

Honouring our past Embracing our future

.....
ANNUAL REPORT 2010-2011

ENDEAVOUR
FOUNDATION



Opportunities for people with a disability

Our Focus	1
Year in Review	2
Chairman's Report	4
Chief Executive Officer's Report	5
History at a Glance	6
60th Anniversary Highlights	8
Disability Services	10
Supported Employment Services	12
Leadership	14
Accommodation and Facilities	16
Commercial Operations	18
Fundraising Activities	20
Funding and Grants	22
Our People	24
Board of Directors	26
Executive Management	28
Corporate Governance	30
Financial Overview	36
Summary Financial Report	40
How to Contribute	42
Corporate Information	43

Our 60th anniversary report is dedicated to the generations of people who devoted themselves to providing opportunities for people with a disability, and those who will do so in the future.

Find out how you can contribute on page 42.

Our Focus

Endeavour Foundation's focus is to provide **opportunities for people with a disability** so they may participate in the every day life of the community.

We want to enrich their lives and the lives of their families and engage and educate the community about disability.

We have an obligation to do this in a financially responsible manner.

We aim to:

- Be recognised as a quality provider of services to people with a disability.
- Be an advocate for people with a disability and their families in the broader community.

Year in Review

Productivity Commission consults on NDIS



Jack, Tony and Patsy Barry featured in a front page story about NDIS, Courier Mail, 1 March 2011

In 2010-2011, we continued the push for a National Disability Insurance Scheme (NDIS) and had our first taste of success when the Federal Government established a Productivity Commission Inquiry (see page 14). Endeavour Foundation made submissions to the Inquiry, appeared at the hearings, and raised public awareness. The Advocacy Champions worked tirelessly to promote the NDIS in their local communities, visited MPs, and talked to media.

NSW expansion takes off



Endeavour Foundation Recycled Clothing store in Penrith, NSW.

Our three Endeavour Foundation Industries in Sydney have achieved a dramatic turnaround both in productivity and sales. Through close collaboration with the Queensland packaging operations, services in both states enjoyed increased sales, improving the net result for packaging by \$1.4 million on the previous year.

Endeavour Recycled Clothing launched into the Sydney market in December 2010 with a new Penrith store. After overcoming a damaging hail storm the store is back in business and doing well. There are plans to open more stores in Sydney soon.

The Latch-On® tertiary education program began at Castle Hill in February 2011 with seven students and is already growing. This program was developed in partnership with The University of Queensland and is the only one of its kind, being specifically for people with an intellectual disability. Students develop competencies towards a Certificate II in Literacy and Technology.

No More Than 4

Endeavour Foundation is replacing larger residential centres with modern, appealing homes of four bedrooms or less. Plans are underway in Queensland for three new houses in Maryborough and two more in Durack within twelve months. Several new three or four bedroom homes will be completed before the end of 2011, offering comfort, accessibility and an attractive home environment for service users (see page 16). In 2012, all funds raised through Endeavour Prize Homes will be dedicated to the No More Than 4 project.

“ I share the vision of a national disability insurance scheme as the right way forward for our country. ”

Prime Minister Julia Gillard endorsed the Productivity Commission report on Disability Care and Support on 10 August 2011.

Business Advisory Groups

The Business Advisory Groups initiative was launched in nine Queensland locations and in Sydney. Business services draw on the expertise of Business Advisory Groups comprising local government, business leaders and the local Business Service Manager.

The Business Advisory Groups assist Endeavour Foundation businesses by assisting with strategy initiatives, funding opportunities and support for projects; and raise awareness of Endeavour Foundation in the wider community (see page 18).

Summer of natural disasters



Riverside Residential at Goodna southwest of Brisbane was inundated with water

Widespread flooding and cyclones destroyed the homes and possessions of a number of clients and staff, and severely damaged several facilities.

Dedicated support workers continued to provide support in the face of these disasters.

Wonderful volunteers and staff helped save goods from flood damage in our packaging operations and retail stores.

Many facilities were damaged, but alternative accommodation was found and thankfully all clients and staff escaped without serious injury.

Endeavour Business College



First graduate of Endeavour Business College, Nambour Operations Manager Natasha O'Grady, with National Manager Operational Training Kirsty Brown and CEO David Barbagallo.

To ensure staff and volunteers are the best trained in the sector, Endeavour Foundation engaged the Sunshine Coast Institute of TAFE to create an internal training provider. Endeavour Business College commenced with tailor-made courses in disability services, business administration, people management, training and assessment, and project management. The College identified 1,000 staff who would benefit from courses. The ultimate goal is to ensure the highest quality services for clients. The first graduates received their qualifications in August 2010.

International Symposium

In April 2011 the Endeavour Foundation Community and Advocacy Support Unit with Griffith University hosted an International Symposium on Abuse and Neglect Issues for People with an Intellectual Disability.

Believed to be the first of its kind on Australian soil, the symposium focussed on the need for changes to legislation, policy and practice, drawing on international expertise (see page 14).

Chairman's Report

It has been a pleasure to serve in the role of Chairman during our 60th year, as we've reflected on where we've been and where we're going.

It has been a wonderful opportunity to reminisce and celebrate our remarkable collective achievements and meet a number of people who were involved in the establishment of Endeavour Foundation.

The past few years have been an incredible time of change, growth and development for our organisation and in our 60th year there is clear evidence that we are not resting on our laurels, but continue leading the disability sector on to new achievements and challenges.

We began as a group of highly motivated parents, educators and family members, with a drive to see better opportunities for people with a disability and I am pleased to report that spirit is alive and well.

While we continue to provide a wide range of support, learning, lifestyle and employment opportunities for people with a disability, Endeavour Foundation has taken on the role of challenging the established presumptions of society and government, to bring real, meaningful change.

As Chairman of the Board I addressed a group of State Government Ministers and Members at our 60th anniversary lunch at Queensland's Parliament House. I reminded them that the intransigence of the state education system partly motivated our beginnings.

This courage and determination epitomises the story of Endeavour Foundation which began because a group of mothers refused to accept that their children with an intellectual disability could not be educated.

Ours is a story of campaigning and fighting for what we believe is a fundamental right – that people with a disability should be afforded opportunities like all other Australians so that they can lead an ordinary life.

We have come a long way in sixty years and there have been many champions – far too many to mention – but history shows that we are particularly indebted to our first President, Sir Fred Schonell, and his wife, Lady Eleanor, who worked tirelessly on behalf of children with a disability through our organisation and through the education system.

I am pleased that our 60th anniversary book, *An Ordinary Life...* provided space for us to acknowledge just a few of the many thousands of families and supporters who established this wonderful organisation throughout Queensland, by dint of hard work and commitment.

Whilst celebrating these achievements, the Board also sees the enormous need for better funding and support provisions for people with a disability.

The solution lies in total reform of the disability sector, reaching far beyond the confines of Endeavour Foundation and our home base in Queensland and New South Wales.

Three years ago the Board embraced the need for a national system to deliver better funding and more individualised support options for people with a disability through a National Disability Insurance Scheme (NDIS).

The recognition that the solution was a sector solution means that we now measure ourselves not just on how we improve our own service delivery – of which we are very proud – but also on improvements in the sector. To this end, I want to recognise the hard work of our CEO David Barbagallo, who has actively advocated for change at all levels of government.

When you consider the potential impact it's easy to see how this would completely change the lives of people with a disability, their families and carers.

The NDIS reforms proposed by the Productivity Commission, and now under consideration by the Federal Government, would double government spending on disability support throughout our nation.

While we are impatient for change, this remains a long term plan for reform. We will need your continued support to ensure that our hard work bears fruit for the people who need it most.

I thank all members of the Endeavour Foundation community for your ongoing support, through the challenges of getting government to acknowledge the need for NDIS, and many other changes.

Our thanks must also go to the CEO and staff members who have borne the brunt of the Board's expectations, delivering changes which now have us well positioned to embrace the future. Every achievement has lifted the bar of our expectations and we need to ensure that while we continue to dream for the best we do not place unrealistic burdens on the organisation. As I travel to Endeavour Foundation sites throughout Queensland and in Sydney, I hear good things about how we as an organisation are moving forward, through the efforts of management, staff and our generous, gracious and tireless volunteers.

However we must also acknowledge the areas we could improve and strive to do so.

In meeting the challenges of the future, volunteers remain our lifeblood, and have been as important as any paid member of staff in helping us to become what we now are.

Our thousands of volunteers are at the heart of all we've achieved and hope to achieve in the future. It is fitting on that note, to invite you to honour the past and embrace the future, in this 60th anniversary edition of our Endeavour Foundation annual report.



Grant Murdoch
Chairman



Chief Executive Officer's Report

My third year as Chief Executive Officer has brought new opportunities for growth, development and leadership, often through innovative responses to pressing challenges.

In our 60th anniversary year we have taken time to honour several significant individuals, and thousands of grassroots supporters following in their footsteps, who laid the foundations of the leading organisation we are today.

The indomitable Australian spirit was evident in those who refused to take no for an answer; holding chook raffles, country race days, cake stalls and debutante balls to give their sons, daughters, and friends with a disability, a decent education.

Six decades later, more than three thousand families trust us to provide services for their son, daughter, brother or sister, and we contribute more than \$270 million in economic impact to the national economy.

And we are again taking the fight for better disability funding and support to the doorstep of government.

I am immensely proud of what we have achieved together; in uniting the disability sector behind the push for a no-fault National Disability Insurance Scheme (NDIS) of universal support and funding for all Australians with a disability.

The past twelve months have seen significant change in government and community attitudes, as the Productivity Commission public hearings revealed severe funding shortfalls and our nation's broken system of disability support.

Endeavour Foundation's Advocacy Champions have been prime movers, addressing community groups, writing to politicians and newspaper editors, obtaining signatures on petitions and telling media - from personal experience - why the NDIS is essential.

While the Commonwealth, State and Territory governments have now publicly endorsed the Productivity Commission report into disability care and support, there is much work in the seven years ahead before funding and support improvements are delivered to people with a disability.

My thanks to service users, families, volunteers, area committee members, staff and board members, for putting their shoulders to the wheel and raising awareness of this important issue.

We will not stop advocating until the NDIS becomes reality.

Staff, service users and volunteers must also be congratulated for responding to our summer of natural disasters with energy and purpose, bringing help and hope to those affected.

The floods and cyclones left a devastation which is still felt each day by many.

While many Endeavour Foundation residences and facilities were damaged, we were able to find alternative accommodation for all service users. Staff and volunteers worked together to save goods from water damage, wherever possible, in our food packaging businesses and retail stores. There is much to be thankful for in the community spirit that came to the fore.

As the global financial crisis has tightened its grip, careful planning and good business decisions have ensured Endeavour Foundation remains an economically efficient and financially strong organisation.

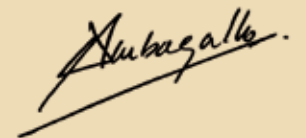
Our best ever financial performance has enabled an important program of renovating and replacing older residential services. Pursuing our No More Than 4 initiative, we are building additional, smaller dwellings which service users will share with fewer people similar to an average family home. This will ensure greater choice and a more relaxed living environment for clients. The focus on

this important goal is due to the success of continued cost efficiencies.

Endeavour Foundation's Zero Harm project is delivering a safety performance culture for the benefit of all staff and supported employees throughout the organisation. In recognising safety as a core value and shared responsibility, our goal is to prevent all workplace injuries.

From its establishment last year, Endeavour Business College today brokers and/or delivers 22 accredited qualifications, has enrolled more than 1,500 Endeavour staff in accredited qualifications and has graduated 650. The college forms a key plank in our efforts to attract and retain the best staff in the sector.

In our 60th year of services we continue to build on the magnificent legacy of our forebears and we embrace the future with all the resolute spirit which they embodied. With your continued support, we will resolutely work to see more opportunities for people with a disability to live the life they choose.



David Barbagallo
Chief Executive Officer



History at a Glance

1951

Parents meet to improve educational opportunities for children with a disability and to support their families.

Sir Fred Schonell, Professor of Education at The University of Queensland, chairs an interim committee to form an association.



Family committee meeting

1959

In Queensland's centenary year, Endeavour Foundation supports 200 people aged between 6 and 20 years.

Endeavour Foundation has centres in Brisbane, Toowoomba, Ipswich, Rockhampton, Townsville and Southport.



Students at work - Brisbane

1964

The first statewide art union is successful. Hamewith in Toowoomba becomes a boarding school.

New branches are busy in Far North Queensland, Mt Isa, Mackay, Maryborough and the Sunshine Coast.



Hamewith - Toowoomba

1969

Thelma McConnel, first principal of the Bowen House school, retires.

Cairns opens its family group home - an 'ordinary house in an ordinary street'.

M. J. R. Anderson, former Mayor of Toowoomba, is in his third year as Endeavour Foundation's second President.



Mrs Thora Pribbenow and Sir Fred Schonell

1972

Endeavour Foundation's Tiny Tots quest, established in 1970, goes national.

Family group homes are up and running in Kingaroy, Bundaberg, Townsville, Cairns, Mackay, Ayr, Nambour and Dalby.



Steven Casey - Tiny Tot 1975

1976

Pre-school Home Counsellors are working in an early intervention programme.

The Spring Valley farm, a Brahman cattle stud at Gympie, and the Clive William Taylor Farm at Home Hill are the newest farms.



Spring Valley, Gympie Farm

1982

Endeavour Foundation becomes the new name for the Queensland Sub-Normal Children's Welfare Association.

Endeavour Sports, first held in 1981, becomes an annual event.

Endeavour Foundation has grown to 118 facilities and services, including 25 schools educating 1,000 children.



Endeavour Sports trophy

1986

Endeavour Foundation's schools are integrated with the state education system 33 years after the first school opened on a parent's verandah at Coorparoo, Brisbane.

The Tiny Tots quest and the telethon achieve record results.



Bride of the Year, Anne Marie Priest and husband Steve of Toowoomba

1990

Six new residential services are opened in Cairns, the Gold Coast, Ipswich, the Sunshine Coast and on the Darling Downs.

Four new training centres are opened at Gladstone, Logan City, Rockhampton and Townsville.



Endeavour Foundation stall at Brisbane Ekka

2003

The Great Endeavour Rally is voted Queensland's best fundraising event.

Mackay Business Service receives a Mackay Tourism Industry Award for Excellence in Manufacturing.

Jackson, the award-winning client accessibility website, appears.



John Leadbetter (Car 98) - the only driver and vehicle to have competed in all 24 Great Endeavour Rallies

2010/11

Endeavour Foundation saves the jobs of 488 people with a disability in western Sydney and becomes a multi-state organisation by acquiring a disability employer in the hands of receivers.

A proposed National Disability Insurance Scheme was considered by the Productivity Commission after a sustained lobby campaign in which Endeavour Foundation was involved.

The Federal Government later endorsed the plan and committed funds to progress the roll-out.

The Federal Treasurer, The Hon. Wayne Swan, MP, launched the Endeavour Foundation Endowment Challenge Fund to help improve the lives of all Australians with a disability.

Endeavour Foundation's Executive Management made a decision to pay all supported employees 9% superannuation in line with the general workforce.



Endeavour Foundation Industries - Seven Hills NSW

60th Anniversary Highlights



MARCH 2011

Opening of Toowoomba Learning & Lifestyle.

APRIL 2011

Endeavour Foundation launched the Wonderful Mum range of teddy bears and gifts. They were inspired by the dauntless women and men who were determined to provide the chance of an ordinary life, through a decent education for children with a disability. The teddy bears, Elizabeth, Thora, Jules, Thelma, Kerry and Meg have been named in honour of our founding mothers and fathers, our first school principal and two of our first students. Their memories live on.

Debutante Ball co-hosted by Gold Coast Sport and Recreation Inc, Surfers Paradise.

MAY 2011

The Big Community Day Out, held in Brisbane's Southbank Parklands, was an opportunity for Endeavour Foundation to thank the community for 60 years of support. Hundreds of friends, family, supported employees, clients and members of the general public enjoyed a wonderful day of entertainment, activities, markets, live music, dance and street theatre.



DECEMBER 2010

Pam Nicol, the mother of Alison, a young woman with a disability, officially launched Endeavour Foundation's 60th anniversary year on International Day of People with a Disability 2010. Mrs Nicol gave a heartfelt speech about her daughter's involvement with Endeavour Foundation and her own experiences as a carer - a fitting start to an historic anniversary year.

FEBRUARY 2011

Opening of Townsville Post-School Service following major refurbishment of a disused building.



JUNE 2011

On 14 June 2011 Endeavour Foundation celebrated exactly 60 years since our small beginnings at a public meeting, convened by Sir Fred Schonell. Our patron Her Excellency, the Governor of Queensland, Ms Penelope Wensley AC hosted a morning tea at Government House, and launched Endeavour Foundation's history book, *An Ordinary Life...* by historian Helen Gregory.



In Sydney we celebrated with something new: Endeavour Foundation's inaugural Rosehill Race Day event. Clients and staff were dressed in their fabulous best, along with some local dignitaries who joined us for a day of fun at the track in support of Endeavour Foundation.

University of Southern Queensland's Corporate Club staged the Ice Crystal Gala Ball in Toowoomba.

Cabooture Fun Day, north of Brisbane, was a chance for locals to join the 60th anniversary celebrations.



JULY 2011

The Great Endeavour Rally: rallying enthusiasts new and old, the CEO, Deputy Chairman and ten Endeavour Foundation clients hit the road raising dust, dollars and awareness.



SEPTEMBER 2011

The free Endeavour Foundation Photography and Short Film Competition encouraged up-and-coming visual artists to capture the successes, challenges and aspirations of people with a disability. An independent panel awarded more than \$7,000 worth of cash and prizes and the chance to have work exhibited throughout Queensland and in Sydney.

Endeavour Foundation clients and support workers climbed on board a colourful 60th anniversary float to join the Toowoomba Carnival of Flowers parade.

The official opening of the 60th Anniversary Endeavour Prize Home at Maleny, in the Sunshine Coast hinterland, was celebrated with a morning tea.

People with disabilities, friends and family were decked out in style for an evening of formal dress and fun at Brisbane's Diamond Dinner Dance.

Castle Hill Latch-On® in Sydney was officially opened by NSW Minister for Disability Services, The Hon Andrew Constance MP.



AUGUST 2011

Dignitaries and business people attended our 60th anniversary lunch, hosted at Queensland's Parliament House by then Speaker of the Parliament, The Hon John Mickle MP. This was a wonderful opportunity to tell the gathered Ministers, MPs and business people more about Endeavour Foundation, and invite them to get involved.



OCTOBER 2011

Official opening of Biloela Respite Service in central Queensland.

Official opening of Endeavour Foundation Industries Geebung, in Brisbane's northern suburbs.

Charity premiere of *Dusty the Musical* at the Spotlight Theatre on the Gold Coast in support of Endeavour Foundation.

North Queensland celebrated with discos in Mackay, Townsville and Cairns and a barbeque in Ingham.

DECEMBER 2011

Volunteers, clients, and staff from across Queensland and in Sydney mark the end of our 60th anniversary year on International Day of People with a Disability 2011.

Disability Services

Disability Services have continued to focus on improving our services to more than 2,000 people with a disability in Queensland and New South Wales.

Increasingly we have taken up opportunities to provide new models of support to children and young people with a disability.

Endeavour Business College provided all Disability Services staff and volunteers access to a wide range of certified training courses related to the disability sector. This has increased the skill levels of support staff and management teams across all service types, to the benefit of people with a disability within Endeavour Foundation and sector-wide.

A concerted effort to improve the standard of our properties, and the support provided, has resulted in a number of accommodation services refurbishments.

To complement these building improvements, a number of initiatives have enhanced support services. A project team is implementing the Creating Opportunities in Learning & Lifestyle Project, modernising the support available and ensuring it is delivered in a Person Centred Active Support framework. A new Personal Plan Format has been implemented across all services giving managers secure electronic options for storing service user information.

The Sunshine Coast area is piloting an Active Support Project to re-focus on providing more individually driven and responsive support to people. It is hoped this will encourage more engagement, empowerment and greater independence.

Through an internal restructure the Restrictive Practices and Administration Services teams have joined Disability Services; improving support services to people with a disability and their families around Queensland and New South Wales.

Output based service agreement operational project

Following Endeavour Foundation's successful negotiations for the introduction of output-based funding, a team of staff has carried out a very significant program of adapting existing systems and developing new business systems to accommodate the changed rules for managing funding under an Output Based Service Agreement. This has included negotiating a once-only electronic transmission of data of support being provided into the National Minimum Data Set. This data is also now used to record outputs and develop budgets, resulting in time and resource efficiencies.

New South Wales expansion

The Latch-On® Program began in Sydney in the first semester of 2011 with the support of The University of Queensland. Currently 11 students with a disability are studying the two-year curriculum to gain a nationally accredited Certificate II in Literacy and Technology qualification. In recognition of the strong demand for accommodation and respite services in New South Wales, we continue to liaise with local, state and federal governments expressing our desire to invest in the region's disability services.

Children's services expansion

Endeavour Foundation is currently working with the Department of Communities (State Government) to establish services for 0-18 year olds in new parts of Queensland.

Supporting young people in out-of-home care during their teenage years results in more connected support, and a seamless transition from Child Safety to Adult Disability Services.

Endeavour Foundation is exploring other avenues with Child Safety Services, in recognition of our specialist experience supporting children and adults with a disability.

Learning & Lifestyle

The purpose-built Learning & Lifestyle facility in Toowoomba was officially opened by The Hon Curtis Pitt MP Minister for Disabilities, Mental Health and Aboriginal and Torres Strait

Islander Partnerships on 29 March 2011. The planning and development of this building was made possible through a bequest of \$539,000 from the Stanley Kuhl Estate. This was combined with a \$500,000 capital funding grant from the Department of Communities (State Government) and a contribution of \$1.22 million by Endeavour Foundation and generous community support.

An unoccupied building on Landsborough Street in Townsville has been completely refurbished and transformed into a purpose-designed service that supports contemporary service provision. The project was made possible by a \$500,000 Department of Communities capital grant, along with an Endeavour Foundation contribution. The building was officially opened by The Hon Anastasia Palaszczuk, then Minister for Disability Services, on 10 February 2011 and has the potential to expand this innovative type of support.

The Nambour Learning & Lifestyle renovations, completed in November 2010, have completely modernised the existing building which creates a

pleasant environment for people who access the service and staff who work there.

Accommodation services

Endeavour Foundation is reviewing accommodation support and will ideally develop support models which ensure residents have maximum choice.

Our aim to improve residential property standards was significantly boosted by Gambling Community Benefit Fund grants (see pages 22 and 23), funding accommodation service refurbishments such as bathrooms, kitchens, internal/external paint and landscaping. A number of these will meet the changing needs of ageing residents.

Riverside Residential was a two-storey house located at Brisbane Terrace, Goodna, southwest of Brisbane. Riverside accommodated seven people with a disability before it was inundated - to the top storey - by flood waters during January's floods.

Service users were temporarily relocated to nearby services in the western suburbs of Brisbane and Ipswich (Treetops in Redbank, Parkhaven at Wacol and in Corinda) while a plan to replace Riverside was expedited. Three new houses offering a more contemporary accommodation model (including the use of assistive technology) were constructed. Residents will move into these houses at Fox St, Redbank Plains during the second half of 2011, thanks in part to a RACQ Foundation donation of \$200,000.

Three new residential facilities, funded under the Commonwealth Disability Accommodation Program (DAP), are being planned and developed

219 services across Queensland and New South Wales offering 1,876 placements for people with a disability

in Cairns, Bundaberg and Gladstone. The DAP initiative is specifically for people with disabilities who are currently living with their ageing parents or carers.

Respite services

Respite services, which offer family members a break from their caring roles, have been expanded with a new respite service operating in Biloela from April 2011. This service is the culmination of more than ten years of planning and lobbying in partnership with the tireless Biloela Reference Group and local Endeavour Foundation Support Group.

The second stage of major renovations at the Lawnton Respite Service has been completed, with a focus on the installation of a multi-sensory room.

Emergency response funding

Regional staff in North Queensland (Mackay) and Sunshine Coast (Caboolture) manage and disperse emergency response funding of one-off emergency funds up to \$2,000 for Non-Government Organisations to meet a critical or short term support need for people with a disability.

In addition, they manage the 0-12 years aids and equipment initiative for the Department of Communities, providing up to \$5,000 to families to purchase medical, mobility and education aids, or equipment for children with a disability.



Alexandra Hills Learning & Lifestyle service user Julie Redmond and staff member Lil Close creating a mosaic for the garden.

Restrictive practices legislation

Significantly, Endeavour Foundation met all legislative requirements of the Disability Services Act (2006) by March 2011. Positive behaviour support plans and short term plans were submitted to the Office of the Adult Guardian. This outcome has brought about positive changes to the lives of many people with a disability.

Floods and cyclones

Severe weather, floods and cyclones provided many challenges to Queensland during 2010-2011. Floodwaters affected large areas of the state, north to Rockhampton, south to Stanthorpe, west to St George, and throughout the metropolitan southeast corner, while Cyclones Anthony and Yasi hit North Queensland.

It is important to acknowledge the commitment and dedication of staff, management and volunteers who continued to provide support to people with a disability throughout the critical days of the floods and cyclones.

Several clients, staff and their families lost everything they had. Some staff were unable to get to work and others were unable to get home. Despite their personal predicaments, many staff demonstrated a commitment above and beyond what would be expected, to provide support for service users during this time.

A number of services sustained damage, and certainly, some operational difficulties were experienced. However the collective response was a fine example of determination in our organisation.



The Hon. Curtis Pitt MP opened Toowoomba Learning & Lifestyle with service user Michelle Erbacher and CEO David Barbagallo in February 2011.

Supported Employment Services

During 2010 - 2011, Endeavour Foundation's Executive Management made the decision to pay all supported employees 9% superannuation in line with the entitlements enjoyed by the general workforce.

Previously, supported employees had to achieve earnings of \$450 per month before becoming entitled to superannuation. This initiative helps recognise the significant contribution all Endeavour Foundation supported employees make to improving productivity and sales. The initial cost will be about \$330,000 per annum.

The Business Employment team has introduced the third stage of the social skills training program, Liven Up, to create awareness about healthy living and well-being. The program has been offered to all supported employees and has been extremely well received.

Our commitment to training and improving skills is increasingly evidenced by improved wages outcomes for supported employees. In 2010-2011 supported employees' wages increased by 9%, with additional estimated waged growth of 14% next financial year.

Forecast wage growth in New South Wales is 20%, due to improved productivity and the introduction of the Business Services Wages Assessment Tool (BSWAT), as approved by the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

COMET Program

The Creating Opportunities for Mainstream Employment Transition (COMET) program

has been introduced to assist supported employees gain work for one or two days per week in an open employment environment.

At present, supported employment and open employment are funded by FaHCSIA and the Department of Education, Employment and Workplace Relations (DEEWR) respectively. There is no opportunity to work in both schemes simultaneously. COMET is a pilot model designed to demonstrate there should be no barriers between the employment services. It has been extremely successful, with 15 supported employees joining the scheme to date.



Geebung Endeavour Foundation Industries supported employee Darg Johnstone also holds a maintenance and gardening position in open employment, through the COMET program.

Nangarin Timber

A new hardwood timber mill at Maryborough on the central Queensland coast is raising funds while providing employment and skills training for long-term unemployed people.

With funding from both Queensland and Federal Governments the mill employs 13 people from the local Butchulla group

of traditional owners, producing sawn timber products for sale to local and export markets.

The move has opened up further opportunities, with three indigenous trainees now at Endeavour Foundation Industries Bundaberg and five at Booval Business Service.

reSolutions Open Employment Service

2010-2011 was another excellent year for reSolutions Open Employment service in Toowoomba, with an 11% growth in client numbers on the previous year, assisting the service to

place an additional 28% of service users into employment.

This is a tremendous outcome for both the people who use our service and the agency. reSolutions also received a Queensland Regional Business Award for Employment and Training, from a field of 250 entrants, judged on support and assistance provided to job seekers



reSolutions Manager Kathy Marsh accepting a Queensland Regional Business Award for Employment and Training from Major Ritchie Watson, Director of the Salvation Army's Employment Plus program.

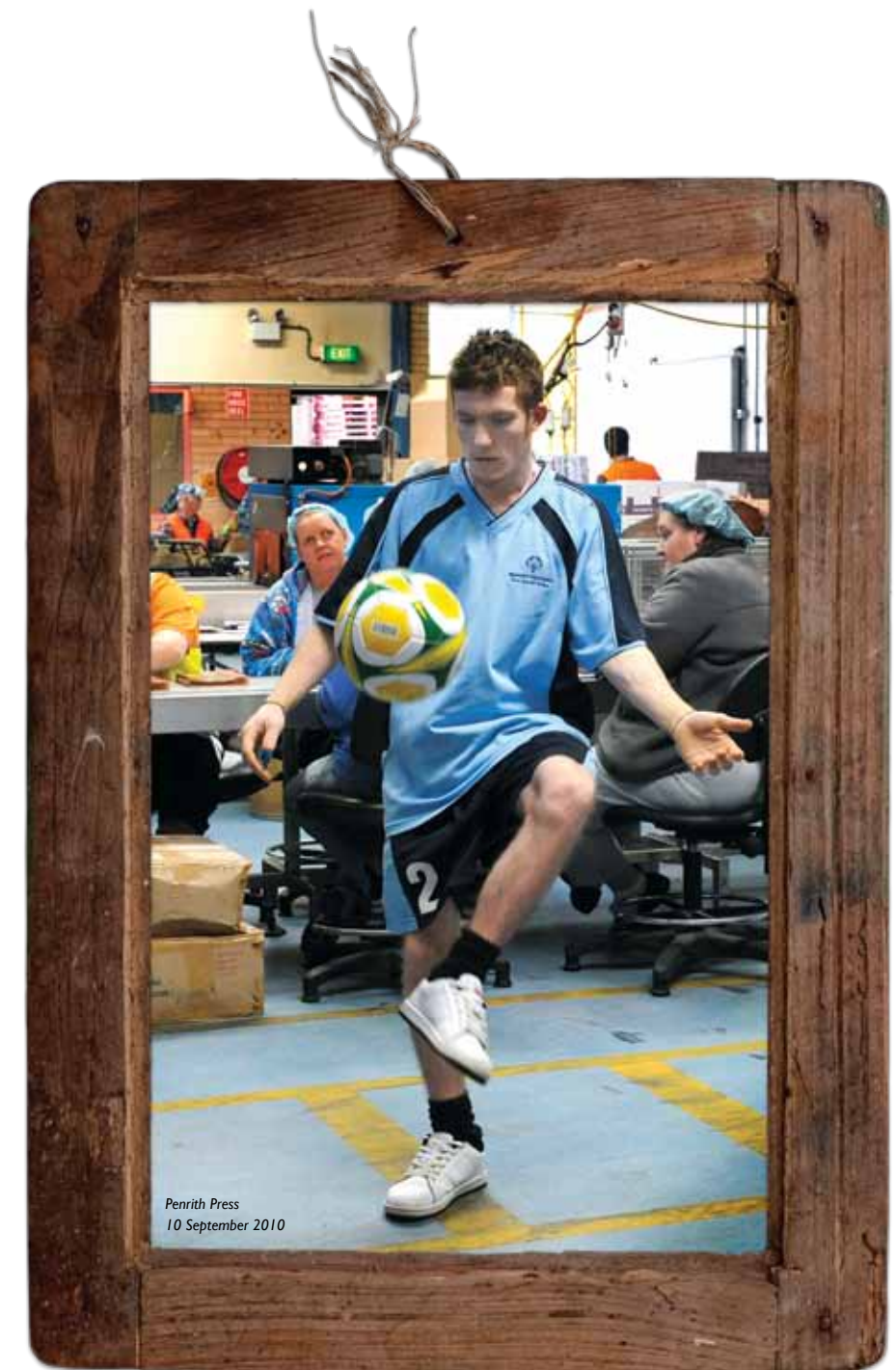
Enterprising supported employees

1,855 supported employees at 26 locations throughout Queensland and in Sydney, New South Wales

15 supported employees in open employment through the COMET program

260 clients in the open employment market

9% wage growth for supported employees 2010-2011



Penrith Press
10 September 2010

Owen Nicolson is something of a veteran when it comes to representative sport. The versatile Sydneysider has played both soccer and cricket for Australia in the past five years.

He was part of the Australian soccer team which came fourth at the Special Olympics World Summer Games in Greece earlier this year, and he played in the Special Olympics International Cricket Cup in India in 2006.

He also represented New South Wales in soccer at the Special Olympics Australia National Games in Adelaide last year. His

younger brother, Philip, won a gold medal in the basketball competition at the same Games.

Owen, 22, receives a great deal of encouragement from his friends and colleagues at Endeavour Foundation Industries Mt Druitt in Sydney.

He works as a supported employee in the food production area and everyone at the site is extremely proud of his achievements.

Endeavour Foundation Industries Mt Druitt provides employment opportunities for 240 people with a disability, providing specialised training and development for supported employees.

“This is a great humanitarian work and if the Association did not carry it out the Government would have to do it at a much greater cost.”

Sir Fred Schonell, Inaugural President
Annual report, 1965

Leadership

Endeavour Foundation continues to take a leading role in developing new initiatives and advocating for a better life for people with a disability.

Output based service agreement

The 2009-2010 Annual Report noted our success in negotiating Queensland's first Output Based Service Agreement with the Queensland Department of Communities. This funding model focuses on the actual services being delivered by each agency, rather than how individual monies are spent.

Since then Endeavour Foundation's outputs experience and costing methodology tool has been shared with about 400 Queensland non-government organisations, generating considerable goodwill.

National Disability Insurance Scheme (NDIS)

In 2010-2011, Endeavour Foundation again took a lead role in promoting the need for a National Disability Insurance Scheme (NDIS). CEO David Barbagallo chaired the Queensland NDIS Steering Committee and was the Queensland representative on the national NDIS Steering Committee. Endeavour Foundation also joined in a number of awareness programs, including visiting MPs on 6 August 2010 and holding community forums. Special mention should be made of the valuable work undertaken by the Advocacy Champions, who have worked tirelessly to promote the NDIS.

Formal submissions were made to the Productivity Commission Inquiry into Disability Care and Support and Endeavour Foundation made representations at the Commission's Brisbane hearings in July 2010 and April 2011. On request, Endeavour Foundation also provided further information about service and compliance costs, use of Information Technology in service delivery, transition to retirement and outputs/outcomes.

Thought leadership

Demonstrating Endeavour Foundation's commitment to thought leadership, we have provided input into a number of government and sector policy initiatives including:

- the Senate Community Affairs Reference Committee Inquiry into planning options and services for people ageing with a disability
- Productivity Commission Inquiry into Disability Care and Support
- review of the *Disability Services Act 2006* (Restrictive Practices)
- consultation on the Forensic Disability Bill 2010, and,
- streamlining of the Human Services Quality Standards Project.

Shared electronic healthcare records

Endeavour Foundation has partnered with other leading disability agencies to facilitate the use of Shared Electronic Healthcare Records for all clients. The electronic records platform will be used to support client's access to the health system, track requirements for clients subject to restrictive practices and assist in accessing aged care services for eligible clients. The eHealth Records will be progressively rolled out over the next two to three years.

International symposium

Endeavour Foundation Community and Advocacy Support (CAS) Unit and Griffith University held an International Symposium on Abuse and Neglect Issues for People with an Intellectual Disability in April 2011. Endeavour Foundation made a significant

financial contribution to support the event, along with other service providers. It was thought to be the first symposium of its kind on Australian soil.

The purpose was to identify changes that needed to be made in legislation, policy and practice in Australia in the light of the latest international research and experience. Attendees included family members, disability advocates, people with a disability, peak bodies, academics, representatives of service providers and the Queensland Police Service.

The symposium has positioned Endeavour Foundation as a clear leader in addressing the issues of abuse and neglect of people with an intellectual disability.

Ageing project

Work continued during the year on developing service options to better support Endeavour Foundation clients who are ageing. The Department of Communities agreed to establish an inter-departmental working group to examine the service response to people with a disability who are ageing, and for whom disability services can no longer adequately respond to their needs. Queensland Health has joined the working group to ensure a holistic approach is achieved.

Student health advocates initiative

A number of second year medical students from The University of Queensland (UQ) signed up to act as student health advocates for people supported by Disability Services. Thanks to this successful pilot, the program will become part of the Bachelor of Medicine/Bachelor of Surgery (MBBS) course requirement. This initiative was developed by Endeavour Foundation CAS Unit in partnership with the Queensland Centre

for Intellectual and Developmental Disability and The University of Queensland.

The students will act as advocates when a person is undertaking a Comprehensive Health Assessment Program with their General Practitioner. It is expected this initiative will:

- provide better health outcomes for people with a disability
- assist GPs to make informed decisions about people's health, and,
- provide an opportunity to educate future doctors about communicating with people with a disability.

Complaints and abuse

Two new positions were created in the Complaints and Incident Management Unit to provide a dedicated and consistent approach to dealing with complaints and abuse matters.

Since the unit's inception, Endeavour Foundation has seen an improvement in turnaround times for complaints and abuse matters, with a strong emphasis on compliance with process.

This has led to more efficient administration of cases; cleaner data capture for trends analysis; and the delivery of more coherent case management data to Advisory Committees.

Endeavour Council 2010

Endeavour Council was held on 19th and 20th November

with more than 60 stakeholders participating.

The Council was opened by Senator Jan McLucas, Parliamentary Secretary for Disability and Carers. Key note speakers included Alex McDonald, Founder of *The Big Issue* in Australia and Professor Nick Lennox from

Queensland Centre for Intellectual Developmental Disability at UQ.

Pat Strathdee and Kathy Breen spoke about their experience as Advocacy Champions and the need to promote disability issues in local areas, with staff giving presentations on housing initiatives, 60th Anniversary celebration plans and action on ageing issues.

Endeavour Foundation Endowment Challenge Fund

The Endeavour Foundation Challenge Fund is a capital preserved fund which was established on December 3, 2009.

The interest earned will be used to improve the lives of people with a disability.

Its growth is managed by a corporate trust comprising a majority of independent directors, with independent professional wealth management of the investment portfolio setting an appropriate benchmark in corporate governance.

Donations to the fund are 100% preserved, with earnings used to fund special projects to increase social inclusion of people with a disability; promote and fund research in disability to improve knowledge and understanding; fund a Professorial Chair in disability at a leading university; award scholarships for students studying disability, and fund not-for-profit and community organisations to widen their programs to include people with a disability.

During the 2010-2011 financial year, the Endowment Challenge Fund made grants to support the following activities:

- donation of two brand new, fully rigged, Access 303 sailing dinghies to Sailability Bundaberg and Sailability New South Wales (New England branch),
- disability sector initiatives at the Mater Medical Research Institute including an Education Day supporting the Society for the Study of Behavioural Phenotypes, and

- community engagement through a photographic exhibition at the Brisbane Powerhouse. This will include photographs by internationally acclaimed photographer Rick Guidotti that celebrate the beauty of human diversity by challenging the stigma associated with being different.

At the end of the 2010-2011 financial year, the fund had grown to \$940,010 from the previous balance of \$897,955.

Donations to the fund are fully tax deductible. Donors will leave a legacy for future generations that will support people with a disability to lead an ordinary life.



Les Dotti and daughter Julie were featured in a story in *The Courier Mail*, explaining the need for a NDIS.



People at Caboolture Learning & Lifestyle got behind the campaign for better disability support.



Jack Barry (pictured with Patsy and Tony) is an Advocacy Champion who raises public awareness of issues facing people with a disability and carers.

Accommodation and Facilities

Through careful facility planning and investment, Endeavour Foundation is successfully meeting the ongoing need to maintain or upgrade existing facilities and build new ones at the best possible price, across some 230 Endeavour Foundation sites.

To this end, Endeavour Foundation carried out \$7.7 million worth of building and refurbishment projects in the 2010-2011 financial year.

Our hardworking facilities and infrastructure team delivered five new major building projects worth more than \$4 million in the 2010-2011 fiscal year, with two more projects due for completion in late 2011, and numerous renovations carried out on existing infrastructure.

Among these are the first five homes to be built under new "universal design" principles adopted by Endeavour Foundation to provide privacy, comfort and accessibility at a level not seen previously in the disability sector.

Seven significant projects

Toowoomba Learning & Lifestyle (\$2.25 million): a modern state-of-the-art facility has been constructed in Stenner Street, Toowoomba, partly funded by a \$500,000 Queensland Government grant and a \$539,000 bequest from the Kuhl estate. This allowed services to be relocated from two older buildings in the Toowoomba area, and for additional services to be offered from this facility for 45 people.

Nambour Learning & Lifestyle refurbishment, Sunshine Coast (\$570,000): repairs were combined with a major redesign and renovation project, to provide a revitalised service that has vastly improved the experience for clients and staff alike. Seventeen people currently use the service.

Townsville Post-School Service, north Queensland (\$590,000): some eight years ago, this service was closed due to the building's

deteriorating condition. This year, a Queensland Government grant of \$500,000 allowed Endeavour Foundation to fully renovate this building, returning it to modern standards and offering additional activities from the site. There are 14 people now using the service.

Biloela Respite, central Queensland (\$512,000): our brand new Biloela Respite Centre is now operating from a purpose designed and built four-bedroom home on land provided by the local Banana Shire Council. This was the first residential building constructed using the "universal design" principles developed by Endeavour Foundation. It has established a benchmark for Endeavour Foundation's future housing needs. Twenty-three people currently use the service.

Phillips House Toowoomba (\$290,000): the existing residential service was upgraded, converting 12 bedrooms into six bed/sitting rooms while fully renovating the remainder of the home. The project includes wonderful landscaping which was built with the help of staff, family members and residents. Five people use the service.

The Fox Street Accommodation, (\$900,000): two four-bedroom homes and one three-bedroom home, adjacent to Treetops

Residential in Redbank, are due for completion by late 2011. This follows severe flood damage to an older two-storey home at Goodna, in January. The newly designed homes will offer an increased level of comfort and accessibility.

Ten people will live here when work is complete.

The project has been generously supported by a \$200,000 RACQ Foundation flood assistance donation.

Bundaberg Disability Accommodation Program (DAP) homes (\$550,000): Endeavour Foundation land at Mooney Street, Bundaberg is the site of two new three-bedroom homes. These homes are based on the new "universal design" principles and have identical floor plans to our project at Redbank Plains. Both projects will offer residents considerably more space and privacy compared to other housing models. When complete, five people will reside there. The project is utilising \$501,000 in Commonwealth

Government funding.

DAP homes are also in planning and development stages for Cairns and Gladstone.

Endeavour Foundation has been very active keeping properties well maintained and taking the opportunity for major renovations wherever they occur.

A further 586 jobs were completed throughout the year, ranging from minor maintenance to major capital works, and totalling \$3.7 million. This included:

- Geebung Learning & Lifestyle (\$100,000 – 25 service users)
- Maryborough Learning & Lifestyle (\$90,000 – 27 service users)
- Kooloora Residential in Toowoomba (\$80,000 – nine service users)
- 33 other projects worth in excess of \$900,000 that were funded by the Queensland Gambling Community Benefit Fund, and,
- Immediate repair work on 20 properties affected by the Queensland floods and cyclones.



Biloela Respite Centre sod turning.



Toowoomba Learning & Lifestyle.



Endeavour Foundation's Latch-On® program is helping Matthew Morrison conquer his fears and develop new skills.

Matthew has worked at his communication skills, and managed to surprise everyone by standing up and giving a speech at his sister Samantha's 21st birthday party. Matthew's mum was thrilled. "It was so fantastic to watch him," she said. "It's something we never thought he would have the confidence to do."

Latch-On® is a tertiary education program designed for young adults with an intellectual disability attain a Certificate II in Literacy and Technology. Developed by The University of Queensland, it is available only through Endeavour Foundation.

Since Matthew joined the program in February 2010 his family have watched his confidence grow and grow, along with his enjoyment of learning. Students were asked to use their blossoming literacy skills to write what they didn't like about Latch-On®. Matthew wrote "the three days a week I don't go."

Endeavour Foundation is committed to making Latch-On® available to as many young people as possible because it is clearly making a difference in people's lives.

Others think so too. Latch-On® is now operating in four locations, thanks to the generosity of Endeavour Foundation's major benefactors who see the importance of education in opening up a world of opportunities for people with a disability.

Commercial Operations

The 2010-2011 financial year produced the strongest trading result for Endeavour Foundation's Business Services since the introduction of the Federal Government reform process in 2005.

The results were boosted by stronger sales across our food packaging and recycling operations, as we increased the range of services and products on offer to key customers.

Food packaging sales increased by \$876,000 during the year; due to the organisation's capacity to leverage off new relationships created by the Cumberland acquisition. The synergy created between the Queensland and New South Wales food packaging operations has led to the food packaging services securing new contracts in both states. The increased sales have helped improve the packaging operations net result by \$1.4 million on the previous year.

The recycling operations have ventured into new service activities including e-waste. This process involves recycling computers and televisions to reduce the proportion of these items ending up in council landfill. About 98% of the e-waste components are recyclable, which has increased revenues and provided supported employees with extra workplace activities. The recycling division also successfully tendered to operate the Buderim recycling centre.

The recycling division's net result improved by 59% compared to the previous year.

The timber manufacturing operations were severely affected by the January floods. Mine operations and development projects were mostly closed from January to June, which compromised sales in these industries. Sales are progressively increasing with the improved

weather conditions, and substantial growth is expected in 2011-2012.

The New South Wales operations all produced strong sales growth across the pharmaceutical, packaging and industrial sewing divisions. The staff and supported employees in the New South Wales operations have all made a significant contribution in terms of sales and productivity improvements and should be commended for their efforts. The New South Wales net result was 80% better than the previous year, taking into account the shorter trading period in the 2009-2010 financial year.

Service developments

In April this year, Endeavour Foundation announced plans to amalgamate the Strathpine and Northgate services. The decision was based on both commercial considerations and improved employment outcomes. The new service has been located in Geebung which is central to the two operations. The new operation is Queensland's largest supported employment service, employing 190 people.

The Kingaroy service received planning approval to increase the size of its kitchen facilities. The expanded facility will enable sales growth

across the jam and chutney range of products.

The Wacol site also received approval to build an additional food storage warehouse. This warehouse will improve the storage capacity and help provide a safer working environment.

Business Advisory Groups

In 2010-2011, the business services team launched the Business Advisory Groups initiative in nine Queensland regions and in New South Wales.

Business Advisory Groups are comprised of local government and business leaders as well as a Business Service Manager at each location.

The objective of the Business Advisory Groups is two-fold. The first is to help develop strategy initiatives, funding opportunities and projects that assist the business service.

The second objective is to create awareness of Endeavour Foundation in the broader community through the inclusion of people external to the organisation. A special note of thanks is extended to all Business Advisory Group members for their active participation in 2010-2011.



Kingaroy Kitchen will offer new products and local catering in 2011-2012.



Supported employees Christie Chandler and Peter Lymbery package food for some major Australian companies at Endeavour Foundation Industries Wacol.

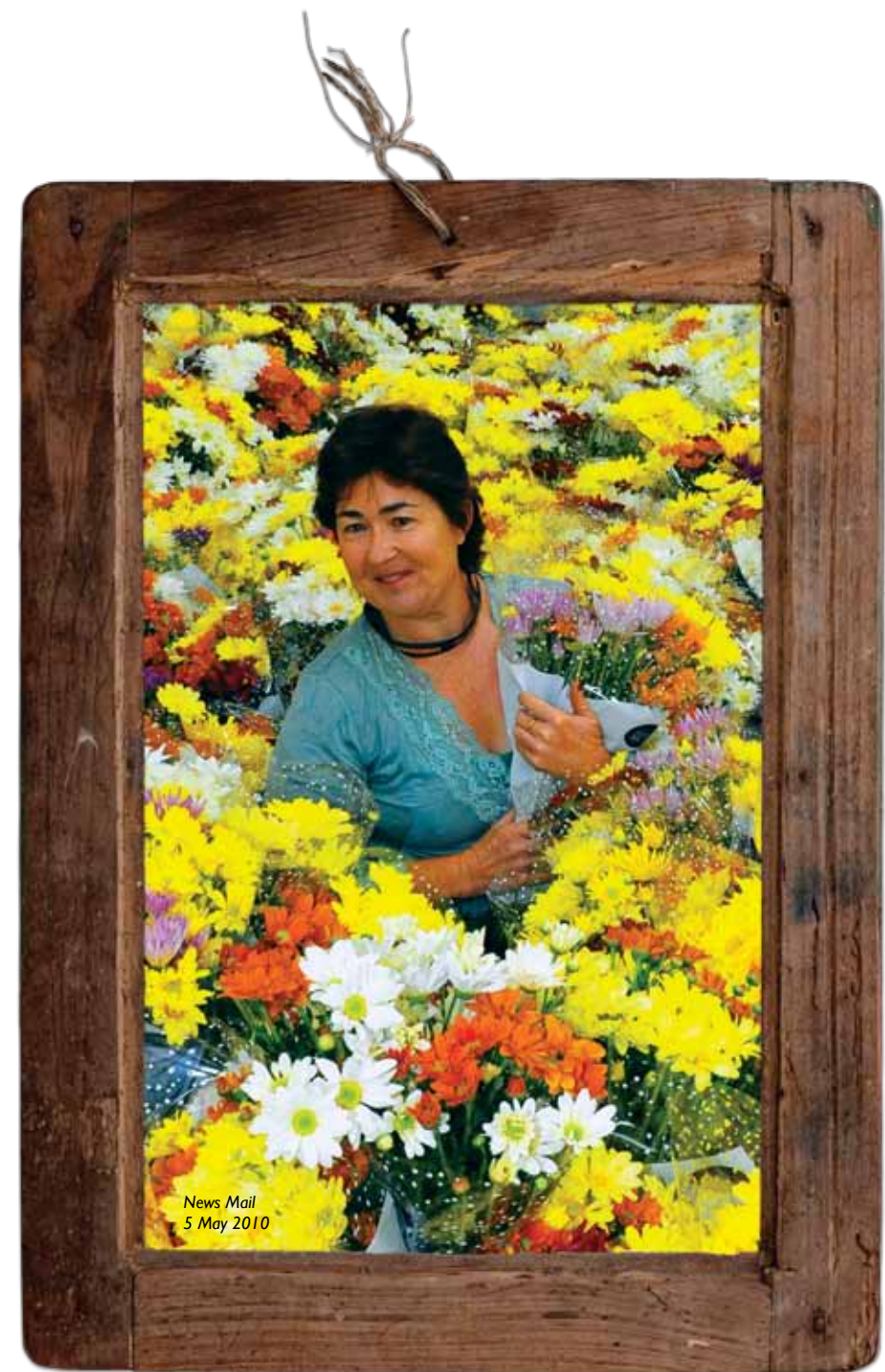
Business is flourishing...

Food packaging sales increased by \$876,000

Packaging operations improved net result by \$1.4 million

Recycling division net result improved by 59%

NSW sewing, packaging and assembly operations net result was up 80%



News Mail
5 May 2010

Creating bunches of chrysanthemums is Kaylene Sharkey's favourite job at Endeavour Foundation Industries (EFI) Bundaberg.

Kaylene commenced work with Endeavour Foundation 27 years ago and left five years later to be a wife and mother. In 1997, Kaylene returned to work at EFI, enabling her to provide more financial support for the raising of her son, who is now 20.

In her 19 years with Endeavour Foundation, Kaylene has developed multiple skills working in nearly every area of EFI Bundaberg, from machine manufacturing for timber trophies to tending, nurturing and harvesting yearly flower and vegetable crops.

In recent years, Kaylene has been putting her

skills to good use packing vegetables and an array of other products. But in the lead up to Mother's Day, she always enjoys returning to the flower farm to create thousands of beautiful bouquets for mothers around the country to enjoy on their special day.

Kaylene is proud of her achievements with Endeavour Foundation, including her Certificate II in Horticulture. In October 2010 she was named Employee of the Month in recognition of her consistent hard work, dedication to her position and respect for fellow employees. Endeavour Foundation Industries offer supported employment to more than 1,800 people throughout Queensland and in New South Wales, providing opportunities for people with a disability to achieve skills development and work participation.

Fundraising Activities

A broad range of fundraising initiatives continue to provide an independent source of income, thanks to continued community support.

Endeavour Foundation Recycled Clothing continued to develop and grow its network of 37 stores with the opening of its first New South Wales store in Penrith.

The year proved to be a challenging one with many weeks of sales lost to floods and storm damage in five stores. Penrith was affected by a hailstorm within hours of opening. Aitkenvale and Kirwan suffered water damage from Cyclone Yasi. The Toowoomba store was devastated and could not re-open for six weeks after flooding. Stock was removed from the Gympie store during the night by a team of dedicated volunteers, before the shop went under floodwaters.

In spite of a difficult year, the stores continued to consolidate by upgrading Caloundra, Capalaba, Stafford and Lawnton stores, and relocating Mooloolaba store to Buderim. Donations were higher than the previous year, although this was hampered by long months of unseasonal wet weather which slowed sales between January and April.

Given that consumer sentiment threatened sales throughout the year, a better than Consumer Price Index growth in sales year on year can be attributed to:

- continued investment in store presentation
- a focus on customer service standards
- stock purchases to fill range gaps

- fostering of a high quality of corporate stock donations, and,
- a value for money price strategy.

Looking ahead, the stores have a growth plan to extend the New South Wales store network, to enter the online retail world, and to upgrade more stores. All of these initiatives will be supported by a significant technology systems upgrade scheduled for completion during 2013.



Director Ed Mason at Endeavour Foundation's first Recycled Clothing store in Penrith NSW, following hailstorm damage.

Prize Home Lotteries

Endeavour Prize Home Lotteries continue to provide a vital source of funds, achieving financial outcomes similar to last year.

Despite significant community fundraising following the Queensland floods and cyclone events in early 2011, there was only a small decrease on the previous year.

The result was underpinned by good buying in areas that have proven popular before, as well as trialling new locations to attract new buyers.

Research conducted during 2011 indicates that Endeavour Prize Homes compete well on location and interior design, and that people believe the homes are truly 'liveable'.

Endeavour Prize Homes and associated advertising are an important communication vehicle for promoting Endeavour Foundation's good work in supporting people with a disability. Brand awareness research in 2011 has confirmed this objective is being achieved.

The 2011-2012 year will bring continued achievement for Prize Home Lotteries with several new initiatives under way. Prize Home Lotteries will celebrate Endeavour Foundation's 60th anniversary with the first prize of an iconic Queenslander home in Maleny, capitalising on the natural beauty of the Sunshine Coast hinterland.

Philanthropy & Development

This year Australians proved that we truly are the most generous nation, giving support and raising funds in response to the flood, cyclone and Japanese tsunami disasters.

Endeavour Foundation like so many others joined in raising money for those affected and both financially and physically assisted those in need.

Two major shopping centres, Westfield Carindale and Garden City at Mt Gravatt, both on Brisbane's southside, supported Endeavour Foundation as charity of choice and further developed their clothing drives.

This support resulted in more than 2,600kg of clothing donations to Endeavour Foundation.



Lesley and John from the UK – winners of Endeavour Prize Home #350 at Maleny in the Sunshine Coast hinterland.

Bequests

We were honoured to receive significant donations through bequests and thank the many families who have made a gift to Endeavour Foundation part of their Will - an opportunity to leave a legacy that lives on for many years and in future generations.

In particular we would like to recognise the late Mr Dudley Smith for his generous bequest of \$614,000 as well as all our other bequestors and the many families who have set up trusts that benefit our organisation.

It is also rewarding to be able to report the lasting outcomes of significant donations and bequests such as the significant accommodation improvements outlined in the Disability Services report (pages 10 and 11).

We are greatly indebted to the many who support these community initiatives.

Workplace Giving

In 2010-2011 Endeavour Foundation employees and staff of 22 other organisations donated to Endeavour Foundation through workplace giving.

We would like to thank all contributors and organisations, especially those with matched giving practices, for their generosity.

Appeals

Understandably our appeal donations were a little lower than in previous years.

We are however grateful to our 88 corporate supporters, numerous community groups (including Lions, Returned and Services League, Rotary, Queensland Country Women's Association), clubs and individuals who continue to choose Endeavour Foundation as a worthy recipient of their benevolence and support.

We would also like to make special mention of Mr Ian Montague (Montague Consulting) and Mr David Kelly for their significant generosity.

Charitable Foundations

This year the number of foundations that chose to support Endeavour Foundation increased from two to five.

We would like to thank the Talbot Family Foundation, the Flannery Foundation, the Brazil Family Foundation, the Ernst & Young Foundation and the Queensland Community Foundation for their generous support.

\$2,365,000

raised through the generous support of families, friends, community supporters, members, individuals, bequests, events and our corporate partners

With the support of the Talbot Family Foundation, Endeavour Foundation was able to open a new Latch-On® centre at Castle Hill NSW, offering this service outside of Queensland for the first time.

Staff and Endeavour Foundation Industries colleagues helped raise thousands of dollars for three supported employees, who were selected as members of the Australian Special Olympics team which competed in Athens (see page 13).



In June 2011 cyclists took to the hills for the Endeavour Challenge on southern Queensland's Darling Downs, in support of Endeavour Foundation.

Events

In this busy 60th anniversary year, the events team has staged an unprecedented number of public activities to raise Endeavour Foundation's profile and much-needed funds (see pages 8 and 9).

We celebrated in style with Endeavour Foundation clients and community members enjoying the 14th Presentation Ball on the Gold Coast, and the Diamond Dinner Dance in Brisbane.

Generous support continued to flow from the cycling fraternity through a number of major events.



2010 Great Endeavour Rally entrants enjoyed beautiful coastal views and challenging off-road conditions on the journey to Bargara Beach.

Endeavour Foundation was named charity of choice for the BDO Mt Coot-tha Challenge, the Tour de Dave and the Tour of Toowoomba.

The Endeavour Challenge cycle event offered three distances (30km, 80km and 110km) of gruelling hills across southern Queensland's chilly Darling Downs in June 2011.

In its second year this well-received community cycling event was rounded out to a full weekend of activities with a sports dinner and a community fair enjoyed by Toowoomba locals.

The events team were kept busy preparing for the July 2011 Grand Highland Charity Ball. More than 600 supporters enjoyed a night of tartan, haggis and highland dancing at the Brisbane Convention and Exhibition Centre, raising valuable funds in the process.

Car rally enthusiasts and participants gathered in the heart of the bustling tourist strip at Burleigh Heads on the Gold Coast for the 2009-2010 Great Endeavour Cruise and the tougher Great Endeavour Rally. The 3,500km journey to Bargara took in gorgeous Queensland beaches and bushland, raising a fantastic \$384,330 in its 23rd year.

Thank you

On behalf of Endeavour Foundation and people with a disability throughout Queensland and New South Wales, we would like to say an enormous thank you to everyone who helped us achieve our fundraising and philanthropy goals.

Through the generous support of families, friends, community supporters, members, individuals, bequests, events and our corporate partners we raised more than \$2,365,000 in much-needed funds.

We have been heartened by the community and local support of the past 12 months and will continue to strengthen connections with community groups and clubs in the coming year.

\$1.49 million in new grants secured from the Queensland Government Gambling Community Benefit Fund

Funding and Grants

Endeavour Foundation successfully secured 98 grants worth almost \$1.49 million from the Queensland Government's Gambling Community Benefit Fund (GCBF) unit during 2010-2011.

The GCBF was established in 1994 and is part of Queensland Treasury.

In 2010-2011 the GCBF distributed 2,321 grants totaling more than \$40 million to various not-for-profit organisations throughout Queensland.

Our success is due in no small part to the support of Senators, Federal and State MPs, Mayors, Councillors, our hard-working staff and other committed stakeholders.

These grants of up to \$35,000 each are invaluable.

They are used to improve our buildings, grounds and facilities with necessities like

modern kitchens, bathrooms, dining facilities, activity rooms and equipment like computers and cameras.

The grants create greater learning and life skill opportunities, better employment opportunities, improved workspaces, and a more enjoyable lifestyle.

During 2010-2011, 73 GCBF-funded Endeavour Foundation projects (listed below) with a value of almost \$1.58 million were formally acquitted.

Endeavour Foundation passed a series of audits requested by the GCBF.

These included four random audits conducted by Queensland Treasury on Endeavour Foundation's grant processes, and audits of two particular grants conducted by the external auditor.

Both auditors were impressed by our Quality

Management System, policies and procedures, record-keeping and provision for monitoring and improving our systems.

The GCBF has transferred from a paper-based system to online lodgements, allowing us to further streamline processes and reduce administration costs for submissions and acquittals.

Residents, service users, students, supported employees, and staff would like to thank the GCBF for generous grants which have allowed the following projects to be completed during the 2010-2011 financial year:

Grant No.	Service	Amount	Purpose/Item
0110110568	Endeavour Foundation Industries – Home Hill	17,900.00	Supply & install shade structure
0110135107	Bundaberg Learning & Lifestyle	28,118.00	Upgrade building and purchase furniture
0110000364	Ron McCamley Residential – Rockhampton	24,494.00	Upgrade laundry
0110000387	Endeavour Foundation Industries – Strathpine	27,272.73	Purchase Elephant's Foot Clean Cloth Compactor
0110000416	Endeavour Foundation Industries – Townsville	27,272.73	Purchase Elephant's Foot Clean Cloth Compactor
0110000420	Endeavour Foundation Industries – Maryborough	27,242.73	Purchase Elephant's Foot Clean Cloth Compactor
0110000539	Wallace Park Learning & Lifestyle – Noosaville	17,885.85	Purchase furniture and equipment
0110000652	Endeavour Foundation Industries – Kingaroy	27,272.72	Upgrade facilities
0110000675	Chadwick Residential – Nambour	8,670.00	Replace floor-coverings
0110000728	Daphne Orr Residential – Roma	27,272.73	Upgrade floor-coverings and driveway
0110000733	Dixon Residential – Gladstone	2,450.00	Replace curtains
0110000803	Bond Residential – Toowoomba	7,825.97	Purchase IT equipment and furniture
0110000989	Kingston Learning & Lifestyle – Logan	968.18	Install vehicle hand-rail and step
0110001003	Kunda Park Learning & Lifestyle – Sunshine Coast	24,966.00	Purchase vehicle access lift
0110001030	Townsville Latch-On® Program	27,272.73	Purchase IT equipment and furniture
0110000380	Endeavour Foundation Industries – Mareeba	27,272.73	Purchase Elephant's Foot Clean Cloth Compactor
0110000463	Endeavour Foundation Industries – Wacol	25,904.55	Purchase forklift and upgrade walkways
0110001384	Endeavour Foundation Industries – Yeerongpilly	30,800.00	Purchase filling machine and conveyor
0110001386	Endeavour Foundation Industries – Gympie	25,709.50	Purchase shed and equipment
0110001388	Endeavour Foundation Industries – Redcliffe	31,818.18	Upgrade reception area
0110001406	Corinda Residential – Corinda	31,150.00	Repaint interior
0110001411	Atkinson Residential – Coopers Plains	29,500.00	Internal repaint
0110001416	Martindale Residential – Corinda	29,500.00	Internal repaint
0110001458	Endeavour Foundation Industries – Innisfail	9,185.36	Purchase chairs, wood and computers

Grant No.	Service	Amount	Purpose/Item
0110001465	Maryborough Post-School Service	6,759.09	Purchase laptops
0110001628	Geebung Learning & Lifestyle – Brisbane	31,818.18	Interior painting
0110001688	Mervyn Whittaker Residential – Maryborough	31,818.18	Refurbish kitchen
0110001763	Stan Lohse Residential – Bundaberg	25,505.45	Replace floor-coverings
0110000371	Endeavour Foundation Industries – Mackay	24,116.73	Purchase trailer and photocopier
0110000369	Endeavour Foundation Industries – Southport	24,611.73	Purchase trailer and IT equipment
0110000400	Endeavour Foundation Industries – Gladstone	27,272.73	Purchase attachments for shredder
0110000610	Thomas Street Learning & Lifestyle – Toowoomba	27,272.72	Purchase furniture and AV equipment
0110000618	Station Street Learning & Lifestyle – Toowoomba	25,027.35	Purchase furniture and equipment
0110000633	Biloela Learning & Lifestyle	15,266.77	Purchase office and IT equipment
0110000663	Biloela Respite	11,903.73	Purchase medical equipment
0110000784	Gold Coast Post-School Service	1,872.41	Purchase camera, fridge, and resources
0110000802	Gladstone Post-School Service	4,230.00	Purchase IT equipment
0110000835	Ipswich Learning & Lifestyle – Rockhampton	2,286.04	Purchase camera, books, and resources
0110001383	Allawah In-Home Support – Rockhampton	6,759.09	Purchase laptops
0110001393	North Queensland Administration (Townsville)	18,671.00	Upgrade stairs, pathways, and fencing
0110001401	reSolutions Toowoomba	23,316.71	Purchase IT equipment and office furniture
0110001534	McKenzie Residential – Cairns	31,818.18	Create entertainment room
0110001714	Rockhampton Learning & Lifestyle	31,818.18	Upgrade building
0110001735	Ballinger Residential – Bundaberg	26,868.19	Purchase furniture and solar hot water system
0110002640	Lawnton Learning & Lifestyle – Pine Rivers	27,000.00	Install sink, bench, and internal repaint
0110002355	Caboolture Learning & Lifestyle	29,037.28	Purchase IT equipment and outdoor furniture
0110002357	Cairns Learning & Lifestyle	10,229.64	Install air-conditioning and shade-sail
0110002385	Gould Residential – Toowoomba	31,818.18	Upgrade laundry
0110002391	Hoepper Residential – Toowoomba	30,550.00	Install built-in wardrobes
0110002364	Endeavour Residential – Southport	31,818.18	Install built-in wardrobes
0110002415	Ipswich Learning & Lifestyle	31,818.18	Upgrade bathroom
0110002501	Kajewski Learning & Lifestyle – Toowoomba	14,949.99	Purchase whitegoods and furniture
0110002562	Kingaroy In-Home Support	1,977.35	Purchase laptop
0110002576	Kingaroy Post-School Service	1,977.35	Purchase laptop
0110002634	Labrador Learning & Lifestyle – Gold Coast	31,268.00	Install shade-sail and landscape
0110002646	Lonsdale Residential – Toowoomba	10,123.73	Purchase awnings, screens, and furniture
0110002666	Maryborough Learning & Lifestyle	8,667.23	Install ceiling fans and door
0110002688	Milperra Residential – Warwick	21,450.00	Upgrade laundry
0110002704	Parkhaven Residential – Wacol	31,818.18	Upgrade kitchen facilities
0110001391	Endeavour Foundation Industries – Rockhampton	31,818.18	Purchase shade-sails, shelving & phones
0110001468	Gympie Post-School Service	6,759.09	Purchase laptops
0110001433	Henderson Residential – Mackay	31,818.18	Refurbish kitchen
0110001496	Joan Ryder Residential – Woombie, Sunshine Coast	31,818.18	Upgrade building
0110001651	Karingal Residential – Northgate	26,260.00	Replace patio
0110001430	Koala Park Residential – Burleigh Heads	29,950.00	Upgrade bathroom
0110001408	Martens Residential – Bundaberg	31,818.18	Refurbish kitchen
0110001473	Rockhampton In-Home Support	6,759.00	Purchase laptops
0110001495	Rockhampton Post-School Service	31,756.58	Purchase furniture and equipment
0110001414	Treetops Residential – Redbank	29,750.00	Renovate bathroom
0110002708	Phillips Residential – Toowoomba	23,350.00	Upgrade bathroom
0110003264	Honour Residential – Toowoomba	4,469.99	Purchase commercial dryer and whitegoods
0110003280	Shannon Residential – Southport	30,110.00	Replace fences and patio roof
TOTAL 73 formally acquitted grants worth		\$1,578,152.36	

Our People

Throughout our sixty-year history, Endeavour Foundation has been deeply invested in people. Quality staff working alongside an army of dedicated volunteers have made our organisation strong, and both will be integral to our success in the future.

Quality

In the past year our quality management systems have undergone two external certification audits with successful outcomes achieved in all standards.

A strategic plan is being developed which seeks to achieve improved outcomes across Endeavour Foundation. It outlines a continuous improvement process that better identifies areas of excellence and encourages knowledge sharing practices across the organisation.

Payroll

The Endeavour Foundation payroll team last year consolidated the Aurion timekeeper module which was implemented in the 2009-2010 year. This work has transformed the practice from paper timesheets and paper leave forms to a completely online process for all staff. The re-engineering of some payroll processes, coupled with new formal check lists and run sheets, achieved a successful audit outcome and closed off some long standing items.

During the 2010-2011 year, a "swipe on/ swipe off" system was implemented for supported employees throughout Queensland and New South Wales. This initiative will

reduce administrative errors and omissions created through paper timesheet processing.

In June 2011, the department calculated and paid 12 months' worth of non-compulsory super contributions for supported employees across Endeavour Industries in line with modern award conditions, well ahead of the legally enforceable date in 2013.

Occupational Health and Safety



Cairns EBC graduates 2010, left to right
Front: Julie Koch, Michael Daley,
2nd row: Maureen Walcott, Carol Bligh
3rd row: Heather Williamson, Maree Kondisenko,
Maree Cuda, Laurel Bommer, Back row: Linda
Ezzy, Kylea Bergquist, Kevin Mather, John Hill

In line with Endeavour Foundation's commitment to zero harm and to continuous improvement of Occupational Health and Safety Management systems, Occupational Health and Safety functions were centralised in 2010. The primary driver was to improve quality and focus on organisational requirements in line with Workplace Health and Safety (WHS) legislation by 1 January, 2012. A WHS Strategic Plan 2011-2014 has been established identifying the following strategic objectives:

- reduce workplace injuries and illness
- align WHS governance with the new model act, regulations and codes of practice
- review, improve and implement the zero harm commitment as part of the Endeavour Safety Management System
- drive a zero harm safety performance culture, and,
- build Endeavour Foundation's safety leadership capability.



Chris Hillier is one of the many volunteers helping out at Endeavour Foundation's Recycled Clothing stores

Underpinning these strategic objectives are the agreed zero harm principles:

- management is committed to a safe workplace
- all injuries are preventable
- safety is a shared responsibility at Endeavour Foundation
- safety is a core value of Endeavour Foundation, and,

- we reward safe ways of working and support safety innovation.

With an established consultation and communication framework, Endeavour Foundation is looking forward to realising the safety vision - to enable everyone to return home the same way they arrive at Endeavour Foundation.

Human Resources

The Human Resources team has spent the last twelve months establishing and implementing new online systems for annual employee Performance Appraisal and Development Review (PADR) and organisational induction. The implementation of both online systems has proven very effective.

Security check policy and procedures have now been updated to reflect the changing needs of our services and the people we support. An audit of security checks was undertaken in May 2011 which led to further improvements.

Our recruitment and selection procedure has been revamped to include optional psychometric testing for new employees as appropriate for certain positions.

This will ensure recruitment processes are accurate and suitable to the needs of the organisation.

In response to feedback from regional areas, recruitment and selection forms have been consolidated to ease the recruitment process.

To reduce costs advertisement templates have been created for a number of roles, for use in electronic and print advertisements.

Endeavour Business College

It has been a significant year for the Endeavour Business College (EBC) with the ongoing implementation of the One Endeavour Development initiative.

Today EBC brokers and/or delivers 22 nationally accredited qualifications to meet our business requirements, through a number of Registered Training Organisations.

The expertise of EBC's trainers underpins the delivery and assessment of Certificate III and Certificate IV in Disability.

All other qualifications are brokered by the College through external training organisations.

EBC has acquired significant knowledge and expertise in both State and Federal employment and training initiatives, particularly funding, qualification status, accreditation and administration disciplines.

Valuable strategic partnerships have been established and improved with industry experts and key stakeholders in training and disability sectors.

EBC put its sector knowledge and experience into action in the past year to:

- secure the single largest Enterprise Agreement between any employing organisation and the Department of Education and Training, Queensland. Through the life of the agreement it will guarantee \$4.8 million in Federal and State funding

8,812 volunteers contributed an amazing 203,417 hours in 2010 – 2011

- enrol more than 1,500 Endeavour Foundation staff in accredited qualifications and graduate 650
- produce a surplus in 2010-2011
- secure the first 'fee for service' contract to deliver training in Certificate III and IV in disability to external customers
- execute a commercial agreement becoming the sole trainer to deliver the licensed PART™ (Predict, Assess and Respond to challenging/aggressive behaviour Training) program, formerly known as Professional Assault Response Training in Australia, and,
- in conjunction with the Department of Employment, Economic Development and Innovation, pilot a school-based traineeship program throughout the state.



Judith Murray has been recognised for 40 years of volunteering at Endeavour Foundation.

with new volunteers assisting in the business services area in 2011.

Endeavour Foundation continues to grow positive relationships with large organisations such as Ernst & Young which has nominated Endeavour Foundation its charity of choice, for staff to donate one day of volunteering.

A total of 381 event volunteers donated their

time to ensure our event participants were well supported and left with an overwhelmingly positive impression of the organisation.

Student Vacation Program

2010 was the second year of the Student Vacation Program.

Fourteen students were employed for a ten-week period and delivered outstanding project outcomes in events, disability services, Endeavour Foundation Industries, finance and policy.

Projects included developing an effective project plan for major events, researching service providers for children's and disability services across Australia, identifying Endeavour Foundation's energy use patterns and determining savings, identifying various government assistance packages and many more.

The program will continue to develop young minds on the 2011-2012 summer university break.

Volunteering

In the past 12 months our volunteering team has successfully secured 8,812 volunteers, which equates to an amazing 203,417 hours contributed in the 2010-2011 financial year.

Without such tremendous support from our volunteers, many Endeavour Foundation Industries, recycled clothing stores and events would flounder.

The new challenge of finding volunteers in New South Wales was successfully met,



Volunteers helped make the Big Community Day Out at Brisbane's South Bank a success.

Board of Directors



1. Grant Murdoch Chairman *MCom(Hons), FAICD, FICAA*

Appointed to the Board 26 September 2007

Grant joined the Endeavour Foundation Board in 2007. He has more than 37 years' experience as a chartered accountant, with specific experience in mergers, acquisitions, takeovers, corporate restructures and share issues.

Grant resigned as a partner with Ernst & Young and as the Leader of their Transaction Advisory Services in Queensland in September 2011. He is a director of the listed company Campbell Brothers and UQ Holdings Ltd, a member of the Senate of the University of Queensland, and an Adjunct Professor at The University of Queensland Business School. He was a Board management member for the Queensland Deaf Society for 10 years.

2. Shane Charles Deputy Chairman *LLB, MAIM, MAICD*

Elected to the Board 26 November 2004

Shane joined the Endeavour Foundation Board in 2004 in appreciation of its positive impacts on his family and his local community. He has previously served as Chairman, and is a member of the South West Queensland Area Committee.

A solicitor and consultant at Condon Charles Lawyers, Shane practices in commercial law, particularly succession planning, mergers and acquisitions and business structuring.

Shane sits on a number of boards including the Toowoomba Chamber of Commerce in his role as immediate past president, the Toowoomba Regional Council Economic Development Board, and Toowoomba region's NEXTEP Project which he chairs.



3. Gerry Crotty

Elected to the Board 15 October 1999

Gerry is one of the longest serving Board members, having been actively involved with Endeavour Foundation for more than 28 years.

He is the chairman of Endeavour Foundation's Wide Bay Area Committee.

He has extensive knowledge of the not-for-profit sector and is a staunch supporter of grass roots community participation.

In addition to his long-term support for Endeavour Foundation, Gerry is involved in Apex and Rotary and is a member of the Board of Management of the Queensland Folk Federation and the Woodford Folk Festival. He is the CEO of a large Queensland-based, not-for-profit community business in the employment, training and construction industry.

4. David de Villiers *MA, HED, AdvDipEd, MAICD, PSM*

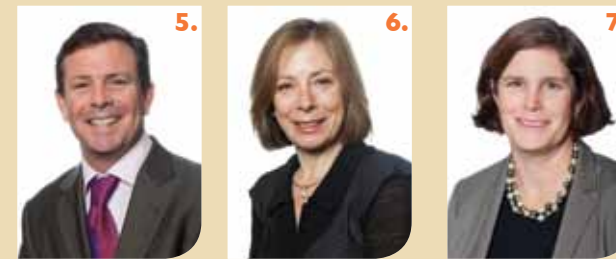
Elected to the Board 3 May 2005

David has been involved with Endeavour Foundation since 1996, bringing substantial experience in special education and child psychology.

He has a passion for supporting people with disabilities, and has been awarded the Public Service Medal (PSM) for services to Special Education.

A registered psychologist, David's earlier experiences included a role in human resource management with Mobil Oil, and practicing in a child psychological clinic. He was Principal of Rosella Park School for students with a disability for six years, has lectured in psychology, and is currently contracted to the School of Education at Central Queensland University.

A past director of the Peter Pan Training Centre (for children with a severe disability) and former trustee of the Braveheart Foundation, David is a member of Endeavour Foundation's Central Queensland Area Committee.



5. David Rawnsley *BEd, MAICD*

Elected to the Board 22 November 2006

David joined the Endeavour Foundation Board in 2006. He now chairs the North Queensland Area Committee following two years of involvement with this area committee.

David became the director of his family motor vehicle company after more than a decade of teaching in the vocational education and training sector.

He has a keen interest in the not-for-profit sector, and is a member of the Apex Club of Townsville as well as several sporting and community groups.

David is a trade-qualified cabinetmaker and has a Bachelor of Education.

6. Sally Herman *BA*

Appointed to the Board 13 April 2010

Sally is a non-executive director and consultant. Up until late 2010, she was a senior executive at Westpac, where her most recent role was General Manager, Corporate Affairs & Sustainability.

She brings a wide breadth of experience in communications strategy, end-to-end profit and loss responsibility, business transformation, product management and business strategy design and implementation. Senior roles at Westpac, Macquarie and BT Financial have given her a high profile in the sector as well as among not-for-profits.

Sally is also chairman of Urbis Pty Ltd, a leading urban planning and property firm, a director of FSA Group Ltd, a public listed financial services company and a Board member of the State Library of NSW Foundation. Sally chairs Endeavour Foundation's Risk Committee as well as being on the Board.

7. Kate Swindon *BCom, FICAA*

Appointed to the Board in 13 July 2010.

Kate is a Fellow of the Institute of Chartered Accountants in Australia and has more than 20 years experience providing corporate tax consulting and business services, primarily in the financial services and resource sectors.

Kate's broad corporate experience also covers her role as Head of Client Solutions at QIC, a leading Australian funds manager, with responsibility for QIC's multi- sector client relations team.

Prior to that Kate was a Tax Counsel within QIC's internal tax team involved in providing tax consulting and structuring advice to QIC investment and corporate teams.

Kate was previously Asia Pacific Head of Tax for Duke Energy International and prior to that held senior roles with Deloitte Touche Tohmatsu, and Ernst & Young.

Kate is a Member of the Queensland State Council of Institute of Chartered Accountants in Australia and a member of the Anglican Financial Services (ANFIN) Board of Management.



8. Tony Bellas *BEcon, DipEd, MBA, MAICD, ASA, FAIM*

Appointed to the Board 14 February 2011

Tony Bellas is a company director on a number of listed and unlisted companies in Queensland and a consultant.

Mr Bellas has previously held Chief Executive roles at Seymour Group, Ergon Energy and CS Energy. Prior to joining these Government owned corporations he completed a long career with Queensland Treasury, reaching the position of Deputy Under Treasurer with oversight of Fiscal Strategy, Office of Government Owned Corporations and Office of State Revenue.

Mr Bellas has led or helped formulate major public floats and infrastructure agreements throughout his career, notably the 2000 State Government Energy Strategy, the 1996 Suncorp-Metway-QIDC merger, and the 1999 Queensland TAB privatisation.

Mr Bellas has an MBA from QUT, and a Bachelor of Economics and Diploma in Education from The University of Queensland. He is a Fellow of the Australian Institute of Management, and Member of the Australian Institute of Company Directors and CPA Australia.

9. Edward Mason

Elected to the Board 19 November 2010

Ed Mason brings to Endeavour Foundation both professional expertise and personal experience of disability. His sister Annette has worked at the Seven Hills business service for more than 30 years, making her one of the business's longest-serving employees.

Following Endeavour Foundation's integration of the three Sydney business services, Ed witnessed first hand what had been achieved in Queensland. He became determined to ensure the same range of quality services be offered in Sydney.

He helped form the family support group that developed into the Sydney Area Committee and was elected its inaugural Chair. He is a passionate believer that Endeavour Foundation will become a strong and effective voice for people with a disability, and is excited to bring his experience to bear in achieving this goal.

Changes to Board of Directors

John Bowen, Elected Director; resigned 19 November 2010

Executive Management



1. David Barbagallo *BSurv, MTM, MAICD*
Chief Executive Officer

David Barbagallo was appointed CEO of Endeavour Foundation by the Board in February 2009.

He will drive Endeavour Foundation's growth and strengthen its position as a leader in disability services focusing on strategic planning and performance improvement.

David's past roles include Executive Vice-President of Mincom, CEO of Distributed Systems Technology Centre and Chief of Staff to the former Premier of Queensland, The Hon. Wayne Goss.

He has degrees in surveying and technology management and is an Adjunct Professor of IT with Queensland University of Technology.

2. Svend Kling *BBus, Grad Dip Mgt, MBA, GAICD*
General Manager – Finance, Infrastructure and Performance Improvement; Chief Financial Officer and Company Secretary

Svend has been with Endeavour Foundation for seven years.

As Chief Financial Officer he is responsible for financial management, budgeting and resource planning, and financial services. He is also the General Manager responsible for information systems; asset development, infrastructure planning, facilities management and maintenance; Gambling Community Benefit Fund grants; and Prize Home Lotteries.

Appointed as Company Secretary in November 2008, Svend is also responsible for various board-related statutory compliance functions, and elections for the Area Committees and the Board's Elected Directors.

Svend has wide experience in both government and community services sectors.



3. Gail Davidson *GAICD*
General Manager – Disability Services Operations and Community Engagement

Gail has been with Endeavour Foundation for more than 21 years in various management roles and is responsible for the provision of support to almost 2,000 people with a disability and the employment of more than 1,000 staff.

She is a member of the Complaints Management Quality Committee advising the Minister for Disability Services, and a Board member of the Gladstone Ports Corporation and Gladstone Foundation Board of Advice. She is also a graduate of the Australian Institute of Company Directors. Gail was previously a member of the Disability Council of Queensland and the Inaugural Chair of the Regional Disability Council of Central Queensland. She continues her Masters study at the University of Newcastle.

4. Shaun McDonagh *BBus, AssocDegLaw, GradCertAdultEdTraining, MMktgMgt, MComLaw, FAIM, CPM, MAICD*
General Manager – Marketing, Communications and Innovation

Appointed in 2010, Shaun takes responsibility for underpinning growth and organisational improvements with market research, greater stakeholder engagement and strategic development.

With a background in private sector marketing, communications and business development roles in media, construction and financial services Shaun's experience includes working with all levels of government, national and international clients. Previously leading the market research and brand development of The University of Queensland, he has been an invited conference speaker for the American Marketing Association and the UK Chartered Institute of Marketing. Earning a Masters of Marketing Management in 2003, he received the Vice-Chancellor's Award for Academic Excellence for his 2009 Masters of Commercial Law.



5. Andrew Donne *BBus*
General Manager – Commercial Operations

Andrew joined Endeavour Foundation in 2004. He manages 26 Endeavour Foundation Industries, reSolutions employment service and the retail network of 37 Recycled Clothing Stores, with a focus on maintaining their financial viability.

A key facet is maximising the employment and training opportunities for Endeavour's 1,855 supported employees and 300 clients seeking open employment.

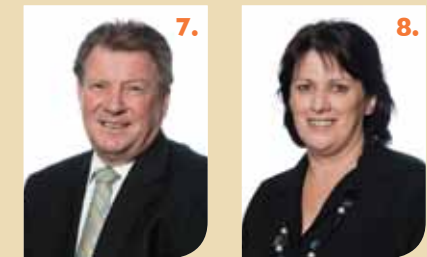
Andrew has extensive commercial experience at Linfox Transport, Shell, Pacific Dunlop and McDonalds.

6. Geoff Rowe *BSocWk*
General Manager – Policy, Research, Planning and Strategy

Geoff joined Endeavour Foundation in 2008 bringing extensive experience in community and disability services across the government and non-government sectors.

He is responsible for reform of Endeavour Foundation's services, advising on strategic direction, developing Endeavour Foundation's research profile and managing external funding relationships to ensure their long-term viability.

His department delivers support to Endeavour Foundation's services and families through the Community Advocacy Support Unit, planning activities, policy formulation and research.



7. Ken Tapfield *PGDM*
General Manager – Human Resources and Organisational Development

Ken joined Endeavour Foundation in 2008. He is responsible for the development of human resources strategies and the operational management of risk, quality, human resources, employee relations, organisational learning and development, occupational health and safety, payroll services and Endeavour Business College.

Ken has worked as a senior executive in the government, private and not-for-profit sector including at Mission Australia.

His particular areas of expertise are HR strategy, organisational development, values-based leadership, cultural change, managerial coaching and competency development, employee relations, performance management, occupational health and safety, recruitment and resource planning.

8. Alison Wolff *BSocSc*
Manager – Community and Advocacy Support Unit

Alison joined Endeavour Foundation in 2008, with more than a decade's experience in advocacy and a desire to improve services for society's most vulnerable groups.

Most recently, Alison was with the Office of the Adult Guardian assisting people with disabilities and the aged. As Principal Guardian, her team was responsible for making decisions on behalf of 300 people with impaired decision-making abilities.

She has also worked with families subjected to domestic violence and children with challenging behaviours, with positions at Lifeline and the Churches of Christ.

Changes to Executive Management

Alison Wolff was appointed Manager – Positive Behaviour Support on 14 June 2011
Mark Reimers was appointed Manager – Community and Advocacy Support Unit on 12 September 2011

Corporate Governance

Corporate Governance is the way in which decisions important for the future of our organisation are taken, communicated, monitored and assessed.*

Endeavour Foundation recognises its responsibility to maintain Corporate Governance practices that are robust, accountable and of a standard that meets the expectation of its stakeholders.

In response to legislative requirements mandating minimum Corporate Governance Standards, that is Queensland's *Disability Services Act (2006)* and Australia's *Disability Services Act (1986)*, Endeavour Foundation has moved to define a preferred Corporate Governance Framework which embraces the requirements of legislation, is responsive to society's growing expectations of high standards of service delivery within the disability service sector, promotes integrity in decision-making and demonstrates good corporate practice in general.

The Endeavour Foundation Board and Executive Management are committed to implementing high standards of Corporate Governance practice, and will continue to work towards attaining these standards, as enshrined within the Endeavour Foundation Constitution, the Corporate Governance Policy Statement and Corporate Governance Framework.

* Paper presented by Professor Stephen Bartos, National Institute for Governance, Canberra. 1 September 2005.

Our core values

The Endeavour Foundation Board, Executive Management and staff all embrace core values and principles which are embedded in our formal organisational Codes of Conduct and Policies. These values and principles guide the manner in which our business will be conducted, and include:

- Integrity and ethics;
- Transparency, honesty, and open communication;
- Accountability;
- Diligence;
- Economy and efficiency;
- Respect for persons;
- Inclusion and consultation;
- Community engagement;
- Professionalism, and
- Conflict of interest disclosures.

Endeavour Foundation Corporate Governance policy statement

The platform of good Corporate Governance at Endeavour Foundation is an effective, accountable and ethical decision-making process that is focused on the pursuit of our corporate objectives, as defined in the Endeavour Foundation Constitution and the Endeavour Foundation Statement of Strategic Intent.

Our decision-making processes are taken in a cultural environment that is ethically sound but competitive, guided by policies and procedures that are forward-looking, accountable, transparent, and that comply with the requirements of all regulatory authorities. Our policies and procedures embrace ongoing review, process improvement and good corporate practice overall.

The Endeavour Foundation Board and Executive Management balance competing priorities and limited resources in a manner that achieves best possible performance outcomes across all the organisation's activities.

Our actions, plans and decisions reflect that we are a good corporate citizen and that we are responsive to the opinions and needs of our stakeholders.

Endeavour Foundation's legal structure

Endeavour Foundation is a public company limited by guarantee, with members rather than shareholders. Any person who is 18 years of age and over who supports Endeavour Foundation's objectives may apply for membership. A body corporate may also apply for membership.

Endeavour Foundation Membership	
30 June 2011	30 June 2010
1,524	1,284

Board of Directors

Endeavour Foundation is governed by a Board of Directors made up of no fewer than three and no more than nine Directors. Up to five Elected Directors are elected by the Area Committees and the Board may appoint up to four Independent Directors.

In accordance with the requirements of the Constitution, the Board must meet at least six times per year. All Directors volunteer their time and receive no remuneration.

Processes and decisions taken at Board and Committee meetings are guided by the Directors' Code of Conduct and the Conflict of Interest Policy.

Area Committees

Endeavour Foundation has nine Area Committees across Queensland and New South Wales, with up to 12 members each.

Endeavour Foundation members, other than current staff or former staff who have been employed by Endeavour Foundation within the last 24 months, are eligible for election and appointment to Area Committees.

Area Committees play a direct role in Endeavour Foundation's governance structure. Each Area Committee may nominate one of its members at the annual election of Elected Directors, and all members of all of the Area Committees vote Elected Directors to the Endeavour Foundation Board as part of the annual election process.

Area Committees do not play a role in the day-to-day management of Endeavour Foundation or its services, but provide feedback on matters of policy and broad service provision. They build and maintain strong community links which are vital to achieving Endeavour Foundation's goals on behalf of people with a disability.

Endeavour Foundation Support Groups

Endeavour Foundation works with a number of local groups representing families and interested stakeholders around the state. These groups are not part of the organisation's formal governance structure, but can have close links to their Area Committee.

Some local groups are associated with a specific Endeavour Foundation service, while others have a broader interest.

These groups do not play a role in the day-to-day management of Endeavour Foundation or its services, but do play an important role in providing support to local services and families of people with a disability who access these services. They also act as a consultative mechanism providing local feedback and information in relation to government and community initiatives impacting upon people with a disability and their families.

Internal Audit

Under the auspices of the Endeavour Foundation Audit Committee Charter, the

Internal Audit function is granted independence in its role, to allow it to fulfill its responsibilities. The Internal Audit program maintains a strong focus on issues of governance, internal control, risk and compliance, and implementation of the program is subject to ongoing review by the Audit Committee.

Internal Audit reviews are designed to assist management in the development of improved practices and procedures, and to provide assurance to both the Audit Committee and Executive Management, that the internal control environment is adequate and is operating effectively.

Risk Management

There were a number of severe natural weather events in the past year, including rain, storms, floods and cyclones across Queensland and in other parts of the nation. Fortunately, Endeavour Foundation as a whole received limited damage to some of our services although Riverside Residential in Brisbane Terrace, Goodna, Southwest of Brisbane, was inundated requiring the relocation of residents. It is important to note that whilst these were severe events, there were no injuries to any staff, clients or volunteers.

The board Risk Committee has continued to meet this year and has a new chair person,

Sally Herman as well as a number of new committee members, Tony Bellas and Kate Swindon. The committee reviews Endeavour Foundation's risk profile, any significant incidents and incorporates relevant items from other organisational or board committee's concerns or issues.

As part of the ongoing process of embedding risk management into Endeavour Foundation's business functions and decision-making, all managers will now undertake a risk management workshop as part of the broader management and leadership development programs facilitated through the Endeavour Business College. A number of other risk management processes have now been incorporated into all project management initiatives and as we move towards zero harm, all Endeavour Foundation sites will now have a site risk profile that is monitored and reviewed on an ongoing basis.

The Great Endeavour Rally has also this year engaged an external review and has developed a risk management plan checklist that will assist in assessing, monitoring and reviewing this iconic event to enhance its future.

External Audit Findings	2010-2011	2009-2010	2008-2009
Opportunities for improvement – Endeavour Foundation Industries	1	2	5
Opportunities for improvement – Disability Services	45	33	32
Non Conformances – Endeavour Foundation Industries	0	0	0
Non Conformances – Disability Services	9	1	1

Corporate Governance

Commitment to Continuous Improvement

The operation of all services to people with a disability continues to demonstrate a high level of commitment to the principles of the *Commonwealth Disability Services Act (1986)*, *Queensland's Disability Services Act (2006)* and adherence to the related Disability Service Standards through third party external audit certification.

Supported by Endeavour Foundation's Quality Management System (QMS), all stakeholders are encouraged to identify and put forward suggestions for changes, and the development of internal practices through continuous improvement processes. This is designed to ensure regular review and self assessment within a culture that supports Endeavour Foundation to be a service provider and employer of choice.

Occupational Health and Safety

In line with Endeavour Foundation's commitment to zero harm and continuous improvement of Occupational Health and Safety Management System (OHSMS), centralising of the occupational health and safety functions occurred in 2010. The primary driver for this was to enable improved quality and focus on organisational requirements, in line with the harmonisation of workplace health and safety legislation on 1 January 2012. A Workplace Health and Safety Strategic Plan 2011-2014 has been established identifying the following strategic objectives:

- Reduce workplace injuries and illness
- Align workplace health and safety governance requirements with the new Act, Regulations & Codes of Practice
- Review, improve and implement the zero harm safety management system
- Drive a zero harm safety performance culture, and,
- Build Endeavour Foundation's safety leadership capability.

Underpinning these strategic objectives are the agreed zero harm principles:

- Management is committed to a safe workplace.
- All injuries are preventable
- Safety is a shared responsibility
- Safety is a core value of Endeavour Foundation, and,
- We reward safe ways of working and support safety innovation.

With an established consultation and communication framework, Endeavour Foundation is enabling the safety vision to be realised - "to enable everyone to return home the same way they arrive at Endeavour".

Community and Advocacy Support Unit

The Endeavour Foundation Community and Advocacy Support (CAS) Unit was initiated in 2005 to provide high level strategic advice and input to the Endeavour Foundation Board, CEO and Executive Management around the management of complex and challenging client behaviours, client abuse, guardianship and other sensitive and complex client/family matters.

The CAS Unit takes a 'big picture' view, looking at systemic advocacy issues and organisational policy development with a specific client/family focus. The CAS Unit plays an active role in advocating to government and the broader community on behalf of people with a disability and their families as well as promoting the delivery of Endeavour Foundation services within safe and supportive environments that are client-focused and family-friendly.

The CAS Unit has responsibility for gathering information from clients, families, staff, and community stakeholders in relation to systemic issues impacting upon clients, families and Endeavour Foundation's overall service provision. Besides linking with Area Committees

and Endeavour Foundation Support Groups these initiatives include coordinating:

- The Endeavour Foundation Family Satisfaction Survey;
- The annual Endeavour Foundation Council meeting comprising client, family, staff and community stakeholders;
- Other consultation mechanisms to gain direct input from clients, families and staff around Endeavour Foundation and other community/government policy and planning initiatives.

The CAS Unit also facilitates the provision of high level strategic advice to the Board, CEO and Executive Management through its secretariat role to:

- Endeavour Foundation's external Abuse Advisory Committee, and,
- Endeavour Foundation's external Complaints Management Advisory Committee.

These committees provide independent advice and review of Endeavour Foundation's abuse and complaints processes with a focus on continuous quality improvement and risk management.

Management framework and initiatives going forward

The day-to-day operations of Endeavour Foundation are managed, at the direction of the Board, by our Chief Executive Officer and the Executive Management.

Our Executive Management and staff are guided in attaining above average performance outcomes through the Endeavour Foundation Performance Dashboard, a performance evaluation system based upon strategic themes including:

1. becoming employer of choice;
2. becoming service provider of choice;
3. demonstrating thought leadership;
4. demonstrating best practice;

5. being top of mind among stakeholders;
6. enhancing client satisfaction with a strong customer focus;
7. engaging the community;
8. maintaining state-of-art facilities; and
9. being financially sustainable.

Our service delivery is structured through an operational framework including;

1. Disability Services Operations & Community Engagement provides support to more than 1,528 people with a disability, both adults and children. Services can be provided individually and in small groups. Respite, Learning & Lifestyle day services as well as accommodation, twenty four hours a day, seven days a week, are all offered. On offer for young adults are tertiary studies in technology and literacy through Latch-On® or Continued Learning for Under-30s at Endeavour (CLUE). For children, accommodation, home schooling, vacation respite, early intervention, respite and sibling support are all provided. Older carers can access respite for their family members in both centre-based and occasional, or home-based support.

2. Commerical Operations, provide supported employment and training opportunities for 2,104 people in a variety of different industry segments. This includes open employment where jobs are secured for people in other organisations. The retail division is included in this department due to the links between several Endeavour Foundation Industries sites through the sorting and distribution of recycled clothing.

3. Human Resources and Organisational Development is responsible for delivering human resource strategy, policy and practice in relation to management; payroll; quality management; occupational health and safety; injury management; risk management; and staff development through Endeavour Business College.

4. Marketing, Communications and Innovation is responsible for developing and enhancing a positive profile for the organisation, including through media and communications, graphic design services, special events, digital media,

philanthropy and corporate relations, and is accountable for conducting compliant and efficient fundraising activities.

5. Finance Infrastructure and Performance Improvement delivers core financial management services including budgeting and resource planning, finance and accounts, procurement, fleet management, information systems, asset development and infrastructure planning, facilities management and maintenance, administration of Gambling Community Benefit Fund grants and Prize Home Lotteries.

6. Policy, Research Planning and Strategy was established in 2009 to provide strategic future direction and leadership across Endeavour Foundation's services and assist in the positioning of Endeavour Foundation as a leader in the sector through service reform, research, community partnerships and the development of a policy and framework that promotes and supports best practice.

7. Generally accepted good practice management systems and protocols are in place. Our management systems are subject to ongoing scrutiny and oversight; to ensure that our service delivery is of a high standard and that as an organisation we are accountable to stakeholders for the outcomes achieved.

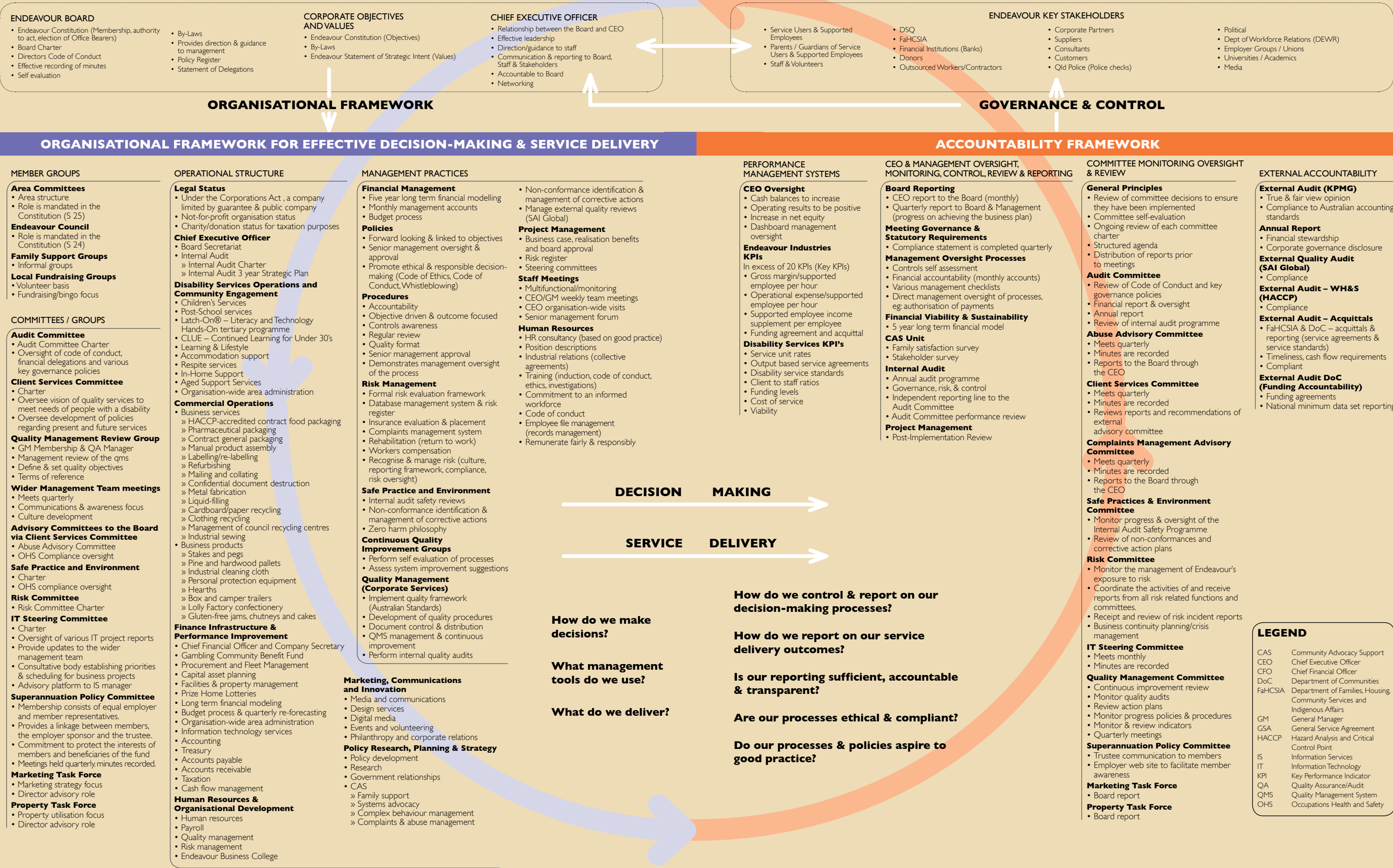
Going forward, a series of initiatives have received in-principle endorsement of the Board. These initiatives will lay the foundation for a strong and confident Endeavour Foundation, and cover four important areas;

- People development including:
 - (a) tertiary scholarships program for staff studying for Bachelor or higher level tertiary degrees;
 - (b) implementation of a performance and outcomes-driven culture where there is a strong commitment to the transparent review and measurement of employee, team and organisational performance; and
 - (c) walk a mile in my shoes program, requiring all head office staff and new appointments to complete a one-day work experience placement at a disability service

or disability enterprise.

- Remuneration and workforce care:
 - (a) improved salary packaging benefits offered to our workforce will be balanced against the needs of clients and the sustainability of the organisation; and
 - (b) implementation of a zero harm philosophy / policy and centralised occupational health and safety and injury management platform will significantly reduce or eliminate harm to our employees and earn us a reputation as an organisation known for the safe care of its employees and best practice in occupational health and safety.
- Innovation:
 - (a) establishment of the Endeavour Foundation Endowment Challenge Fund to support educational opportunities for Endeavour Foundation clients and staff, fund research into disability issues and undertake special projects both for Endeavour Foundation and the wider disability services community;
 - (b) a number of special projects to improve our information systems, infrastructure and architecture have commenced;
 - (c) an Events Taskforce will be developing and will roll out a number of initiatives around special events, fundraising, corporate philanthropy and volunteering, to enhance the presence and awareness of Endeavour Foundation in the community and the important role we fulfill; and
 - (d) investigating the feasibility of becoming a Registered Training Organisation.
- Leadership. All General Managers now have collective responsibility for the overall performance of Endeavour Foundation.

Corporate Governance Framework



Financial Overview

The consolidated annual financial statements of the Group for the financial year ended 30 June 2011 comprise Endeavour Foundation ("the Company") and its controlled entity, the Endeavour Foundation Endowment Challenge Fund, referred to collectively as ("the Group"). A brief summary of the Group's annual financial statements is presented below.

The Group recorded an operating surplus for the current financial year of \$5,231,000 compared to an operating surplus of \$1,694,000 in the previous period.

Operating surpluses are necessary to help fund capital expenditure, which is typically not funded from recurrent government subsidies, and to build a buffer for future unexpected business shocks. The current year's operating surplus represents just 3.3% of operating revenue (2010 : 1.2%) and represents less than 15 days of total employment costs for staff and supported employees (2010 : 5 days).

The net surplus for the current financial year, after recognising non-operating revenues of \$3,705,000 was \$8,936,000. In the year 2009-10 the Group recorded a comparative net surplus for the year of \$3,308,000 after recognising non-operating revenues of \$1,614,000. Non-operating revenues included significant non-recurrent government capital grants of \$2,969,000 (2010 : 1,614,000) and a major bequest of \$614,000 (2010 : \$nil).

Financial highlights during the year included :

Income Statement

Operating revenues increased over the prior year in all three divisions, with total

operating revenue for the 2011 financial year increasing by 8.8% to \$158,579,000. The three Commercial Operation sites in Sydney acquired from Cumberland Industries in September 2009 continue to perform well, with a full 12 months results being reflected in the 2011 trading results (in 2010 only 10 months).

Endeavour Foundation continues to be heavily reliant on both the Federal and State Governments to subsidise the services it provides to its service users, with government subsidies representing 58.7% of total operating revenue (2010 : 57.8%). Government subsidies increased by \$8,819,000 or 10.4% to \$93,044,000, partly reflecting the full 12 month effect of the Cumberland acquisition now flowing through but also reflecting a combination of growth in services being offered, including the Endeavour Business College, and some limited indexation of existing subsidies.

Operating expenses increased by 6.4%, or \$9,235,000 to \$153,348,000 for the year. This is only slightly less than the 8.8% increase in total revenues, reflecting the tight margins under which the organisation operates, with the resultant gap flowing through to record an operating surplus of \$5,231,000 for the year.

Non-recurrent government capital expenditure grants of \$2,969,000 (2010: \$1,614,000) continue to provide an important cash supplement for capital asset acquisitions. The total capital expenditure spend on property in 2011 was however \$6,679,000, leaving more than half of the current year's capital infrastructure spend to be funded from internal cash reserves.

Balance Sheet

Endeavour Foundation is in a sound financial position at 30 June 2011, with a healthy bank balance and limited interest bearing debt. It continues to maintain and grow a strong balance sheet with current assets exceeding current liabilities by \$8,640,000 at balance date (2010 net current assets of \$4,108,000).

The year end cash balance of \$15,903,000, includes quarantined cash of \$10,311,000. Of these quarantined balances, \$4,557,000 represents income received in advance, with the remaining \$5,754,000 being internally quarantined as a "capital future fund" to provide funding for the construction of new and replacement capital infrastructure which has aged well beyond the scope of useful life.

The increase in property, plant & equipment to \$57,522,000 is largely attributable to the cash spend on a number of signature capital projects during the year, including the new Toowoomba Learning & Lifestyle Centre, the Townsville Post School Service, the Nambour Learning & Lifestyle Centre and a number of residential services.

The balance sheet remains strong, is essentially un-gearred, with total equity growing by \$8,608,000 or 16% to \$63,578,000.

Cash Flow Statement

Net cash provided by operating activities remained strong, improving by \$2,533,000 to \$10,732,000. The cash generated fully covered

the net cash spend on investing and financing activities of \$9,998,000, which saw the cash and bank balances increase by \$734,000 for the year; to record a closing balance of \$15,903,000 at period end.

Untied cash reserves at \$5,592,000 are being replenished, after the large spend in 2010 for the Cumberland acquisition of \$7,728,000.

The accompanying graphs and tables include a financial overview of Endeavour Foundation Group's operating results and its financial position at 30 June 2011.

Audited Financial Report

The audited full statutory Annual Financial Report for the year ended 30 June 2011 is available as a separate document. A Summary Financial Report, which is an extract of the audited full statutory Annual Financial Report is included in the final section of this Annual Report. The full statutory Annual Financial Report is available to members upon request and without charge, by phoning 07 3908 7100 or may be downloaded from www.endeavour.com.au.

Divisional results

Operating revenue
Operating expenses

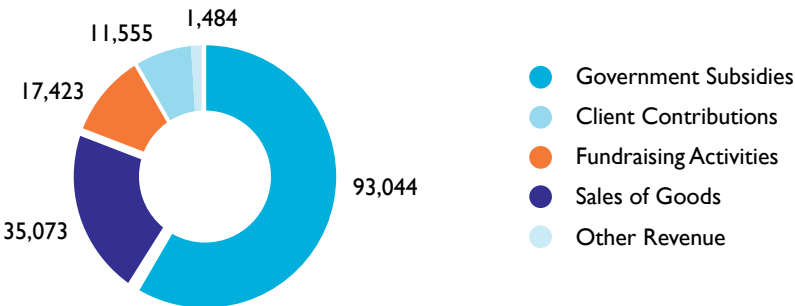
Divisional operating (deficit)/surplus

Non-operating revenue

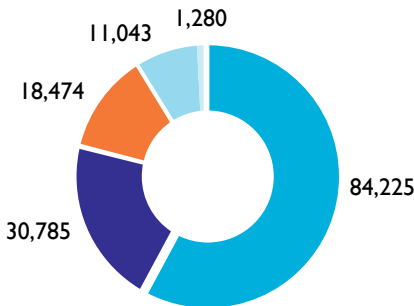
Net (deficit)/surplus for the year

DISABILITY SERVICES		COMMERCIAL OPERATIONS		CORPORATE, INFRASTRUCTURE & FUNDRAISING		TOTAL FOUNDATION	
2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
77,254	69,842	59,200	54,957	22,125	21,008	158,579	145,807
(77,473)	(73,129)	(57,702)	(54,658)	(18,173)	(16,326)	(153,348)	(144,113)
(219)	(3,287)	1,498	299	3,952	4,682	5,231	1,694
629	26	594	80	2,482	1,508	3,705	1,614
410	(3,261)	2,092	379	6,434	6,190	8,936	3,308

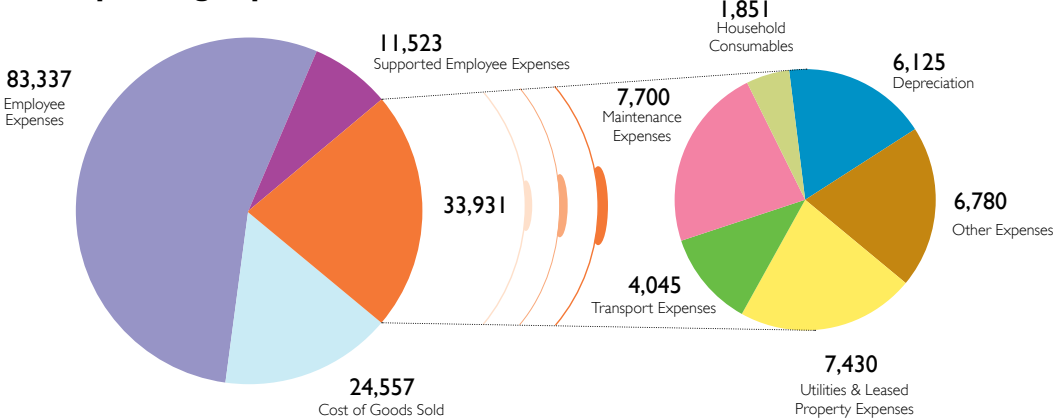
2011 Operating Revenue



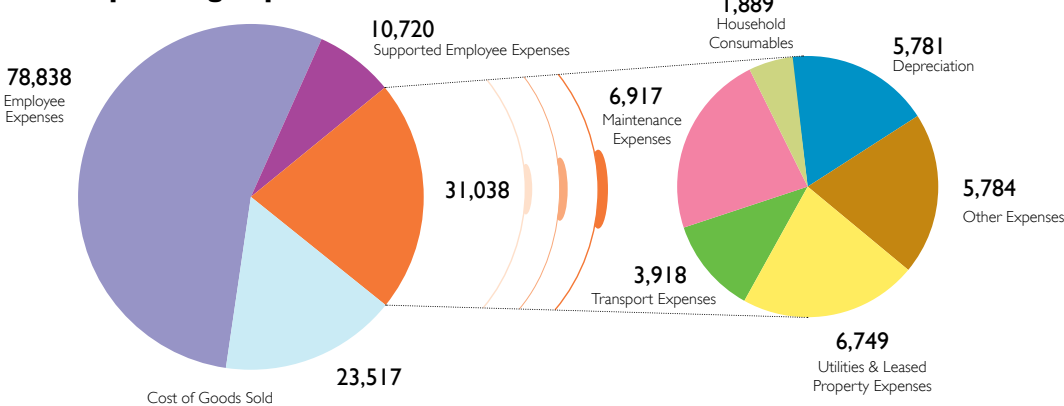
2010 Operating Revenue



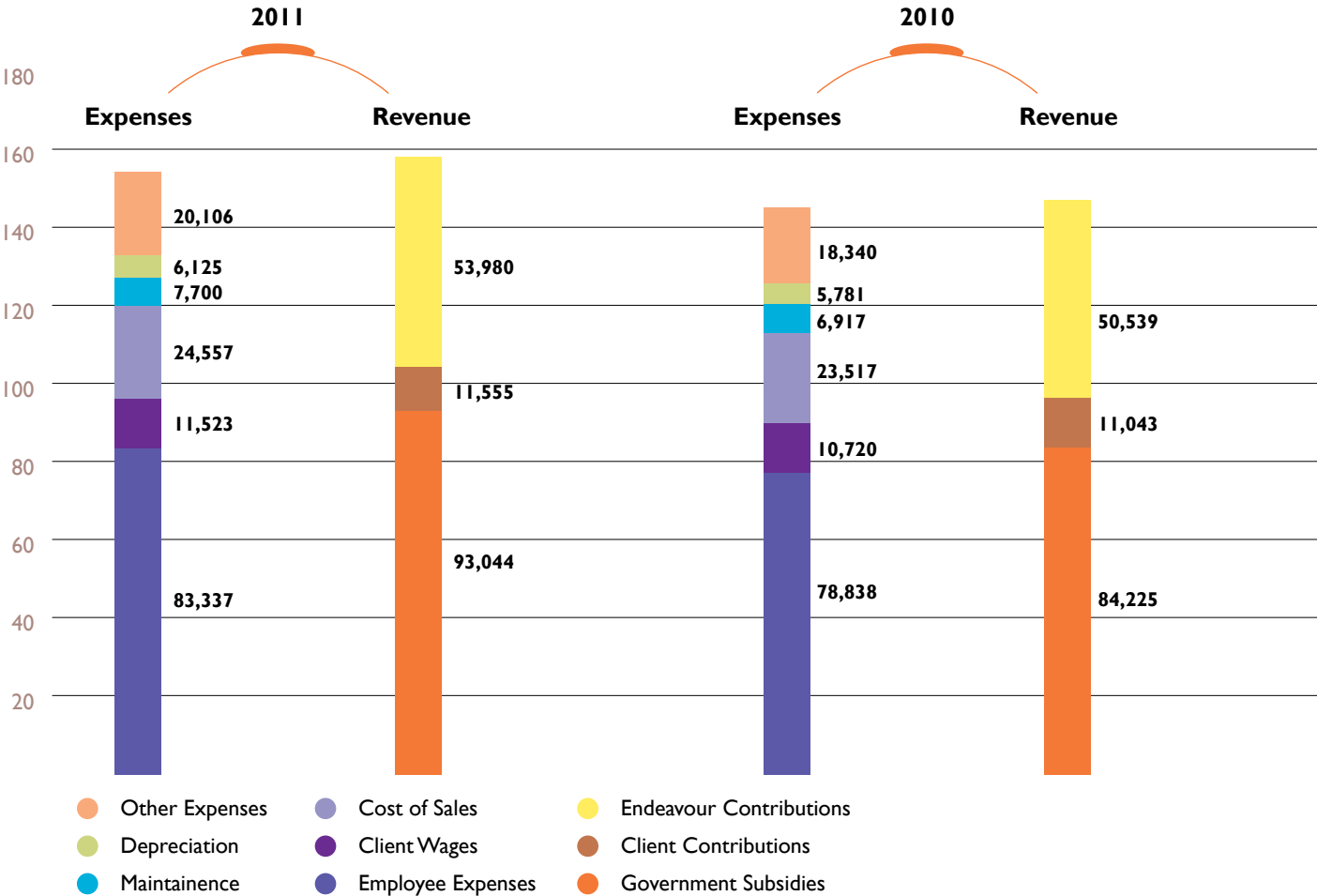
2011 Operating Expenses



2010 Operating Expenses



Bridging the Funding Gap



Summary Financial Performance

Operating Revenue
Operating Expenses

Operating Surplus

- Government Capital Expenditure Grants
- Significant Bequest
- Gains on Sale of Properties

Net surplus for the year

2011 \$'000	2010 \$'000	2009 \$'000
158,579	145,807	124,150
(153,348)	(144,113)	(123,443)
5,231	1,694	707
2,969	1,614	942
614	-	-
122	-	1,394
8,936	3,308	3,043

Summary Financial Position

Assets

Current Assets
Non-current Assets

Total Assets

Liabilities

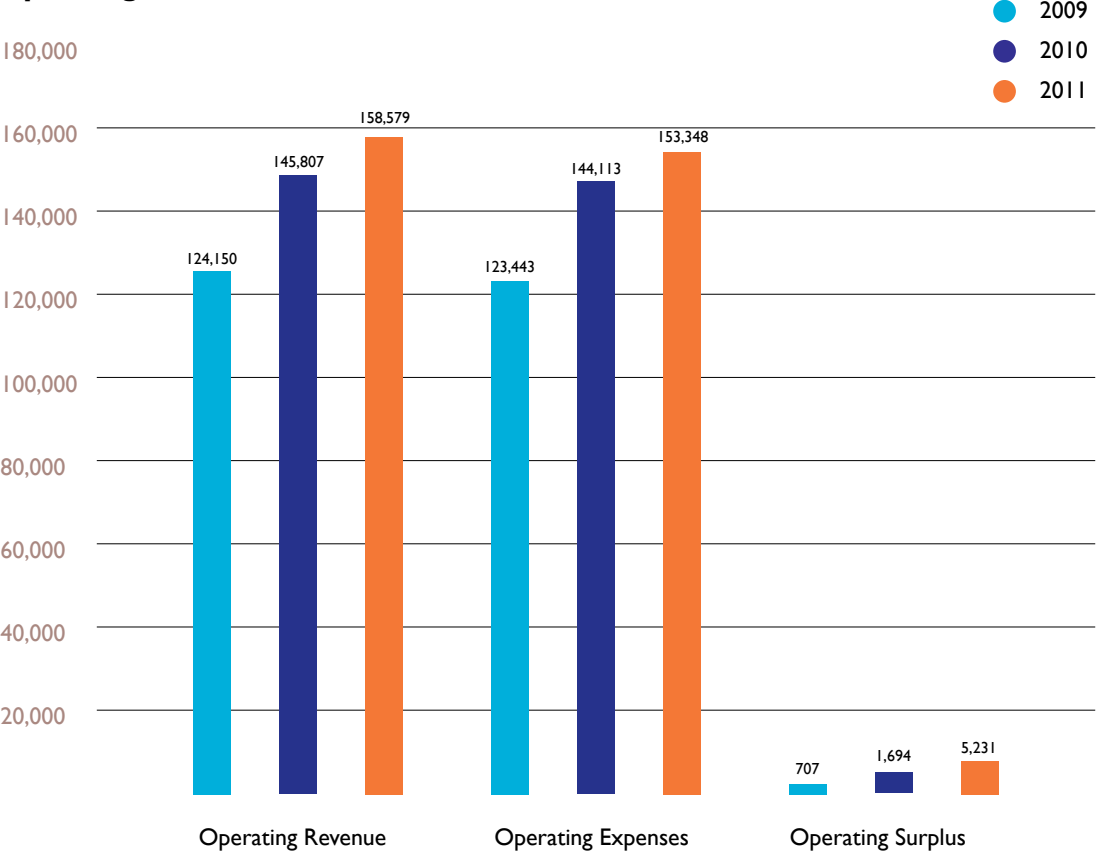
Current Liabilities
Non-current Liabilities

Total Liabilities

Net Assets

2011 \$'000	2010 \$'000	2009 \$'000
30,864	25,913	32,650
58,540	55,192	45,179
89,404	81,105	77,829
22,224	21,805	21,450
3,602	4,330	4,084
25,826	26,135	25,534
63,578	54,970	52,295

Operating Results



Summary Financial Report

as at 30 June 2011

Summary Financial Report

as at 30 June 2011

The attached summary financial statements and other specific disclosures are an extract of, and have been derived from the full Annual Financial Report of Endeavour Foundation (“the Company”), being the Company and its controlled entities (“the Group”), for the financial year ended 30 June 2011. Other information included in the Summary Financial Report is consistent with the full Annual Financial Report.

The Summary Financial Report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of the Group as the full Annual Financial Report.

A hard copy of Endeavour Foundation’s 30 June 2011 Annual

Financial Report, including the Independent Audit Report, is available to all members, and will be sent to members without charge upon request. The 30 June 2011 Annual Financial Report can be requested by telephone 07 3908 7100 or may also be downloaded from www.endeavour.com.au

Contents

Directors’ Report	2 to 6
Consolidated Balance Sheet	7
Consolidated Income Statement	8
Consolidated Statement of Comprehensive Income	9
Consolidated Statement of Changes in Equity	9
Consolidated Cash Flow Statement	10
Notes to the Financial Statements	11 to 15
Directors’ Declaration	16
Independent Audit Report	17

Directors’ Report

for the year ended 30 June 2011

The Directors present their report together with the consolidated financial report of Endeavour Foundation (“the Company”), being the Company and its controlled entities (“the Group”), for the year ended 30 June 2011 and the Auditor’s Report thereon.

Directors
The Directors of Endeavour Foundation at any time during or since the end of the financial year are:

CURRENT 30 JUNE 2011		Experience (in years)	
Name	Qualifications and Special Responsibilities	Board of Directors	Area Committee / Branch Board
Grant Bruce Murdoch	MCom(Hons), FAICD, FICAA Chairman Chair of Nominations & Remuneration Committee Member Audit Committee – Resigned Chair 13/07/10 Member of Property Committee – Appointed 14/03/11	4	-
Shane Paul Charles	LLB, MAIM, MAICD Deputy Chairman Member of Nominations & Remuneration Committee Chair of Audit Committee – Appointed 13/07/10 Member Risk Committee – Resigned 13/07/10 Member of Property Committee – Appointed 14/03/11	7	8
Gerard Michael Crotty	Member of Nominations & Remuneration Committee Member of Client Services Committee Member of Audit Committee – Resigned 13/07/10	12	21
David Booth de Villiers	MA, HED, AdvDipEd, MAICD, PSM Chair of Client Services Committee Member of Audit Committee	6	14
Sally Herman	BA Chair of Risk Committee – Appointed 13/07/10	1	-
David Roland Rawnsley	BEd, MAICD Member Risk Committee – Resigned 24/02/11	5	8
Katherine Jean Swindon	BCom, FICAA Appointed - 13/07/10 Member of Risk Committee – Appointed 13/07/10 Member of Client Services Committee - Appointed 14/03/11	1	-
Edward Terence Mason	Elected – 19/11/10	7 months	1
Anthony George Bellas	BEcon, DipEd, MBA, MAICD, ASA, FAIM Appointed – 14/02/11 Chair of Property Committee – Appointed 14/03/11 Member of Risk Committee – Appointed 24/02/11	4 months	-
Past Directors who served during the year			
John William Bowen	Member of Client Services Committee – Resigned 19/11/10	9	16
Appointments since the End of the Financial Year			
Nil			

Directors’ Report^(cont.)

for the year ended 30 June 2011

Company Secretary
The Company Secretary of Endeavour Foundation at any time during or since the end of the financial year is
Svend Erik Kling BBus, Grad Dip Mgt, MBA, GAICD

Directors’ Meetings
The number of Directors’ meetings (including meetings of committees of Directors) and number of meetings attended by each of the Directors of Endeavour Foundation during the financial year are:

	Board Meetings		Nominations & Remuneration Committee Meetings		Audit Committee Meetings		Client Services Meetings		Risk Committee Meetings		Property Committee Meetings	
	A	B	A	B	A	B	A	B	A	B	A	B
G B Murdoch	10	9	1	1	4	4	-	-	-	-	1	1
S P Charles	10	10	1	1	4	4	-	-	4	1	1	1
A G Bellas	4	4	-	-	-	-	-	-	2	1	1	1
J W Bowen	5	4	-	-	-	-	2	2	-	-	-	-
G M Crotty	10	9	1	1	-	-	3	3	-	-	-	-
D B de Villiers	10	8	-	-	4	2	3	3	-	-	-	-
S Herman	10	9	-	-	-	-	-	-	4	4	-	-
E T Mason	5	5	-	-	-	-	-	-	-	-	-	-
D R Rawnsley	10	9	-	-	-	-	-	-	4	2	-	-
K J Swindon	10	9	-	-	-	-	1	1	4	4	-	-

A – Number of meetings held during the time the director held office during the year B – Number of meetings attended

Board Processes
To assist in the execution of its responsibilities, the board has established a number of board committees including a Nominations & Remuneration Committee, an Audit Committee, a Client Services Committee, a Risk Committee and a Property Committee. These committees have written mandates and operating procedures, which are reviewed on a regular basis.
Details of each board committee are as follows:

Nominations & Remuneration Committee
The Nominations & Remuneration Committee oversees the appointment and induction process for directors and committee members in accordance with the principles laid out in Endeavour’s constitution. It is also responsible for making recommendations to the board regarding the selection, appointment and succession planning process for the Chief Executive Officer (CEO), including conducting an annual review of the CEO’s performance and remuneration. The Nominations & Remuneration Committee comprised the following members during or since the end of the financial year:

- Mr G B Murdoch (Chairman)
- Mr S P Charles (Deputy Chairman)
- Mr G M Crotty

Directors’ Report (cont.)

as at 30 June 2011

Audit Committee

The Audit Committee oversees the establishment and maintenance of a framework of internal control and appropriate ethical standards for the management of Endeavour Foundation, including assessing and directing the performance of the internal audit function. The audit committee also reviews the performance of the external auditors and normally meets with them twice a year to discuss the external and internal audit plans, and to review the results and findings of the external auditor, the adequacy of accounting and financial controls and to monitor the implementation of any recommendations made.

The committee reviews the draft annual financial report, including approving new accounting policies to ensure compliance with Australian Accounting Standards, and recommends board approval of the annual financial report.

The Audit Committee comprised the following members during or since the end of the financial year:

- Mr S P Charles (Chair, appointed on 13/07/10)
- Mr G B Murdoch (resigned as chair on 13/07/10)
- Mr D B deVilliers
- Mr G M Crotty (resigned as a member on 13/07/10)

Client Services Committee

The Client Services Committee is responsible for overseeing the continued development and provision of quality services to meet the needs of people with a disability. It is also responsible for the oversight and monitoring of the External Complaints Advisory sub-committee and the Abuse Prevention & Response sub-committee.

The Client Services Committee comprised the following members during or since the end of the financial year:

- Mr D B deVilliers (Chair)
- Mr G M Crotty
- Ms K J Swindon (appointed 14/03/2011)
- Mr J W Bowen (resigned as member on 19/11/10)

Risk Committee

The Risk Committee provides assistance to the board in its responsibilities of managing risk within the organisation. It is the main body responsible for overseeing the implementation of management’s Risk Management System and ensures the maintenance of a robust and effective risk management process and related practises. The committee oversees the implementation of risk management across the organisation, integrates all risk related activities, facilitates and monitors business unit level risk management processes and is responsible for overseeing the strategic risk management process.

The Risk Committee comprised the following members during or since the end of the financial year:

- Ms S Herman (Chair, appointed 13/07/10)
- Ms K J Swindon (appointed 13/07/10)
- Mr D R Rawnsley (resigned 24/02/11)
- Mr S P Charles (resigned 13/07/10)
- Mr A G Bellas (appointed 27/5/2011)

Property Committee

The Property Committee was established on 14 March 2011 with main function being to expedite decision making in relation to property asset utilisation improvement and development programs.

The Property Committee comprised the following members during or since the end of the financial year:

- Mr A G Bellas (Chair, appointed 14/03/11)
- Mr S P Charles (Appointed 14/03/11)
- Mr G B Murdoch (Appointed 14/03/11)

Directors’ Report (cont.)

as at 30 June 2011

Principal Activity and Objectives

The principal activity of Endeavour Foundation during the year was the provision of support services to persons with a disability, with a particular focus on those with an intellectual disability, including Community Advocacy & Support Services, Residential Accommodation & Support Services, Learning & Lifestyle Support Services, Post School Services, Open Employment Services and Supported Employment Services. In the opinion of the Directors no significant changes have occurred in the nature of these activities during the financial year.

Endeavour Foundation’s short and long term focus is to provide opportunities for people with a disability so they may participate in the every day life of the community. Endeavour wants to enrich their lives and the lives of their families and engage and educate the community about disability.

Endeavour has an obligation to do this in a financially responsible manner and aims to:

- Be recognised as a quality provider of services to people with a disability.
- Be an advocate for people with a disability and their families in the broader community.

In practical terms in order to achieve this focus, projects undertaken by Endeavour are assessed and progressed to achieve outcomes in nine key theme areas : 1. Employer of Choice, 2. Service Provider of Choice, 3.Thought Leadership, 4. Best Practise, 5. Top of Mind, 6. Customer Focus, 7. Community Engagement, 8. State of the Art Facilities and 9. Financial Viability.

Endeavour Foundation measures its performance through an independently conducted annual Family Satisfaction Survey and a suite of key performance indicators, set at the Governance, Executive Management and Organisational Management levels.

Preparation of Consolidated Financial Statements

The consolidated annual financial statements comprise Endeavour Foundation (“the Company”) and its controlled entities (“the Group”).

Results

The Group recorded an operating surplus for the current financial year of \$5,231,000 compared to an operating surplus of \$1,694,000 in the previous year.

Operating surpluses are necessary to help fund capital expenditure, which is typically not funded from recurrent government subsidies, and to build a buffer for future unexpected business shocks. The current year’s operating surplus represents just 3.3% of operating revenue (2010 : 1.2%) and represents less than 15 days of total employment costs for staff and supported employees (2010 : 5 days).

The net surplus for the current financial year, after recognising non-operating revenues of \$3,705,000 was \$8,936,000. In the year 2009-10 the Group recorded a comparative net surplus for the year of \$3,308,000 after recognising non-operating revenues of \$1,614,000. Non-operating revenues included significant non-recurrent government capital grants of \$2,969,000 (2010 : \$1,614,000) and a major bequest of \$614,000 (2010 : \$nil).

Dividends

The Company and its controlled entities are prohibited by their Constitutions from paying dividends.

Events Subsequent to Balance Date

Since 30 June 2011 and the date of this report there has not arisen any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors of the Company, to affect significantly the operations of the Group, the results of those operations, or the state of affairs of the Group, in future financial years.

Environmental Regulations

The Group’s operations are subject to various environmental regulations under both Commonwealth and State legislation. The Group has an established risk management system which identifies environmental hazards and ensures appropriate controls are adopted. The appropriate licences and consents are in place at each site in accordance with various environmental regulations.

The Directors are not aware of any breaches of the legislation which are material in nature.

Review of Operations

Operations of the Group during the year are reviewed in the Chair’s and CEO’s report in the separately issued Annual Report.

Directors' Report (cont.)

as at 30 June 2011

Directors' Benefits

Information on Directors' benefits is set out in the following notes to the Annual Financial Report:

- (a) No Directors' Fees are payable (Note 3)
- (b) No Related Party Transactions with Directors exist (Note 23)

Directors' Interests in Contracts

No contracts involving Directors' interests were entered into since the end of the previous financial year, or existed at the end of the financial year (Note 23).

Indemnification and Insurance of Officers

Indemnification

The Endeavour Foundation Constitution requires Endeavour Foundation to indemnify any person who is an officer of Endeavour Foundation, including the Directors, the Secretary and other executive officers, against a liability incurred as such an officer, unless the liability arises out of conduct involving a lack of good faith. Officers of Endeavour Foundation are also indemnified against a liability for costs and expenses incurred in defending civil or criminal proceedings involving them as such officers, if judgement is given in their favour or if they are acquitted or granted relief.

Insurance

Endeavour Foundation has paid a premium in respect of a contract insuring Directors and Officers of Endeavour Foundation, against a liability for costs and expenses incurred by them in defending civil or criminal proceedings involving them as such officers, with some exceptions.

The external auditors of Endeavour Foundation are not included in this policy.

Non-audit services

During the year KPMG, the Group's auditor, has performed certain other services in addition to their statutory duties.

The Board has considered the non-audit services provided during the year and is satisfied that the provision of those non-audit services during the year by the auditor is compatible with, and did not compromise, the auditor independence requirements of the Corporations Act 2001 for the following reason:

- All non-audit services are subject to the corporate governance procedures adopted by Endeavour Foundation and are reviewed by the Audit Committee to ensure they do not impact the integrity and objectivity of the auditor.

Details of amounts paid to the auditor of the Group, KPMG, and its related practices for audit and non-audit services provided during the year are set out in note 3 to the Annual Financial Report.

Auditor's Independence Declaration

The Auditor's Independence Declaration is set out on page 8 of the Annual Financial Report and forms part of the Directors' Report.

Rounding

The Company is of a kind referred to in ASIC Class Order 98/100 dated 10 July 1998 and in accordance with that Class Order amounts in the financial statements and Directors' Report have been rounded off to the nearest thousand dollars unless otherwise indicated.

Signed on behalf of the Board in accordance with a resolution of Directors.

G B Murdoch – Chairman

S P Charles - Director
Brisbane
6th October 2011

Consolidated Balance Sheet

as at 30 June 2011

	Note	2011 \$'000	2010 \$'000
Current assets			
Cash and cash equivalents		5,592	2,177
- Untied cash		10,311	12,992
- Quarantined cash			
	4	15,903	15,169
Trade and other receivables		6,628	4,355
Inventories		7,012	5,717
Other current assets		723	618
		30,266	25,859
Assets classified as held-for-sale		598	54
Total current assets		30,864	25,913
Non-current assets			
Investments		734	756
Other intangible assets		284	330
Property, plant & equipment		57,522	54,106
Total non-current assets		58,540	55,192
Total assets		89,404	81,105
Current liabilities			
Trade and other payables		7,307	5,701
Interest bearing loans		130	131
Employee entitlements		10,230	9,307
Revenue received in advance		4,557	6,666
Total current liabilities		22,224	21,805
Non-current liabilities			
Net defined benefit plan liability		172	157
Interest bearing loans		850	971
Employee entitlements		2,580	2,602
Revenue received in advance		-	600
Total non-current liabilities		3,602	4,330
Total liabilities		25,826	26,135
Net assets		63,578	54,970
Equity			
Reserves		941	912
Retained earnings		62,637	54,058
Total equity		63,578	54,970

The Consolidated Balance Sheet is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 15.

Consolidated Income Statement

as at 30 June 2011

Divisional Results	Disability Services		Commercial Operations		Corporate, Infrastructure & Fundraising		Total Foundation	
	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000	2011 \$'000	2010 \$'000
Operating revenue	77,254	69,842	59,200	54,957	22,125	21,008	158,579	145,807
Operating expenses	(77,473)	(73,129)	(57,702)	(54,658)	(18,173)	(16,326)	(153,348)	(144,113)
Divisional operating (deficit)/surplus	(219)	(3,287)	1,498	299	3,952	4,682	5,231	1,694
Non-operating revenue	629	26	594	80	2,482	1,508	3,705	1,614
Net (deficit)/surplus for the year	410	(3,261)	2,092	379	6,434	6,190	8,936	3,308

Divisional Results Represented By :	Note	2011 \$'000	2010 \$'000
Revenue			
Sale of goods and services		35,073	30,785
Fundraising activities		17,423	18,474
Service user contributions		11,555	11,043
Government subsidies		93,044	84,225
Interest income		1,011	781
Other revenue		473	499
	3 (a)	158,579	145,807
Expenses			
Cost of goods sold & commercial fundraising activities		(24,557)	(23,517)
Employee expenses		(83,337)	(78,838)
Supported employee expenses		(11,523)	(10,720)
Utilities & leased property expenses		(7,430)	(6,749)
Transport expenses		(4,045)	(3,918)
Maintenance expenses		(7,700)	(6,917)
Household consumables		(1,851)	(1,889)
Depreciation & amortisation expenses		(6,125)	(5,781)
Interest expense		(109)	(72)
Other expenses		(6,671)	(5,712)
		(153,348)	(144,113)
Operating surplus		5,231	1,694
Government capital expenditure grants	3 (a)	2,969	1,614
Bequest D A Smith	3 (a)	614	-
Gain on sale of properties	3 (a)	122	-
Net surplus for the year		8,936	3,308

The Consolidated Income Statement is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 15

Consolidated Statement of Comprehensive Income

as at 30 June 2011

	2011 \$'000\$	2010 '000
Net surplus for the year	8,936	3,308
Other comprehensive income		
Net increase in fair value investments	29	52
Realised gains on disposal of investments	8	-
Actuarial adjustment to defined benefit superannuation plan	(365)	(685)
Other comprehensive expense for the year	(328)	(633)
Total comprehensive income for the year	8,608	2,675

Consolidated Statement of Changes in Equity

for the year ended 30 June 2011

	Fair value reserve \$'000	Subsidies reserve \$'000	Total reserves \$'000	Retained earnings \$'000	Total Equity \$'000
Total equity at 30 June 2009	464	396	860	51,435	52,295
Total comprehensive income for the year	52	-	52	2,623	2,675
Total equity at 30 June 2010	516	396	912	54,058	54,970
Total comprehensive income for the year	29	-	29	8,579	8,608
Total equity at 30 June 2011	545	396	941	62,637	63,578

The Consolidated Statement of Comprehensive Income and Consolidated Statement of Changes in Equity are to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 15.

Consolidated Cash Flow Statement

as at 30 June 2011

	2011 \$'000 Inflows Note(Outflows)	2010 \$'000 Inflows (Outflows)
Cash flows from operating activities		
Cash receipts in the course of operations	166,775	152,799
Cash payments to suppliers & employees	(157,889)	(146,086)
Dividends received	37	43
Interest received	991	804
Interest paid	(104)	(74)
Bequests & legacies received	922	713
Net cash provided by operating activities	10,732	8,199
Cash flows from investing activities		
Acquisition of property, plant & equipment	(10,789)	(16,723)
Acquisition of intangible assets	(163)	(224)
Acquisition of investments	(380)	(25)
Proceeds from disposal of property, plant & equipment	1,017	1,386
Proceeds from sale of investments	439	17
Net cash utilised in investing activities	(9,876)	(15,569)
Cash flows from financing activities		
Repayment of interest bearing loans	(122)	(124)
Net cash utilised by financing activities	(122)	(124)
Net increase/(decrease) in cash held	734	(7,494)
Cash at the beginning of the financial year	15,169	22,663
Cash at the end of the financial year	4 15,903	15,169
Comprised of :		
Untied cash	5,592	2,177
Quarantined cash	10,311	12,992
	15,903	15,169

The Consolidated Cash Flow Statement is to be read in conjunction with the Notes to the Financial Statements set out on pages 11 to 15.

Notes to the Financial Statements

as at 30 June 2011

1. Reporting Entity

Endeavour Foundation ("the Company") is a not-for-profit organisation, incorporated as a public company limited by guarantee and is domiciled in Australia. The address of the Company's registered office is 50 Southgate Avenue, Cannon Hill, QLD 4170.

The consolidated financial statements of the Company for the financial year ended 30 June 2011 comprise the Company and its controlled entities (together referred to as "the Group").

The principal activities of the Group are to provide support to people with disabilities and their families through a range of flexible services, including residential accommodation, in-home support, adult education and life style support as well as supported employment services and open employment placement.

2. Basis of preparation of Summary Financial Report

(a) Basis of Preparation

The financial statements and specific disclosures included in this Summary Financial Report have been derived from the Group's full Annual Financial Report for the financial year. Other information included in the Summary Financial Report is consistent with the full Annual Financial Report. The Summary Financial Report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of the Group as the full Annual Financial Report.

A full description of the accounting policies adopted by the Group may be found in the full Annual Financial Report, which was approved by the Directors on Thursday, 6th October 2011.

(b) Basis of Measurement

The financial statements have been prepared on an accruals basis and are based on historical costs, except for:

- Investments measured at fair value through an equity fair value reserve; and
- The defined benefit plan asset/(liability) is measured as the net total of the plan assets, plus unrecognised past service cost and unrecognised actuarial losses, less unrecognised actuarial gains and the present value of the defined benefit obligation.

Except as noted above, the financial report does not take into account changing money values or fair values of non-current assets.

A full description of the accounting policies adopted by the Group may be found in the full Annual Financial Report. These accounting policies have been applied consistently to all periods presented in the financial statements, except where otherwise noted.

In the opinion of the Directors, having regard to the not-for-profit nature of the Group's business, the terms "Profit" or "Loss" are not appropriate. Accordingly, the words "Surplus/(Deficit)" have been substituted for the terms "Profit/(Loss)".

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year amounts and other disclosures.

(c) Functional Currency

The financial statements are presented in Australian Dollars rounded to the nearest thousand unless otherwise stated (ASIC Class order 98/100).

(d) Use of Estimates and Judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

In particular, information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements are described in the following notes of the full Annual Financial Report:

- Note 9 – Non-current Assets – Investments;
- Note 11 – Non-current Assets – Property, Plant & Equipment;
- Note 16 – Non-current Liabilities – Net Defined Benefit Plan.

Notes to the Financial Statements (cont.)

as at 30 June 2011

	2011 \$'000	2010 \$'000
3. (a) Operating revenue and other income		
Sale of goods and services	35,073	30,785
Fundraising activities		
- Commercial fundraising activities	15,340	16,024
- Donations & appeals	1,038	1,068
- Special functions	404	480
- Bequests & legacies	309	713
- Community grants	332	189
	17,423	18,474
Service user contributions		
- Accommodation services	8,316	8,018
- Learning & Lifestyle centres	1,818	1,668
- Transport services	1,421	1,357
	11,555	11,043
State Government subsidies	67,643	59,545
Federal Government subsidies	25,401	24,680
Dividend income	37	43
Interest income	1,011	781
Other revenue	436	456
Total operating revenue	158,579	145,807
Non-operating revenue		
- Government capital expenditure grants		
Other non-recurrent Government capital grants	1,545	153
Gambling Community Benefit Fund capital grants	1,424	1,461
	2,969	1,614
- Bequest D A Smith estate	614	-
- Gain on sale of property	122	-
	3,705	1,614
Total revenue and other income for the period	162,284	147,421
	2011 \$'000	2010 \$'000
3 (b) Charitable fundraising activities		
Details of income and expenditure for specific fundraising activities, all of which have been recognised in these financial statements are as follows :		
Gross fundraising revenues (per income statement)	17,423	18,474
Community grants in non-operating income	1,424	1,461
Bequest in non-operating income	614	-
Direct costs of commercial fundraising activities	(14,271)	(14,784)
Net Fundraising Revenue	5,190	5,151
Indirect fundraising expenses	(692)	(804)
Net Fundraising Contribution	4,498	4,347
Fundraising Efficiency Ratio (Net Fundraising Contribution / Net Fundraising Revenue)	86.67%	84.39%

Notes to the Financial Statements (cont.)

as at 30 June 2011

	2011 \$'000	2010 \$'000
4. Cash and cash equivalents		
Untied cash	5,592	2,177
Quarantined cash	10,311	12,992
	15,903	15,169

For cash management purposes, Endeavour Foundation operates a treasury function that notionally distinguishes between Untied cashand Quarantined cash.

Quarantined cash represents revenue received in advance of \$4,557,000 (2010: \$7,266,000) which is available for draw down only once the services they are meant to fund have actually been delivered and other cash reserves of \$5,754,000 bequests, mainly to fund the establishment of a Capital Future Fund that will finance proposed infrastructure projects over the next 5 to 10 years.

5. Economic dependency

The Company receives a significant portion of its operating revenue in the form of grants from the Queensland State Government and the Commonwealth Government of Australia.

	2011 %	2010 %
6. Group entities		
Particulars in relation to controlled entities, all of which are incorporated in Australia		
Endeavour Foundation Endowment Challenge Fund Limited	100%	100%
Endeavour Foundation Endowment Challenge Fund Trust	100%	100%

During the 2010 year Endeavour Foundation became the founding and sole member of Endeavour Foundation Endowment Challenge Fund Limited, a company limited by guarantee and the corporate trustee for the Endeavour Foundation Endowment Challenge Fund Trust (the Challenge Fund), both of which were established on 3 December 2009.

The Challenge Fund was established to fund activities which are outside the scope of Endeavour Foundation's normal activities. The Challenge Fund is a health promoting charity and public benevolent institution and seeks to benefit the wider Australian disability sector as a whole, with an emphasis on people with an intellectual disability, through the provision of grants to fund research, scholarships and other education opportunities in the academic and research arenas relevant to the Australian disability sector. Grants will also be made to support the engagement and broader participation by persons with a disability in the world in which we live, so that they can lead ordinary lives.

Notes to the Financial Statements (cont.)

as at 30 June 2011

	2011 \$'000	2010 \$'000
7. Parent entity disclosures		
As at, and throughout, the financial year ending 30 June 2011 the parent company of the Group was Endeavour Foundation.		
Results of the parent entity		
Net surplus for the year	8,931	2,926
Other comprehensive expense	(365)	(1,149)
Total comprehensive income for the year	8,566	1,777
Financial position of the parent entity at year end		
Current assets	30,658	25,772
Total Assets	88,464	80,208
Current liabilities	22,225	21,806
Total liabilities	25,826	26,136
Total equity of the parent entity comprising of		
Subsidies reserve	396	396
Retained earnings	62,242	53,676
Total equity	62,638	54,072

8. Business combination – 2010 financial year

On 1 September 2009, the Company acquired the supported employment services of disability services provider Cumberland Industries Limited (In Liquidation), saving the jobs of 488 supported employees and 50 support staff.

The acquisition comprised of property, plant and equipment, inventories and employee entitlements for the Filpac, Clean-Pac, Pak-It-Rite and Sew-It-Rite operations, located at three sites at Castle Hill, Seven Hills and Mt Druitt, in the western suburbs of Sydney.

The expansion into New South Wales has significantly increased the Company's capability to deliver quality services to people with a disability and has increased the capacity and expanded the range of services offered, with new operations including pharmaceutical packaging and industrial sewing.

Notes to the Financial Statements (cont.)

as at 30 June 2011

8. Business combination – 2010 financial year (Cont.)

The acquisition was settled using available cash reserves and had the following effect on the Company's assets and liabilities on the 1 September 2009 acquisition date :

Identifiable assets acquired and liabilities assumed:

	\$'000
Property	7,250
Plant & Equipment	1,059
Inventories	553
Employee Entitlements	(1,134)
Net identifiable assets and liabilities	7,728
Goodwill on acquisition	-
Consideration paid, satisfied in cash	7,728

The values of assets and liabilities recognised on acquisition were their estimated fair values.

In the ten months to 30 June 2010, the acquired operations contributed revenues of \$11,188,000 and a net surplus of \$993,000.

9. Events subsequent to reporting date

The Directors are not aware of any material events occurring after balance date of this report that would require further disclosure in these financial statements.

Directors' Declaration

as at 30 June 2011

In the opinion of the Directors of Endeavour Foundation, the accompanying Summary Financial Report of the Group, comprising Endeavour Foundation and its controlled entities for the financial year ended 30 June 2011, set out on pages 7 to 15:

- (a) has been derived from or is consistent with the full Annual Financial Report for the financial year; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors:



G B Murdoch - Chairman



S P Charles - Director

Brisbane
6th October 2011

Independent Audit Report

to the Members of Endeavour Foundation



Report of the independent auditor on the summary financial statements to the members of Endeavour Foundation

The accompanying summary financial statements, which comprises the summary statement of financial position as at 30 June 2011, the summary income statement and summary statement of comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, related notes 1 to 9 and the directors' declaration, are derived from the audited financial report of Endeavour Foundation for the year ended 30 June 2011. We expressed an unmodified auditor's opinion on that financial report in our report dated 6 October 2011.

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Endeavour Foundation.

Directors' responsibility for the summary financial statements

The directors are responsible for the preparation of a summary of the audited financial report on the basis described in Note 2.

Auditor's responsibility

Our responsibility is to express an opinion on the summary financial statements derived from the audited financial report of Endeavour Foundation based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Auditor's opinion

In our opinion, the summary financial statements derived from the audited financial report of Endeavour Foundation for the year ended 30 June 2011 are a fair summary, in all material respects, of that audited financial report, on the basis described in Note 2.


KPMG

Mitchell Petrie

Partner

Brisbane
6 October 2011



At Caboolture Learning & Lifestyle, Todd McAlister is learning how to make his lunch. His other activities include conducting maintenance work around the centre, tending the gardens and using the computers.

The support staff tailor programs to individual clients to help them reach their goals. Todd has told support staff that he would like to learn how to write his surname and how to use a game console.

Todd also manages to maintain a demanding social life through the centre. Todd and his peers can often be found at the local leagues club participating in line-dancing classes. Todd particularly enjoys country music and will regularly go to a gig at the leagues club. He is known for his outgoing, fun-loving nature

and performs great impressions of his favourite musicians.

This year Caboolture Learning & Lifestyle has acquired a number of new touch screen computers to assist clients work on their computer literacy skills. The computers also come with a range of programs designed to teach reading, writing, numeracy and general problem solving skills.

Support worker at Caboolture, Cheryl Bowtell, says clients really 'shine' when using the enabling technology.

Around Queensland Learning & Lifestyle opportunities for clients like Todd are enhancing independence, confidence, self-esteem, interaction skills and life choices, enabling them to become active participants in the community.

Imagine one of the most memorable moments of your life, the birth of your first child...



You are proud, elated and euphoric, sharing the news with those closest to you. Your family, friends and colleagues are overjoyed and the contentment and happiness you feel seems infinite.

As time passes, the reality of parenthood vastly differs from what you anticipated. Being the parent of a child with a disability is an unexpected challenge you never plan for.

The 1.4 million Australians who face this challenge daily want the same things that every parent wants for their child; opportunities for their child to be the best they can be, to be educated, employed and happy.

Endeavour Foundation supports people with a disability and their families, through family groups, education, employment, disability services and advocacy.

We have provided this service for the past 60 years and need your support to continue.

Who will be there to teach your child life skills and provide post-school services?

Who will provide your child with ongoing education and assistance to find employment?

And eventually when you are gone, who will employ, support and provide accommodation for your child?

Support us today with your donation and provide opportunities for people with a disability.

You can help people with a disability to embrace the future

Yes, I want to support people with a disability!

Title/Name: _____

Address: _____

P/Code _____ Ph/Mobile _____

Email: _____

My cheque/money order for:

☐ \$50 ☐ \$75 ☐ \$150 ☐ \$300 ☐ \$_____

is enclosed, OR debit my ☐ Visa ☐ Mastercard

Card no.

Expiry date / DOB: _____

Name of card holder _____

Cardholder's signature _____

☐ YES, I have included Endeavour Foundation in my will

☐ Please send me information on how I can include Endeavour Foundation in my will
Donations over \$2 are tax deductible

tear along here



TEAR OFF AND SEND TO:

Post: PO Box 3554 Tingalpa DC QLD 4173

Fax: 07 3908 7101

Email: donations@endeavour.com.au



We also accept phone donations 1800 009 606

or secure online donations at: www.endeavour.com.au/page/act-give-join/donate

For details of our privacy policy visit: http://www.endeavour.com.au/page/Home/footer-links/Endeavour_Foundation/Privacy_Policy/

Patron

Her Excellency the Governor of Queensland,
Ms Penelope Wensley AC

Vice Patrons

The Most Reverend John Bathersby DD,
Roman Catholic Archbishop of Brisbane

The Most Reverend Dr Phillip Aspinall, Primate,
Anglican Church of Australia

Inaugural President

The late Professor Sir Fred Schonell
MA, PhD, DLitt, FBPSS, FACE

Chairman

Grant Murdoch
MCom(Hons), FAICD, FICAA

Chief Executive Officer

David Barbagallo
BSurv, MTM, MAICD

Company Secretary

Svend Kling
BBus, Grad Dip Mgt, MBA, GAICD

Registered Office

50 Southgate Avenue
Cannon Hill Queensland 4170

Phone: 07 3908 7100

Fax: 07 3908 7101

Email: information@endeavour.com.au

ABN 80 009 670 704

Auditors

KPMG
Level 16, Riparian Plaza, 71 Eagle Street,
Brisbane Queensland 4000

Solicitors

Blake Dawson
Level 38, Riverside Centre, 123 Eagle Street, Brisbane Queensland 4000

Simmonds Crowley & Galvin
Level 7, ANL House, 379 Queen Street, Brisbane Queensland 4000

Board of Directors at 30 June 2011

Grant Murdoch, *Chairman*

Shane Charles, *Deputy Chairman*

Gerry Crotty

David de Villiers

David Rawnsley

Sally Herman

Kate Swindon

Tony Bellas

Edward Mason

Changes to Board of Directors

John Bowen, Elected Director. Resigned 19 November 2010

Executive Management at 30 June 2011

David Barbagallo, *Chief Executive Officer*

Svend Kling, Chief Financial Officer, Company Secretary and General Manager – Finance, Infrastructure & Performance Improvement

Gail Davidson, General Manager – Disability Services Operations & Community Engagement

Shaun McDonagh, General Manager – Marketing, Communications & Innovation

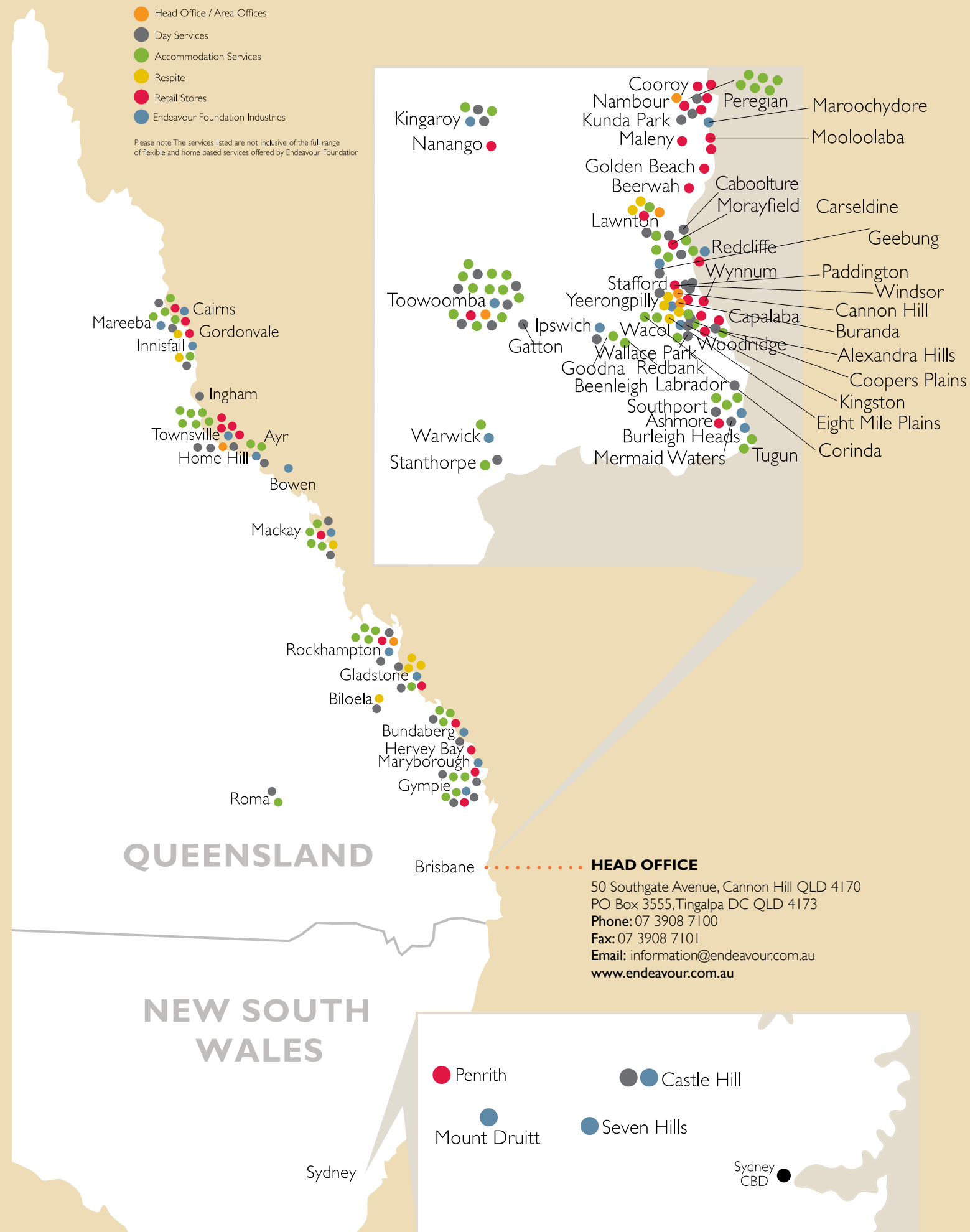
Andrew Donne, General Manager – Commercial Operations

Geoff Rowe, General Manager – Policy, Research, Planning & Strategy

Ken Tapfield, General Manager – Human Resources & Organisational Development

Changes to Executive Management

Mark Reimers was appointed Manager – Community and Advocacy Support Unit on 12 September 2011



Map not to scale.
Service locations current at time of print.

ENDEAVOUR FOUNDATION
ABN: 80 009 670 704

50 Southgate Avenue, Cannon Hill Queensland 4170
PO Box 3555, Tingalpa DC Queensland 4173
Telephone: 07 3908 7100 | Facsimile: 07 3908 7101
www.endeavour.com.au