bequests	-	-	1,446	-	-
Gain on sale of properties	3,402	1,232	287	349	3,105
Net (Deficit)/Surplus for the year	(6,025)	(5,214)	(4,964)	30,209*	36,443*

*JobKeeper subsidies received during COVID-19.

Five year Summary Financial Position

	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000	2020 \$'000
Assets					
Current assets	91,477	93,439	112,720	122,901	130,940
Non-current assets	164,517	159,541	145,085	135,503	117,358
Total Assets	255,994	252,980	257,805	258,404	248,298
Liabilities					
Current liabilities	58,775	49,598	50,680	46,320	66,516
Non-current liabilities	5,298	5,755	4,721	4,308	5,486
Total Liabilities	64,073	55,353	55,401	50,628	72,002
Net Assets	191,921	197,627	202,404	207,776	176,296



Thank You

We extend our gratitude to the organisations, trusts, foundations, businesses and individuals who have supported our work through grants, fundraising and in-kind contributions. Your generous support is invaluable and greatly appreciated.

Corporate sponsors, supporters and partners

AccessPay
Bundaberg and District Chamber of Commerce
Calleija Jewellers
Canon
CBC
Evolution Print
Glencore
Grill'd – Local Matters Program
Ocean Dynamics
SmartMonday (Future Super)
Westfield Shopping Centre Carindale

Great Endeavour Rally supporters

7CSSB
Adventure operations
Bowdens Own
Campfire and Companion
DMW
Komatsu
McCormack's
National Outdoor 4x4
OzTrail
TFS (Transport Field Service)
UB4x4

Events and community fundraising activities

Blooms for Mother's Day Fundraising Dinner
Churchie Rugby Fundraising Luncheon
Give 5 to Thrive
Grill'd (Local Matters Program)
Home Run
Lasting Endeavour bequest program
Melbourne Cup Fundraising Luncheon
Philanthropy High Tea
Ultimate Whitsundays Escape Raffle
Westfield Carindale Shopping Centre
(Mother's Day Wrapping Service)

Grant Funders

Ansvar Community Education Program
Australian Government Department of Social Services
- Structural Adjustment Fund

Australian Government Stronger Communities Programme
Aurizon Community Giving Fund
Banana Shire Council Community Grants
Cairns Regional Council Community Partnerships
Coca Cola Europacific Partners
NSW Government
- Community Building Partnership
Queensland Government
- Gambling Community Benefit Fund
Queensland Government
- Investing in Queensland Women
Toowoomba Carnival of Flowers

Estate Giving – Perpetual Gift

Estate of Albert Robert Smith
Estate of Laurel Youngman
Equity Trustees
Perpetual
Public Trustee
Queensland Gives by Queensland Community Foundation

Donors

Aileen Trace
Anglican Church Grammar School
Brazil Family Foundation
Bundaberg Bingo Centre
Diocese of Cairns Catholic
Flannery Foundation
Gleeson Family
Livingstone Family
Romer Family Philanthropy

Corporate volunteering

Auto and General
Deloitte
DWF Law
Hesta
LocaliQ
TechnologyOne



How to get Involved

Call us

1800 112 112

Email us

hello@endeavour.com.au

Write to us

PO Box 3555, Tingalpa, DC Qld 4173

Visit our website

endeavour.com.au

Connect with us

[linkedin.com/company/endeavour-foundation](https://www.linkedin.com/company/endeavour-foundation)

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