

one

endeavour

Walking and talking for a healthier outlook

| PAGE 6



From the Chairman and CEO

Positive signs at important time

The Family Satisfaction Survey is always a valuable tool. It is independent and confidential, so it offers honest insight into how Endeavour Foundation is doing, and whether it can do better. The signs are good, according to the recent survey.

The overall results, as featured in the last edition of *One Endeavour* magazine, were positive. It was hugely encouraging to note that satisfaction levels among respondents have increased since the last survey.

This is important because the vast majority of the people who replied are parents of a person with a disability who accesses Endeavour Foundation services. It is so important to know what families think about the direction in which we are heading at this crucial point in our history.

There were also recommendations for improvement. Endeavour Foundation's Board of Directors and Executive Management team are working hard to address those.

Outside of the survey, feedback is always welcome. This can be given through the Complaints and Incident Management Unit on 1300 730 334 or email complaints@endeavour.com.au. It is important to Endeavour Foundation to hear what you think.



Grant Murdoch
Chairman



Queensland award speaks volumes

The word 'great' can be over-used but it befits many of the recipients of a Queensland Greats award. It is humbling and inspiring for Endeavour Foundation to be on that roll of honour now.

I was privileged to be at the Queensland Government's annual awards ceremony alongside Board member and volunteer Kate Swindon, supported employee and advocate Samantha Matheson, area committee member, parent, and advocate Kevin Guilfoyle, and staff member of 35 years Joyce Sills.

On receiving the Institution of the Year 2014 award on our behalf I remarked to the Premier of Queensland, the Hon. Campbell Newman, that this sent a powerful message. That is, the people we support should be recognised and included in our community.

Speaking of 'great', I'm delighted to report a successful 27th Queensland Great Endeavour Rally. Thank you to the 150 people who participated and I wish everyone on the New South Wales Great Endeavour Rally in October a safe and enjoyable journey.

My appreciation also goes to everyone who attended our fundraising Gala Ball. It was another magnificent occasion which did our (officially) great organisation proud.



David Barbagallo
CEO



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What are your suggestions for ways that Australian society could change to be more inclusive?

facebook

"More companionship programs, post retirement housing options and employee rights protections." – **Lyn**

"Educate the general public that those with a disability are not a burden, but an asset to all in many ways. For those that are capable of open employment, there needs to be more funding support." – **Wayne**

"I wish people would treat me the same as anyone else." – **Kim**

"I have had the pleasure of speaking with some of the most gorgeous personalities, always willing to talk, laugh, teach and show affection by touch. These are people with disabilities – inclusion in life will enlighten all." – **Judy**

"Quiet areas in shopping centres for people with sensory issues and disability parking permits to include a wider range of disabilities." – **Briony**

twitter

"In an inclusive world we appreciate people for who they are, not whether they can walk or see or hear." – **Barbara**

"Get more minority groups into power such as disabled, indigenous etc." – **Shaughan**

"Australia will be more inclusive when people with a disability are acknowledged as sexual beings and have access to information and resources to make informed choices about their sexuality and sexual and reproductive health." – **Family Planning Queensland**

"By treating someone who has a disability as everyone else, not like a different species." – **Tal**

We would love to hear your comments, thoughts, reactions and ideas.

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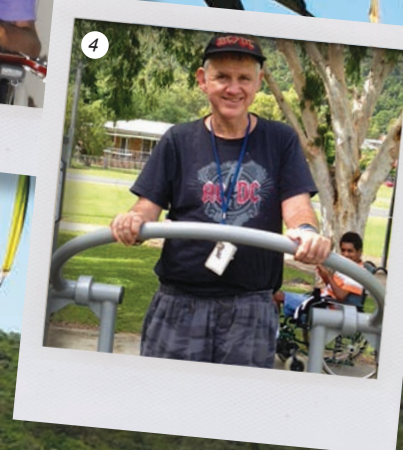
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Around our regions

Cannonvale



1. **Jardi Bauer** shares time with his mum **Alexa** after keeping fit at a Zumba class.
2. Volunteers (left to right) **Jim Tzatzalos**, **Kevin Davison**, **Donny Hines**, and **Jenny Atkinson** (front) donate their time at the local Bunnings store.
3. **Tyler Smith** gets in the groove during a music workshop.

4. **Donny Hines** (front) gets to grips with the exercise machine on the ocean view board walk.
5. Good weather and a good time for **Terry Muller** (right) at a Cannonvale community day.
6. **Kevin Davison** (seated) tried out the new bush and beach wheelchair, with friends (left to right) **Jim Tzatzalos**, **Jardi Bauer**, and **Jenny Atkinson**.

Working together for common goals

In preparation for the National Disability Insurance Scheme (NDIS), Endeavour Foundation has recently welcomed two new disability and Home and Community Care (HACC) service providers through amalgamation.

Formerly part of the Community Solutions Group, the services and teams of Compass Whitsundays and Capricornia Respite Care Association (CRCA) transitioned to Endeavour Foundation in early August. This move enables the ongoing delivery of person-centred support for people with a disability, and/or for people who are among the ageing population.

The transition was a further exciting step in the amalgamation between Community Solutions and Endeavour Foundation, which is expected to take place later this year.

Based in Cannonvale and Rockhampton respectively, Compass Whitsundays and CRCA have been delivering high quality disability and HACC services since the 1990s. Throughout this time, services have included accommodation support, family support, adult lifestyle packages, post-school services, in-home and community support, and respite.

Endeavour Foundation Chief Executive Officer David Barbagallo said the integration of these respected organisations into the Endeavour Foundation model would ensure the sustainability of vital services throughout the changing times ahead.

"Endeavour Foundation, Capricornia Respite Care Association and Compass Whitsundays share an unwavering commitment to delivering person-centred support for people with a disability, and/or the aged," Mr Barbagallo said.

"As one organisation working together, we will be better placed to ensure people with a disability, their families, and the elderly have access to the services, supports and choices they require.

"We share a belief that people with a disability are entitled to choice, control and independence in everyday life and we look

forward to seeing this become a reality under the NDIS."

Community Solutions Group Managing Director David Curd echoed Mr Barbagallo's thoughts.

"Community Solutions has always focused on enriching people's lives through a person-centred approach," Mr Curd said.

"This exciting opportunity has wonderful potential to combine the knowledge and history of CRCA and Compass Whitsundays, with Community Solutions' diversity, innovation and regional focus, alongside the long-established experience, expertise and future national service footprint of Endeavour Foundation.

"This is not about becoming big, but ensuring our relevance, effectiveness, and ability to support individuals, families and communities.

"The strategic platform that Endeavour Foundation and Community Solutions are developing collectively will also provide other like-minded NGOs with an opportunity to not

only survive but thrive, in a consolidated and client-directed service environment in the future.

"We are well placed to provide real leadership, both with and for other NGOs, as well as providing wonderful career opportunities for our highly committed people."

Endeavour Foundation and Community Solutions continue to work closely together with a view to amalgamate in late 2014, and are progressing through the extensive due diligence process following the "in principle" approval of both Boards in late 2013.

Following the transition of CRCA and Compass Whitsundays, the combined organisation continues to provide the same services, in the same towns for people with a disability and/or the aged. These services are delivered under the name of Endeavour Foundation.



Ready to run: The CRCA team members Lisa Taylor, Benoni Gerrard, Lynette Ellison, Kim Whitmell, Cathy Bashford, Carli O'Keeffe, Brooke Kershaw, Brean Hill and Julieanne McQueen get set for the annual Rocky River Run.



All smiles: Party time for John Serry and Lynette Ellison.



Two to tango: Audra Boulton (left) and Kathleen Mikec show how it's done.

Q and A



The Hon John Ajaka is the Minister for Disability Services, Minister for Ageing, and Minister for the Illawarra in the New South Wales Government. His responsibilities include the National Disability Insurance Scheme in NSW. Minister Ajaka found the time for One Endeavour's Q and A session.

Q

As the Minister for Disability Services, has anything changed for you and the portfolio under Premier Baird's leadership?

A

I'm pleased that the Baird Government is getting on with the job of delivering a National Disability Insurance Scheme (NDIS) according to the needs and wishes of people with a disability.

A record \$2.9 billion has been allocated in the 2014-15 NSW Budget to transform disability services and support the ageing, people with disability, their families and carers.

I am proud to be part of a government that in this Budget will deliver 7.6 per cent growth in funding to support people with disability.

Q

Other parts of Australia are watching the NDIS launch sites with great interest. How do you think the Hunter NDIS trial is going?

A

The trial site, which now includes new clients in the Newcastle and Lake Macquarie Local Government Areas, gauges success and client satisfaction. This is vital for the full transition.

I recently welcomed the 2,000th participant to the Scheme's trial area with Senator Mitch Fifield and celebrated the Scheme's first birthday.

The satisfaction of transitioned clients has been overwhelming. I see and hear their beautiful stories every day. The people are getting the support and care that they want and how they want it. The NDIS is making people happy and changing lives for the better.

The NDIS trial is the cornerstone of one of the biggest social reforms New South Wales has ever seen.

Q

What real changes do you think people with a disability will notice over the next few years?

A

People with disability are going to have choice and control over their support and services by 2018. Once the NDIS is in full swing, clients will be able to live their life, their way.

People with disability are also going to see the non-government sector grow and will be introduced to services they may not have had access to previously. This will offer them choices they may not have realised were available.

Q

What do you do when you have time away from your duties as a Minister and member of the Legislative Council?

A

I am the proud father of six beautiful daughters and one small grandson.

When I am not working, my time is mostly spent enjoying my wonderful family, except during the football season when I also spend time with and support my other family, the mighty St George and Illawarra Dragons.

Q

How do you stay refreshed and rejuvenated in a busy job like yours?

A

Exercise and diet are important to me because they give me energy. I typically work up to seven days a week from early in the morning until late at night so I insist on working out at least three times a week.

Endeavour Foundation wins prestigious Queensland Greats award



Great work: Endeavour Foundation CEO David Barbagallo and Queensland Premier Campbell Newman at the Queensland Greats Award ceremony.

In celebration of Queensland Week, CEO David Barbagallo had the honour of accepting a Queensland Greats Award for Endeavour Foundation.

Endeavour Foundation received this prestigious award for the Queensland Institution of the Year in recognition of its six decades of supporting people with a disability.

Board member Kate Swindon, supported employee and advocate Samantha Matheson, area committee member, parent and advocate Kevin Guilfoyle, and staff member Joyce Sills who began as a social worker in an Endeavour Foundation Townsville family clinic 35 years ago, attended the award ceremony. These four people epitomise all that makes our organisation great, as do the many people who play an important part in it.

Walk & Talk program on the *move*

Brisbane, Townsville and Cairns locals are putting their best foot forward to improve their health and wellbeing while making new friends, thanks to our volunteer Walk & Talk activity.

Walk & Talk started as a 12-week pilot in Brisbane and on the Sunshine Coast, in partnership with the Queensland Centre for Intellectual and Developmental Disability (QCIDD), in 2013. It has now been successfully rolled out across three cities in Queensland.

The program is a simple yet brilliant initiative which pairs community volunteers – known as walking buddies – with people with a disability. Together they spend at least half an hour every week engaging in conversation while walking.

Walk & Talk volunteers come from all walks of life – university students, corporate professionals, stay-at-home parents, and more – and they have found they get a buzz from being involved in their local community. There are also the physical and mental health benefits which come from a regular half-hour walk.

Endeavour Foundation Board Member, Kate Swindon, launched the Brisbane Walk & Talk at Brisbane's City Botanic Gardens and is one of a growing number of walking buddies herself.

"The benefits of Walk & Talk are for everyone," Ms Swindon said.

"Being involved with the program leads to a healthier lifestyle, helps to develop stronger community relationships, bigger social circles, and also increases the community's understanding and knowledge of disability."

The program was launched in Townsville, North Queensland, in partnership with the North Queensland Cowboys and Southern Cross Media.

The Cairns Walk & Talk was launched by Far North Queensland Area Committee Chairman Brian Willis, walking buddies and participants on the Cairns Esplanade.

Community members wishing to volunteer to be a 'walking buddy' can contact Endeavour Foundation's Volunteering Department on (07) 3908 7253 or by emailing volunteering@endeavour.com.au

Walking buddies put best foot *Forward*

Once a week, for half-an-hour, the Cairns Esplanade is the perfect backdrop for walking buddies Thomas Orr and Chelsea Saldumbide and participants Troy Singleton and Mark Henderson to enjoy the benefits of the Walk & Talk program.

Mark and Troy, who both attend the Cairns Learning & Lifestyle, love getting out with their walking buddies as part of Endeavour Foundation's Walk & Talk program. The four met recently for a group walk but most of the Walk & Talk activities are done in pairs.

"I really like to get to outside and be with someone new," Troy said. "It's really good."

Walking buddy and final year QUT law student Chelsea, who is studying externally and working fulltime in Cairns, jumped at the opportunity to be a part of the Walk & Talk program.

"By signing up for this program, I now have the chance to make a positive difference in another person's life," Chelsea said.

Cairns occupational therapist Thomas Orr could not wait to put his best foot forward.

Talk of Townsville: Latch-On® students Jessica Fisher and Andrew Cowen (with scarf) helped launch Townsville's Walk & Talk with North Queensland Cowboys NRL star Ricky Thorby and 4TO radio breakfast presenter, Steve Price.



Good day: Walking buddies (left to right) Kathy Price, Janelle Patterson, and Moreton-Sunshine Coast Area Committee member Hermina Smith at the Brisbane Walk & Talk launch.



Buddies: Walking and talking in Cairns are (clockwise from left) Mark Henderson, Chelsea Saldumbide, Thomas Orr, and Troy Singleton.

"This program not only benefits the physical wellbeing of both me and my buddy, it extends much further than that," Thomas said.

"I have the opportunity to support my walking partner integrate in the community, broaden social networks, create awareness for people with a disability, and hopefully become friends."

Footballers *shine* at the AFL National Inclusion Carnival

Gold Coast business service employees Zac Kimber (Southport) and Matt Brown (Burleigh Heads) have been playing for the AFL Queensland Inclusion team.

After months of preparation, Zac and Matt travelled to Melbourne as part of an 18-man squad for the AFL National Inclusion Carnival in June. The players wore their classic Queensland maroon jumpers with pride as they played against teams from Victoria Metro, Victoria Country, New South Wales, South Australia and Tasmania across three days. Winning two games, Zac and Matt's squad can be proud of Queensland's first time participating in a national level inclusion carnival.

Zac was pleased with the team's effort and his own performance. "It was a good experience and I was surprised how well I played as I hadn't played as long as some other players," he shared.

Matt was thrilled to win their first game of the carnival against Tasmania. "It was exciting and we were all really happy," he said. He was also happy with the effort

the team showed during the carnival and shared that "kicking goals, having fun and playing in front of a huge crowd" was his favourite part of the experience.

The inclusion program started with AFL Queensland forming two teams on the Gold Coast and Brisbane who trained with senior teams from various clubs and played curtain-raiser matches. From these efforts, a state inclusion squad was selected to represent Queensland at the National Inclusion Carnival.

Zac said the team trained daily in the three weeks leading up to the carnival, played practice matches and had "lots of handballs and kicking sessions".

The team also found time to explore while in "freezing cold" Melbourne, visiting the MCG (Melbourne Cricket Ground), Luna Park, and a local school to teach children with a disability how to play AFL.



Football star: Zac Kimber wears his Queensland maroon with pride for the AFL National Inclusion Carnival.



Happy: Australian Rules footballer Matt Brown enjoyed meeting other players at the carnival.



Proud student: John Tanerau with his well-deserved certificate and red belt.

Karate man *masters* the red belt

John Tanerau has been developing new skills over the last year, learning the art of Shukokai Karate, and is making rapid progress.

John, who accesses support in Hervey Bay, joined the Bubishi Martial Arts Centre in August 2013. With commitment, determination and the support of his Sensei Glen, he has reached the 9th Kyu grading level and achieved his red belt.

To get to this level, John had to meet a number of grading requirements, including

completion of a minimum amount of practice and lessons. He displayed a strong grasp of technical skills and showed that he possesses the five desired attributes – effort, patience, temperance, respect and creativity.

"It was very exciting getting my first grading done," he shared. "The people there are very friendly and help me out if I'm having any trouble with any moves."

In addition to his karate achievements, John has received certificates of appreciation to commend his hard work in the community. He works at the Nangarin Timber Mill in Maryborough and assists with gardening for the Hervey Bay Council.

"I've been with the gardening group for about three years," John said. "I enjoy repotting and planting all the seedlings. I've learnt to mix fertilizers and use different tools."

John also enjoys the social aspect of work.

"It's nice to catch up with all of my friends there and we all go for lunch in the park afterwards," he said.

With this grading success already under his belt, John would like to keep training and "get as many gradings as I can."

Learning & Lifestyle blossoms in the Rose City

The opportunity to learn new skills and interact more with their community has been warmly received by people in Warwick with a disability, following the opening of a new Learning and Lifestyle in July.

It was a groundswell of support from the Warwick and District Disability Support Group, the Endeavour Foundation Warwick Support Group, local politicians and individual members of the community that helped bring about the Learning and Lifestyle's establishment. A University of Queensland study also found that there was a need in the area for such a service.

A large crowd of locals, Great Endeavour Rally entrants and Endeavour Foundation staff turned out to celebrate the opening at the premises in Tooth Street.

The first two people to access the service, Tanya Ryan and Alex Velthuis, did the ribbon cutting honours.

They have now been joined by others, using the Learning and Lifestyle to enhance their independence, confidence, self-esteem, interaction skills and life choices.

The Learning and Lifestyle offers a range of learning opportunities, along with recreational and social activities.

The launch day featured displays of activities and equipment which have been developed for use by people who attend Learning and Lifestyle.

Southern Downs Regional Council Mayor Peter Blundell predicted the support base for the Learning and Lifestyle would grow as word got out.

"This will be a wonderful addition to Warwick and will provide a greater range of options for people with disabilities," he said. The council generously made available the premises for the new service.

Local stalwart for people with a disability, Peter Stacy, said this is just the start of something, with all great journeys starting with a single step.

"The skills gained will support people with a disability to engage with the local community," he said.

A contribution of \$17,000 from funds raised by the 2014 Great Endeavour Rally was used to kick-start the Learning and Lifestyle. Warwick was the starting point for the rally the next day.

The Warwick Learning and Lifestyle joins more than 34 others that are operating around Australia.

It is initially open two days per week, with plans to expand to five as needed.

Endeavour Foundation in the Rose City

The organisation has been part of the Warwick community since 1971. Since then, it has developed accommodation support, a business service, and a business relationship with the Southern Downs Regional Council.

There are tailored Endeavour Foundation accommodation support services for 11 people in Warwick. This means they can live as independently as possible in their community.

The business service in Activity Street has been operating since 1979. It manufactures fire place hearths and is also involved in recycling, collating, and document destruction.

Endeavour Foundation also runs tip shops at the Warwick and Stanthorpe Transfer Stations.

In more recent times, Endeavour Foundation has taken on responsibility for the recycling of electronic waste at the Warwick Transfer Station.

Thirty-seven people with a disability are now employed across these Endeavour Foundation business activities, making a valuable contribution to the local economy.



Officially open: Alex Velthuis and Tanya Ryan perform the ribbon-cutting, flanked by Endeavour Foundation CEO David Barbagallo (left) and Mayor Peter Blundell.



Learning: There was a good attendance as people came to learn more about the new Warwick Learning and Lifestyle.

DUST & DOLLARS RAISED WAY OUT WEST



Cornered: At the corner of three states are (standing, left to right): Daniel Crunkhorn, Damien Stower, Joel Stephens, Tammie Sanders, Rod Cameron, Jamie Thompson, Ken Penny, Val Host, Leanne Norman, and (kneeling) Anthony Bramley.

It is full of sand dunes and scrub and not much else, and for a few days in July it was also filled with 150 hardy souls taking part in the 2014 Queensland Great Endeavour Rally. Corner country, where the borders of Queensland, New South Wales and South Australia intersect, proved to be a major test for 48 rally and five Cruise entrants in the middle stages of the 3,500 kilometre, eight day trek from Warwick to Bundaberg via western Queensland. The rally was won by the Mount Mee team of Martin, Rowena and Karen Crouch in their 1977 Holden wagon. The event's top fundraiser was the Bundaberg team of Trevor Twyford, Wayne Goodfellow and Russell Chapman who raised \$19,500 of the fabulous \$325,000 total from all entrants.



Top fundraisers: Our fundraising champions are (left to right) Russell Chapman, Wayne Goodfellow and Trevor Twyford from Bundaberg.



Classic: This 1953 Jaguar was restored to take part in the Great Endeavour Rally.



Support: Australian Army 7th Combat Service Support Battalion 106 Field Workshops provided vehicle recovery and technical assistance.



Congratulations: The 2014 Queensland Great Endeavour Rally winners are (left to right) Karen, Rowena, and Martin Crouch.



Dune and dusted: Plenty of sand but no beach for Sunshine Coast entry "Why Not".

Trailblazers: The "Wizard of Oz team" from Cooroy raise some western Queensland dust.



Time out: Ken Penny relaxes during a break on the eight day trek.

Front seat rally report

Ken Penny was one of six people with a disability who took part in the 2014 Great Endeavour Rally. "Meeting different people, especially those with a disability, checking out the rally cars, and getting to see places I had never been before was really exciting," Ken said. However, there was one thing he was happy not to see – snakes. "I don't like them. There are plenty out there and we were camping. But, lucky for me, it was winter and they were probably hibernating." The added bonus for Ken was crossing the finish line in his hometown of Bundaberg. "If I have the chance, I would love to go again," said Ken.

Countdown to NSW Rally

The second New South Wales Great Endeavour Rally will travel from Western Sydney to Dubbo via the Flinders Ranges in South Australia from 17-25 October.

More details at great.endeavour.com.au

2014 New South Wales Great Endeavour Rally



News in brief

- ⑤ Endeavour Foundation has welcomed Yvonne Keane to the Board. Yvonne is a prominent campaigner for people with a disability in NSW and she is looking forward to being a strong representative for Endeavour Foundation as the organisation grows in NSW.
- ⑤ Endeavour Foundation Endowment Challenge Fund 2014 grant recipients have been announced. The Research Award was granted to Melbourne's Monash University, a Queensland University of Technology (QUT) student Katherine Moore received the Student Award. The Non-Profit Organisation Award was granted to three organisations this year; Mid North Coast Community Care Options Inc, in Coffs Harbour, Non-government organisation Melba Support Services in Mt Evelyn, Victoria, and the Caboolture Disability Indoor Cricket Inc.
- ⑤ After 35 years with Endeavour Foundation Hazel Patterson, former manager of Kingaroy Kitchen, was given a very big heartfelt send-off. Hazel is the success story behind Kingaroy Kitchen and has been a very valued staff member. Thank you for your dedication and hard work Hazel.
- ⑤ Endeavour Foundation and James Cook University have signed a Memorandum of Understanding which aims to improve educational prospects for people with a disability, increase participation of students and researchers, and encourage exploration of new opportunities in North Queensland.
- ⑤ Endeavour Foundation Recycled Clothing Store Manager Joan Frare has won praise for the Penrith store's outstanding performance. The Pride of Workmanship Award was presented to Joan by the Rotary Club of Lower Blue Mountains. Congratulations Joan!



Visit us on facebook to find out more:
facebook.com/endeavourfoundation

CLUE students help develop virtual world

An Avatar-like program to potentially assist people with a disability to navigate real life situations anywhere and anytime is being developed with the help of CLUE students in Brisbane.

CLUE students at Windsor have been working with Queensland University of Technology information technology students as part of the Virtual Learning Environments (VLE) Community Engaged Learning Lab (CELL) project. This is expected to change the way students with a disability learn, especially in regional and remote areas.

Virtual learning environments are learning platforms constructed via three dimensional web-based programs, and will simulate real or imaginary environments.

The students, as well as Endeavour Foundation teaching staff and parents, participated in focus groups and surveys so the QUT students could gain a better understanding of learning styles and the possibilities for study.

Once developed, Endeavour Foundation students will be provided with the opportunity to use the program for educational purposes and real-life situations such as shopping, maths, calculations,



Teamwork: The VLE project group includes (clockwise from left) Laurianne Sitbon (QUT academic lead), Maria Hoogstrate (Endeavour Foundation), Ashleigh Thompson (QUT CELL student IT), Lindsay Graham (QUT CELL student Nursing and Psychology), Mitchell Neill (QUT CELL student Engineering), Stewart Koplick (Endeavour Foundation), Jack Parry (QUT student IT), Pearl Gariano (QUT student IT).

transport and using an ATM. These learning modules will be tailored to individualised needs. Endeavour Foundation Project Officer Maria Hoogstrate says virtual learning environments will enhance the learning experience for students.

"Students will be able to access their virtual world at anytime, anywhere, and from any electronic device," Ms Hoogstrate said.

"This will be a wonderful program for Endeavour Foundation and we will continue to work with QUT to develop this program."



Loyal supporter: John Aquilina was rewarded for his outstanding service at his local football club.

Local hero

John Aquilina lives and breathes football.

When the Seven Hills business service employee isn't looking after the gardens, mowing the lawn, or lending a helping hand in the warehouse, he can be found at the Parramatta Two Blues Rugby Club.

Thirteen years ago one of John's friends invited him to watch the Parramatta Two Blue team play a few games ...and he has been involved with the club ever since.

John says he loves supporting the players with refreshments and tending to the club's gardens, and of course he enjoys socialising with the team, coaches and canteen staff.

"They are a good bunch of people. They pick

me up from home to go to their games – I help out with divisions 2, 3 and 4 – and sometimes I help out the girls' team but only on home games at Granville Park," John said.

"I have fun being involved and the home ground is only five to ten minutes away from home." John recently received a lifetime membership award from the club as part of their 'Back to Parramatta Day'.

If that isn't enough to keep him busy, John's other hobbies include bowling with his mates, enjoying the action at the Parramatta Speedway and tending to his own garden. As a rugby league fan, John supports the Wests Tigers but he has tipped South Sydney take out this year's NRL Premiership.

Committment to listen

Endeavour Foundation welcomes feedback and is committed to ensuring people with a disability live lives free from abuse, neglect and exploitation. If you have concerns about any person receiving services and supports, or have a complaint about any aspect of service provided, please contact the Complaints & Incident Management Unit (CIMU) on 1300 730 334 or at complaints@endeavour.com.au

Education for engagement

The end result for Endeavour Foundation's Education Services team is clear – people with a disability fully participating in, and engaging with, the community of their choice.

That thinking reflects the very beginning of the organisation in 1951 when a group of parents refused to accept their children with an intellectual disability couldn't be educated.

The strong belief that everyone is entitled to an opportunity to learn has resulted in programs such as Latch-On®, developed by the University of Queensland, offering a certificate qualification in Literacy and Technology, and Continued Learning for Under 30s at Endeavour (CLUE) programs.

Through these, students are developing literacy, communication, technology, and lifestyle skills that build self-confidence and enhance employability and participation in all that life has to offer.

"The programs are tailored to suit individual needs and goals," said Education Services Support Development Manager, Stewart Koplick.

"They involve dedicated teams of specialist teachers and tutors working with students to achieve the goals they have set."

Forty students are enrolled in Latch-On® throughout Queensland and New South Wales, and 13 students are CLUE participants at Windsor in Brisbane.

Many students who have made use of the programs have gone on to lead independent and fulfilling lives in their communities.



Ambitions: Caitlin Kerby is making plans for her career after Latch-On®.

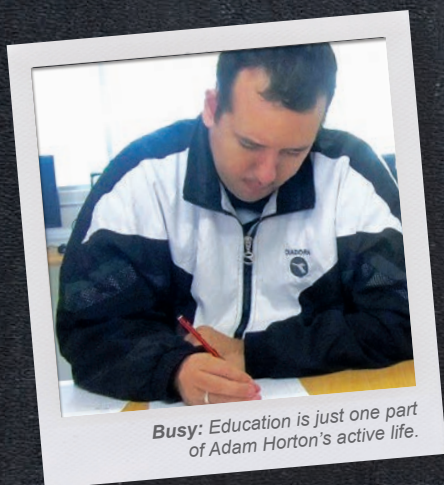
Cooking up a future

Caitlin Kerby would like to get a cooking job once she finishes the Latch-On® program at Windsor in Brisbane.

Caitlin's improved writing, and better reading and following of recipes will help towards that goal.

"My favourite thing to do at Latch-on® is worksheets, and I really enjoy our Hot Seat sessions, where we get to ask questions and talk about ourselves," she said.

Caitlin, who also likes singing, dancing and swimming, will compete in the Down Syndrome International and World Swimming Championships in Mexico later this year.



Busy: Education is just one part of Adam Horton's active life.



On the way: Andrew Cowen is already working part-time.

Opening new doors

The Latch-On® program in Bundaberg has opened up a whole new world of learning for Adam Horton. "I like coming here because it helps with my life," said Adam. "I really enjoy the research and learning tools that are part of Latch-On®. They have helped me to think logically about creating reports and documents," he said.

Adam, who also accesses other post-school learning services from Endeavour Foundation and works at the organisation's business service as well, says he would like to one day to work in a science lab.

When he is not helping out at home, Adam enjoys playing his guitar, playing on his computer and doing Taekwondo.

Working goal

Andrew Cowen is in his second year of Latch-On® in Townsville and will complete his Certificate II in Literacy and Technology at the end of this year. "One of the things I like most at Latch-On® is exploring the internet, because I can read things for myself," he said. "I'm getting more confident. Being able to read more helps with getting a job."

Andrew has taken his first step towards that goal doing part-time work with construction and development company WATPAC.

"I'm trying to get my forklift ticket. Driving a forklift or being a truck offsideer would be great. I would also like working in a restaurant," said Andrew.



Supporter: Michael Mothesole is staying on at Latch-On® and supporting his fellow students.

Michael makes the most of Latch-On®

Michael Mothesole has completed the requirements for his Certificate II in Literacy and Technology at Castle Hill in Sydney, and has stayed on to do an extension program.

The skills Michael has acquired during the program have helped improve his speech and how he engages people. To his credit, he has also used those skills, plus his incredible memory and general knowledge, to help support his fellow students.

His success in the program was celebrated with him receiving a gold season pass from Catlin Group to see all home games played by his favourite rugby league team, the Parramatta Eels.

Tasty delight with Community Kitchens

Eight business services employees from Victoria have participated in the Community Kitchens program to enhance their knowledge and skills of shopping, cooking and healthy eating principles.

This 4-week program is the first of its kind in Bendigo, delivered in partnership with Bendigo Community Health Service, and brings people from local neighbourhoods together, and fosters participation and teamwork.

Participants learned a range of skills such as shopping for healthy alternatives, cooking with basic food groups and identifying foods that have more than one purpose.

Employees said they had a great time and would like to take part in a future program to do more cooking classes and learn more advanced recipes. Participants shared their experiences, with Rodney Svanosio and

John Palmer saying they enjoyed cooking with their friends from work, Dale Bawden saying he liked sharing the jobs and Beau Brereton saying he loved eating the food.

While Rodney said he liked learning how to make a quiche, the baked potatoes were everyone's favourite recipe.

The cooking from the program was well-received; family members of participants often dropped by the recycling facility in Bendigo to ask for recipes so their family member could show off their skills at home.

In addition to food education, the group learned the importance of kitchen hygiene

and how to keep their workplace clean and tidy. They said, "The kitchen was very clean for us to be able to cook in and we had to leave [it] as we found it, so that meant doing the dishes, sweeping the floors and wiping the tables."

After completing the program, participants each received gifts to foster their newfound cooking skills, including a frypan, jug, microwave safe bowl, cutting board, environmentally friendly shopping bag, cooking utensils and recipe folder with shopping cards.



Taking a break: Community Kitchen participants (standing, left to right) Jessie Walter, Beau Brereton, Rebecca Davie, Dale Bawden, John Palmer, Rod Svanosio and (kneeling) Shane Peck and Joshua Cody.

ENDEAVOUR FOUNDATION'S RECYCLING MARKETS ARE BOOMING

As the old adage goes one man's unwanted items is another man's treasure and it couldn't be truer for Endeavour Foundation's newly opened recycle markets.

City of Gold Coast Mayor Tom Tate and CEO David Barbagallo officially opened the Reedy Creek Drop-Off and Recycle Market on the Gold Coast in June, while Commercial Manager Nick Hully and Tablelands Regional Council Mayor Rosa Lee Long opened the Atherton Recycle Market, Far North Queensland, in July.

Mr Hully said both recycle markets have proven to be very popular new shopping attractions in their local communities.

"The community support we have had since opening the Reedy Creek and Atherton recycle markets has been tremendous," Mr Hully said.

"Not only do our recycle markets significantly reduce the volume of waste going to landfill, it also creates greater diversity of employment opportunities and skills available for local people with a disability."

The Reedy Creek recycle market operation is currently Endeavour Foundation's largest council recycling contract and employees 22 Gold Coast locals - including 10 people with a disability. Rodney Morris, employed at the Reedy Creek Recycle Market, said he was excited to be working at the new state-of-the-art facility.

"It's lots of fun working here. When you get things from the trailers or the cars it's like a lucky dip, you never know what's going to come out," Rodney said.

The Atherton Recycle Market employs eight Atherton locals, including four people with a disability and two volunteers.

As part of the transition to operating as one organisation with Community Solutions, one of their sustainable recycling enterprises previously known as

Coastal Recovery has merged with Endeavour Foundation.

Under that agreement, Endeavour Foundation is working in partnership with Livingstone Shire Council, and Livingstone Recycling provides employment to 14 staff members. It is operating the waste transfer sites in Yeppoon, and five waste transfer stations in Emu Park, Cawarral, Byfield, The Caves and Marlborough.



Recycling boom: Gold Coast Mayor Tom Tate and Endeavour Foundation CEO David Barbagallo with Reedy Creek Recycle Market employees (left to right) David O'Connor, Kristel Howe, Sam Morrell, Warren Brown, Rodney Morris, Reuben Fotheringham, and Ian Baxter at the opening of the new state-of-the-art site.

Young chefs taste *SUCCESS*

A shared passion for cooking has led school friends Christopher Catchpole and Michael Nugent through successful tertiary training and into a flourishing career.

The 19-year-old aspiring chefs have attracted much attention while completing their qualifications with Acclaim Apprentices and Trainees - now part of Community Solutions Group, which shares strong values with Endeavour Foundation.

Christopher and Michael were named as the joint School-based Apprentice/Trainee of the Year in Acclaim's 2013 awards. Now, they are at the Sunshine Coast's Novotel Twin Waters resort working under Executive Chef Steven Forrester, and loving it according to Christopher.

"I can go to work and imagine what I can create, and I do it on my days off to hone my skills," he said.

"It has always been something I have enjoyed, and Michael sharing my passion is really good. We've done competitions together and cooked for our school."

Acclaim Field Representative Elaine Nichol says they make a good team.

"They work so well together," Ms Nichol said.

"Even their school could not separate them as they are equally on par in their academic standing, and each has overcome their individual life challenges."

Their commitment to learning led to many Fridays volunteering to gain extra knowledge in the field. As a result, they have received silver medals in the Secondary Schools Challenge hosted by the Australian Culinary Association, and also nominations for the Queensland Tourism Industry Award. For the latter, Michael was awarded Runner Up in the Salute To Excellence Awards.

Congratulations to Michael and Christopher on their achievements so far, and good luck in the future as successful chefs.



Our kitchen rules: Award-winning Christopher Catchpole (left) and Michael Nugent celebrate their School-based Apprentice/Trainee of the Year success.

Building with the right *people*

Apprentices Kevin Steenson and Josh Crouch have provided a welcome change of pace for Sal and Tim Scarce, who run a bespoke furniture company.

Their Green Cathedral business has experienced rapid growth through blogs and features in interior design magazines, and they needed more staff.

Now, with the assistance of Keirdre and Ian from Community Solutions' Apprentices and Trainees team, they have found the right people. School-based apprentice Josh Crouch and mature-aged apprentice Kevin Steenson have fitted in well, says Sal Scarce.

"We wanted people who would grow with the business, and Josh and Kevin are integral to our production," Sal said.

It was a natural career move for Kevin.

"I have always enjoyed mucking around with timber to make things, so to make a living out of it is pretty special," he said.

"I want to pass my Cert III and hopefully, as the company gets bigger, maybe get a supervisory type role. Eventually I would like to make my own stuff."



On the up: Apprentices Kevin Steenson (left) and Josh Crouch are helping the family furniture business to grow.

"I want to pass my Cert III and maybe get a supervisory type role."

Kevin and Josh have clearly impressed the business owners, who are looking forward with bigger plans.

"Now we are feeling very confident about the future with Josh and Kevin," Sal said.

"In fact, we hope to have another school-based apprentice and full-time apprentice at Christmas when things get busier."

Training to *progress*

Community Solutions' range of employment services has extended to include apprenticeships and traineeships, following a recent amalgamation with a Group Training Organisation (GTO).

Acclaim Apprentices and Trainees has operated in the Gympie, Sunshine Coast, and North Brisbane regions for almost 30 years. It supports more than 250 apprentices and trainees.

Since 1984, more than 4,500 people have developed new skills and gained qualifications through Acclaim to move forward in their career. Many have progressed to gain higher qualifications, manage businesses, create companies, employ staff, and play a valuable role in our local communities and economies.

Acclaim has worked with hundreds of local businesses, supporting and guiding them to meet their growth needs, peak demands, and general employment requirements.

Now operating as one, Community Solutions and Acclaim seek to roll out the apprenticeship and traineeship offering across the Community Solutions footprint, to sit alongside existing Job Services Australia and Disability Employment services. This will provide an even greater range of workforce solutions and career options.

Get involved

Area Committees are an important part of the governance structure of Endeavour Foundation. By being involved in a local Area Committee, family members, carers and supporters can provide information and feedback in relation to local services, educate the community about disability, raise the profile of the organisation, and raise funds. Get in contact with the Area Committee Chair in your region to find out more.

Far North Queensland

Brian Willis

FNQAC@endeavour.com.au

North Queensland

Brian Fanning

NQAC@endeavour.com.au

Central Queensland

Leon Powell

CQAC@endeavour.com.au

Wide Bay

Gerry Crotty

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Moreton – Sunshine Coast

Peter Coleman

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Regional forum in brisbane

More than 20 people registered their interest in attending the latest regional forum, where families discuss issues with Endeavour Foundation Board and Executive members.

Chairman Grant Murdoch emphasised the commitment to hearing directly from people about their experiences of our services, and the value of feedback. CEO David Barbagallo spoke about the importance of the opportunities to promote the voice of people with disability.

The Manager of Community and Advocacy Support (CAS) Unit Mark Reimers facilitated a workshop for

The way forward: Family members such as (left to right) Ian Millard, and Janice and David Groth discussed key priorities at the Brisbane regional forum.



family members to develop a priority list of six issues for the Board and Executive. Each attendee had the opportunity to speak directly and privately with Board members or the CEO.

2014 Area Committee election results

The 2014 elections of Endeavour Foundation's ten Area Committees have been completed. As the number of nominations received did not exceed the number of positions open for election in each area, all candidates have been appointed for a three year term effective 8 August 2014. The Committees are an important link between the Board and our stakeholders, including clients and families. Following is a list of the duly elected Members for each of the ten Area Committees:

Far North Queensland

One nomination received for four positions – Brian Willis

North Queensland Two nominations received for four positions – Brian Fanning, Pedro Mendiola

Central Queensland

Three nominations received for four positions – Russell Wells, Ann Leinster, Ron McCamley

Wide Bay One nomination received for four positions – Joan Massingham

Moreton-Sunshine Coast

Six nominations received for six positions – Peter Coleman, Kevin Guilfoyle, Garry Bates, Heather Christie, Deborah Taylor, Allan Gillies

Brisbane Metropolitan

Four nominations received for five positions – Sylvia Ellis, Zoya Manoiloff, Pam Nicol, Diane Slack

South East Queensland Five nominations received for five positions – Joy Scobie, Suzie Thorpe, Elaine Rourke, Sue Upson, Denise White

South West Queensland

One nomination received for four positions – Paul Currie

Sydney No nominations received for four positions

Victoria Four nominations received for four positions – Bev Knowles, Bruce McBroom, Brendan Millane, Sandra Beanham

Congratulations go to all Members appointed to serve on Endeavour Foundation's Area Committees. If you would like more details regarding these results please contact Deb Kerswill on (07) 5413 1516 or email companysecretary@endeavour.com.au

2014 Annual General Meeting Endeavour Foundation's 2014 Annual General Meeting is scheduled to be held on Friday 21 November in Brisbane. Information about the event will be sent to members and other invitees in due course. We look forward to seeing you there.

Campaign for the future of job opportunities

Endeavour Foundation is part of a national campaign to promote the importance of Australian Disability Enterprises (ADE). For people who work at a business service, this is a great opportunity to get involved.

National Disability Services (NDS) is calling on the federal government to guarantee the future of ADEs. Endeavour Foundation's Community and Advocacy Support (CAS) Unit is helping to drive this campaign, called 'ADEs Work for Me', with the support of our Advocacy Champions.

In order to promote the NDS initiative, the CAS Unit is looking for employees and families to share positive stories about working at an Endeavour Foundation business service. It wants to hear the good things about having a job at the commercial enterprise.

It also wants to identify, train, and mentor champions to work alongside our Advocacy Champions, who will organise meetings with local federal members of Parliament.

The Senior Advisor to the CAS Unit is Melinda Ewin, who says a good response is vital. "We want as many people as possible to share their story in order to emphasise the importance of having a job," Ms Ewin said.

"Our Advocacy Champions will have a key role, and we hope to be able to mentor a number of new advocates who work at the sites."

Advocacy Champion and Chair of our South West Queensland Area Committee, Diana McKay, is excited about the opportunity.

"This is a chance to get into the community, meet with politicians, and make sure that our voice is heard," Ms McKay said.

Endeavour Foundation CEO David Barbagallo is full of praise for the Advocacy Champions, and welcomes the campaign.

"Our Advocacy Champions are extraordinary people who are central to so much of what we do, and they do so as volunteers," Mr Barbagallo said.

"Through them, we get a complete understanding of why employment is so incredibly important for people with a disability.

"It is not just a help towards financial independence but it improves self-esteem and their confidence. The employees also place enormous importance upon the social aspects of work and, perhaps most critically, they know they are contributing to the economy and the community."



Good work: Stephen Frazer is employed at our business service at Mt Druitt in Sydney.



Champion: Mary Walsh is an experienced campaigner supporting people with a disability.

Mary Walsh is a long-standing Endeavour Foundation Advocacy Champion based in Bundaberg. She is representing Queensland in the NDS campaign to promote the value of working at an Australian Disability Enterprises.

I have willingly accepted the role of being Queensland's representative in the campaign. As a parent, national advocate, and member of the National Disability Consultative Committee, I was involved in the discussions which led to the BSWAT wage assessment tool. It took a lot of work, effort and time for a lot of people. We all knew it would need review and refinement eventually.

This national campaign defines our goals – no job losses, fair wages, and sustainable businesses which continue to meet the needs of our employees and communities throughout Australia. We have to sell that message to our communities, to business and to Government.

We need to maintain and expand employment choices for people with disability. No business can do that with one hand tied behind its back.

Our employees value their jobs for the self-esteem, the community acceptance, the camaraderie, and the additional income. They have a valuable place in our society. They are productive and committed to their job – whatever that might be, wherever that might be.

We have made great progress in the past decade and, like all business, we need to review our services, our systems and market demands. Increasingly our workers are becoming an integral part of that review process, and that transition cannot be done in the space of 12 months. We need three years.

Endeavour Foundation, founded by families, has always led the way in supporting people with a disability. It has been joined by a variety of similar enterprises over time. Our business services are an important part of our social fabric. We need to keep that social fabric intact.

For more information about the NDS campaign, visit www.nds.org.au/news/article/3031 or contact the CAS Unit on (07) 3896 6033 or 1800 800 585 or email casunit@endeavour.com.au

ENDEAVOUR
FOUNDATION
Opportunities for people with a disability