

one

endeavour

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From the Chairman and CEO

Your chance to drive us forward

If you want to help steer Endeavour Foundation into the future, now is the time to put up your hand.

The nominations are open for members to stand in their local Area Committee elections, so this is your chance to have a say and influence our way forward. The Board of Directors is one element of governance. We also need powerful voices to offer thoughts, opinions and advice from other stakeholders.

I would like to thank the Victoria Area Committee for helping to make our inaugural Regional Forum in Melbourne a success. There were 32 people in attendance and their input, including a range of issues and recommendations to be considered by the Board and executive, was highly constructive.

The Forum heard about the role of the local Area Committee and the value to Endeavour Foundation of participating as an elected member. This is why the Area Committee elections are so important. Your nomination could make a huge difference to our future.

I urge you to think about it. This is an opportunity to represent people with a disability in your community.



Grant Murdoch
Chairman



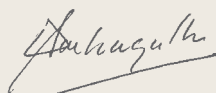
People make us who we are

Over the last few weeks I have been able to do what I enjoy most of all. I have been catching up with some of the people at the heart of what we do.

The opening of the new Learning & Lifestyle location in Gladstone meant I could say hello to people we support and their families, and meet some of the many friends of Endeavour Foundation. It was great to see that our allies at Autism Queensland are our neighbours. It is a wonderful opportunity to create a new focal point for families in Gladstone.

In Rockhampton, I met some of the residents who will live in houses being constructed as part of the At Home With Choices program. Independent living in a supportive environment is an important goal.

Rockhampton will be in our sights again in a few weeks as it provides the backdrop for the finish of our Queensland Great Endeavour Rally™. I would like to take this opportunity to thank the teams and supporters for doing such amazing fundraising for Endeavour Foundation. Enjoy the ride, and come back safely.



David Barbagallo
CEO



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

"How people can work now on identifying their needs so they are prepared and informed of all options."

"The process for those people who fall into the 65 and older age group during the start-up of the NDIS."

"How can information [about the NDIS] be conveyed to people with a disability who lack the support to attend forums?"

"The planning process for my 10-year-old son."

"Need information on how [the NDIS] will work in 24/7 accommodation."

"What are the qualifications of the [NDIS] planners? What training do they have prior to starting the NDIS?"

"My responsibilities to obtain the best assistance for my child, and possible job prospects as an advocate or LAC (Local Area Coordinator) with the NDIS."

"I would like to hear more about 24/7 houses and trial sites for them."

"What are the alternative ways of helping people identify their needs? Are there 'how to' workshops for individuals, especially those with a mental illness?"

Read more about our NDIS Families Forums on page 11

Cover shot: Geoffrey Atwell amongst thousands of chrysanthemums in Bundaberg, ready for Mother's Day despatches.
Photo Max Fleet / APN.

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Around our regions

world autism

awareness day

2 April 2015



1. Cairns Learning & Lifestyle joined the 'Go Blue for Autism' campaign with (left to right) **Louis Black, Troy Singleton, Mel Fehlhaber** and **Robert Thygesen** leading the way.
2. The team at Endeavour Foundation Wacol wore blue, including (left to right) **Daniel Rivers, Kaye Maskey, Amanda Upton, Leanne Widdows, Heather Livingston, Ben Carr, Darryl Beaven** and **Kanita Ramage**.
3. Going blue at the Townsville business service were (left to right) **Cath Barlow, Maree Allen, Kevin Shephard, Matthew Nielson** and **Zilla Ball**.
4. Flying the flag at Kearney Springs Learning & Lifestyle in Toowoomba were (left to right) **Emma Storey, Grant Roche, Craig McLardy, Isaac Campbell, Peter Balderson, David Johnson**.
5. The Townsville team celebrations included a specially made blue cake and fundraising for the month-long campaign.
6. The Castle Hill commercial enterprise in Sydney marked the day, led by (back row, left to right) **Emily Fogarty, Amal Michel, Anthony Noonan, Anna Sindel, Daniel Brotheridge, Sean Graham**, and (front row, left to right) **Nicholas Jones, Marek Klus, Gregory Balaam, Alison Harper, Cameron Mathewson**.

Key to future independence

Kathy Greenwood cannot wait to move into her new home.

She is one of 12 people with a disability who will live in three five-bedroom houses being built in the Rockhampton suburb of Norman Gardens as part of Endeavour Foundation's At Home With Choices program.

People who access Endeavour Foundation services and CEO David Barbagallo recently turned the first sod to mark the beginning of construction on the \$1.6 million accommodation development.

Kathy is looking forward to moving in, and is considering starting her own vegetable garden.

"I am excited to live in a smaller home with my two friends Suzy and Judy," said Kathy. "It is a new adventure and it looks like a pretty area, where I will have more privacy."

Up to four people will be able to live in each of the new houses, and will have access to their own private space with a patio adjoining each bedroom.

Mr Barbagallo says delivering homes with fewer tenants will offer a better lifestyle and foster independence for people with a disability.

"Residents will have more choice and greater opportunities for independent living skill development, within a supportive environment," he said.



Good turn: Kathy Greenwood and CEO David Barbagallo do the honours to signal the start of construction in Rockhampton.



Animal tales: Josh Cody with his self-published books.

Bringing Trixi and Josh to life

Josh Cody enjoys working as a recycling sorter at Endeavour Foundation in Bendigo, Victoria but he is also a talented storyteller.

Josh has loved drawing since he was young, and has written, illustrated and self-published his stories about Trixi and Josh. He says his characters enjoy great adventures in his imaginary world.

"Parts of the book are about the life I would like to have. I like to get away from reality," Josh said.

His plot-lines comes to him out of the blue, even when he is working.

"I think about stories while I'm up on the line, ideas pop into my head," Josh said.

Inaugural Victoria forum is great success

Families and carers in Victoria made the most of the opportunity presented by our first regional forum in Melbourne. It is the best attended forum to date.

The 32 parents, guardians, siblings and members at the event, held at the Kew business service, took the opportunity to ask questions of Endeavour Foundation CEO David Barbagallo and Deputy Chair of the Board of Directors Tony Bellas.

The forum also created an opportunity to contribute ideas about workplace training, transport, accommodation, communication and more.

Socialising outside of work hours to increase physical activity and improve interaction between services, was also discussed.

Committee member Brendan Millane spoke to the group about the work of the Area Committee and the benefits of participating to support Endeavour Foundation in the Victorian Region.

Attendees had the opportunity to meet with Deputy Chair Bellas and the CEO on a one-on-one basis, through the "Conversations that Matter" session.

Forum facilitator Melinda Ewin, Senior Advisor of Endeavour Foundation's Community and Advocacy Support Unit, says the event was a success.



Victoria calls: Area Committee members (left to right) Brendan Millane, Bruce McBroom and Beverley Knowles alongside General Manager Asset Management Unit Greg Wasmund.

"It was the first time as a group we've ever had people identify socialising as an important issue," she said.

The Board and CEO will examine all of the issues and consider the recommendations which were raised at the forum.

volunteers

give happy & live happy

Four wonderful people have received honours to mark National Volunteer Week (May 11-17).

Les Jones of Bundaberg can't believe he has been named Endeavour Foundation Volunteer of the Year.

"It was a surprise to receive the award because I don't do it to get praise, I just love to help and to see the amazing people with a disability who use Endeavour Foundation services," Les said.

Over the years, the 93 year-old army veteran has transformed the garden outside the Bundaberg Learning and Lifestyle into a beautiful space for people with a disability and staff to enjoy.

"I started by cutting away a lot of the bushes and then I put in some azaleas and other shrubs," he said.

Les maintains the garden almost every day, and establishes new plants and vegetables. It is a world away from his time with the infantry in Papua New Guinea during World War II, but he relishes his time as a volunteer gardener where he can chat and work alongside people with a disability, all of whom he considers friends.

"It is just something I really love doing... volunteering at Endeavour Foundation means a lot to me."

Carol McLeay

"I really enjoy working with people with various disabilities and one time when I was sick and away for a while and came back, one of the men came up to me and said, 'how are you brother Les,' and I really liked that," he said.

Recently, Les has taken time out with a health issue but he is already looking forward to the day when he can go back out into the garden at the Bundaberg Learning and Lifestyle and enjoy a yarn with his mates.

The three other finalists were Helen Gilmour from Alexandra Hills, and Carol McLeay and Sheila Gritton of Townsville.

Helen was nominated by staff for her 20 years of selfless work and kindness teaching

"I don't do it to get praise, I just love to help...I really enjoy working with people." Les Jones

people with a disability how to cook, sail and sew. Carol and Sheila were nominated for their stellar efforts in sorting quality clothing donations, as well as their support for people with a disability at the business service.

"I am surprised to receive the award as it is just something I really love doing and it's a big factor as to why I remain in Townsville, because volunteering at Endeavour Foundation means a lot to me," Carol said.

"I have been doing this for more than 19 years," Sheila said. "I have watched a lot of people become adults and I know all of the employees.

"I enjoy sorting through the clothes and showing the employees how to do it, and they like to show me their stuff and tell me all of their stories."

"I like the interaction through sewing and cooking classes and seeing people's joy and progression at the work we do," Helen added.

All of the finalists have received certificates to honour their remarkable voluntary service.

Endeavour Foundation has more than 1,100 volunteers throughout the organisation, and CEO David Barbagallo is in awe of their valuable contribution.

"I really appreciate the tireless work and commitment of our volunteers who give selflessly to support people with a disability, so a big thank you for everything you do," Mr Barbagallo said.

The theme of this year's National Volunteer Week has been 'Give Happy, Live Happy', demonstrating the power of volunteering and its ability to boost happiness levels and quality of life.

For more information, or if you would like to volunteer, email volunteering@endeavour.com.au.

GIVE HAPPY LIVE HAPPY



Amazing: Les Jones is Endeavour Foundation Volunteer of the Year.



Wonderful: Award winners (top to bottom) are Sheila Gritton, Carol McLeay, and Helen Gilmour.

From pupil to model employee

Less than one day! That's all it took teenager Ryan Hammerton to demonstrate he was ready to transition from school to employment.

Ryan joined the Endeavour Foundation business service team in Bundaberg midway through 2014, and he hasn't looked back.

The move was made possible through the partnership between the commercial enterprise and the Bundaberg State High School Special Education Program. As part of their Senior Post-School Transition Program, students join the workforce to learn a range of skills in a managed independent environment.

There were a few challenges for Ryan at school, but it was hoped the placement would be a positive step towards the future. Ryan grasped the opportunity immediately. On the first day at the business site, Ryan's support teacher was surprised by his transformation.

Ryan was the youngest employee there but mixed in really well with the rest of the team, displayed very professional work-type behaviours, and had great enthusiasm for the job.

Over the next few weeks, Ryan arrived an hour early on his 'work experience day' and worked extremely well. He liked it so much he asked if he could work with the team over the school holidays.

"Working at Endeavour Foundation was something I wanted to do when I tried work experience," Ryan said.

"It is much better doing some work than sitting in a classroom all day."

Students on the Post-School Transition Program engage in working as part of a team, practice work ethics, and learn the importance of workplace health and safety. They are independent of their parents and teachers which enables ongoing development of social skills.

Head of Special Education Services at Bundaberg State High School Nancy Paterson, and her team, work closely with the business service to broaden opportunities. She says a number of students from Year 10 upwards talk about their enjoyment of working there and can't wait to get back.

"It allows the students to experience work in a caring and supportive environment where they gain a sense of accomplishment," Ms Paterson said.

"Endeavour Foundation staff make them feel part of the team straight away, and we hope this continues for many years to come."

Endeavour Foundation Bundaberg manager Geoffrey Atwell agrees it is a wonderful relationship.

"Working with Nancy Paterson and her team at the school has been very beneficial for both the business service and the students, with Ryan being a great example," Geoffrey said.



Happy at work: Ryan Hammerton and Nancy Paterson share a joke at the business site.

"Ryan continues to surprise us with his mature outlook on life and diligent work ethics.

"With the support of Nancy and her team, we continue to work towards the best possible outcomes for Ryan," he said.

In late 2014, driven by Ryan's enthusiasm and requests, and in conjunction with his mother and School, Endeavour Foundation investigated a broader transition program

After Christmas, Ryan's work/school pattern changed to three days at school and two working, then vice versa at his own request.

Ryan is now working four days a week and studying literacy and numeracy at school for one day, and enjoying it.

"My favourite jobs are packing the cherry tomatoes and working on the packing line for the drinks," Ryan said. "I really like working with the supervisors and the other employees."

Manager Geoffrey Atwell says Ryan's job satisfaction is evident.

"The minute he walks in to work, Ryan bonds with the supervisors and colleagues and becomes a very diligent employee," Geoffrey said.

"We look forward to continuing to work with Nancy and her team, offering employment opportunities for other members of the Special Education Unit of Bundaberg High."



Settled in: Taking a break are colleagues (left to right) Leurenza Ritchie, Ryan Hammerton, Nancy Paterson of Bundaberg State HS, Alex Gordon, Steven Anderson.



Blooming: Ryan tends the famous chrysanthemums and continues to expand his skill set.

Good food for good health

Gladstone's Tim Gunston is gaining confidence in the kitchen with every passing week.

Tim is one of eight Personal Helpers and Mentors (PHaMs) program participants enjoying the Community Kitchen Project – a series of healthy living/nutritional sessions delivered by Community Solutions in conjunction with Gladstone's mental health providers.

"The best thing is learning to cook cheap healthy meals," Tim said.

"Everybody is learning how to cook and it gets us out of the house. We are buying new foods and learning how to alter recipes.

"We learn how to budget and read new recipes, and are also learning how to check the contents of ingredients of the products for salt, sugar and fats," he said.

Delivered in an encouraging environment, the Community Kitchen Project sessions welcome people with a mental illness to work together, share ideas and enhance self-confidence, while they create delicious foods using lean meats and fresh produce.

Together, they plan their menus, shop for groceries and prepare a minimum of three



Kitchen pair: Tim Gunston and Community Solutions support worker Patience Matavire get creative.

main meals to take home each week. Community Solutions' support worker Annette Tomlinson said the participants enjoyed taking control of the planning and cooking processes.

"The long-term vision is for the participants to become the facilitators of the program with some direction from Community Solutions' staff," she said.

"I'd also like to see the Community Kitchen progress to having its own Community Garden to feed the cooking program."



Getting ahead: David McDonald is broadening his options through study.

On course to Succeed

Sydney business service employee David McDonald likes to keep busy and has the qualifications to prove it.

David has combined working at Endeavour Foundation Mt Druitt with studying first aid with St John's and the Red Cross. He completed a management diploma in 2013, a business diploma in 2014, and is currently studying for a business administration certificate III. He says the courses have broadened his skill set.

"Since I've done them, I can understand how a business is run such as workplace health and safety and budgeting," David said.

David's employment goes back to 1992 and, coupled with his studies, he shared that his confidence has been lifted. He now chairs a meeting for the Paterson Whitlam support service, and would like to continue up-skilling through work.



Community hub: Peter Hooper shows developmental apps to CEO David Barbagallo

Photo Paul Braven / APN.

Gladstone service creates new community hub

After 25 years of supporting people with a disability in the Gladstone community, Endeavour Foundation has relocated its Learning & Lifestyle to a fresh contemporary space.

The new location at Joyner Close in Glen Eden is fast becoming a community hub with Autism Queensland located next door. People who access the Learning &

Lifestyle now have more space, access to a garden and opportunities to use digital learning tools.

The new Gladstone L&L is attended by 13 people each week including Peter Hooper (pictured on the front cover), who is pleased with the new building and the activities it offers.

"This is better for me as I can cook my own lunch now and we have made a garden which is good and we want more gardens," said Peter.

Long-term Gladstone Area Committee member and former Board director David de Villiers said the L&L will support local people with a disability to develop new life skills and have greater access to technology to enhance communication.

Endeavour Foundation purchased the Joyner Close building as an upgrade to the previous location at Meteors Sports Club.

Growing a sustainable future

"I've always wanted to work in horticulture and this is a great stepping stone," said Jessie Featherstone, who is on her way to achieving her goal.

The Kawana Waters State School student has started a school-based traineeship in horticulture, and is following in mum's footsteps.

"My mum is a horticulturalist by trade and I want to be a landscaper," Jessie said.

"One day I'd love to build a garden from nothing into a tropical escape. I think that would be amazing."

Jessie and her fellow student Jesse Yeomans are the first two horticulture trainees to have commenced in the Eastbank Edible Garden following the amalgamation between Community Solutions and Acclaim Apprentices and Trainees.

The pair will spend each Wednesday for the next two years with garden coordinator Bruce Molloy to complete a Certificate II level qualification. While learning traditional horticulture methods, Jessie and Jesse will also gain a unique insight into sustainable organic practices, medicinal herbs and edible plants.

"At the moment we are preparing the paving for the compost area and we have been learning about minerals," Jessie said.

"Some of the organic ideas are new to me, but learning anything new is always good."



Healthy future: Trainees Jesse Yeoman and Jessie Featherstone with coordinator Bruce Molloy.

great acclaim for apprentices and trainees

Three Acclaim apprentices have been recognised for their commitment to enriching people's lives, thanks to a new award sponsored by Endeavour Foundation.

Joshua Boulton, Lachlan Cameron and Michael Walker have been jointly awarded the inaugural Endeavour Foundation Community Spirit Award during the annual Acclaim Apprentices and Trainees Awards night. The new honour celebrates the amalgamation of Endeavour Foundation and Community Solutions.

Carpentry apprentices Joshua and Lachlan have constructed colourful and engaging sensory gardens for residents, and apprentice electrician Michael has been studying a Certificate IV in Health Care and volunteering as a support worker at another accommodation service to the north of Brisbane.

The biggest award of the night was presented to BUSSQ Apprentice of the Year Morgan Friske-King in recognition of his willingness to work in locations such as Emerald, Capella, Rockhampton and Mackay with host employer Stuart Homes and Renovations.

In addition to celebrating Acclaim's outstanding employees and host employers across a range of industries, the event provided an opportunity to celebrate Acclaim's 30th year of business.



Winner: Apprentice of the Year Morgan Friske-King with Sharon Kasa from BUSSQ.

Other Acclaim Awards recipients included:

TAFE Queensland East Coast Advanced Training Award – **Carly Phair**

Biga Training Award – **Michael Keleher**

Master Builders Association Apprentice of the Year – **Nathan Uzzell**

Telstra Business Host Employer of the Year – **Andrew Brook Builder**

MEGT School Based Apprentice / Trainee of the Year – **Daniel Maher**

Community Solutions Trainee of the Year – **Timothy Curley**

Family Satisfaction Survey winners

Thank you to everyone who participated in the 2015 Family Satisfaction Survey. Your input is valuable because it helps to shape the future of Endeavour Foundation.

The names of participants were placed in a draw, and three winners were chosen at random. The first prize mini iPad was won by Deb Hanfeld and son Andrew (pictured) of Toowoomba, Queensland.

"Andrew loves his iPad!" Deb says. "He connects with friends on Facebook, does footy tipping, listens to his favourite music,

takes photos, plays games and watches his favourite TV show, Dr Who.

"It is a treasured possession and put to good use every day. Thank you Endeavour Foundation!"

Second prize, \$100 worth of Endeavour Foundation lottery tickets went to Bev Forrest of Bribie Island, while third prize, \$50 worth of lottery tickets, went to Carmel Shelford of Maryborough.



John Bates transported by creativity

Surrounded by family, friends and a collection of his colourful works, artist John Bates celebrated his 70th birthday with a retrospective exhibition and party at Endeavour Foundation's QArt Gallery in Melbourne.

The happiness of the occasion and warmth for the unassuming artist was evident in the speeches and many offers of congratulations. For a man whose parents were told he wouldn't live to see seven, let alone 70, it was a wonderful milestone.

John's wide-ranging talents and use of bright colours often focus on modes of transport such as boats, cars and his favourite trams and trains. His dedication to creation is a lesson for everyone, says QArt manager Jan Rowlinson.

"It is uplifting to see the enjoyment John gets from his work, even after 40 years," she said.

"John loves his days in the studio, and does not want to know about retirement.

"His output has slowed a little and he gets tired, but his work still has the detail, bright colour and quirkiness that have always been John's style.

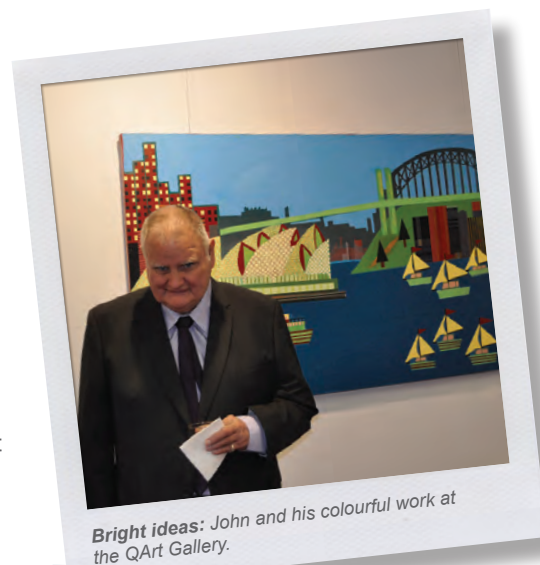
"John's name is synonymous with the QArt Studio and Gallery and he has done much to enhance the reputation of artists with disability," Ms Rowlinson said.

John's work has been widely exhibited across Australia, overseas and hangs in public and private collections, as well as in Endeavour Foundation lottery prize homes. He comes from a family of artists, notably his great uncle Frederic Bates who was a finalist for the 1970 Archibald prize.

"John is the cornerstone of our studio and it has been a privilege for all of us to celebrate his birthday with him," Ms Rowlinson said.

John Bates is an elder statesman at the QArt Studio where up to 16 artists with a disability are employed. Their work is sold online and through the QArt Gallery in Melbourne.

Visit www.qart.org.au.



Bright ideas: John and his colourful work at the QArt Gallery.



Centre of attention: John Bates shares his milestone birthday with friends including Jan Rowlinson (left) and Miranda Millane.

Rewards of Arrow Energy alliance

Children and young people supported by Endeavour Foundation are continuing to reap the rewards of the organisation's partnership with Arrow Energy, thanks to a range of activities and opportunities.

Tina Sanderson, whose son Kayne was given a bicycle by Arrow Energy, said the gift had come at just the right time for her son: "I can't tell you how delighted we were when Kayne received his bike. Since then he's hardly been off it and will tell you how much he loves it. Not only has it made a huge difference to him, but seeing the pleasure he gets from something as simple as a bicycle has meant the world to us as a family."

The bikes were given to Endeavour Foundation's children and youth services

and participants in our youth mentoring program. The welcome surprise came after Arrow Energy's Contracts and Procurement team enjoyed a spot of bike-building as part of a training day.

In support of regional communities, the energy company's Brighter Futures community investment fund is supporting a weekend and school holiday activity program for children in Moranbah.

Australia's first "Brickability" program is a social hub for children to play and explore using Lego blocks, the arts and a range of hands-on creative activities. Staffed predominantly by community volunteers, "Brickability" is open to children with or without a disability from Moranbah, Dysart, Clermont and Middelmount.

To find out more about Brickability, call 1800363328 or email c.intake@endeavour.com.au.



In a spin: Arrow Energy staff built children's bikes for Endeavour Foundation.

Supporting culture and community

Paul Shillingsworth is passionate about supporting his community and celebrating his culture, and is doing something about it.

The respected Indigenous dancer, artist and musician who is well known as Goomblar, has found a way to combine his passion and his employment.

After approaching Community Solutions' Employment Services seeking a new career, Paul has been supported to obtain his Mental Health First Aid Certificate and gain further education around substance abuse and youth services through recognition of prior learning. Based on these new skills, the Hervey Bay personality has now commenced full time employment as an Indigenous Community Liaison Officer with the Queensland Police service.

Community Solutions' Work Experience Coordinator Patrick Taylor says the outcome has been positive for Paul and the local community.

"Paul absolutely loves it. This was something he has really wanted to do... assist youths, particularly Indigenous youths," he said.

"He has plenty of life experience and can relate to young people. He is a good-natured man and he visits schools, attends clubs and pubs and talks to youths and offers them a hand.

"He is working to instil the ideas of community and respect for your elders back into them."



Community spirit: Paul Shillingsworth with Community Solutions' Suzanne Sheerman.

Suited and booted for an exciting future



Looking good: Aspiring manager Robbie Foster with Hervey Bay assistant store manager Mandy Salata (centre) and Community Solutions' Tamara McKillop.

Robbie Foster is looking forward to his next job interview.

Dressed in a new shirt from Endeavour Foundation's Recycled Clothing store in Hervey Bay, Robbie knows he will be feeling as self-assured as possible.

"I now have plenty more confidence that I look appealing to an employer," he said.

Robbie, who is supported by Community Solutions' Employment Services, is one of a number of people to have received a clothing voucher through a new joint initiative.

With a particular focus on participants in Community Solutions' Job Services Australia and Health and Wellbeing programs, the project supports the purchase of quality clothing, footwear and accessories to meet each individual's needs. In turn, the profits raised in store are used to support people with a disability.

"I have aspirations of getting into business management," Robbie said.

"I am very grateful to have had this opportunity. I know I will feel fresh each time I am interviewed and that I will look at each interview in a different perspective because of it."

Robbie said he was surprised by the range of choice available to him in his local store.

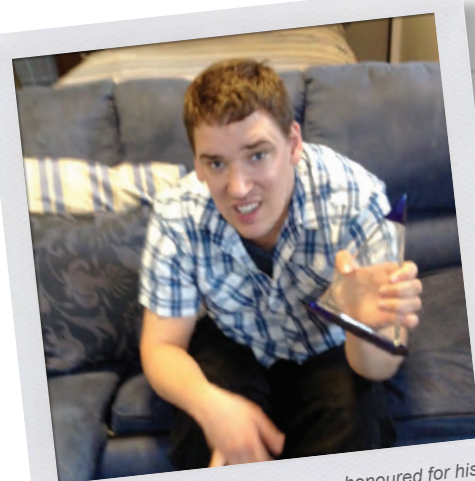
"I chose clothes that are new, and I saw some brands in there that I was not expecting.

"I think this initiative will benefit a lot of people. It will make it so much easier for people to have more confidence when they enter a room knowing they are also getting judged on their appearance."

Thomas leads the way

Congratulations to Thomas Banks who has won the Leadership category at the inaugural Geelong Disability Awards in Victoria.

Thomas, who appeared in our 'NDIS National Update' feature in the summer 2014 edition of One Endeavour, was recognised for his training business about communicating with people with a disability, and his one-man show 'Someone Like Thomas Banks' with Platform Youth Theatre.



Leader: Thomas Banks has been honoured for his work in Victoria and beyond.

"It was such a great honour to be recognised as a strong leader in the disability community," Thomas said.

More than 170 employees in Melbourne have been studying for a Certificate I in Workplace Education in order to expand their skill set. Three people tell their story of how the training has delivered broader employment options.

Upskilling embraced by Pauline and Dawn

Pauline Prentice may be the longest-serving employee at Endeavour Foundation in Kew, Melbourne but the 64 year-old has completed a Certificate I in Work Education and says you're never too old to learn something new.

Pauline, who works packing organic food, was reluctant at first to sign up for the course which was held during work hours. However, she soon joined the many other participants in developing their computer and workplace skills.

Although not in a hurry to leave the work she loves, Pauline believes the skills she gained will be useful in her transition to retirement.

Dawn Jones loves computers almost as much as her beloved AFL team, the Richmond Tigers. So overcoming her fears of the internet, the 57 year-old undertook step-by-step training to enter her weekly footy tips for her team as part of the Certificate I training.

Now the proud owner of an iPad, Dawn admits she doesn't mind spending a bit of time playing the latest games either, especially pinball.

Kew training and development officer **Allan Walker** says the program has not only empowered individuals but the workforce itself.

With more than 60 per cent of supported employees involved in training, Allan had to manage some logistical issues. "However, staff understanding of safety, quality, roles, responsibilities and costs has been greatly enhanced," Allan said.

"In terms of VATMI's merger with Endeavour Foundation, and as a means to motivate and support change, the effect has been immeasurable.

"As a group of people we have found out new things about each other's interests and aspirations and in the process improved how we engage with the work and with each other," he said.



Achievers: Pauline Prentice (left) and Dawn Jones have studied hard for their certificate.

Confidence in open employment

Mark had barely begun Certificate I training at Endeavour Foundation in Kew, Melbourne, when he found open employment. He left in January before finishing his course, but no one is complaining about Mark achieving his goal of open employment.

"When I joined Endeavour Foundation I was very sick and I was only able to work two days a week. I really appreciate the support I was given," Mark says.

"However, over the course of three years and with the help of medication I got back on my feet.

Workplace study helped build his confidence. "I learned a great deal; it is good to be more connected with general society," he says.

"I think working at Endeavour Foundation was very good for my mental health. It is a very friendly and social environment and that helped me greatly. Also the work is not too taxing mentally, which was a help.

"My current employment is going very well but it is only a small business with two partners. I am really missing the social aspect of employment at Endeavour Foundation."

NDIS Families Forums *well supported*

More than 230 people with a disability, families and carers, and support workers from across the Sunshine Coast and Wide Bay regions have attended our NDIS Families Forums, eager to learn more about how the scheme will support them.

Bundaberg forum attendees **Mario and Thelly Coco** care for their 47-year-old daughter **Anastacia**. She lives in accommodation supported by Endeavour Foundation and spends two days per week with her family. Mario and Thelly attended the forum seeking more advice about the NDIS to ensure the best support for their daughter.

"The funding concept will change so we hope to be prepared when the assessment times come, to be able to foresee how much she will need as her supports increases," said Thelly.

Steph Berick and **Dianne Monaghan** were crowd favourites again, with their presentations detailing each of their son's involvement in the NDIS in Newcastle.

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



Assessing: Mario and Thelly Coco are looking ahead to plan for daughter Anastacia.

News in brief

⑤ **Nick Jones** was among the lucky fans who can say 'I was there' as Australia won soccer's Asian Cup. The Sydney Latch-On® student bought the tickets with a graduation voucher presented by our great friends at Catlin Group.

⑤ A group of people supported by Endeavour Foundation were invited to attend the North Queensland Toyota Cowboys v. Newcastle Knights NRL game in Townsville. This was part of the Cowboys' 'Field of Dreams' program.

⑤ Almost 50 Endeavour Foundation donors attended our 'Thank You' celebration at the Queensland Art Gallery. The event was held to thank a cross-section of donors, who were presented with a specially produced art tile by one of the fabulous artists at QArt in Melbourne.

⑤ Good luck to the dozens of teams taking part in the Queensland Great Endeavour Rally from Redcliffe to Rockhampton via the Whitsundays in July. You are doing Endeavour Foundation proud with your fundraising. Come back safely.

⑤ Congratulations to former Disability Employment Services program participant **Chris Refalo**. He has overcome barriers to become an integral member of Community Solutions in Mackay.

⑤ Art works by the talented team at QArt in Melbourne are hanging in Endeavour Foundation's new store, The Labels Shop, which stocks brand new, stylish international designer brands. Drop in and see what the fashion bloggers are talking about at Riding Rd, Balmoral in Brisbane.

⑤ Congratulations to the Endeavour Foundation Recycled Clothing store team in Ashmore on the Gold Coast for being named as the number one op shop in the region. They were voted the Best Op Shop in an online poll by the Gold Coast Bulletin.



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

Stepping Stones TO SUCCESS

The Stepping Stones Positive Parenting Program (Triple P) has given mum Sonya McCullagh hope in managing five year-old Hunter's behavioural challenges.

Sonya has enrolled in the Toowoomba program, which is funded by energy and mining services provider Easternwell through their Community Grants Program, and says it has had a positive impact.

"Our son Hunter has autism so when Autism Behavioural Intervention Queensland made me aware of Triple P, I immediately thought it was worth giving it a go.

"Over two Saturdays in March, and through three follow-up phone calls, I learned different ways of looking at and dealing with his behaviour.

"For example, he has a tendency to scratch to get your attention so we're now working on different ways of communicating without hurting."

Sonya says that using consequences has been positive.

"I recently needed him to wait for me and he started hitting his head, as he does when he's frustrated," she said.

"I told him he wouldn't be allowed to play with his Lego and he actually got up, sat on the couch and calmed himself down.

"Other elements we're working on are developing his independence and rewarding good behaviours. We're getting there.

"I would absolutely recommend the program. It gave us structure and ideas at a point when we were really struggling. It gave us hope."



Forward together: Sonya and Shaun McCullagh with their children Hunter and Arielle.

How to resolve a complaint

Endeavour Foundation's transparent complaints process provides a means for you to resolve your concerns, and also creates a welcome opportunity for the organisation to improve relationships and services.

It is always best to speak directly to the staff supporting you or your loved one. However, if you feel uncomfortable with taking this approach or you are not happy with these attempts, you are welcome to contact Endeavour Foundation's Complaints and Incident Management Unit (CIMU) which will manage your complaint.

A member of the CIMU team will contact you if more information is needed, and/or

will progress your complaint to appropriate senior management. The CIMU manager Gavin Gleeson says all concerns are considered.

"Your complaint will always be acknowledged and you will be advised of the outcome of your complaint once investigated," he said.

Endeavour Foundation is committed to ensuring people we support and supported employees live their lives free from abuse, neglect and exploitation. CIMU has prepared information material which has been provided to all Endeavour Foundation services and which provides details about how you can express your concerns.

All concerns are managed and monitored by CIMU until conclusion. Contact CIMU from anywhere in Australia.

- 1300 730 334 (for the cost of a local call); or
- Email complaints@endeavour.com.au

Jamie Dawes, Keon Park, Melbourne

I pack food, sometimes it's the food you get on planes.

I like to pack the muesli as I have to count. I also like to come to work to see my friends and make money for myself because it makes me feel happy.

I like to draw because it makes me feel happy and excited. I also like playing pool and games.

My favourite thing to do is to draw pictures of musical bands. I won an award for a drawing I did of The Beatles.

I also like to keep my house tidy, doing the vacuuming and going to the markets near where I live.

I go to a drawing club once a week and also visit my friends and go out for coffee.

I dream of having a girlfriend and going on a holiday to somewhere warm on a bus.

My favourite place is Tamworth, as the people are nice and I like the Country Music Festival there.



Jamie Dawes



Annette Peddler

Annette Peddler, Toowoomba, Queensland

I attended Toowoomba Learning and Lifestyle and last year started working at the business service. At the moment we are growing and selling flowers for Mother's Day.

I also do some volunteer work where I help with filing and folding and getting letters ready and really love doing this. I like my morning tea outings, craft, talking and meeting my friends.

I live with three people. I prepare and cook meals, and help with the shopping. I am proud of my cooking and feel happy and independent.

I really enjoy bowling and go most Saturdays. I have a lot of friends there.



Rachel Thorpe

Love my life!

We asked four people about what they do, what makes them happy, and what they love about their life!

Steven 'Westy' Intveen, Seven Hills, Sydney

I help outside in the warehouse wrapping pallets, pushing pallet jacks, and crushing boxes in the 'big foot'. I also help with the washing up and emptying the bins. Wrapping pallets is my favourite part of the job.

I love going to see Parramatta Eels, Western Sydney Wanderers and the cricket. I love sport and watch it every weekend. I hope to meet the Parramatta Eels team one day. My favourite places are Pirtek and ANZ Stadium.

'Westy' was recently caught on camera at the Parramatta Eels versus Newcastle Knights match.



Steven 'Westy' Intveen

Rachel Thorpe, Keon Park, Melbourne

I like labelling because I have to be careful. I like coming to work because I also have friends here and I am happy to work with my friends.

I play tenpin bowling and tennis. I have been to the special Olympics. I bowl every week and competed in regional and state games in singles and doubles tennis.

I go shopping with my mum to buy clothes. We go into the city on the train and I like buying new things for myself. It's fun.

I like to go to the food court at my local shopping centre with my mum for lunch and coffee.

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

champion in the community

Wide Bay Area Committee member John Shorten thinks that if a cause is worth championing, then you need to get out there into the community to promote it.

The Shorten family has supported son Andrew for almost 40 years, and John has served many groups and corporations to advocate for people with a disability.

“My representation over the years in various organisations is with a view to acting not only in Andrew’s interests but also for everyone who is supported by that organisation,” John said.

“The support services appreciate the contribution and I feel personally rewarded as well,” he said. “I call it ‘putting in’ and all it takes is a little time.”

Andrew has been sharing a purpose-built duplex with two housemates in Hervey Bay since 1997. The in-home support delivered by Endeavour Foundation means the three men live as independently as possible, with Andrew’s passion for music, and Neil Diamond in particular, ensuring a lively household.



Champions: Wide Bay Area Committee member John Shorten and son Andrew.

The support encouraged John to become a volunteer Endeavour Foundation Area Committee member for the Wide Bay region last year. He listens to members’ views and provides feedback on policy and services. He helps to build community links, and participates in voting for the elected members of the Endeavour Foundation Board and the National Council.

The Wide Bay Area Committee currently has nine members and, John says, is always looking to recruit.

“More representation for in-home support in Gympie, Maryborough and Bundaberg, and the business service in Bundaberg would be good,” John said. “However, all additional members are welcome.”

Area Committee information is at www.endeavour.com.au/ways-to-support-us/volunteer.

Nominations for Area Committees

Calling all Endeavour Foundation members! The forthcoming Area Committee elections are your opportunity to help shape our future.

Notices calling for nominations for the 2015 Area Committee elections have been sent to members of Endeavour Foundation. All members are entitled to stand for election to the Area Committee in your nominated member area.

Area Committees are extremely important to Endeavour Foundation. They are an integral part of Endeavour Foundation’s structure, forming an important link between the Board of Directors and our stakeholders who include families, carers and support groups. Their advice and opinions are highly valued by the organisation. Area

Committees have strong community links, helping to raise awareness of disability and the profile of Endeavour Foundation. These are vital to ensure that Endeavour Foundation achieves its goals and continues to offer the best support possible to people with a disability.

If you would like to become an elected member, please nominate for the positions open on your respective Area Committee.

This is an opportunity to become an Endeavour Foundation ambassador within your community.

Nominations close at 5pm on Friday 10 July 2015.

For more information on the election process, please contact the Company Secretary on (07) 5413 1516 or via email to companysecretary@endeavour.com.au.

At Home With Choices evaluation

Greater choice for tenants, and a more coherent strategy to meet the NDIS-shaped future, are two of the recommendations in a new internal report on our At Home With Choices housing initiative.

It also highlights many positive aspects of the initiative, including improved interpersonal relationships, more personal development opportunities and a reduction in challenging behaviour.

Endeavour Foundation's aim is to replace larger accommodation services with smaller houses of no more than four tenants to enhance the choices of an ordinary life. No additional government funding is available, and Endeavour Foundation has

used fundraising campaigns to help finance the program.

There have been four quality of life evaluations of At Home With Choices programs at Tinana in Maryborough, Durack (south west of Brisbane), Pelican Waters on the Sunshine Coast, and White Rock in Cairns.

The initiative has had a positive impact on certain aspects, such as a more pleasant living environment, more opportunities to participate in household tasks and choice-making about meals and activities.

Living with fewer housemates has contributed to a reduction in co-tenant conflict and challenging behaviours. This has also increased emotional wellbeing and comfort. The accommodation affords greater privacy, and improved accessibility and functionality.

There is room for improvement in other aspects of At Home With Choices. These

include social inclusion, and some facets of self-determination and personal development.

Some people at all of the sites have limited social networks. Community participation and independence declined after the move for some people who can no longer walk to shops and services. Opportunities to participate in paid or volunteer work are limited.

The current funding model limits peoples' choices about where they will live and with whom. We look forward to seeing people gain more choice and control over these aspects of their lives as they move to NDIS-funded supports.

Maximising choice, independence, control and inclusion are central to the NDIS. To be in alignment, the report recommends that Endeavour Foundation facilitates conversations with people about how they would like to live, and explore a wider variety of housing and funding options based on those aspirations.

Living the good life with friends

Graham Loveday's home was built as part of the At Home With Choices project at Pelican Waters on the Sunshine Coast. He moved from an accommodation service with 11 residents to a smaller house with three men he considers 'friends'.

Support workers describe how all four now 'run the house', with Graeme being

particularly attentive to the cleaning.

"Cleaning is nice," he said. "I've got a room – it's my room – and friends. It's good."

Enjoying the quieter environment, Graeme is delighted to be able to contribute fully to the household, having input into everything from shopping to cooking. When not steam mopping the kitchen or shopping for CDs, DVDs and clothes he can be found playing basketball, cricket or soccer with his housemates, fishing, enjoying live music or indulging in the occasional beer at his local pub.



Having fun at home

Shirley Summers divides her time between her family home and living with housemates in her new home at White Rock in Cairns during the week. She is described as 'full of fun and chat' by her support workers, and Shirley's enthusiasm for life is infectious.

"I like to go out a lot," she said. "I like to go out for walks. This weekend I went bush walking with my walking stick. I walked across water and my shorts got soaked."

"I like to spend my money on new clothes and I like to watch television."

Support workers describe how At Home With Choices has given Shirley an opportunity to live in a much better home with two other people.

When not indulging her passion for shopping – which she confesses is never ending – Shirley proudly offers visitors a warm welcome to their home.



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


Steven Dodd


People here at the Mackay business service are all friendly and supportive. They are all nice, good people. They try their hardest to get the job done right. My supervisor works with me until I get the task steps right for the job I am learning to do.

I have learnt lots of new skills. I honestly feel I wouldn't have got as far as I have without the help and support of everyone here. Working here has helped me learn control, and when I get anxious or stressed because of the heat I find I calm down quicker and can get back on with my job faster.

Outside work I go to Yugioh card game tournaments on Sundays. I am good at playing Yugioh and I do well in the tournaments. Dad takes us camping on a friend's farm. I help with chores and with cutting up fallen trees.



 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

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

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Postcode _____

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

OR:  Make a secure online donation at
www.donate2endeavour.com.au

Please return to:

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