

# one

endeavour

Moving with  
the times

| PAGE 8

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**ENDEAVOUR**  
FOUNDATION

# From the Chairman and CEO

## We never forget what we do

The National Disability Insurance Scheme (NDIS) has brought into sharp focus the ambition and determination of Endeavour Foundation. While we are not afraid to explore new avenues, we must always remember that people are at the heart of our thinking.

Our plans and decisions are examined in detail. All developments have solid foundations aimed at improving the quality of life of the people we support. With this in mind, Endeavour Foundation continues to grow because it must be in a strong position to meet the demands and competition brought about by the NDIS.

While we began as a Queensland-based organisation we never forget that we grew thanks to colleagues based in New South Wales. Now, we continue to broaden our base beyond Queensland and New South Wales into Victoria, South Australia and hopefully the Northern Territory. It is important to do so in order to be competitive.

As the old adage goes, the more things change the more they stay the same. Yes we are expanding, but we remain an organisation which puts people first.



**Grant Murdoch**  
Chairman

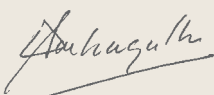
## New challenges are always welcome

Endeavour Foundation has always been open to ideas. We are here today because our families were prepared to peer over the fence and embrace new ways of working to achieve better outcomes for people we support. This is what makes our proposed amalgamation with Carpentaria Disability Services (CDS) in the Northern Territory so refreshing.

The National Disability Insurance Scheme (NDIS) is gradually unfolding. Organisations are building services and entering new markets. The boundaries are moving on geographical and business levels, and Endeavour Foundation must adapt and move with the times.

We are taking a significant step forward with CDS in the Northern Territory. Both organisations have great experience of the disability sector, honed over many decades. It is fortuitous we should talk at this time, given that our goals are similar. We place the support and improved quality of life for people with a disability at the centre of all we do.

Remote and regional Australia often has additional challenges, and the experience and knowledge of CDS will play a critical role in our ability to meet them. We welcome challenges, though. We always have done.



**David Barbagallo**  
CEO



We would love to hear your comments, thoughts, reactions and ideas.  
Phone: 07 3908 7138 | Email: [newsletters@endeavour.com.au](mailto:newsletters@endeavour.com.au)  
Mail: Newsletter, PO Box 3555, Tingalpa DC QLD 4173  
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## In this edition:

|                             |    |
|-----------------------------|----|
| Around Keon Park .....      | 3  |
| New friends in N.T. ....    | 4  |
| Senator Fifield visit ..... | 5  |
| Latch-On® at ten .....      | 7  |
| My home in Adelaide .....   | 8  |
| Being app-y .....           | 10 |



## Our survey asked: What do you want to know about the NDIS?

"More about how to plan – we were told how vital planning is, but not how to plan."

"An update on where and what NDIA is at this time, the timetable to register for NDIS and how NDIA assesses a person with a disability."

"Where do people under the Queensland Community Care program fit? How is information going to be provided to this group of people as many may not be registered with disability services?"

"What the National Disability Insurance Scheme will support for my daughter into her future needs if neither of us [are] around."

"[I need] guidance on contracting support workers."

"How [the NDIS] would impact on a person with a disability working at a business service and also someone under public trustee, setting choices and plans."

"The way NDIA will or is trying to resolve service provision issues – transport, single service areas, etc."

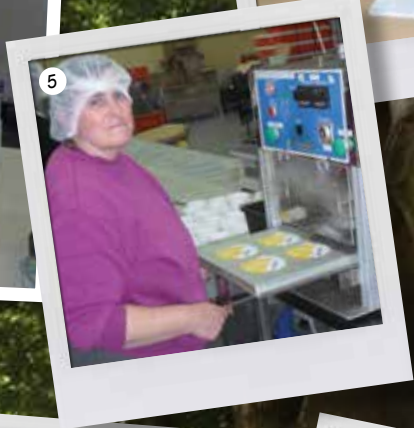
**Read more about our NDIS Families Forums on page 9**

**Cover shot:** Cameron Fetter spoke at the opening of Toowoomba City Learning & Lifestyle (see page 8).  
Photo Nev Madsen / APN.



# Around our regions

## Keen Park, Victoria



1. **Rachael Thorpe** is busy packing muesli breakfast cereal.
2. **Lorraine Tyler** prepares the lunchroom for a tea break for the team.
3. **Dieter Abraham** ensures the boxes are ready for packing.
4. **Kerry Anne Walters** (left) goes through her Employment Assistance Plan with Training and Development Officer, Ely Atanasova.
5. **Jodie Tate** is in control of the tub machine.
6. **Allan Walters** fills the hopper with crunchy noodles.
7. **Sergio Santos** is on forklift duty.
8. **Sandra Coupland, Joanne Kelly and Hein Nguyen** (left to right).
9. **Christopher Houston** has the important duty of quality checking on the end of the line.



## Opening doors for more people

Our proposed amalgamation with Carpentaria Disability Services (CDS) in the Northern Territory is a hugely exciting move which breaks new ground and is founded on a “shared vision”.

As the National Disability Insurance Scheme (NDIS) evolves, CDS has been exploring avenues of expansion. It recognised a like-minded organisation in Endeavour Foundation, says the CDS Chief Executive Officer Greg McMahon.

“We have been actively seeking ways to remain sustainable, so when the opportunity to engage with Endeavour Foundation came along we viewed it favourably,” Mr McMahon said.

“We have a shared vision so this amalgamation makes sense, and we now have a great platform to diversify and expand our national footprint and open doors for more people with a disability.”

The Darwin-based organisation was formed in 1973 to offer services for children with cerebral palsy and other disabilities, and their families. It exists now for Territorians with a disability and high support needs to have increased opportunities to participate in all aspects of community life.

Its early intervention service for children aged 0-6 is a leading model which is gaining recognition nationally and overseas. It has 12 accommodation services, three respite services, and one adult non-vocational day service. More than 200 people with a disability access CDS, and more than 50% of the client population are indigenous. Of the 110 staff members, 85% are culturally and linguistically diverse.

Endeavour Foundation CEO David Barbagallo believes the amalgamation is an important move.

“Endeavour Foundation is prepared to engage with a range of organisations around Australia, and working with Carpentaria Disability Services is a wonderful opportunity to broaden our scope and capacity,” Mr Barbagallo said.

“However, at the heart of everything we think and do are the people we support, and our decisions are underpinned by our aspirations and ability to improve and increase this support to people.”

# Expansion *is* Key



**ENDEAVOUR**  
FOUNDATION  
Opportunities for people with a disability

The proposed merger with Carpentaria Disability Services (see left) is the latest move to broaden the range of services offered through Endeavour Foundation in readiness for the National Disability Insurance Scheme (NDIS).

Endeavour Foundation CEO David Barbagallo says such diversification is vital and necessary.

“The NDIS by its very nature is removing geographical barriers so all community-based human service organisations need to consider what they do and where they should operate,” Mr Barbagallo said.

“These are new challenges and we must be prepared to embrace them and adapt to maintain our sustainability and be competitive, so we can continue to support people wherever their needs may arise.”

Growth and diversity allow us to do more. Merging our vision with like-minded non-governmental organisations (NGOs) opens doors to a more holistic approach. It leads to economies of scale so that we can offer a national service at a local level.

Commercial operations expanded the national outlook with the merger with the Victoria-based VATMI Group in late 2013. Compass Whitsundays, a home and aged care, respite and disability service provider in North Queensland, and Capricornia Respite Care Association, a provider of disability and carer supports in Rockhampton, joined in August last year, just prior to Endeavour Foundation and Community Solutions Group amalgamating.

Community Solutions’ diverse range of community services to combat disadvantage has expanded through amalgamation with organisations including Community Employment Options (disability employment services in Central Queensland and Wide Bay regions), Pioneer Employment Service (disability employment services in the Mackay region), Personnel West (disability employment services in the Toowoomba region) and Acclaim Apprentices and Trainees (supporting apprentices and trainees into work throughout the Sunshine Coast, Gympie, and North Brisbane). Acclaim has recently extended its services (see page 11).

Endeavour Foundation’s interstate expansion continued with the acquisition of the New South Wales company Down Under Safety, and in establishing new accommodation supports for people with a disability in South Australia.

# Supported employment a key to ndis success

Australian Disability Enterprises (ADEs) and employment options for people with a disability are shaping up to be a key issue in the development of the National Disability Insurance Scheme (NDIS).

Commonwealth Assistant Minister for Social Services **Senator Mitch Fifield** visited Endeavour Foundation at Redcliffe north of Brisbane and heard the importance of supported employment for people working in ADEs.

Federal MP **Luke Howarth** invited local parents to meet Senator Fifield, whose portfolio covers ADEs and the NDIS.

**Jane Sayer's** son **Lee Cartmill** works at Endeavour Foundation Redcliffe and she was keen to talk with Senator Fifield about concerns that, by individualising funding arrangements, the government might not preserve the option of employment in ADEs.

"Integrated open employment is wonderful but it is not for everyone, and we need to maintain this opportunity to work and be productive as part of the community," Mrs Sayer said.

"My son works and contributes to society, so he is entitled to have all the pleasures that go with working. Supported employment is a vital part of what makes life worthwhile, particularly with such a wide variety of activities and new skills to develop," she said.

Senator Fifield told employees and family members that the government "values the important role of Australian Disability Enterprises and is committed to the ongoing supported employment of 20,000 workers who are employed in ADEs across Australia".

"We know that without meaningful participation in employment, many people with disability would experience social isolation and greater dependence on income support," Senator Fifield said.

"As you know, there are some people who do not think ADEs should exist. I want to make it clear, as I've done before, I am not one of them," he said.

**Steve and Dawn Rees**, whose daughter **Alana** has worked at Endeavour Foundation Redcliffe for seven years, were pleased to hear this.

"We are very positive about the comments he made and his views towards having an assessment scheme (for wages) that is acceptable to everybody," Mr Rees said.

"If people with a disability are going to make ends meet they need to have a job and contribute to society. Having a job keeps them focused, busy and satisfied, and self-fulfilled. It's really, really, really important and we felt that he understands that."

**Joanne McGrath** is a supported employee at the site, and helped with the tour.

"I like to show visitors what we do, and I like having a choice to work or not," Ms McGrath said.



*Opportunity: Senator Mitch Fifield met with parents Steve and Dawn Rees.*



*In conversation: Senator Mitch Fifield discusses the impact of the NDIS on supported employment with Jane Sayer.*

"I wouldn't want to stay at home all day. I'm happy at work. I'm proud of what I've achieved, Mum and my family are happy and proud of what I do at work."

Her colleague **Ben Ketley** echoed her sentiments.

"It was good for the Senator to see what we do and that there are places like Endeavour Foundation to work," Mr Ketley said.

"I'm always respected at work by everyone, any issues are sorted out, we get on with the job, and I love it here. Without Endeavour Foundation I'd be at home."

Senator Fifield said that ADEs provided many people with disability the opportunity to experience the dignity of work and to connect socially with friends and peers.

"We believe it's all about what works for the individual," he said.

"As we move to the NDIS, the need for ADEs to provide sustainable employment opportunities focused on the needs of workers with disability will only increase."

Mrs Sayer said Endeavour Foundation's experience was what made supported employment in ADEs work well, and this must not be lost with the NDIS reforms.

"I hate to think that (if there were changes) we'd lose that experience and the opportunities that we currently have," she said.



*Expertise: Danny Bermingham demonstrates while Joanne McGrath explains the e-waste recycling process to CEO David Barbagallo (centre, left) and Senator Mitch Fifield.*



*Like this: Ben Ketley (left) shows Senator Mitch Fifield the metal fabrication work carried out at Redcliffe.*



## Training for an *exciting future*

Forty clients of Community Solutions in Gladstone have been pioneering new ground on their quest for employment, engaging in a range of training to gain certified qualifications.

The group have broadened their options and enhanced their time management and problem-solving skills while completing a Certificate II in Business Foundation Skills. This training, with the support of Community Solutions' Employment Services, also aims to increase self confidence and resilience.

Coordinated by the Disability Employment Services (DES) team, the training initiative was an extension of the DES service. It was delivered in response to an identified need for specific training, delivered by qualified trainers, in an accessible location, and at no cost to the participants.

Community Solutions Employment Consultant Sharon Weise says the training has proved to be a valuable tool for jobseekers.

"The participants have been more engaged and confident when job searching as a direct result," Ms Weise said.

The positive outcomes so far suggest the clients are starting to reap the rewards for their hard work. To date, four participants have secured employment, 12 have continued on to complete the Certificate III in Business, and eight people have enrolled in further training in children's services, aged care, and customer service.



**Achievers:** Celebrating Cert II success are (front row, left to right) Deb Burns, Kara Jobben, Tyrone Hartig and Ben Austin, and (back row, left to right) David Linke, Melissa Howard, Monica Eastaway, Sanet Fraser (trainer) and Karl Bryan.

## Caring for the carers

More than 30 local employers, educators, family members and friends caring for a loved one with a mental illness have been empowered by a workshop for the Gladstone community.

The *Empowering Carers* event was hosted by Community Solutions and facilitated by life coach, Sue Koningen. It welcomed representatives from local mining companies and schools, alongside employers, families and friends, to break down barriers and share experiences.

Foster carer **Maria Carson** says the workshop provided valuable insight.

"As foster carers, my husband and I thought the workshop would give us some strategies, knowledge and skills," Ms Carson said.

"I learned that mental health issues affect people from all different walks of life, and that support is available locally."

## Belief makes a *difference*

**Kim Swaddling** is one of the success stories of the Certificate II training program, and has returned to the workforce having gained skills and confidence to go with her new qualification.

She has graduated with a Certificate II in Business Practices, three years after a workplace accident left her with an acquired brain injury. Kim was supported through Community Solutions' Employment Services in Gladstone. She found that targeted training in an encouraging environment was important, and is pleased she challenged herself.

"I was worried about being with a large group of people, and it was a big step to take," Ms Swaddling said.

"The trainers made everyone feel comfortable and there were different people in the class, all with different levels of understanding and barriers, but no one was marginalised.

"Students were encouraged to answer questions, share experiences and give examples in a safe and supportive environment," she said.

Within a few weeks of graduation, Kim contacted a local employer and has now been employed for three months.

"It takes belief in yourself, and it helps having support like Community Solutions offered," Ms Swaddling said.



**Congratulations:** Kim Swaddling (right) receives her Certificate II from trainer Michelle Harms.



**Caring:** Maria Carson (right) has been empowered by life coach Sue Koningen.

# A decade of making a difference

Endeavour Foundation and The University of Queensland (UQ) have been celebrating a significant milestone in tertiary education for young adults with a disability. We have been working in partnership for ten years to deliver the literacy and technology Latch-On® program.

The unique evidence-based program was designed and developed by UQ researchers, Associate Professor Karen Moni and Dr Anne Jobling, first established in 1998.

The Queensland and New South Wales rights for Latch-On® (Literacy And Technology Hands On) were licensed to Endeavour Foundation, and the program began in Brisbane in 2004. It is now also available in Sydney, Townsville and Bundaberg.

Students attend for two days a week throughout the two-year course, with an option for a third year. They learn literacy, technology, communication and life skills, to build self-confidence, broaden opportunities and enhance employability. Eligible students who enrol can also concurrently undertake a nationally-recognised Certificate II in Literacy and Technology.

Dr Jobling says it was imperative to develop post-school education for people with a disability.

"Research data in the 1990s demonstrated that young individuals with an intellectual disability could continue learning beyond their formal schooling years, but there were limited opportunities and inadequate

programs available," Dr Jobling said.

"As literacy empowers individuals to understand and express their opinions enabling them to become effective consumers and citizens, it was decided to initiate and develop the Latch-On® program."

Endeavour Foundation's Executive General Manager of Disability and Community Services, Gail Davidson, says the anniversary says much about the importance of Latch-On®.

"Ten years is a milestone in any business or program, but to see one that supports young students to be able to increase their independence is extremely gratifying," Ms Davidson said.

"Seeing the impact this program has on the students and their families shows that the ten years it has been running has made a real difference in the lives of many people."

A total of 122 students have participated in Latch-On® through Endeavour Foundation since its inception. This includes 76 people in Brisbane, 17 in Sydney, 15 in Townsville and 14 in Bundaberg. The difference in numbers reflects the length of time Latch-On® has been available in each region.

The collaboration between Endeavour Foundation and The University of Queensland goes from strength to strength. Latch-On® recently received an 'Honourable Mention' in the Community Engagement Category at the national Business/Higher Education Round Table Awards in Melbourne.

Associate Professor Moni says the relationship between the two organisations is at the heart of Latch-On's success.

"Our partnership has enabled us to take our research into community settings, and this has given us a unique longitudinal perspective on the educational possibilities for young people with an intellectual disability," Associate Professor Moni said.

"We have challenged the myths about plateaus of learning, we are committed to improving the lives of young people with a disability, and together we can make a difference."



**Cake ten:** Celebrating the partnership are (left to right) Gail Davidson, Dr Anne Jobling and Associate Professor Karen Moni.

## Latch-On® in words...



*"I love Latch-On. It has helped me with reading, writing and the computer. I now have my own iPad."*

**Amanda Brown**, Sydney Latch-On® Graduate 2013, Certificate II in Literacy and Technology



*"Latch-On® helped me to be independent with work and life. I got my Learner Driver's Licence and now work at Woolworths three days a week. To get this job, I had to go for an interview. I also made new friends at Latch-On®"*

**Rebecca Allison**, Brisbane Latch-On® Graduate 2012, Certificate II in Literacy and Technology

*"A new door opened in Leslie's life. This is a part of his life that was missing and he is much more capable now."*

**Cheryl and Les Bosh**, parents of Bundaberg student Leslie

*"Education was at the heart of Endeavour Foundation's formation in 1951, and Latch-On® is truly a ground-breaking program for people with a disability to develop their skills with a focus on the future."*

**Stewart Koplick**, Endeavour Foundation Education Services Support and Development Manager



*"Taught me to read and to write properly. Given me more confidence"*

**Andrew Cowen**, Townsville Latch-On® Graduate 2014, Certificate II in Literacy and Technology



# Having the keys to independence

**Matthew Dawson** was busy with another call when this writer rang to talk with him about moving into his new house in Adelaide, and that's how he is – a busy person with big plans and plenty to do.

He moved into the house just over two months ago after interviewing and choosing his support staff and signing the tenancy agreement. He is now an independent man about town.

"I like having my own place, having my own keys," Matthew said.

"I like to do my own shopping and my own cooking – spaghetti bolognese, pizza, shepherd's pie, barbecues. I like going out, and I'm looking for work in building, gardening, or making furniture."

The 25 year-old is supported by Endeavour Foundation's accommodation services in



*Keys to success: Matthew Dawson lets himself in.*

South Australia. He has explored his new community while bike riding, catching the train, going to the library, and indulging in his passion for sport.

"I like playing sport, going swimming, and I'm in the basketball team," Matthew said. "And I like my new house."



*On tour: Actor Eddie Balais made his overseas debut at a festival in Japan.*

## On the road to Japan

**Eddie Balais** has been an avid actor for thirteen years, and recently returned from treading the boards in Japan on his first international acting gig.

The thespian performed multiple daily shows in Cry of the Curlew with his local theatre group, Crossroad Arts. They were participating in the Deer Festival in Nara Prefecture.

Eddie had the opportunity to become involved with the company last year, and his natural flair for acting flourished and led to him starring in two shows, Cry of the Curlew and Finding Ithika. He was invited to travel with the group to perform in Japan, where he made his 12-day debut abroad.

Eddie, who accesses Mackey Learning & Lifestyle in North Queensland, said he loved acting in front of a good-sized audience. He also enjoyed seeing some of the wonderful sights of Japan, including a castle and the Japanese gardens.



*Opening time: John Roche (right) and Julie Parkinson declare Toowoomba City Learning & Lifestyle open alongside CEO David Barbagallo.*

# greater inclusion for Toowoomba service

Under blue skies and sunshine, a relocated service for people who access Learning & Lifestyle in North Toowoomba has been officially opened bearing a new name to reflect its exciting central location.

Toowoomba City Learning & Lifestyle is in the heart of the city area, in close proximity to a variety of businesses and part of the busy locale. The aim is to deliver a positive experience for people with a disability and the neighbouring businesses,

leading to good community outcomes and greater inclusion.

The original Learning & Lifestyle opened at the Toowoomba business site on 20 September 1996 before moving to St. Albans church hall on Hill Street, Newtown eight months later. It moved to Bridge Street in 2005 and is now in the city.

Toowoomba City L&L is accessed by 28 people each week including **John Roche**, who is pleased with the new building.

"It's looking very good, the offices are looking pretty good, and the kitchen is very good. I give it the thumbs up," John said.

"I feel fantastic. It is very spacious and open, and everyone around me is happy."

**Julie Parkinson**, who was interviewed for television on opening day, agrees that it is a good place to be.

"I love the building, the whole thing," she said. "It makes me feel nice having a new building and it is exciting."

**Andrew Porter** summed it up perfectly.

"The new building is really awesome. I like the new name as well. It improves my day because it makes me really happy," Andrew said.



# Family Forums

## on road to NDIS

As people prepare for the National Disability Insurance Scheme (NDIS), Endeavour Foundation has been actively planning ways to offer support through the transition period leading up to the national rollout.

Already underway are the Endeavour Foundation NDIS Families Forums, aiming to deliver advice and enlighten people who are getting ready to navigate the NDIS journey.

Forums have been held in Cairns, Townsville, Mackay, Brisbane, Gold Coast, Ipswich and Logan. Families have most enjoyed hearing from two mothers, **Steph Berick** and **Dianne Monaghan**, who have sons involved in the NDIS in Newcastle.

Brisbane Northside forum attendee **Tracey Bonomo**, whose daughter **Cassie** attends Windsor CLUE, says it offered a clearer

picture about the future.

"The forum was fantastic, and I left feeling empowered and reassured about Cassie's future, especially after listening and talking to Steph and Dianne," Ms Bonomo said.

"Cassie would love to live independently, and she had the opportunity to speak with the ladies about this.

They were able to give her some tips about how to start preparing herself to live independently.

"Cassie is now doing jobs around the house such as her own washing, packing the dishwasher and learning to cook.

I now know that Cassie's dream to live independently can happen and it will happen."

**Watch videos of the Forum presentations at <http://www.ndis.endeavour.com.au>**



**Expert panel:** (left to right) Department of Disability Services Regional Director Tammy Myles, NDIA Queensland Assistant Director of Engagement Fiona Anderson, Steph Berick and Dianne Monaghan.



**Attentive attendees:** NDIA Qld Director of Engagement Ray Jeffery was a speaker at the Brisbane Northside NDIS Families Forum evening session.

## Hundreds of people have attended our NDIS Families Forums so far. Here is a small selection of comments received after each event:

"I came to learn more about the NDIS as I have been very confused so far, but I now understand it much better. Thank you."  
Mackay forum

"This session with each input has relieved many of my fears."  
Townsville forum

"Thanks for empowering us even more than other introductory forums here in Cairns"  
Cairns forum

"Great presentations and very informative; I just wish the NDIS was starting sooner in Queensland."  
Cairns forum

"Lots of questions answered. Good information from both government and personal speakers."  
Brisbane Southside forum

"It was very beneficial to hear about the journeys of both Steph and Dianne. Very inspirational."  
Brisbane Northside forum

## Steph and Dianne's top tips to help you prepare for your NDIS journey

- ✓ **Profile** – creating a profile of yourself, or the person you care for, allows you to think about your life and what you would like in the future.
- ✓ **Pictures** – whether it is going to the shops to do your weekly food shopping, going to the park with your carer or doing household tasks, pictures help tell your planner about who you are and what you hope to achieve.
- ✓ **Current funding** – make a note of all the current funding you are receiving.
- ✓ **Medical history** – keep a record of all your medical needs and appointments.
- ✓ **Diary** – it is very important to make notes of everything you do on a daily basis, for example what supports you require to do daily tasks and how you carry out those tasks.
- ✓ **Short and long term goals** – each goal must be **SMART**, which stands for **Specific**, **Measureable**, **Achievable**, **Realistic** and **Time-framed**.
- ✓ **Interview with NDIA** – be sure to go in with the right attitude, be positive, build a relationship that will work with you and the planner, and have realistic expectations. Don't be afraid to ask for a planner who understands complex medical, intellectual, physical or mental needs.

*\*These tips have been put together by Steph and Dianne, and reflect what they have learnt during their NDIS journey with their sons, Michael and Frazer.*

## iPad Apps Guide

There is an app for just about everything, and it is important to consider all potential areas of use along with the support needs and abilities of the user. Here are our top ten apps:

### Communication



**RIDBC Auslan Tutor:**  
**Key Signs** – learn how to communicate 150 common Auslan signs.



**Abilipad** – customisable keyboard and adaptive notepad, with word prediction and text-to-speech.



**Proloquo2go** – symbol-support for users who are non-verbal, or with speech delays or clarity issues. Speak by tapping buttons with words and phrases.



**ChatAble** – for people with communication difficulties who benefit from symbol and photo support. Create and use symbol-based grids.

### Learning & Life Skills



**Choiceworks** – organise daily routines, understand and control feelings and improve waiting skills.



**Choiceworks Calendar** – picture-based learning tool for users to organise their lives, and understand sequence and time.



**Social Stories Creator** – create and share educational social stories, visual schedules and memories. Great to reinforce what the user needs and wants to learn.



**ABA Flash Cards** – there are multiple apps in this series, each with flash card images within a set category such as emotions, zoo animals, actions, vegetables and vehicles.

### Literacy & Numeracy



**Australian Coin Counter** – learn about Australian coin values by adding and subtracting coins.



**Sentence Builder** – learn how to build grammatically correct sentences.

# technology transforming lives

The modern world of rapidly-changing technology is being embraced by Endeavour Foundation as we take advantage of proactive and creative mainstream tools, such as that used by **Mikhael Ahern**.

“My hand-eye coordination has improved and so has my memory,” Mikhael said, referring to the benefits of iPad’s innovative features that make it more accessible to users with impaired physical or motor skills.

Mikhael accesses Maryborough Learning & Lifestyle where all 23 people use iPads, 17 of whom have their own. Support and Operations Manager Wade Schocker says an iPad skills assessment tool has been implemented to accurately monitor and record progress of individual use.

Technology is a key element of Endeavour Foundation’s person-centred program Creating Opportunities in Learning & Lifestyle (COiLL), an initiative to offer greater choice, independence and opportunity to people with a disability.

In line with COiLL’s approach, iPad devices have been introduced across Learning & Lifestyles where more than 740 people with a disability are supported. They have opened up many learning opportunities for individuals, support staff and families. Learning & Lifestyles have also benefited from the installation of Wi-Fi to enable the use of the tablets as assistive devices.



**Communicator:** Sharyn Hartwig, who accesses Maryborough Learning & Lifestyle, contacts family and shares photos and achievements on her iPad.

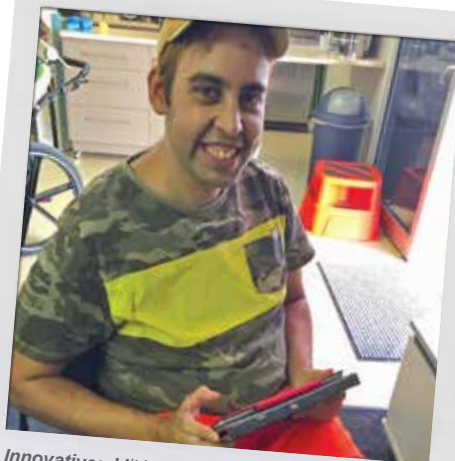
iPad applications offer more opportunities for interactive engagement and learning, and a means for better communication. They also make it easier for people to express their own choices and participate in decision-making within their community with very positive results. In Gladstone, **Glen Meredith** said the iPad has changed his life.

“I use the iPad for daily stimulation, to keep in contact with my family and to explore my interests,” Glen said.

**Peter Hooper**, also in Gladstone, uses the ‘ABC 123 Reading Writing Practice’ app to learn numbers, and aspires to get his driver’s licence.

“I use the iPad to practice my road rules online and do practice tests,” Peter said.

Endeavour Foundation will continue to broaden the use of iPads in services and in the roll-out of stage three of COiLL which, according to Project Officer **Maria Hoogstrate**, involves “the inclusion of education modules, an expansion of the flexibility required to meet people’s choices, and increased opportunities for people with a disability and the community.”



**Innovative:** Mikhael Ahern is a fan of the iPad technology.



**Driven:** Peter Hooper uses his device with a goal of getting his driver’s licence.



# reaping the harvest of a garden

**Bettina Kerney** takes the time to look through travel brochures, particularly those featuring snow and mountains, and her appreciation of being outdoors has been incorporated into a new sensory garden at home.

Snowfall may not be a regular occurrence in Caboolture, to the north of Brisbane, where Bettina lives but there are white pebble paths, fish ponds, plenty of flowers and vegetables, and a wonderful array of colour. Her garden used to be a bit bland but now Bettina chooses to take great care in tending it, picking fresh herbs, and harvesting her own cucumbers, lettuces and tomatoes.

The garden is one of four which have been developed through a joint project between Endeavour Foundation, Community Solutions and Acclaim Apprentices and Trainees. The recent amalgamation of the

organisations has provided opportunities for new initiatives, such as Bettina's sensory garden.

Designed and constructed by Community Solutions' Edible Gardens Coordinator Bruce Molloy, with the assistance of carpentry apprentices from Acclaim, sensory gardens have been established at Endeavour Foundation residences in Gladstone, Bundaberg and Caboolture.

A great deal of thought and expertise goes into each one, with the residents' choices being uppermost in mind. Each garden has been specifically designed to support the person, with the colours, sounds and



*Strolling: Bettina Kerney in her fabulous new garden.*

textures based on their feedback. Bruce Molloy says the gardens have been a fantastic experience for everyone involved.

"The apprentices loved the opportunity to be creative and to interact with residents," Mr Molloy said.

"The best thing is the knowledge that the residents have a space to enjoy, and also somewhere to choose to grow fruit, vegetables and herbs and harvest their own crops."

## Building for the future

A joint initiative in South East Queensland which aims to achieve successful and sustainable employment for Indigenous employees is already showing positive outcomes, with as many as 20 Indigenous jobseekers embarking on new careers.

Acclaim Apprentices and Trainees has partnered with John Pearson Consulting to develop the Indigenous Enterprise Employment Program. This delivers administration and training support for an apprenticeship/traineeship to jobseekers and employers, and also encourages personal development.

Carpentry apprentice Ethian Toby was the first of a group of eight enrolled participants, and is working with Eastwood Carpentry.

He has learned a great deal in a short time.

"The importance of being a team player, observing Workplace Health and Safety practices, measuring techniques and cutting straight lines," Ethian said.

"I have also learned it is important to be punctual and to work as quickly as possible while maintaining quality, as well as the benefits and advantages of working and saving money."

Ethian is already looking to the future and intends to build a career in the industry.

"My immediate goal is to complete my qualification and to obtain my builders' licence, and my ultimate goal is to build my own home and be able to assist my extended family."



*Cutting edge: Ethian Toby is leading the way in an exciting new employment program.*

## boost for jobseekers

The expansion of the Acclaim apprenticeship and traineeship services, which have become part of Endeavour Foundation through our amalgamation with Community Solutions, is bringing about positive results in the North Queensland and Fraser Coast regions.

We have commenced the delivery of new services to employers and jobseekers in Mackay, Cannonvale, Hervey Bay, Maryborough, Gayndah and Gladstone regions.

Three people have embarked on a new career as a result, training as an electrician, aged care worker, and chef.

It is hoped that these new services can be developed further in the existing and new locations during 2015 to offer more opportunities.

# News in brief

- ⑤ **Avian Avenell** is working as a Team Associate Support Officer with Commonwealth Bank in Maroochydore. She secured the role with the support of Community Solutions' Employment Services team, and is responsible for easing the work load for the business banking team.
- ⑤ Congratulations to CLUE student **Annabel Feely** who won in her category at the Brisbane All Star Cheerleading 'WWC Clash of the Champions' competition.
- ⑤ **Ernest Cocking**, who works at the business service in Rockhampton, celebrated his 50th birthday with a luncheon for family and friends, including several past staff members. He gave a wonderful speech, and received an album of photos.
- ⑤ Many happy returns of the day to artist **John Bates** in Melbourne. The QArt employee will be celebrating his 70th birthday next month.
- ⑤ Seven Aeroskills trainees on the Sunshine Coast have successfully completed their Certificate III qualifications and are ready to launch their careers. The aspiring aviation engineers access support from Acclaim Apprentices and Trainees, and completed their required paid employment at Becker Helicopters in Marcoola.
- ⑤ Endeavour Foundation Southport Business Service Training and Development Officer, **James Odenbreit**, has won the Best Actor in a Leading Role in a Community Theatre Play at the Gold Coast Theatre Awards. This was for his performance in the Gold Coast Little Theatre production of The Unexpected Guest.

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 Visit us on facebook to find out more: [facebook.com/endeavourfoundation](https://facebook.com/endeavourfoundation)



**Walking and talking:** Wacol Business Service employee Darryl Beaven (right) strolls alongside Sedgman CEO and Managing Director Peter Watson.

Business leaders have walked the walk and talked the talk to help tackle the chronic health and social issues affecting people with a disability, participating in Endeavour Foundation's inaugural CEO Walk and Talk.

Endeavour Foundation CEO David Barbagallo, former Queensland Disabilities Minister Tracy Davis and 30 executives from the business community joined people with a disability from the Brisbane region for a

## Executives put best foot forward

short stroll through South Bank. The event raised funds and awareness for Endeavour Foundation's Walk & Talk program, whereby people with a disability and community volunteers enjoy weekly walks.

CEO and Managing Director of Sedgman, Peter Watson, said he was proud to participate and went one step further by inviting his employees to volunteer for Walk & Talk.

"As a Company, we have a strong culture of community engagement and this is a great initiative for us to be involved with," Mr Watson said.

**To find out more about Walk & Talk, contact Endeavour Foundation on (07) 3908 7253 or email [volunteering@endeavour.com.au](mailto:volunteering@endeavour.com.au).**

## The kindness of strangers

Ned and Kay Kelly celebrated Christmas Day with their great grandchild and have described the festive season support they received from the Sunshine Coast community as "humbling".

Ned and Kay, who are supported by Community Solutions' Grandparents as Parents program, are the primary carers for their five-year-old great grandchild. Through the Adopt a Family initiative, they enjoyed gifts, food and vouchers over the festive period.

The kindness of their anonymous donor meant the Kellys were relieved of financial strain at an otherwise difficult time of year. "Everything they have done has been very helpful, as we are not in a situation where we can supply a lot at Christmas," Kay said.

"The same people have adopted us for a few years now and they always give



**Festive cheer:** Kay and Ned Kelly get ready for Christmas.

something our great grandchild is interested in. Quite often I couldn't have picked the gifts better myself.

"It's very humbling because there are a lot of things we would have to do without otherwise. I can't convey our thanks enough.

"Even though we haven't met them, they are part of our extended family as far as we are concerned," she said.

The Grandparents as Parents program currently supports 85 grandparent families on the Sunshine Coast.



*House proud: Jocelyn Carstens (centre) with parents Ian and Jo at Jocelyn's house*



# Improved housing options on the horizon



Gold Coast employee **Jocelyn Carstens** stood in front of a wall of swimming, bowling and gymnastic trophies and said "I love it here!"

She was speaking about living in her own home, which has been made possible after Endeavour Foundation and Horizon Housing joined forces to tackle homelessness among people with a disability.

People with a disability make up around a quarter of those in need of housing assistance. This partnership aims to increase the affordable housing supply and deliver better housing options to the at-risk group. Jocelyn is benefitting from the positive outcomes resulting from the alliance.

Endeavour Foundation CEO **David Barbagallo** says the goal is for greater choice, control and independence for people with a disability through affordable and accessible housing.

"This partnership will make a difference in the lives of people with a disability who are looking for safe and independent accommodation options, particularly as the National Disability Insurance Scheme is rolled out," Mr Barbagallo said.

Horizon Housing CEO **Jason Cubit** agrees

there is a need for more suitable housing.

"There is a shortage of accessible housing for people with a disability, and Horizon is committed to working with Endeavour Foundation to support people by providing affordable, safe and comfortable housing," Mr Cubit said.

Jocelyn Carstens, who works at Endeavour Foundation's business service at Burleigh Heads, now has new responsibilities at home.

"I have different jobs," Jocelyn says. "I like to cook roast chicken and to fry something like sausages."

Her family says the move has brought many positive changes.

"Since leaving the family home and moving into her own space, she has really blossomed," says her mother Jo. "She has become a woman in her own right."

It is the same at work according to the site manager, **Tamara Svarts**.

"We have seen more confidence where she is willing to persevere with new tasks, and this has widened her skill base so she can work in different areas," Ms Svarts said.

Jocelyn believes more people should have the opportunity to enjoy independent living.

"Yes, they should do it," she said.

## Chefs learn the Jamie Oliver way

Eight aspiring chefs on the Sunshine Coast have been improving their culinary skills on one of the most sought-after courses around, taking tips at classes run by Jamie Oliver's Ministry of Food.

The team at Wallace Park Learning & Lifestyle at Noosaville participated in almost eight hours of training spread over five weeks of the community kitchen course. Places are always limited, but the people with the greatest interest in cooking at the service were on board for the classes.

The internationally-renowned chef, Jamie Oliver, may not be there in person, but his ethos that eating a balanced diet helps to maintain health and well-being is at the heart of the training.

The chefs met professional cookery teachers face-to-face, learning new skills through hands-on experience. This has led to greater knowledge of healthy eating choices, fresh local and seasonal produce, and cooking meals with confidence.

Participant **Kaya Crosbie** said he "liked cooking and taking the food home," with Nathan Smith adding "I liked tasting the different food".

"I liked chopping the food and cooking different foods," **Annette Doeland** said. "I would like to teach others what I learned."



*Tasty: Nathan Smith (right) and Jamie Lyons get stirring.*

# 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  
WBAC@endeavour.com.au

## Moreton – Sunshine Coast

Peter Coleman  
M-SCAC@endeavour.com.au

## Brisbane Metropolitan

Scott Ellis  
BRISAC@endeavour.com.au

## South East Queensland

Bernie Scobie OAM  
SEAC@endeavour.com.au

## South West Queensland

Diana McKay  
SWAC@endeavour.com.au

## Sydney

Tony Hodge  
SYDNEYAC@endeavour.com.au

## Victoria

Beverley Knowles  
VICAC@endeavour.com.au

Endeavour Foundation arranged for Brisbane's iconic Story Bridge to be orange to mark the day.

# A day to remember

The United Nations International Day of People with Disability (IDPwD) is celebrated around the world every 3 December. The UN advises that more than one billion people, approximately 15 per cent of the global population, live with some form of disability.

The government provides funds to promote the day around Australia. Its new initiative in 2014 was Lights Up! which increased awareness by lighting up iconic buildings and city areas in the IDPwD colours of blue and orange. Check out the photos from around the nation [www.facebook.com/idpwd](http://www.facebook.com/idpwd).

The day was celebrated by individuals, grassroots community groups and organisations such as Endeavour Foundation.



**Party:** Socialising at the joint event held by disability services in Stanthorpe are (left to right) John Drewett, Stephen McStay, and Jamie Zamprogno.



**G'day:** Photographer Neil Schurmann displays his work at the Day in the Bay event at Hervey Bay.

## Progress with new wage tool

Endeavour Foundation is on track to complete the wage re-assessments at its Australian Disability Enterprises (ADEs), using a new process.

An alternative to the Business Services Wage Assessment Tool (BSWAT) used to assess pay for 2,125 people employed at Endeavour Foundation business sites was required after the Federal Court found the use of the BSWAT resulted in unlawful discrimination in the case of *Nojin v Commonwealth*.

A limited number of wage assessment tools are permitted, and most do not recognise the particular support needs of people with an intellectual disability or mental illness. However, Executive General Manager of Employment Services Andrew Donne said a new tool was introduced after months of research.

"Based on investigations by our training and development team, a decision was made to use the Greenacres tool to provide the most fair and equitable wage assessments," said Mr Donne.

"We have completed 60 per cent of reassessments and are on track to have them all finished by the April deadline," he said.





At home: **Darrin Simpson** relaxes in his own space.

## Never too busy for friends

**Darrin Simpson** has a busy life with a lot of hobbies, and he always has time to catch up with his friends.

"I like living here with the boys, Darryl and Ian," Darrin says.

"When I come home we talk about what we did for the day. I catch up with the boys in the house next door and go to the shops."

Darrin has lived independently in a shared house south west of Brisbane for more than three years. Indeed, Darrin featured in our annual report a couple of years ago soon after moving in. He is settled in his lifestyle.

"I do my clothes washing, and cook my meals," he said.

"To relax I play Playstation and Mum takes me out a lot. I also go to Goodna footy club with my friend Craig every week. I support the Broncos and I'm a big fan."

The house in which Darrin lives was built as part of Endeavour Foundation's At Home With Choices program, delivering modern accessible houses in the community for people with a disability with a maximum of four tenants.

"I like it better here than at my old house," he said. "Mum and dad helped me set up my room with a chair and TV."

Endeavour Foundation Lotteries raise funds for the At Home With Choices program. The current 64th Anniversary Lottery has a first prize of a heritage-inspired Queensland home in Maleny with Sunshine Coast hinterland views, valued at more than a million dollars.

[www.endeavourlotteries.com.au](http://www.endeavourlotteries.com.au)

*Running hot: Angelique Brearley of the Tri Nations team gets a cooling shower from support crew member Greg Beh. Image courtesy of DB Photography*



## Relaying the good news

It's of Australia's toughest running events involving extreme heat, and a lot of tired legs...but runners say the 500km Team Endurance Relay was worth every step of the way, raising tens of thousands of dollars to support a healthy lifestyle for people with a disability.

The annual three-day event from Brisbane to Fernvale via the Scenic Rim is challenging at the best of times, and the teams knew they were in for testing conditions when the bitumen on the road started to melt. However, they battled through to put the 'end' into 'endurance' and raise a fantastic \$73,480.

This is for Endeavour Foundation's Sports and Recreation Project which aims to support people with a disability to lead active and healthy lives. The funds raised go towards purchasing equipment to enable greater health and well-being.

For the record, the fastest team overall was Team Victory, repeating last year's triumph, while the biggest fundraisers were the Run Inn Team, closely followed by Russell's Lions Bushies.

Thank you to everyone who took part, including those teams who competed in the inaugural one-day event. It would not have been possible without you, our Event Partner GM Holden, Event Sponsors Sedgman and Edmen, and all of the in-kind sponsors and volunteers.

## A story to tell

An adventurous group of people climbed more than a thousand steps to the top of the Story Bridge in Brisbane, and got a stunning bird's eye view across the city for their efforts.

Thanks to a grant from the Sports and Recreation Project the climbers, who access Lawnton Learning & Lifestyle, donned the regulation outfits, belts and radio headsets, and set off with a guide. The team of (left to right) **Sam Lucas, Daniel Probert, Alex Schoenmaker, Racheal Melrose, Phil Hopkins** and **Rodney Steadful** took 1,128 steps to reach the top on a hot and sunny day, and it looks as though it was worth every step of the way.



# Emergency Contacts

## Emergency support

Commonwealth Respite & Carelink Centres

1800 052 222 (24 hours)

Pre-register by phone to gain easier access to support

State Government  
Disability Services:

Queensland

13 74 68

133 677 – TTY (hearing impaired)

NSW Metro North

(02) 9407 1855

Victoria

1800 783 783

Child Safety Services:

Queensland

1800 177 135 (24 hours)

New South Wales

132 111 (24 hours)

Victoria

131 278 (24 hours)

If you believe a child is in imminent danger, please contact the police on 000

## Other useful contacts

Health Direct – health and hospital information

1800 022 222

Poisons Information Line

13 11 26

Ambulance, Fire, Police  
– life threatening emergencies

000 – landline

106 – TTY (hearing impaired)

112 – mobile

Alcohol and Drug  
Information Services

1800 422 599

## Other useful contacts

Endeavour Foundation

Disability Services

1800 ENDEAVOUR (1800 363 328)

In Queensland, short-term, one off disability support is also available to eligible people through the following local contacts:

### Central Qld

Suncare Community Services

(Wide Bay): (07) 4151 6400

Endeavour Foundation: 1800 363 328

Central Highlands & Western Queensland

Family Support Association

(Emerald): (07) 4987 7933

Gladstone Community Linking Agency:

(07) 4972 8855

### South West Qld

ALARA (Ipswich): (07) 3817 0600

Breakaway Toowoomba: (07) 4639 5100

### Brisbane

FSG Australia: (07) 3274 3655

### North Qld

Endeavour Foundation: 1800 363 328

### Far North Qld

ARC: (07) 4046 3600

### North Coast

Suncare Community Services: 1800 052 222

### South East Qld

FSG Australia: (07) 5501 2400

Ability Care: (07) 3800 4577

If you have any questions  
please call **1800 800 585**

## my view Michelle Smith

I'm a happy person and I enjoy life. It's good working at the Castle Hill business service in Sydney, and I like the people there. They're pretty good to work with.

I've been there for more than 15 years, and I do all kinds of different packing. I'll do any job I'm put on. I enjoy doing it.

When I'm not at work I like to muck around with my friends. Every other weekend I'll go out with my boyfriend and a couple of other friends to the Blacktown Workers Club where they have live bands. I like any kind of music, whatever they play.

At home I enjoy using my iPad, playing games. I share a house with two other girls. One works at Castle Hill as well, and the other works at another site. We get on well. It's good.



Keep in touch with us at  
[facebook.com/endeavourfoundation](https://www.facebook.com/endeavourfoundation)



Find us on twitter  
[@endeavourf](https://twitter.com/endeavourf)

## Commitment 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](mailto:complaints@endeavour.com.au)

## Every donation provides an opportunity for people with a disability

(All donations over \$2.00 are tax deductible.)

## ENDEAVOUR

FOUNDATION

Opportunities for people with a disability

Mr / Mrs / Miss / Ms / Name \_\_\_\_\_

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

I prefer to be contacted by: ☐ email ☐ telephone ☐ text message ☐ mail Donation Type: ☐ single donation ☐ monthly donation

Donation Amount: I would like to donate (circle one): \$100 \$40 \$80 \$200 \$500 \$1000 other \_\_\_\_\_

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\*CCV is required: You can usually find the CCV on the back of your card. \_\_\_\_\_

\*Why is CCV important? To protect your personal information – your donation will be processed via a secure server which requires your CCV.

Please return to:

 C/- Philanthropy Department, Endeavour Foundation  
PO Box 3554, Tingalpa DC QLD 4173.

OR:  Make a secure online donation at  
[www.donate2endeavour.com.au](http://www.donate2endeavour.com.au)