

MAKING A DIFFERENCE IN THE LIVES OF PEOPLE WITH A DISABILITY

ANNUAL REPORT 2009-2010



THE ENDEAVOUR FOUNDATION 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.

WITH YOUR SUPPORT WE PROVIDE*:

2,104 people with employment and training opportunities

563 people with accommodation

295 people with support to live in their own homes

270 adults and children with respite care

785 people with learning and lifestyle options

192 people with Post-School Services

54 people with tertiary education through Latch-On® and CLUE programmes

15 children with vacation care

13 people with aged care

*Correct as at 30 June 2010

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Over 1,200 people put up their hands as volunteers to support people with a disability in 2009-2010



YEAR IN REVIEW

ENDEAVOUR FOUNDATION SAVES 488 JOBS



Endeavour Foundation's acquisition of Sydney disability employer Cumberland Industries, after it was placed in receivership, ensured ongoing employment and training opportunities for 488 people with a disability. The acquisition has expanded our customer

base, range of services and capacity. Importantly, it has improved our ability to influence government policy on disability employment, enhancing our leadership role and provided a springboard to offer disability services in New South Wales.

DISABILITY SERVICES ENHANCED



Endeavour Foundation took great strides and showed great innovation in enhancing the disability services offered to 3,358 people. Significant resources were allocated to improving our accommodation services, including construction of several brand new homes.

Our specialist Children's Services were expanded to Biloela and Emerald in central Queensland and progress made to extend them to other regions. Endeavour Foundation commissioned the Queensland University of Technology to develop STOMP an interactive educational game, intended to be rolled out to the entire Learning & Lifestyle network and long-term to other disability service providers.

STATE GOVERNMENT FUNDING AGREEMENT MILESTONE



Photo courtesy of Bundaberg News-Mail

As Queensland's largest disability service provider, Endeavour Foundation negotiated the state's first output-based service agreement with the State Government and Minister for Disability Services and Multicultural Affairs The Hon.

Annastacia Palaszczuk MP (pictured with Endeavour Foundation client Ann Treacey). This agreement has the potential to change the way we deliver services, offering greater flexibility in how funds are targeted. Recognising our leadership role in the sector, we are assisting other organisations to adopt this system with the goal of improving services for all Queenslanders with a disability.

ENDOWMENT CHALLENGE FUND LAUNCHED



The Endeavour Foundation Endowment Challenge Fund was launched by Federal Treasurer The Hon. Wayne Swan, MP, (pictured) and will provide resources to improve the lives of all Australians with a disability.

Governed by an independent Board and with its own funding sources, the Fund will allow us to tackle major issues not being addressed elsewhere without reducing our existing services. At the end of the financial year, the Fund had a balance of \$897,955.

NEW EVENTS RAISE COMMUNITY PROFILE



Endeavour Foundation's events programme was augmented with new events and enhancements to existing ones, to support our goal to become more self-sufficient in funding our services. The Grand Highland Charity Ball and range of new cycling

events in particular engaged new audiences. Iconic events like the Great Endeavour Rally and the 500 Summer Challenge team endurance relay continued to attract interest around the country.

NEW BUSINESS COLLEGE SUPPORTS STAFF TRAINING



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 ensuring the highest quality services for clients. The first graduates received their qualifications in August 2010.

NDIS REFERRED TO PRODUCTIVITY COMMISSION



During the past year, Endeavour Foundation has taken a lead role in harnessing sector and community support for a National Disability Insurance Scheme, or NDIS. In July 2009 Endeavour co-sponsored a one day Brisbane forum with Bruce Bonyhady, one of the

authors of the scheme. This was attended by 75 sector representatives from across Queensland.

In December 2009, the Prime Minister directed the Productivity Commission to conduct an inquiry into a National Long Term Care and Support Scheme to examine the costs, benefits and feasibility of a no fault social insurance scheme to support people with a disability and their families in Australia.

In response to this announcement, Endeavour Foundation organised and hosted the first National Forum on the issue, inviting representatives of the 100 most significant peak bodies, carer organisations and disability service providers from all states and territories and the then Parliamentary Secretary for Disabilities and Children's Services, Bill Shorten, MP (pictured).

This forum provided the vehicle to establish a National NDIS Steering Committee, to lead a national campaign in support of the establishment of an NDIS.

Thanks to the leadership shown by Endeavour, the campaign for a National Disability Insurance Scheme is now being driven by an alliance of key agencies and peak bodies across the carer, service provider and service user sectors who have come together to work collaboratively on this very important issue.

CHAIRMAN'S REPORT

Last year, the Board developed a strategy to fulfil Endeavour Foundation's potential as a leader in the disability sector, on the premise that the most effective way to support people with a disability is to directly influence government policy and community attitudes.

I am happy to report that our activities during the 2009-2010 year have been focused on further developing our leadership role and capitalising on the leadership platform achieved thus far to benefit our clients.

We are proud that our efforts in uniting the disability sector in an Australia-wide campaign for a National Disability Insurance Scheme have been successful in compelling the Federal Government to investigate the scheme's viability through the Productivity Commission. This is the first step in the scheme becoming a reality. I believe this is due in no small measure to the vigorous efforts of our CEO, David Barbagallo, who was appointed to the National NDIS Campaign Committee during the year. The Committee was itself an outcome of the first NDIS National Forum, organised by Endeavour Foundation.

In December 2009, we launched the Endeavour Foundation Endowment Challenge Fund which will help us to benefit all Australians with a disability. An independently managed, capital-preserved fund, it will resource projects focusing on research and social inclusion. We would like to thank Federal Treasurer, The Hon. Wayne Swan, MP, for his endorsement in launching the fund.

Our proven experience in disability service provision was instrumental in the acquisition of Cumberland Industries in Sydney after it was placed in receivership. This not only saved the jobs of 488 people with a disability, but provided us with a strategic opportunity to become a multi-state organisation. This adds weight to our views in Canberra, as well as in Queensland and New South Wales, and enhances our efforts to influence government policy. It also provides a beachhead from which to expand our disability service provision in NSW.

Reflecting the importance of the NSW expansion, a Sydney Area Committee has been established. I congratulate Chairman Edward Mason and his fellow elected Members on their enthusiasm and support. The Board also welcomed its first NSW Director, experienced Westpac general manager Sally Herman. I am pleased to announce the appointment of another Independent Director, former executive at Queensland Investment Corporation Kate Swindon, since the end of the financial year. I would also like to formally acknowledge the contribution of former Director Chloe Bryce who announced her resignation at last year's Annual General Meeting.

The Board is conscious that our leadership can impact the sector, so we have attempted to use our prominence to set an example.

We have blazed a trail for fellow service providers with our negotiation of Queensland's first output-based service agreement with the State Government. This has the potential to improve both the quality and viability of services provided for all Queenslanders with a disability, not just clients of Endeavour Foundation.

Next year, we will be stepping up efforts to persuade the Queensland Government to provide funding which reflects the true cost of providing services. We maintain that their current practice of granting a contribution towards the actual cost and relying on over-stretched service providers to make up the shortfall is completely unsustainable.

We were also leading the way in the sector's response to legislative changes to restrictive practices; a suite of responses to people whose behaviour poses a risk of harm to themselves or others. Although I acknowledge this has been confronting for some families and carers, I hope they are reassured by the health, lifestyle and social integration benefits for the clients involved. Amended as part of the Disability Services Act, restrictive practices are a sensitive subject, but one I believe we have a responsibility on which to provide leadership.

Crucially, Endeavour Foundation has allocated significant resources to improving the services we offer clients, which at the end of the day is our reason for being. In particular, we have focused on improving accommodation services because home-life is at the core of human happiness. We have also engaged in a concerted effort to extend access to the specialist services we offer, such as Children's Services and our Learning & Lifestyle day services.

The year ahead brings many challenges but I am confident our strategy to position ourselves as a strong advocate and innovative leader in the sector will provide even greater opportunities for people with a disability. As we approach our 60th anniversary, I believe we can do our founding mothers and fathers no greater honour than to continue the journey to improve the lives of people with a disability that they began way back in 1951.



Grant Murdoch
Chairman

BRENDA HAMMOND is really looking forward to her first independent trip to Sydney. It has been a personal goal of hers for ages and, although a bit anxious, she knows her budding self-assurance will see her through. Brenda's growing proficiency in Keysign / Makaton, a simplified sign language which is easily understandable by people with an intellectual disability, has opened up new worlds of friendship and confidence. Endeavour Foundation Industries is teaching the language to supported employees.

An enthusiastic student, Brenda has been steadily building her vocabulary and plans to put her skills to use when she visits her sister-in-law, Alison Hammond, in Sydney. She is also enjoying a more active social life at home and at work, such as her new friendship with co-worker Josh Muller, who has a speech impairment which used to make communicating difficult. Endeavour Foundation Industries offers people with a disability more than employment opportunities – its focus on vocational and personal development make an amazing difference in all areas of people's lives.

CHIEF EXECUTIVE OFFICER'S REPORT

The 2009-2010 year, my second as Chief Executive Officer, has been focused on positioning Endeavour Foundation for the next stage of its future. The Board's focus on leadership has infused all areas of our operations, with a resulting improvement in the services we offer clients.

Much attention has been devoted to the successful integration of Cumberland Industries, the largest merger in Endeavour Foundation history. The emphasis on enhancing training opportunities has been thoroughly embraced by the 488 supported employees and 50 support staff whose jobs were saved by the acquisition. I thank them for their commitment and co-operation. The enhanced training and development opportunities for supported employees in both states and the wider range of services we can offer our expanded customer base are also significant benefits.

The integration of the new Sydney operations has not detracted from the development of our commercial operations in Queensland. The focus on augmenting our supply chain will not only increase employment and training opportunities for supported employees, but offer cost efficiencies across our operations. An example is the development of a timber mill near Maryborough. The project will guarantee supply of raw materials for our stakes and pegs, and pallet operations at a 50% cost saving as well as offering opportunities for further timber products. It will also be a major employer of Indigenous people in the area, offering a great opportunity to engage the local community.

A new partnership with Brisbane City Council to operate their Tip Shop, similar to our existing arrangements with Southern Downs Regional Council in Warwick and Stanthorpe, will not only return significant funds to Endeavour Foundation but benefit the community by removing 120 tonnes of material from landfill each year. This is a great example of how we contribute back to the communities which support us at the same time as creatively leveraging our strengths to maintain our financial viability.

Our programme of special events has been enhanced to engage a wider slice of the community. New events such as the Grand Highland Charity Ball and a suite of cycling events have brought the Endeavour Foundation message to new audiences. Using the same philosophy, we have begun engaging new people and organisations with the Endeavour Foundation message in our philanthropy and corporate giving programmes.

A Board-supported initiative to ensure the skills and training of staff are commensurate with providing leading edge disability services led to the establishment of Endeavour Business College. We commissioned the Sunshine Coast Institute of TAFE to develop and deliver a curriculum of custom-built courses essential to our range of operations. Close collaboration with the Queensland Department

of Education and Training has secured sufficient funding to make this investment in our service delivery cost-effective. We also began offering scholarships to staff studying Bachelor's and other higher level tertiary degrees in areas which would enhance their contribution to our activities.

The provision of nationally recognised training contributed to our goal of becoming employer of choice in the sector. We recognise that we operate in a competitive employment market and need to offer a desirable workplace to attract and retain the best people. Improved salary packaging benefits have been implemented to assist this and the introduction of the Zero Harm Policy supported by centralisation of occupational health and safety will enhance our reputation as an organisation which cares for and invests in its people.

Supporting this outcomes-driven culture, the performance and development review process for staff was further developed to ensure a strong commitment to the transparent review and measurement of employee, team and organisational performance.

Information technology has been further utilised to improve our operational capacity. The speed of our computer network has been doubled in the last 12 months, and the number of staff with access to PCs has increased by a similar amount. The number of sites with PCs has increased by 30%. Major improvements to the business continuity programme ensures essential operations can continue in the event of an IT disaster.

The efforts of the Restrictive Practices Team under the guidance and management of the CAS Unit to meet the requirements of the Restrictive Practices legislation have been outstanding. The improvement in the lives of several hundred clients as a result is a testimony to their dedication and resilience in the face of demanding circumstances.

We have also embarked on a significant challenge to reduce the number of accommodation services with greater than four bedrooms and this will in time ensure we provide more choices and better outcomes for clients.

I am pleased to report that the Board's focus on leadership has been enthusiastically adopted across all our operations, and has resulted in a positive benefit to clients and their families. We are committed to a continuation of this strategy as we move into our 60th year of operations.



David Barbagallo
Chief Executive Officer



AMBER KAIN is a typical seven year old – she loves the colour pink, playing with dolls and solving jigsaw puzzles.

But Amber has Down Syndrome, which means she has different needs to be able to live the ordinary life other kids take for granted.

With specialist care provided by Endeavour Foundation's Children's Services to support her doting family's encouragement, Amber's abilities, personality and enjoyment of life are developing positively.

Vacation Care allows Amber to continue to learn and play with other kids when her primary school is on holidays.

The Respite service offers Amber's family a break from their sometimes-challenging caring role. Mum Noliene says life at home has improved as a result.

Amber is getting on better with her three sisters, who are enjoying a bit more 'Mum and me' time.

Endeavour Foundation supports families with services tailored to the specific needs of young children with a disability.



DISABILITY SERVICES

Our focus during 2009-2010 was not only improving the services by which we support 3,350 people with a disability, but increasing the availability of services.

Improving the standard of education and training provided to staff and volunteers [see Our people section on pages 24 and 25] and implementation of changes to restrictive practices legislation offered positive benefits for people with a disability.

A key aim was improving the standard of our facilities, with an emphasis on accommodation. Six signature projects which will improve our provision of services around Queensland are in the planning or construction stages.

A new role – that of Resource and Development Officer (RDO) – was created to assist people with a disability and, where appropriate, their families with life planning and goal setting. Their purpose is to improve long-term lifestyle options. Twenty-five RDOs have been appointed around Queensland, mostly existing staff, and no new funding was required.



Endeavour Foundation's tertiary education programme Latch-On®, at Bundaberg, has attracted interest from New South Wales.

New South Wales expansion

Work began on expanding our services to New South Wales, after a feasibility study found strong demand for accommodation, respite and educational services. The Latch-On® tertiary education programme for people with an intellectual disability has attracted particular interest.

These services would complement the employment services we already offer in that state.

We are holding ongoing discussions with local, state and federal government officials, expressing our desire to invest in the region and emphasising our 60-year expertise in offering quality disability services.

Learning & Lifestyle

A \$2.4 million purpose-designed Learning & Lifestyle building will be constructed in Toowoomba to replace the two current premises, one rented, which are becoming inadequate for the task. The State Government granted \$500,000 to the project with the balance funded from internal cash resources and a \$539,000 bequest from the Kuhl Estate.

The new service will have enhanced capacity to cater for future needs including school leavers. To encourage community engagement, the service will be available after-hours for community groups.

The Nambour Learning & Lifestyle service is being refurbished to improve amenity for clients, create more useable space and allow for increased future



The \$2.4 million purpose-designed Toowoomba Learning & Lifestyle service will have enhanced capacity to cater for future needs when completed in early 2011.

demand. The installation of a sensory room will assist people with a cognitive disability. The project is due for completion in late 2010.

Post-School Services in Townsville will soon move into new modern premises which will offer a better experience and greater capacity. An unoccupied building is being completely refurbished for the purpose, with the support of a \$500,000 State Government grant. Completion is expected in late 2010.

Accommodation services

We are reviewing how we provide accommodation support to people with a disability. An ongoing focus is ensuring residents are sharing their homes with people they feel comfortable with and with whom they choose to live.

A new accommodation service in Bundaberg commenced in a property purchased by the Queensland Government and remodelled by QBuild to Endeavour Foundation's specifications.

The open-plan home has been 'built for life' and offers functionality for residents throughout their lifespan. Two further homes like this are being planned for Bundaberg and two for Gladstone, one of the latter already under construction.

A house in Nambour and one in Toowoomba were extensively remodelled to provide increased living space. Two more such projects are planned for 2010-2011.

The nine residents of "The Pines", a long-standing accommodation service 45 kilometres outside Townsville, moved to new accommodation closer to the heart of the city. Their homes were chosen by them to suit their individual needs. Staff supported residents through the transition process, making sure the experience was a positive one.

Three brand new, state-of-the-art homes are being constructed at Redbank, west of Brisbane, to accommodate a number of people from this community. The homes will be complete by early 2011.

Respite services

Respite services, which offer family members a break from their caring role, were expanded.

New centre-based respite services were opened in Lawnton, in Brisbane's north, and Gladstone in response to community need for support for family members who are ageing.

Planning was begun to construct a purpose-built respite service in Biloela in Central Queensland to replace the current rented premises. The need for

the service was identified and planning for its construction undertaken in close consultation with the local community. Since the end of the financial year, construction has begun on the service, on land donated by Banana Shire Council.

Children's Services, for many years offered only in Gladstone, have been extended to other parts of the state. Fifteen local children are now accessing Vacation Care, which allows them to continue learning and playing with other children when school is out. It also provides parents a break from their caring role at a time when alternative childcare options are limited.

Support services

Endeavour Foundation has implemented a two-pronged programme to ensure the most positive outcomes for clients who have contact with law enforcement.

Training on how to interact with police has been delivered to clients at Learning & Lifestyles services and Endeavour



Amber Kain (left), reading with Sam Allen at Gladstone's Children's Services, is one of 15 children who continue learning and playing during school holidays thanks to Endeavour Foundation.

MEET THE VOLUNTEERS



LES JONES
Volunteer
Bundaberg
Learning &
Lifestyle service

The ability to enjoy a beautiful garden and grow your own food are passions many of us share.

Ardent gardener and capable handyman Les Jones is helping clients at the Bundaberg Learning & Lifestyle service enjoy these simple pleasures.

Les reckons his students' enthusiasm for gardening and furniture restoration outshine even his.

"The gardens have never looked so good," he said, "and it keeps me active and healthy too."

Foundation Industries. This is important because the law currently does not require a support person to be present when an adult with an intellectual disability is interviewed by police.

We are also engaging with police on how to interact with people with a disability to ensure the best outcome for all. We aim to build mutual trust by introducing officers to people with a disability and their families.

We are also investigating the

DISABILITY SERVICES CONT.

establishment of a support person network, similar to those in other states, to assist people with a disability in this situation.

In-Home Support services, which assist people to live independently in their own homes, have commenced in Hervey Bay and Biloela, the latter specifically for children.

Restrictive practices

Implementation of the Amendment to the Disability Services Act (2006) and the Guardianship and Administration Act (2000) has brought positive changes in the lives of clients and their families. This legislation requires that the use of restrictive practices in response to behaviours which cause a risk of harm to self or others only be allowed with formal approval and where it is contained within a positive behaviour support plan. Intervention by the Restrictive Practice



Endeavour Foundation's In-Home Support encourages clients, like keen North Queensland Cowboys supporters Josephine Newberry and Robyn Clinker, to enjoy living in the community.

Team has reduced the number of clients requiring restrictive practices' support from the 500 originally identified in 2008 to 114.

While the process of adjusting or removing restrictive practices in the lives of clients has been confronting for many family members and support staff, it has provided enormous positive health, wellbeing and lifestyle outcomes for the person with a disability.

Another significant result is the increase in staff confidence and enthusiasm in engaging with the person they support and being proactive in supporting them to participate in their community.

Service improvement

An important aspect of enhancing services is eliciting feedback from users of our services. This is part of our continuous improvement and best practice.

A new online incident reporting system was developed to better identify and address issues with our services. When introduced in October 2010, the reduction in manual paperwork will give staff more time for supporting clients.

The Family Satisfaction Survey has also been able to assist this process, with 28% of families responding, the highest in four years. Nearly 78% of respondents rated Endeavour Foundation's performance as adequate or above – a 4% increase on the previous year – with 28% rating our performance as excellent.



Scott Cummings has gained much self-confidence through our Post-School Services in Toowoomba, which helps young people with a disability prepare for life after school.

In future, exit assessments will help us determine why clients leave our services so we can address any issues and ensure a smoother transition to their new services.

Disability services

- Children's Services • Post-School services • Literacy and Technology Hands-On tertiary programme – Latch-On® • Continued Learning for Under 30's – CLUE • Learning & Lifestyle • Accommodation support • Respite services • In-Home Support • Aged Support Services



MORRIS GARLAND, a textile cutter, feared he would never work again after sustaining serious damage to his back.

But Endeavour Foundation has offered him a new start with supported employment at Endeavour Foundation Industries' Castle Hill operation.

His job as chief cutter capitalises on his 25 years' experience in the textile industry by enabling him to focus on intricate tasks rather than physically demanding work.

It has allowed him to continue working in an industry he loves.

Since starting work there, Morris has received qualifications in Workplace Assessment and Training, equipping him to mentor colleagues – a role he thoroughly enjoys.

To top it off, Morris is able to once again earn his own money for such special events as a holiday cruise to celebrate his 60th birthday next year.

Endeavour Foundation Industries provides more than employment and training opportunities. We provide hope and the chance of a new life.

EMPLOYMENT SERVICES

On September 1, 2009, Endeavour Foundation acquired Sydney-based Cumberland Industries following the appointment of administrators. The acquisition ensured the ongoing employment of 488 people with a disability and involved the purchase of three premises at Castle Hill, Mount Druitt and Seven Hills in Sydney's west.

The focus since the acquisition has been on training and development and adherence to the Federal Government's disability services standards. We have introduced a new wages assessment tool, as approved by Department of Families, Housing, Community Services and Indigenous Affairs (FaCSHIA) and early indications are that this has increased supported employees' wages.



Seven Hills supported employees Craig Hicks and Gary Palmer are two of 488 people whose jobs were saved by Endeavour Foundation.

From a strategic perspective, the expanded geographical footprint will provide an opportunity to increase Endeavour Foundation's influence in decision-making regarding disability employment. The Federal Government is responsible for administering disability employment and a two-state operation will increase our leadership in this field.

Training and development

Following on from the SoSAFE training programme to improve the social safety of supported employees in the community, the training teams have implemented a programme teaching Keysign / Makaton, a form of communication based on sign language principles which assists people with a disability to communicate more effectively. The objective is to improve communication between staff and supported employees and create a more efficient and enjoyable workplace.

In 2011, the training focus will shift to a lifestyle programme concentrating on enhancing community integration.

These training programmes are tailored to meet the differing needs of supported employees. Their implementation to each of the 26 Endeavour Foundation Industries sites involves significant effort and reinforces our commitment to improving employment outcomes for all supported employees.

reSolutions open employment

Endeavour Foundation's Toowoomba-based open employment operation supports people with a disability to find employment in the open market. Specialist consultants work with local employers to match their needs with reSolution's 205 clients.

In 2009, the service focused on increasing the participation of Indigenous people with a disability in the workplace. The appointment of an Indigenous Liaison Officer helped break down cultural barriers and create awareness of the service. Indigenous participants now account for 9% of reSolutions clients.



A new venture in the banana bag industry has seen supported employees like Paul Lydiard, Edward Burns and Gary Delai of Mareeba up-skilled in sewing.

MEET THE STAFF



ELAINE KUMARAN
Senior Site Supervisor
Endeavour Foundation Industries Mount Druitt

Elaine Kumaran wishes all Aussie workers were as enthusiastic, cheerful and full of team spirit as Endeavour Foundation's workforce.

Senior Site Supervisor at Endeavour Foundation Industries Mount Druitt, Elaine works closely with supported employees to teach them vocational and life skills which enable them to get the most out of life and work.

She says her job provides a wonderful sense of purpose and achievement.

"How many jobs offer that?" she asks.



Not many teenagers can boast of working for several of the world's largest and best-known companies.

But **PETER LYMBERY** supported employee at Endeavour Foundation Industries Wacol, is proud to.

Peter joined the team at Wacol at age 16 and right away embraced the training and development programs.

With Training and Development Officer Essy Quinteros' support, the enthusiastic teen completed a TAFE course to enhance his skills and enable him to reach his goals.

In less than a year, he has advanced to become one of 11 line assistants, responsible for supporting fellow staff to optimise workflow on the food packaging operation.

Peter enjoys the challenge.

He says being involved with major packaging contracts for companies like Goodman Fielder and Coca-Cola Amatil motivates him and makes him more confident.

Endeavour Foundation provides employment and training opportunities for 1,899 people in Queensland and New South Wales.

LEADERSHIP

Given the size and experience of Endeavour Foundation, we have sought to play a leadership role in the sector to help improve the lives of all people with a disability. In particular, significant effort was expended on working with Federal and State Governments to influence disability policy and engaging the community on issues of significance to the disability sector.

Endeavour Foundation continued its major role in the "G8", the alliance of the eight largest disability service providers in Queensland, and participated in their efforts to influence government policy.

In terms of our own leadership, the Board appointed two new Directors to infuse it with a greater diversity of skills and experience and enhance our reputation as a sector leader. Sally Herman and Kate Swindon bring more than 50 years' finance sector experience between them including at financial heavyweights like Westpac and Queensland Investment Corporation.



CEO David Barbagallo's active involvement in major initiatives for the disability sector enhanced Endeavour Foundation's leadership role.

NDIS campaign

We played a major role in the campaign to push for a National Disability Insurance Scheme, or NDIS.

An NDIS would assure Australians with a disability access to adequate services and equipment throughout their lives to enhance their quality of life and opportunities for social inclusion.

CEO David Barbagallo, currently Chairman of the Queensland NDIS Campaign Committee, was appointed to the National NDIS Campaign Committee. In March 2010, Endeavour Foundation hosted a national summit of key players in the disability sector to progress the campaign.

Delegates from the sector's main service providers, including Victorian-based Yooralla and the Spastic Centre of NSW, and peak bodies like National Disability Services, Activ WA and Children with Disability Australia, came together to develop a campaign strategy.

As a result of this campaign, the major parties committed in-principle support for an NDIS in the lead-up to the Federal election.

Endeavour Foundation Endowment Challenge Fund

The Endeavour Foundation Endowment Challenge Fund, launched in December by Federal Treasurer The Hon. Wayne Swan, MP, will allow Endeavour Foundation to address areas of need not currently being met.



Political heavyweight John Della Bosca is National Campaign Manager for the NDIS.

No other disability service organisation has made such a decisive and bold move to improve the lives of all people with a disability. The Fund's establishment as a capital-preserved fund is in itself a novel concept in the sector.

Income earned on the fund will be used to pay for:

- social inclusion projects for people with a disability;
- a professorial chair in disability at a major university and research to advance the sector's knowledge and improve outcomes for people with a disability; and

- funding other groups to widen their programmes to include people with a disability.

At the end of the financial year, just seven months after it was launched, the fund has grown to \$897,955. Programmes including a share vault and a wine club, are being investigated to bolster donations, especially cultivating high-net-worth and corporate contacts.

Advocacy

We are proud of our efforts to ensure public policy and legislative changes respect the rights and dignity of people with a disability.

We had major input into reform of the Guardianship and Administration Act (2000).

Our involvement ensured policy-makers were fully informed about significant issues and provided



The Community & Advocacy Support (CAS) team took a lead role in advocating for the rights of people with a disability.

recommendations to provide the best outcomes for people with a disability, based on input from focus groups held around the state.

If adopted, our advice would:

- see parents' role as informal guardians strengthened and respected when acting as decision maker on behalf of their son or daughter with impaired capacity;
- enable parents to nominate a successor in the events of their death or incapacity;
- empower people with a disability to make their own wills; and
- streamline requirements on appointed administrators.

We implemented an innovative programme to engage and assist passionate, concerned citizens to advocate on systemic issues that affect all people with a disability in their own communities.

Although independent of Endeavour Foundation, their activities would support ours.

We are also pioneering the Student Health Advocate programme, which will empower medical professionals to improve the healthcare they provide to people with a disability.

This collaborative project with The University of Queensland and Queensland, Centre for Intellectual and Developmental Disability will engage volunteer

MEET THE STAFF



MARIA HOOGSTRATE
Relationship Development Officer
Head Office

Maria Hoogstrate takes great pride in the life-changing differences Endeavour Foundation achieves for people with a disability.

As a member of the Community and Advocacy Support, or CAS, unit, Maria believes passionately in the importance of her role in educating the community about disability.

For Maria, the most rewarding part of her job is getting to know people with a disability and their families and seeing the positive benefits our work has.

second-year MBBS students to act as an advocate for a person with intellectual disability when they undergo their annual Comprehensive Health Assessment Programme with their local GP.

COMMUNITY ENGAGEMENT

In keeping with our foundation by ordinary mums and dads, additional emphasis is being placed on engaging our communities as we head into our 60th anniversary year.

Community engagement means:

- letting people know who we are and what we do;
- explaining the ways they can support our important work; and
- encouraging them to become actively involved in issues important to people with a disability.

A fresh advertising campaign, several new events and a community advocacy programme have helped raise our profile in the community. Reaching out to strategically identified audiences, we took the Endeavour Foundation message to many who had not heard of us before.

The successful regional Board meeting programme was continued, allowing Directors to meet with clients, families and staff and enhance their understanding of our regionally diverse structure.

In 2009, as part of Disability Action Week, Endeavour Foundation hosted Celebrating Abilities Day, welcoming the participation of 17 other service providers and attracting hundreds of people.

Advocacy Champions

A grassroots programme to engage and assist a network of concerned citizens to raise awareness of disability issues in their own communities has begun having an impact.

The Advocacy Champions are independent of Endeavour Foundation to ensure they are able to speak on behalf of people with a disability in their local area.

The programme began with nine advocates and the network is growing with the goal of having at least one advocate in each major regional centre where we operate.

This initiative came out of the 2009 Endeavour Foundation Council.

Membership

Our members are our most fervent advocates in the community, so two strategies were implemented to harness the benefits of their passion.

A membership committee was formed to investigate ways to increase membership. The first outcome, a "membership drive", was conducted just after the financial year and increased our membership by 18% from 1,284 to 1,518.

Many current members "upgraded" to Life Membership and we welcomed back many lapsed members.

Members have also been receiving a new Endeavour Foundation information pack so they can spread the word in their communities about our services and fundraising activities and the importance of their involvement.

Marketing

During late 2009, we conducted a cross-media advertising campaign for the first



A cross-media advertising campaign helped raise the profile of Endeavour.

time in many years to raise our profile in the community and let people know how much we need their support.

The campaign also highlighted the dignity and contribution of people with a disability.

Two inspirational commercials were aired on cinema screens around the south-east and on WIN TV in regional markets late in 2009. They were produced at low cost using staff and volunteers. Stakeholder feedback has been highly positive.

We also used media such as print, radio and TV news outlets to raise the profile of Endeavour Foundation, the people we support, our activities and key issues affecting the disability sector.

This resulted in the publication of 603 newspaper articles and 226 TV and radio bulletins, predominantly in our areas of operation but also including national exposure. This exposed millions to the Endeavour Foundation message. An equivalent amount of advertising would have cost in excess of \$800,000.



TASHA MITCHELL (far right) is a gentle and compassionate woman who has had to struggle with significant life challenges. She has recently been diagnosed with bipolar disorder.

Afraid to take positive steps for her future alone, she approached Endeavour Foundation's employment service, reSolutions.

With their support, Tasha was able to overcome her fear of the future.

She completed qualifications in Community Services, a field she is passionate about, and obtained work experience at Assert Disability Services.

Tasha so impressed Assert Services, she was immediately offered part-time work and now has her "perfect job" as a disability support worker.

Her qualifications, compassion and own life experiences are now making a difference to the lives of others with a disability.

"In my heart of hearts, I know without reSolutions I would not have this job," Tasha said.

reSolutions helps 205 people with a disability to enhance their skills and confidence and obtain employment in the community.

COMMERCIAL OPERATIONS

New South Wales operations

The acquisition of the sites in western Sydney has provided considerable synergy between our food and general packaging operations in Queensland and New South Wales and has added services including pharmaceutical packaging and industrial sewing. It has also increased our customer base – new brands include Dairy Snow, Vittoria coffee and Vegeta – and provided opportunities to expand our marketing and service delivery to them.

Queensland focus

Major projects undertaken in Queensland have focused on expanding the supply chain. The establishment of a timber mill near Hervey Bay will guarantee the long-term supply of raw timber for conversion into stakes, pegs and pallets. It will also allow us to expand into additional timber products like decking and building and landscape materials. The mill should be fully operational by January 2011.

We have expanded our recycling operations with a partnership to operate Brisbane City Council's Tip Shop. This programme is similar to our operations at Warwick and Stanthorpe where furniture and bric a brac are collected for resale rather than being dumped. We will approach other Councils in 2010 to expand this programme throughout Queensland.

The supply chain focus in our packaging operations has yielded the potential to become self-sufficient in terms of cleaning products. We will soon commence packaging an environmentally friendly range of chemicals and cleaning products, offering Endeavour Foundation a saving of around

50% on cleaning products.

We have expanded the range of Kingaroy Kitchen products to include jams, chutneys and fruit cakes. A healthy eating focus has resulted in 95% of these products being gluten free and containing all natural ingredients to cater for niche markets like health food shops. These projects helped Kingaroy Kitchen win the 2009 Fraser Coast tourism retailing award.

New partnerships

Endeavour Foundation values its relationship with customers. Our focus on providing quality, service and value is pivotal to maintaining these relationships.

In May 2010, we began working with plastic packaging company Aperio to develop a new product for the banana industry. Production of a new bunch cover, which protects bananas and hastens ripening, involves sewing an inner liner to an outer plastic case. Following production trials and training of supported employees, the product was launched in mid June.

Demand for this innovative product has grown since the launch and early forecasts of 500,000 bags a year has quickly grown to 1,000,000. Supported employees at Cairns, Townsville, Mareeba, Innisfail and Castle Hill in Sydney are involved, emphasising how our geographic spread is a major strength in meeting the needs of customers.

Accreditation and awards

In 2010, Endeavour Foundation's food packaging operations received the Hazard Analysis and Critical Control Point (HACCP) national food safety award in

the low-risk, multi site category. This is a tremendous achievement and highlights our stringent focus on food safety. Previous winners include Nestlé and SPC, placing Endeavour Foundation in esteemed company.

The Maroochydhore service received accreditation from the National Association of Information Destruction. This will enable it to expand its confidential document destruction programme and provides assurance to customers that material is disposed of according to stringent NAID guidelines.

These awards and accreditations emphasise the commitment of staff and supported employees to quality, which helps strengthen our position in the market and increase sales.

Business services

- HACCP-accredited contract food packaging
- Pharmaceutical packaging
- Contract general packaging
- Manual product assembly
- Labelling/re-labelling
- Refurbishing
- Mailing and collating
- Confidential document destruction
- Metal fabrication
- Liquid-filling
- Cardboard/paper recycling
- Clothing recycling
- Management of council recycling centres
- Industrial sewing

Business products

- Stakes and pegs
- Pine and hardwood pallets and crates
- Industrial cleaning cloth
- Personal protective equipment
- Hearths
- Box and cage trailers
- Lolly Factory confectionery
- Kingaroy Kitchen gluten-free jams, chutneys and cakes

FUNDRAISING ACTIVITIES

Endeavour Foundation could not offer our life-changing services without the support of the community. Government funding covers just 58% of our costs. We are innovative and energetic in our activities to raise the difference.

Philanthropy & Corporate Relations

The 2009-2010 year saw more strategic approaches to individuals and businesses to engage them in supporting Endeavour Foundation and increase their awareness of our work in the community.

Significant new philanthropic partnerships were forged with the Ernst & Young Foundation and Talbot Family Foundation.

Donations from individuals reached \$38,000 and \$36,724 was received from organisations which chose us as charity of choice for their events.



Queensland University of Technology has worked with Endeavour to create STOMP – a cutting edge gaming system which may help people with a disability learn new skills.

The Joy of Giving Appeals held in December and June, supported by personal approaches, raised almost \$100,000.

The new stewardship and engagement programme began to more effectively recognise major donors, including bequests and organisations supporting us with workplace giving. This generates awareness and continued support, for example by letting donors know how their support is assisting people with a disability.

Prize Home Lotteries

Prize Home Lotteries continue to be an important source of funds and last year made a modest yet important increase in net profit.

The result is in part due to sourcing houses in a variety of styles and locations to satisfy the wide the range of customer preferences.

The challenge remains, however, to regain the heights of previous years. A new range of promotional initiatives are being planned for our 60th year so we can take this important fundraising business to the next level.

Many people find out about Endeavour Foundation's good work supporting people with a disability through our Prize Home advertising. We ensure our promotional material is used to raise awareness of our range of products and services as well as celebrating the successes of people with a disability.



Eric and Therese celebrate their Montville Prize Home win. Prize Home Lotteries made an increase in net profit during 2009-2010.

Looking ahead, we are seeking to have more purpose-built Prize Homes constructed, and one is moving into the construction stage in Maleny.

Ongoing supporter feedback and the commencement of market research will further assist us improve the appeal of our Prize Home Lotteries and, in doing so, our fundraising returns.

Bingo games were held more often and in more locations to improve their contribution to the bottom line and maximise our investment in this form of community fundraising.

FUNDRAISING ACTIVITIES CONT.



Long-time Rally supporters the Moore family again made a significant contribution to the grand total.

Events

Iconic Endeavour Foundation events like the Great Endeavour Rally, which raised a record \$492,000 in July 2009, and the 500 Summer Challenge team endurance relay continued to attract interest from around Australia. Several new events were created to raise awareness of Endeavour Foundation with new audiences.

The cycling fraternity has been engaged with our involvement in three new events: Cycle Queensland, the Brisbane Coot-tha Challenge and the National Road Series Tour of Toowoomba. Cycling is Australia's fastest growing individual and corporate sporting activity, making it a great way to garner community exposure and corporate support.

The Grand Highland Charity Ball held in May provided 650 guests with a night to remember and a better understanding of Endeavour Foundation's vital role in the community.

The Ball also engaged:

- supporters who donated \$137,000 in cash, products and services;
- 100 performers who waived or reduced their fees; and
- 44 volunteers who ensured the night was a stunning success.

Endeavour Recycled Clothing

The Endeavour Recycled Clothing network grew to 36 stores during the year with new outlets opening in Hervey Bay, Beenleigh and Ashmore. The focus for the network has been on in-store presentation and merchandising designed to improve the shopping experience for customers. The "Recycle with Style" concept has encouraged a new generation of shoppers, keen to purchase a bargain.

Sales were assisted by the generosity of 33 organisations who donated stock worth \$350,000.



Endeavour Recycled Clothing Capalaba shows the "Recycle with style" concept, which has attracted new shoppers.

Stores are working closely with the recycling division within Endeavour Foundation Industries by returning seasonal stock that does not sell. This returned stock was subsequently sold and exported to other countries in the Pacific Rim and Africa.

In 2011, we plan to open stores in Sydney allowing that city's shoppers the opportunity to purchase quality recycled clothing at affordable prices.

MEET THE VOLUNTEERS



SUZIE THORPE
Volunteer
Endeavour
Recycled Clothing
Central Park

Suzie Thorpe is an active member of Endeavour Foundation's South East Area Committee and an enthusiastic volunteer.

She was instrumental in the opening of Endeavour Recycled Clothing at Central Park Plaza, Ashmore on the Gold Coast.

Having raised a son with a disability, Suzie understands intimately the value of the support Endeavour Foundation provides.

She also recognises the importance of returning that support, and passionately encourages people to get involved as a member or volunteer like she has.



MARGARET ROBERTSON is a well-known and admired member of the Ingham community. Her outgoing nature has made her many good friends.

Testament to her friendly and independent nature, Margaret has spent the past 10 years feeding hungry locals at the Ingham McDonald's, where until recently she worked and volunteered. She also regularly joins NRL fans at home games to cheer on her team, North Queensland Cowboys.

Margaret, who has Down Syndrome, has been with

Endeavour Foundation for more than 40 years. She attends the local Learning & Lifestyle service, where she enjoys arts, crafts and gardening, and lives in Endeavour supported accommodation.

Despite hanging up her Macca's cap, Margaret continues to feed the community by volunteering at the Ingham State High School tuckshop.

Learning & Lifestyle services provide tailor-designed opportunities for people with a disability to enhance their independence, confidence, community involvement and life choices.

FUNDING & GRANTS

We rely on securing government funding and winning competitive grants to offer our services at current levels, and have been dynamic in maximising these moneys.

Endeavour Foundation negotiated Queensland's first output-based service agreement with the Queensland Government. This agreement has the potential to change the way we deliver services, offering greater flexibility in how grant funds are targeted. Funding effectiveness will now be measured by the level of services delivered.

In the coming year, we will lobby the Queensland Government to increase funding levels so they reflect the full cost of providing services.

Strategic focus was given to the many other sources of public funding including the Queensland Government's Gambling Community Benefit Fund unit, grants from local Councils and other funds and trusts.

Gambling Community Benefit Fund

Endeavour Foundation was successful in securing 59 grants worth \$1.4 million from the Queensland Government's Gambling Community Benefit Fund (GCBF) unit during 2009-2010.

We would not have enjoyed as many

successful grants if not for the support of Senators and Federal and State MPs as well as local, mayors and councillors, our hard-working staff and other committed stakeholders.

These grants, of up to \$30,000, are invaluable in improving our buildings, grounds and facilities with necessities like modern kitchens, bathrooms, dining facilities and activity rooms and equipment like computers and cameras.

The grants really make a difference by creating opportunities through greater learning and life skill opportunities, better employment opportunities, improved workspaces and a more enjoyable lifestyle.

During 2009-2010, 92 GCBF-funded projects [listed below] with a value of \$2.4 million were acquitted.

Endeavour Foundation passed a series of audits requested by the GCBF: two random audits conducted on Endeavour Foundation's grant processes by Queensland Treasury and two audits of two particular grants conducted by the external auditor. Both audits were impressed by our Quality Management System, policies and procedures, record keeping and provision for monitoring and improving our systems.

The GCBF are transferring from a paper-based system to an online system, which

in the long-run will result in streamlining of our processes, and further reduce our administration costs in respect of our application and submission processes.

MEET THE STAFF



JANE BROADBENT
Grants Management Officer
Buranda

She may not work directly with Endeavour Foundation's clients, but Jane Broadbent knows how important her role is in providing them with support.

Jane and her fellow Grants Management Officers work hard to maintaining our Client Information Management System and provide the State Government with data on service provision crucial to their ongoing funding.

Without government funding, Endeavour Foundation would not be able to provide the level of services we do.

Grant No.	Service	Amount	Purpose/Item
I08029	Daphne Orr Residential	30,000.00	Construct Undercover Patio
I08032	Endeavour Foundation Industries – Ipswich	30,000.00	Purchase saw-dust packaging machine
I08068	Tree Tops Residential	24,500.00	Complete internal repaint
I08070	Lonsdale Residential	21,762.00	Kitchen upgrade
I08072	Dixon Residential	29,985.00	Upgrade kitchen & laundry
I09809	Waminda Residential	28,563.00	Refurbish patio/entertainment area (roof & flooring)
I11768	Kingston Learning & Lifestyle	23,250.00	Upgrade female bathroom/toilet
I11787	Stan Lohse Residential	22,372.00	Upgrade bathroom
I12271	Yeerongpilly	7,644.00	Training materials and resources
I15368	Lawnton Learning & Lifestyle	24,500.00	Suspended ceiling and lighting
I17503	Ron McCamley Residential	30,000.00	Bathroom upgrade, install air-conditioning
I08074	Kewarra Residential	24,310.00	Air-conditioning & electrical upgrade
I11715	Vienna Residential	30,000.00	Upgrade outdoor area
I11716	Wahroonga Residential	30,000.00	Bathroom upgrade
I11747	Bishop Place	4,018.00	Concrete under clothesline and wheelie-bins, as well as supplying and installing three ceramic cook-tops
I11767	Highworth Residential	29,600.00	Construct Outdoor patio area
I12028	Martindale Residential	30,000.00	Kitchen upgrade
I12029	Rockhampton Learning & Lifestyle	25,776.00	Gardening and retaining wall

Grant No.	Service	Amount	Purpose/Item
I12030	Carinya Residential	30,000.00	Wardrobes & bedroom repaint
I12031	Forrest Beach Residential	30,000.00	New kitchen
I12032	Riverside Residential	30,000.00	Internal repaint & replace floor-coverings
I12033	McKenzie Residential	30,000.00	New kitchen
I12167	Corinda Residential	30,000.00	Paving and external repaint
I12168	Atkinson Residential	28,600.00	Kitchen upgrade & Skylights
I12169	Mervyn Whittaker Residential	30,000.00	Kitchen upgrade and awnings
I12170	Joan Ryder Residential	30,000.00	Kitchen upgrade
I12171	Tugun Residential	26,600.00	Upgrade patio, floor coverings and fencing
I12172	Ballinger Residential	30,000.00	Upgrade kitchen and laundry
I12173	Appleyard Residential	30,000.00	New kitchen
I12174	Shannon Residential	30,000.00	Kitchen upgrade
I12287	Nambour Learning & Lifestyle	27,882.00	Purchase furniture
I15368	Lawnton Learning & Lifestyle	24,500.00	Suspended ceiling and lighting
I15369	Endeavour Foundation Industries – Rockhampton	26,189.00	Replace tables, chairs & landscape, replace whitegoods
I15370	Karingal Residential	30,000.00	Kitchen upgrade
I15371	Milperra Residential	30,000.00	Kitchen upgrade
I15372	Arnie Barlow Residential	30,000.00	Kitchen upgrade
I15373	Labrador Learning & Lifestyle	30,000.00	New kitchen
I15607	Wilpeena Residential	26,781.00	Bathroom upgrade, toilet & cupboard
I15608	Koala Park Residential	30,000.00	Internal repaint
I15610	Amersham Residential	20,058.00	Roofed pergola at rear of premises, wide-screen digital television
I15611	Endeavour Foundation Industries – Innisfail	22,628.00	Purchase industrial shredder
I15612	Cairns Learning & Lifestyle	16,911.00	Renovate building
I15614	Hoepper Residential	23,400.00	Purchase shade structure and upgrade barbeque area
I17294	Joyce Swann Residential	27,640.00	Construct outdoor entertainment area & path
I17295	Henderson Residential	28,380.00	Refurbish laundry & landscape
I17329	Townsend Residential	29,490.00	Purchase air-conditioner & upgrade facilities
I17331	Beltana Residential	26,044.00	Covered barbeque area, landscaping, 46" digital television, and entertainment unit
I17503	Ron McCamley Residential	30,000.00	Bathroom upgrade and install air-conditioning
I17627	Bundaberg Learning & Lifestyle	21,628.00	Refurbish patio and purchase equipment
I08027	Lynxden Residential	14,963.00	Upgrade outdoor area & purchase household goods
I15613	Oldham Residential	30,000.00	Internal repaint
I16708	Andrew Fordyce Residential	30,000.00	Refurbish kitchen and dining suite
I19171	Caboolture Learning & Lifestyle	10,474.00	Driveway and window tinting
I19367	Windsor Learning & Lifestyle	29,950.00	Floor-coverings, computers, chairs, desks, and acoustic tiles
I20429	Halliday Residential	30,000.00	Renovate staff room, shower and office
I15367	Endeavour Foundation Industries – Toowoomba	30,000.00	Industrial clean cloth press
I15609	Walden Residential	23,670.00	Upgrade outdoor area
I15888	Sunshine Coast Administration	30,000.00	Internal repaint and refurbishment
I18488	Endeavour Foundation Industries – Townville	30,000.00	Upgrade of supported-employees lunchroom
I19087	Hilder Residential	7,466.36	Built-in wardrobes
I19088	Geebung Learning & Lifestyle	30,000.00	Upgrade bathrooms to be wheelchair friendly
I19147	Ipswich Learning & Lifestyle	30,000.00	Kitchen upgrade
I19148	Head Office	17,125.00	Camera library – stage one
I19149	Lever Residential	21,700.00	Upgrade driveway
I19150	Woolcock Residential	29,672.73	Built-in wardrobes and lounge
I19167	Sam Milfull Residential	30,000.00	Installation of skylights to hall and lounge area, and upgrade / renovation of kitchen
I19168	Respite for Older Persons	29,950.00	Renovate kitchen
I19169	Endeavour Foundation Industries – Wacol	30,000.00	Install intercom and purchase equipment
I19170	Martens Residential	26,359.00	Landscape and fence
I19187	Gatton Learning & Lifestyle	30,000.00	Upgrade bathrooms to be wheelchair friendly and renovate kitchen
I19252	Redcliffe Learning & Lifestyle	30,000.00	Internal repaint and refurbishment
I19267	Rosedale Street Learning & Lifestyle	30,000.00	Kitchen upgrade
I19347	Endeavour Foundation Industries – Bowen	18,060.00	Install shade-sail structure and door
I19622	Williams Learning & Lifestyle	18,415.00	Rainwater tank, shade sail, shelving, lounges, and front fence
I20429	Halliday Residential	30,000.00	Renovate staff room, shower and office
I21927	Endeavour Foundation Industries – Warwick	30,000.00	Upgrade bathroom facilities
I25007	Endeavour Foundation Industries – Bundaberg	26,800.00	Upgrade extraction system
I35047	Kingaroy Residential	16,744.00	Replacement of sheds
I10568	Endeavour Foundation Industries – Home Hill	17,900.00	Supply and installation of shade-sail
I19172	Eva Mussett Learning & Lifestyle	27,773.00	Refurbishment of meeting room, kitchenette and appliances, data projector; drop-down screen and wide-screen digital television (wall-mounted), tables and chairs
I19348	Alexandra Hills Learning & Lifestyle	26,173.64	6 x computers with touch-screens, ergonomic desks, chairs, and educational software
I19387	Clark Residential	30,000.00	Renovate kitchen
I19468	Endeavour Foundation Industries – Northgate	30,000.00	Tables, chairs, and working benches
I19867	Kingaroy Learning & Lifestyle	13,700.00	Re-surfacing driveway
I20470	Ingham Learning & Lifestyle	30,000.00	Internal and external repaint, and an internal divider wall
I20472	Gympie Learning & Lifestyle	29,656.00	Renovate interior of shed at Learning & Lifestyle to create an Activity Space for service-users (including interior insulation, ceiling, air-conditioning, lighting, power-points plumbing, painting, and install a small kitchenette area).
I24867	Innisfail Respite (EMMANUS)	27,311.00	External repaint and vinyl wall protection (coving)
I24887	Stanthorpe Learning & Lifestyle	23,950.00	External blinds
I24987	Williams Residential	30,000.00	Kitchen upgrade
I25907	Knowlton Residential	30,000.00	Renovate kitchen
I28089	Mermaid Waters Learning & Lifestyle	26,500.00	Coving, lighting, air-conditioning, and blinds
I35047	Kingaroy Residential	16,744.00	Replacement of sheds
92 Grants Totaling		\$2,404,067.73	excluding GST



JENNIFER YOUNG loves her life, sharing a home with her beloved twin sister and volunteering at a local bookshop.

Jennifer and Lorraine used to have a live-in support worker; but with Endeavour Foundation's assistance and encouragement they now enjoy the privacy and independence of living on their own.

Jennifer takes full advantage, often hanging out at home and making tasty treats to enjoy while watching her favourite cooking shows.

She has been learning essential domestic skills, along with, shopping, banking and bill paying with the assistance of staff from the Learning & Lifestyle and In-Home Support services

Endeavour Foundation also helps and outgoing pair enjoy life outside the house through our community access programmes.

"My sister and I like going to see new places but we don't drive: we need help to go places," she says.

OUR PEOPLE

As an organisation involved in human services, Endeavour Foundation's focus on our people is an understandably high priority.

There was a strong emphasis on staff education and training in an effort to ensure highest quality service provision. Improvements to back office processes helped our people work more efficiently.

Changes to occupational health and safety have added to an already caring and safety-conscious workplace. One immediate benefit was creating a \$50,000 saving on our workers' compensation premium.

Significant effort went into transitioning the human resources and payroll functions of our newly acquired Sydney operations to the Endeavour Foundation format. This included the major project of transferring supported employees to the sector-standard Business Services Wage Assessment Tool.

This ensures supported employees are paid in accordance with their independently assessed competencies, and has resulted in better rates of pay for many.

The new Endeavour Foundation Collective Agreement was negotiated and implemented. The improved pay and conditions for those employees was reflected in higher satisfaction levels and reduced staff turnover.

Learning and Development

Endeavour Foundation Business College was created to make sure our staff are the best trained in the sector; to ensure

the highest quality services for people with a disability.

Sunshine Coast Institute of TAFE was engaged to develop and deliver nationally recognised, tailor-made courses in disability services, business administration, people management, training and assessment and project management.

We have identified 1,000 staff who would benefit from courses, with the first graduates collecting their qualifications in August 2010.

We also collaborated with The University of Queensland's Business School downtown to introduce specialist post-graduate programmes.

In part, the success of the College is due to federally funded support, in particular, an enterprise agreement reached with the Queensland Department of Education and Training for 458 productivity funded positions – a landmark result.



As part of the HR team, Megan Thwaite and Eve Nelson have been heavily involved with changes to improve workplace conditions and efficiency.

The Scholarship Programme was introduced to encourage and financially assist staff to undertake university undergraduate or post-graduate degrees.

We introduced a programme to place top university students in professional roles within Endeavour Foundation. This provides the students with on-the-job experience and Endeavour Foundation with the benefits of their new-found skills and enthusiasm at low cost.

The Walk A Mile In My Shoes programme has seen head office staff complete at least one day's work experience at an Endeavour Foundation service to gain an insight into our operations and spend time with clients.

The introduction of a more comprehensive annual performance appraisal and development review programme will assist each employee identify further areas for personal and professional development.

Occupational Health and Safety (OHS)

A Zero Harm Policy, Fire Safety Management Plan and Anti-Bullying Campaign were implemented and communicated to ensure Endeavour Foundation is not only a rewarding but a safe and enjoyable place to work.

The amount of health and safety training available online was increased to make it more convenient for employees to access and take up.

Finally, the OHS Department was centralised to provide a more outcomes-oriented service.

OUR PEOPLE CONT.



A collaborative effort led to a brand new flagship website for Endeavour Foundation.

Efficiency improvements

Changes to create a more streamlined and efficient working environment include improving the accessibility of important policies and procedures and implementing a more efficient payroll system.

Outsourcing the management of the casual workforce has not only reduced costs but allowed managers to focus their time on client services rather than administrative burdens.

Volunteering

Our higher profile and growing links with large companies saw the number of volunteers grow by about a third to 1,200.

We also attracted volunteers with a greater range of specialist skills so more areas of Endeavour Foundation were able to benefit from their expertise.

These generous people donated over 226,778 hours, without which Endeavour Foundation would not have been able to provide the services we do.

In recognition of their importance, Endeavour Foundation became the first not-for-profit organisation in Australia to

offer formal training to volunteers.

Several programmes were implemented to show our volunteers how much we value them. They were thanked for their contributions in a variety of ways including gifts, certificates of appreciation, length of service awards, public acknowledgement in Endeavour Foundation publications and morning teas during National Volunteer Week.

This had a positive benefit on their experience at Endeavour Foundation. A 2010 survey showed overall volunteer satisfaction was 8.6 out of a possible 10.

The survey revealed the high satisfaction rating was driven by pride, recognition of their effort, the quality of their manager, the pace at which they work at and the care we show them.

These great results will have a positive effect on our ability to retain existing volunteers and attract new ones, many of whom apply on the recommendation of others.

Overhead management

An organisation as vast and diverse as Endeavour Foundation requires a significant range of effective and efficient support functions for it to operate. At Head Office, a range of support services are provided including information technology, volunteer coordination, community advocacy and support, property services, finance, occupational health and safety, payroll, purchasing, fleet management, human resources, quality, marketing, fundraising, grants, internal audit, and the like. The costs for these

services based at Head Office were fully analysed and benchmarked and account for approximately 8.8% of our total business turnover which is a very efficient benchmark. Nonetheless, continuous improvement in the value, performance and cost of these services goes on to ensure that the right balance is struck in terms of service cost and the range and scope of these services. Importantly, they not only enable service delivery, they also provide assurance for the governance function required for such a large network of service delivery locations.

MEET THE STAFF



NEVYL RAATZ
Volunteer
Endeavour
Foundation
Industries
Rockhampton

Nevyl Raatz wants to ensure traditional carpentry skills are passed on to a new generation.

So the retired carpenter and manual arts teacher volunteers at Endeavour Foundation Industries Rockhampton, where he is admired for his gentle and patient manner:

"When I retired I wanted to put my teaching and trade skills to good use," said Nevyl.

The supported employees think that he has achieved his goal.

Shy is not a word that would describe **RICKY MCDONNELL.**

This gregarious young man is enjoying life as never before, having recently moved with his family from western Queensland to the bustling port city of Gladstone.

Ricky's life is on an exciting path and his next goal is to find a job.

He is working hard with staff at Endeavour Foundation's Learning & Lifestyle service to enhance his employability and fine-tune important life skills like interpersonal communication, banking and bill-paying, household chores and, as here with support worker Helena Feather, shopping.

With their assistance, Ricky has secured a volunteer position in the nursery section at Bunnings Warehouse so he can put these skills into action.

Positive feedback he receives from Bunnings staff and customers alike indicates he's not far away from realising his dream.

Learning & Lifestyle services offer people with a disability individually-designed programmes to help them enhance their independence, self-esteem, social interaction skills and life choices.



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 Disability Services Act 2006 (Qld) and Disability Services Act 1986 (Cth), 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 Team 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 Team 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 Team 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 adult who supports Endeavour Foundation's objectives may apply for membership. Bodies corporate may also apply for membership.

Endeavour Foundation Membership	
30 June 2010	30 June 2009
1,284	1,253

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 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 Directors, and they elect 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 fulfil its responsibilities. The Internal Audit programme maintains a strong focus on issues of governance, internal control, risk and compliance, and implementation of the programme 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 Team, that the internal control environment is adequate and is operating effectively.

Risk Management

The Board Risk Committee met a number of times during the year to monitor and review the organisation's risk profile. The committee has focused on the top 20 enterprise risks that have been identified. These risks consider the various categories and aspects that may impact on the business objectives and whether the risk level remains tolerable as the external and internal factors change in our dynamic operating environment.

There were a number of new risks that became relevant during the past year including the international influenza concerns that were raised last winter. As result an updated pandemic procedure was

developed and implemented across the organisation.

The Risk Committee has been working towards embedding risk management into the organisation and integrating it into business functions and decision-making. To that end, all senior managers will undertake training in risk management and reporting over the coming year as an integral part of their professional development.

Commitment to Continuous Improvements

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 (Cth) and the Disability Services Act 2006 (Qld) 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 to, and the development of internal practices through continuous improvement processes designed to ensure regular review and self assessment within a culture that supports Endeavour Foundation to be a service provider and employer of choice.

External Audit Findings	2009-2010	2008-2009	2007-2008
Opportunities for improvement – Endeavour Foundation Industries	2	5	6
Opportunities for improvement – Disability Services	33	32	78
Non Conformances – Endeavour Foundation Industries	0	0	1
Non Conformances – Disability Services	1	13	6

CORPORATE GOVERNANCE CONT.

Occupational Health and Safety

In line with Endeavour Foundation's commitment to continuous improvement of Occupational Health and Safety (OHS), an extensive internal audit was conducted in November and December 2008.

The audit verified that there has been noticeable improvement across Endeavour Foundation business units in the development and application of OHS processes.

Opportunities for improvement exist for Endeavour Foundation to take OHS to the next level and include:

- Centralisation of OHS to provide consistent approach across all business units;
- Improved OHS training;
- Implementation of the Zero Harm philosophy to improve our OHS culture;
- OHS specific plans and key performance indicators; and
- OHS tools to assist reporting of hazards and incidents and data analysis.

During the 2009-2010 financial year, seven online OHS training modules were introduced, with 1,500 staff and volunteers completing a total of 9,000 modules.

Community and Advocacy Support Unit

The 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 Team 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 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. Most recently, they were involved in the implementation of changes to Restrictive Practices legislation across the organisation.

The 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 annual 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 Team 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 Team.

Our Executive Team 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 2,870 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 literacy and community access opportunities for 'under thirties' through 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, provides supported employment and training opportunities for 2,104 people in a variety of different industry segments. It 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 management, payroll, quality management, occupational health and safety, injury management and risk management.
4. Marketing, Communications and Innovation is responsible for presenting a positive profile for the organisation, including public relations & community profile, branding & design, special events, and is accountable for conducting fundraising activities in a

- compliant and efficient manner:
5. Finance Infrastructure and Performance Management delivers core financial management services including finance and accounts, purchasing, information systems, asset management, administration of the Gambling Community Benefit Fund, Prize Home Lotteries and Queensland-wide regional administration.
 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 programme 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 programme, 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 a zero harm philosophy / policy and centralised OHS 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 rolling 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 fulfil; 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.

ACCOUNTABILITY FRAMEWORK

LEGEND	
CAS	Community Advocacy Support
CEO	Chief Executive Officer
CFO	Chief Financial Officer
DoC	Department of Communities
FaHCSIA	Department of Families, Housing, Community Services and Indigenous Affairs
GM	General Manager
GSA	General Service Agreement
HACCP	Hazard Analysis and Critical Control Point
IS	Information Services
IT	Information Technology
KPI	Key Performance Indicator
QA	Quality Assurance/Audit
QMS	Quality Management System
OHS	Occupations Health and Safety

BOARD OF DIRECTORS



Grant Murdoch
Chairman
MCom(Hons), FAICD, FICAA

Appointed to the Board
26 September 2007

Grant joined the Endeavour Foundation Board in 2007, bringing more than 35 years' chartered accountancy experience and a solid understanding of the not-for-profit sector.

He is a partner with Ernst & Young and Divisional Director of their Transaction Advisory.

Services in Queensland, with experience in mergers, acquisitions, takeovers, corporate restructures and share issues.

Grant is Adjunct Professor at The University of Queensland Business School and was appointed to The University of Queensland Senate in February 2010.

He was a member of the Board of Management of the Queensland Deaf Society for ten years.

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 impact 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 managing partner of Condon Charles Lawyers, Shane practises in commercial law, particularly succession planning, mergers and acquisitions and business structuring.

He is President of the Toowoomba Chamber of Commerce, sits on the boards of the Toowoomba Regional Council Economic Development Committee, and the Toowoomba Region's NEXTEP Project and is a member of the Urban Development Institute of Australia.

Gerard Crotty

Elected to the Board
15 October 1999

Gerard 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'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 the Endeavour Foundation, Gerard is also 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.

John Bowen

Elected to the Board
29 November 2002

John has been proudly involved with Endeavour Foundation since 1994.

He has been a member of the Brisbane Metropolitan Area Committee since its inception in 2001 and he was previously a member of the Ipswich Branch Board.

He brings valuable experience to Endeavour, following an impressive career spanning more than 40 years at Queensland Health.

He has a special interest in the not-for-profit sector and is passionate about helping Endeavour continue its vital work.

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, he had earlier experience in Human Resource management with Mobil Oil before practise in a Child Psychological Clinic.

He was Principal of Rosella Park School for students with a disability for six years, 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 Braeveheart Foundation, David is a member of Endeavour Foundation's Central Queensland Area Committee.

David Rawnsley
BEd, MAICD

Elected to the Board
22 November 2006

David joined the Endeavour Foundation Board in 2006, following two years of involvement with the North Queensland Area Committee, which is now Chairs.

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

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

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

Sally Herman
BA

Appointed to the Board
13 April 2010

Sally is a General Manager at Westpac, her most recent role being 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 a Board member of the Australian Employers' Network on Disability and is a member of the Sydney Children's Hospital Fundraising committee.

Changes to Board of Directors

Chloe Bryce, Independent Director: Resigned 27 November 2009
Kate Swindon, Independent Director: Appointed 13 July 2010

EXECUTIVE MANAGEMENT



David Barbagallo
Chief Executive Officer
BSurv, MTM, MAICD

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



Svend Kling
Chief Financial Officer, Company Secretary, General Manager Finance, Infrastructure and Performance Management
BBus, Grad Dip Mgt, MBA, GAICD

Svend has been with Endeavour Foundation for six years. As Chief Financial Officer he has been responsible for financial management, budgeting and resource planning, procurement and fleet management. He has also been the General Manager for information systems, asset and infrastructure planning and facilities management, Gambling Community Benefit Funds grants, Prize Home Lotteries and regional administration.

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

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



Gail Davidson
General Manager Disability Services Operations and Community Engagement
MAICD

Gail has been involved with Endeavour Foundation for almost 20 years and is responsible for the provision of support to 2,870 people with a disability.

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. She is also a member 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.



Andrew Donne
General Manager Commercial Operations
BBus

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

A key facet is maximising the employment and training opportunities for Endeavour's 1,360 supported employees and 260 clients in open employment.

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



Geoff Rowe
General Manager Policy, Research, Planning and Strategy
BSocWk, MAICD

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's services, advising on strategic direction, developing Endeavour's research profile and managing external funding relationships to ensure their long-term viability.

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



Ken Tapfield
General Manager Human Resources and Organisational Development
PDM

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, learning and development, occupational health and safety, payroll services and volunteering.

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 values-based leadership, cultural change, managerial coaching and competency development, employee relations, performance management, occupational health and safety, recruitment and resource planning.



Alison Wolff
Manager Community and Advocacy Support Unit
BSocSc

Alison joined Endeavour 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

Virginia Clifton Dougherty, General Manager Marketing, Communications and Lottery. Resigned 5 March 2010
Shaun McDonagh, General Manager Marketing, Communications & Innovation. Appointed 29 July 2010

Biloela's **FELIX COLLINS** does what all children do – keep parents Darren and Kerry-Anne very busy.

But the Collins' family situation is a bit more challenging than most.

Felix, 4, and brother Harper, 7, both have Autistic Spectrum Disorder, typified by impaired social skills and which requires learning social interaction and communication skills.

Felix only recently learnt to smile and this picture is one of the first Kerry-Anne and Darren have of this happy event.

As a major source of respite care in Central Queensland's, Endeavour Foundation allows the Collins' to grow together as a family.

The service provides fun, social interaction for Felix and Harper.

Importantly, it offers Darren and Kerry-Anne a break from their often-demanding, full-time caring role and a chance to focus on their other children Stevie and Isabella, who sometimes miss out on quality time with Mum and Dad.

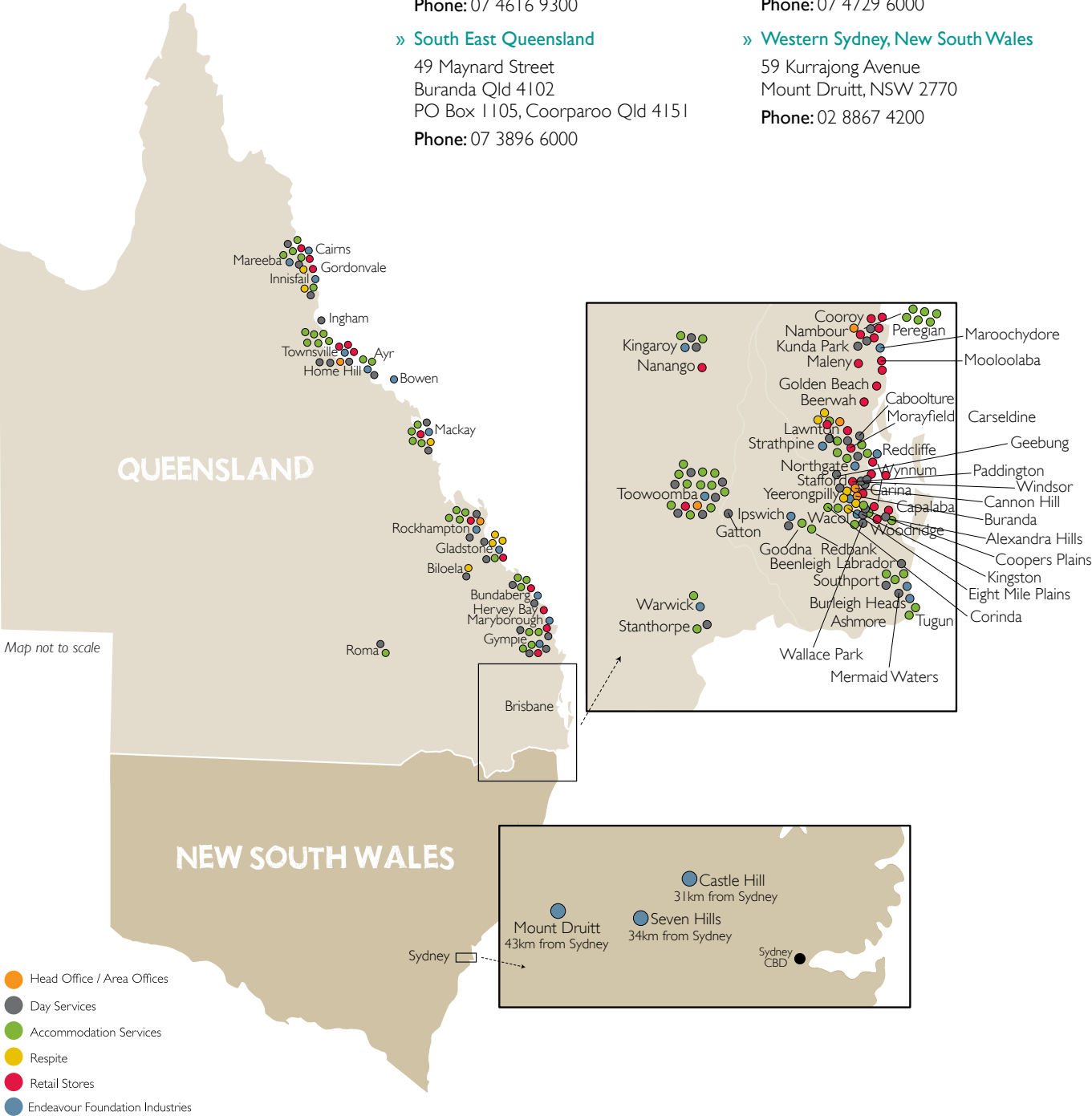
Endeavour Foundation's respite service provide

24-hour individualised support for children and adults with a disability.



LOCATIONS

- » **Head Office**
50 Southgate Avenue
Cannon Hill Qld 4170
PO Box 3555, Tingalpa DC Qld 4173
Phone: 07 3908 7100
Fax: 07 3908 7101
Email: information@endeavour.com.au
- » **Sunshine Coast, Queensland**
59 Todds Road
Lawnton Qld 4501
PO Box 1, Lawnton Qld 4501
Phone: 07 3481 4000
- » **South West Queensland**
88 Russell Street
Toowoomba Qld 4350
PO Box 2083, Toowoomba Qld 4350
Phone: 07 4616 9300
- » **South East Queensland**
49 Maynard Street
Buranda Qld 4102
PO Box 1105, Coorparoo Qld 4151
Phone: 07 3896 6000
- » **Central Queensland**
162 Alma Street
Rockhampton Qld 4700
PO Box 1515, Rockhampton Qld 4700
Phone: 07 4931 9000
- » **North Queensland**
18 Landsborough Street
North Ward Qld 4810
PO Box 711, Townsville Qld 4810
Phone: 07 4729 6000
- » **Western Sydney, New South Wales**
59 Kurrajong Avenue
Mount Druitt, NSW 2770
Phone: 02 8867 4200



FINANCIAL OVERVIEW

Following the establishment of the Endeavour Foundation Endowment Challenge Fund on 3 December 2009 as an entity controlled by Endeavour Foundation, it has for the first time become necessary to prepare consolidated annual financial statements. The consolidated annual financial statements comprise Endeavour Foundation ("the Company") and its controlled entities ("the Group"), a brief summary of which is presented below.

The Group recorded an operating surplus for the current financial year of \$1,694,000 compared to an operating surplus of \$707,000 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 1.2% of operating revenue (2009 : 0.6%) and represents less than 5 days of total employment costs for staff and supported employees (2009 : 3 days).

The net surplus for the current financial year, after recognising non-operating items of \$1,614,000 was \$3,308,000. In the year 2008-09 a comparative net surplus for the year of \$3,043,000 was recorded, after recognising non-operating items of \$2,336,000.

Cash resources of \$7,728,000 utilised in the Cumberland acquisition reduced the "untied" cash balance at 30 June 2010 to \$2,177,000, compared to a balance of \$7,209,000 at 30 June 2009.

Financial highlights during the year included :

Income Statement

Operating revenues increased over prior years in both the Disability Services and Commercial Operations divisions, with total operating revenue for the 2010 financial year increasing by 17.4% to \$145,807,000. Of this increase, \$11,188,000 or 8.4% was attributable to the Cumberland acquisition.

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 57.8% of total operating revenue (2009 : 58.3%). Government subsidies increased by \$11,860,000 or 16.4% to \$84,225,000, partly as a result of the Cumberland acquisition but also reflecting a combination of growth in services being offered, as well as some limited indexation of existing subsidies.

Operating expenses increased by 16.7%, or \$20,670,000 to \$144,113,000 for the year; of which \$10,195,000 was attributable to the Cumberland acquisition. This is only marginally less than the 17.4% increase in total revenues, reflecting the tight margins under which the organisation operates.

Non-recurrent government capital expenditure grants of \$1,614,000 (2009: \$942,000) continue to provide an important cash supplement for capital asset acquisitions. The total annual capital expenditure spending of \$16,723,000 in 2010 and \$6,561,000 in 2009, was largely funded from internal resources.

Balance Sheet

Endeavour Foundation is in a sound financial position at 30 June 2010, 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 \$4,108,000 at balance date (2009 net current assets of \$11,200,000).

The year end cash balance of \$15,169,000,

includes quarantined cash of \$12,992,000. Of these quarantined balances, \$7,266,000 represents income received in advance, with the remaining \$5,726,000 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 large increase in property, plant & equipment, to \$54,106,000 is largely attributable to the Cumberland acquisition and had the effect of reducing the "untied" cash balance at 30 June 2010 to \$2,177,000, compared to a balance of \$7,209,000 at 30 June 2009. This is still an adequate cash position to be in.

The balance sheet remains strong, is essentially un-g geared, with total equity growing to \$54,970,000.

Cash Flow Statement

Net cash provided by operating activities remained strong at \$8,199,000, which only partly funded the net cash spend on investing and financing activities for

the period of \$15,694,000 (including \$7,728,000 for the Cumberland acquisition), with the remaining cash required being drawn down against the cash reserves brought forward from the previous period. This saw the cash and bank balances decrease by \$7,494,000 for the year; to record a closing balance of \$15,169,000 at period end.

The accompanying graphs and tables include a financial overview of Endeavour Foundation's operating results and its financial position at 30 June 2010.

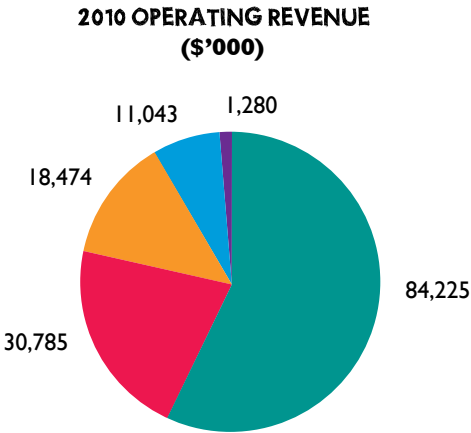
Audited Financial Reports

The audited Concise Annual Financial Report and full statutory Annual Financial Report for the year ended 30 June 2010 are available as separate documents. The Concise Annual Financial Report is included in the final section of this Annual Report, whilst 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.

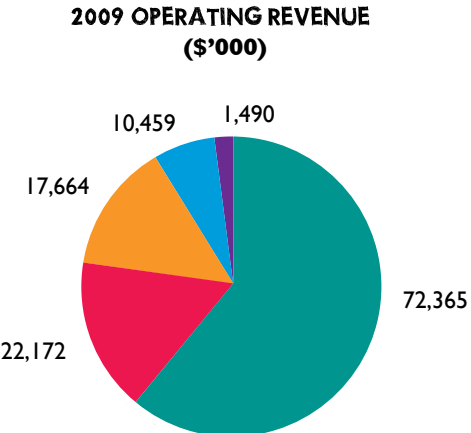
DIVISIONAL RESULTS

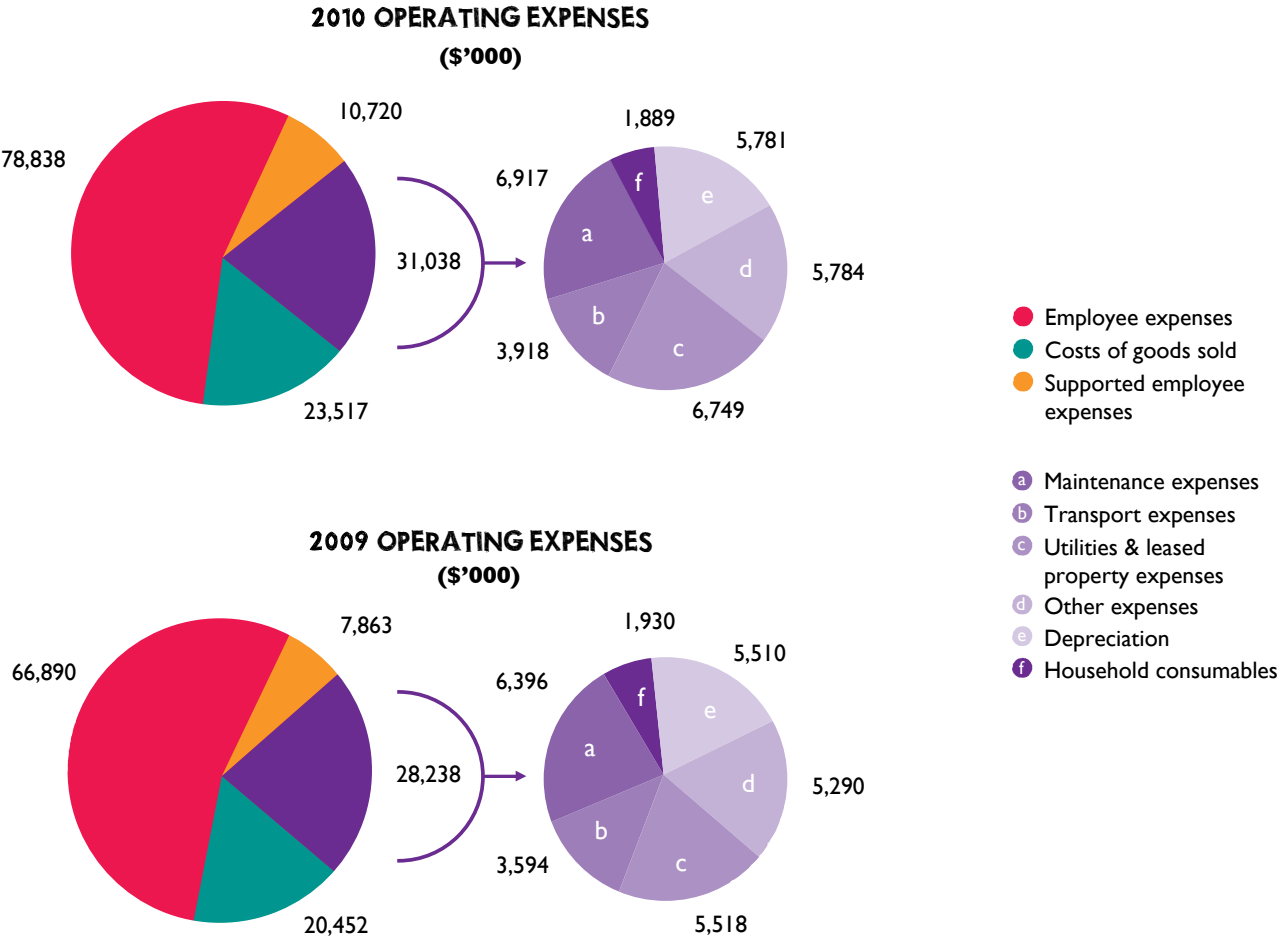
Operating Revenue
Operating Expenses
Divisional operating (deficit)/surplus
Non-operating revenue
Net (deficit)/surplus for the year

DISABILITY SERVICES		COMMERCIAL OPERATIONS		CORPORATE, INFRASTRUCTURE & FUNDRAISING		TOTAL FOUNDATION	
2010	2009	2010	2009	2010	2009	2010	2009
\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
67,423	60,990	54,957	41,670	23,427	21,490	145,807	124,150
(70,754)	(64,880)	(54,658)	(41,349)	(18,701)	(17,214)	(144,113)	(123,443)
(3,331)	(3,890)	299	321	4,726	4,276	1,694	707
26	58	80	170	1,508	2,108	1,614	2,336
(3,305)	(3,832)	379	491	6,234	6,384	3,308	3,043



- Government Subsidies
- Sales of Goods
- Fundraising Activities
- Client Contributions
- Other Revenue



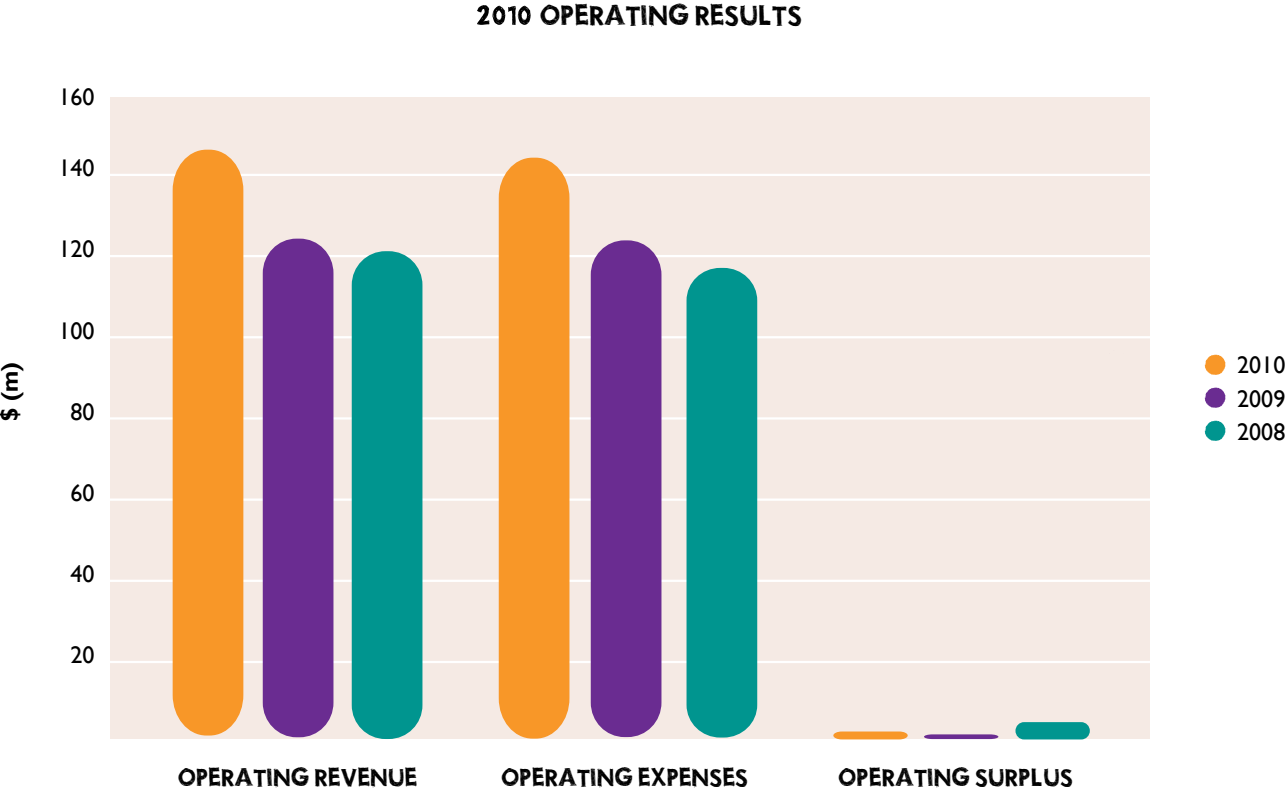
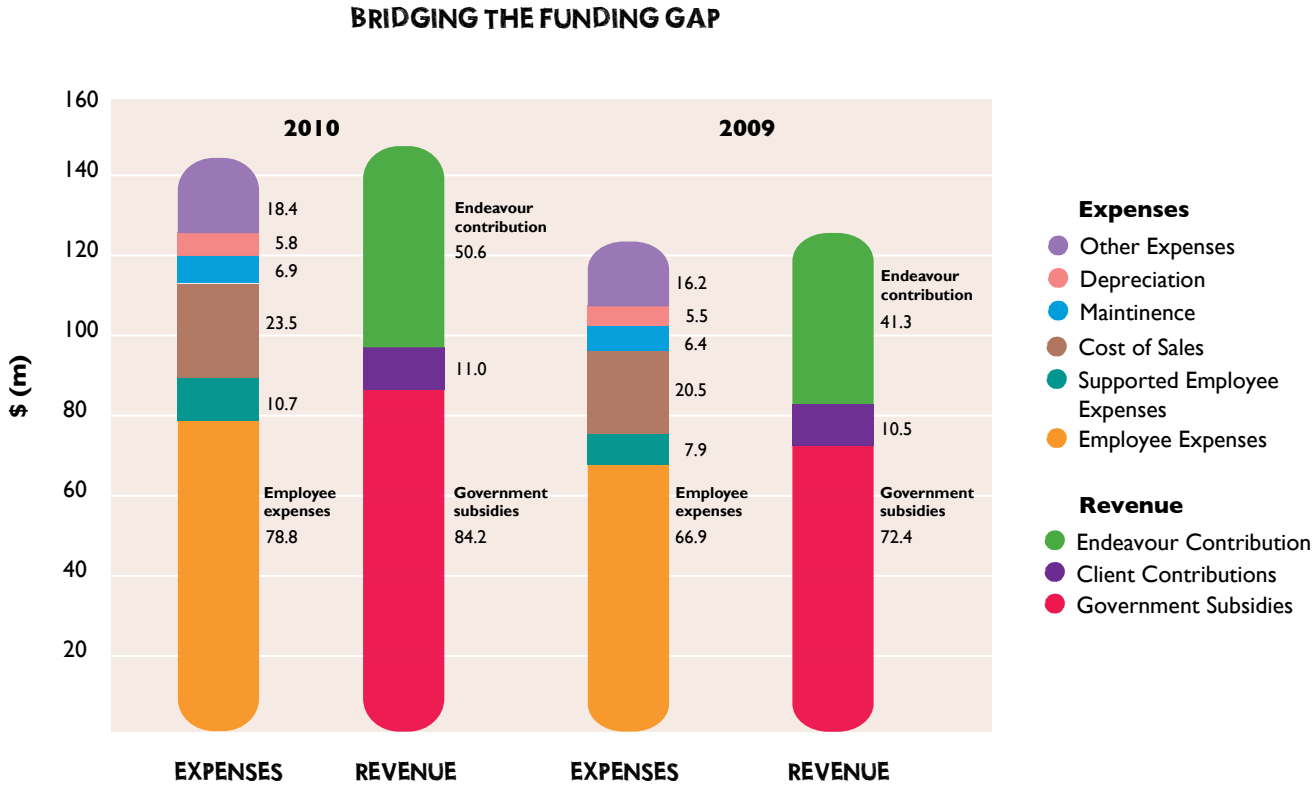


SUMMARY FINANCIAL PERFORMANCE

	2010 \$'000	2009 \$'000	2008 \$'000
Operating Revenues	145,807	124,150	120,244
Operating Expenses	(144,113)	(123,443)	(116,457)
Operating Surplus	1,694	707	3,787
– Government capital expenditure grants	1,614	942	1,248
– Gains on sale of properties	-	1,394	4,884
Net surplus for the year	3,308	3,043	9,919

SUMMARY FINANCIAL POSITION

	2010 \$'000	2009 \$'000	2008 \$'000
Assets			
Current assets	25,913	32,650	26,874
Non-current assets	55,192	45,179	48,169
Total Assets	81,105	77,829	75,043
Liabilities			
Current liabilities	21,805	21,450	17,138
Non-current liabilities	4,330	4,084	5,213
Total Liabilities	26,135	25,534	22,351
Net Assets	54,970	52,295	52,692





CONCISE FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2010

A happy home makes a happy life.

When **JAY THOMPSON** moved into an Endeavour Foundation house 13 years ago, his motivation, self-confidence and happiness were at all-time lows after living with schizophrenia for many years.

However, his new home and a new job at Endeavour Foundation Industries, which boosted his self-esteem and sense of purpose, have transformed his life.

Jay now calls his housemates – including 'man's best friend' Wally – his second family.

He just loves hanging out with them, cooking BBQs,

watching Rugby on TV or going for drives in his new car.

Now 34, Jay's self-assurance and enthusiasm have returned. He constantly sets himself goals – and achieves them.

Jay's current goal is to improve his fitness, so four mornings a week gets out of bed at 5.30am to go walking.

Endeavour has 106 accommodation services throughout Queensland, focused on providing a safe and enjoyable lifestyle for residents.

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DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2010

Current 30 June 2010		Experience (in years)	
Name	Qualifications and Special Responsibilities	Board of Directors	Area Committee / Branch Board
Grant Bruce Murdoch	MCom (Hons), FAICD, FICAA Chair Chair of Nominations & Remuneration Committee Member of Audit Committee – Resigned Chair 13/07/10	3	-
Shane Paul Charles	LLB Deputy Chair Member of Nominations & Remuneration Committee Chair of Audit Committee – Appointed 13/07/10 Member Risk Committee – Resigned 13/07/10	6	7
Gerard Michael Crotty	Chair of Audit Committee – Resigned 11/12/09 Member of Nominations & Remuneration Committee Member of Client Services Committee	11	20
John William Bowen	Member of Client Services Committee Member of Audit Committee – Resigned 24/03/10	8	15
David Booth de Villiers	MA, HED, AdvDipEd Chair of Client Services Committee Member of Audit Committee – Appointed 10/06/10	5	13
Sally Herman	BA Appointed – 13/04/10 Chair of Risk Committee – Appointed 13/07/10	-	-
David Roland Rawnsley	BEd, MAICD Member Risk Committee	4	7

Clothilde Edwina Louise Bryce	BA, CPM Chair of Risk Committee Resigned 27/11/09	2	-
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Katherine Jean Swindon	BCom, FICAA	-	-
	Appointed - 13/07/10		
	Member of Risk Committee – Appointed 13/07/10		

DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

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	
	A	B	A	B	A	B	A	B	A	B
G B Murdoch	16	16	2	2	3	2	-	-	-	-
S P Charles	16	15	2	2	-	-	-	-	4	2
J W Bowen	16	16	-	-	2	2	4	4	-	-
C E L Bryce	9	7	-	-	-	-	-	-	4	4
G M Crotty	16	15	2	2	3	2	4	4	-	-
D B de Villiers	16	15	-	-	1	1	4	4	-	-
S Herman	3	2	-	-	-	-	-	-	-	-
D R Rawnsley	16	15	-	-	-	-	-	-	4	3

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 and a Risk 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 (Chair)
- Mr S P Charles
- Mr G M Crotty

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.

DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

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 (Chair, appointed on 11/12/09 and resigned as Chair on 13/07/10)
- Mr D B de Villiers (appointed on 10/06/10)
- Mr G M Crotty (resigned as Chair on 11/12/09 and as member on 13/07/10)
- Mr J W Bowen (resigned as member on 24/03/10)

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 de Villiers (Chair)
- Mr J W Bowen
- Mr G M Crotty

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 processes and related practices. The committee oversees the implementation of risk management across the whole of the organisation, integrate all risk related activities, facilitates and monitors business unit level risk management processes, and is responsible for overseeing strategic risk management processes.

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
- Mr S P Charles (resigned 13/07/10)
- Ms C E L Bryce (Chair, resigned 27/11/09)

DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

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 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

Following the establishment of the Endeavour Foundation Endowment Challenge Fund on 3 December 2009 as an entity controlled by Endeavour Foundation (see note 6 – Establishment of Subsidiary), it has for the first time become necessary to prepare consolidated annual 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 \$1,694,000 compared to an operating surplus of \$707,000 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 1.2% of operating revenue (2009 : 0.6%) and represents less than 5 days of total employment costs for staff and supported employees (2009 : 3 days).

The net surplus for the current financial year, after recognising non-operating items of \$1,614,000 was \$3,308,000. In the year 2008-09 the Group recorded a comparative net surplus for the year of \$3,043,000 after recognising non-operating items of \$2,336,000.

The cash utilised in the Cumberland acquisition (note 9 – Business Combination) reduced the "untied" cash balance at 30 June 2010 to \$2,177,000, compared to a balance of \$7,209,000 at 30 June 2009.

Dividends

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

DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

Events Subsequent to Balance Date

Since 30 June 2010 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' 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 to the Annual Financial Report).

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.

DIRECTORS' REPORT (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

Auditor's Independence Declaration

The Auditor's Independence Declaration is set out below 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
1st October 2010

AUDITOR'S INDEPENDENCE DECLARATION

FOR THE YEAR ENDED 30 JUNE 2010

Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

To :The Directors of Endeavour Foundation

I declare that, to the best of my knowledge and belief, in relation to the audit for the financial year ended 30 June 2010 there have been:

- no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.

Mitchell C Petrie - Partner
Brisbane
1st October 2010



DISCUSSIONS & ANALYSIS

OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

Consolidated Balance Sheet

The Group is in a sound financial position at 30 June 2010, 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 \$4,108,000 at balance date (2009 net current assets of \$11,200,000).

The year end cash balance of \$15,169,000, includes quarantined cash of \$12,992,000. Of these quarantined balances, \$7,266,000 represents income received in advance, with the remaining \$5,726,000 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 large increase in property, plant & equipment, to \$54,106,000 is largely attributable to the Cumberland acquisition (note 9 – Business Combination) and had the effect of reducing the "untied" cash balance at 30 June 2010 to \$2,177,000, compared to a balance of \$7,209,000 at 30 June 2009. This is still an adequate cash position to be in.

The balance sheet remains strong, is essentially un-gearred, with total equity growing to \$54,970,000.

Consolidated Income Statement

Operating revenues increased over prior years in both the Disability Services and Commercial Operations divisions, with total operating revenue for the 2010 financial year increasing by 17.4% to \$145,807,000. Of this increase, \$11,188,000 or 8.4% of the total was attributable to the Cumberland acquisition.

The Company 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 57.8% of total operating revenue (2009 : 58.3%). Government subsidies increased by \$11,860,000 or 16.4% to \$84,225,000, partly as a result of the Cumberland acquisition but also reflecting a combination of growth in services being offered, as well as some limited indexation of existing subsidies.

Operating expenses increased by 16.7%, or \$20,670,000 to \$144,113,000 for the year, of which \$10,195,000 was attributable to the Cumberland acquisition. This is only marginally less than the 17.4% increase in total revenues, reflecting the tight margins under which the organisation operates.

Non-recurrent government capital expenditure grants at \$1,614,000 (2009 : \$942,000) continue to provide an important cash supplement for capital asset acquisitions. The total annual capital expenditure spending of \$16,723,000 in 2010 and \$6,561,000 in 2009, was largely funded from internal resources.

Consolidated Statement of Comprehensive Income

The ongoing weakness in global equity markets at balance date continued to negatively impact on the value of the defined benefit superannuation plan assets, which resulted in an actuarial adjustment of \$685,000 (2009 : \$3,180,000) being recorded against other comprehensive income together with a small increase in the value of the investment portfolio of \$52,000. This volatility in the equity markets caused the defined benefit plan to tip into a small deficit of \$157,000, from its marginal net funded position of \$5,000 at the previous balance date. The plan is well positioned to benefit from any recovery in the investment markets.

Consequently, the total comprehensive income for the year was \$2,675,000 (2009 : \$397,000 expense).

Consolidated Cash Flow Statement

Net cash provided by operating activities remained strong at \$8,199,000, which only partly funded the net cash spend on investing and financing activities for the period of \$15,694,000 (including \$7,728,000 for the Cumberland acquisition), with the remaining cash required being drawn down against the cash reserves brought forward from the previous period. This saw the cash and bank balances decrease by \$7,494,000 for the year, to record a closing balance of \$15,169,000 at period end.

CONSOLIDATED BALANCE SHEET

AS AT 30 JUNE 2010

	Note	2010 \$'000	2009 \$'000
Current assets			
Cash and cash equivalents			
- Untied cash		2,177	7,209
- Quarantined cash		12,992	15,454
	4	15,169	22,663
Trade and other receivables		4,355	3,303
Inventories		5,717	5,869
Other current assets		618	653
		25,859	32,488
Assets classified as held-for-sale		54	162
Total current assets		25,913	32,650
Non-current assets			
Investments		756	694
Net defined benefit plan asset		-	5
Other intangible assets		330	290
Property, plant & equipment		54,106	44,190
Total non-current assets		55,192	45,179
Total assets		81,105	77,829
Current liabilities			
Trade and other payables		5,701	5,880
Interest bearing loans		131	124
Employee entitlements		9,307	6,960
Revenue received in advance		6,666	8,486
Total current liabilities		21,805	21,450
Non-current liabilities			
Net defined benefit plan liability		157	-
Interest bearing loans		971	1,102
Employee entitlements		2,602	1,782
Revenue received in advance		600	1,200
Total non-current liabilities		4,330	4,084
Total liabilities		26,135	25,534
Net assets		54,970	52,295
Equity			
Reserves		912	860
Retained earnings		54,058	51,435
Total equity		54,970	52,295

The Consolidated Balance Sheet is to be read in conjunction with the Notes to the Financial Statements set out on pages 13 to 18.

CONSOLIDATED INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2010

Divisional Results	Disability Services		Commercial Operations		Corporate, Infrastructure & Fundraising		Total Foundation	
	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000	2010 \$'000	2009 \$'000
Operating Revenue	67,423	60,990	54,957	41,670	23,427	21,490	145,807	124,150
Operating Expenses	(70,754)	(64,880)	(54,658)	(41,349)	(18,701)	(17,214)	(144,113)	(123,443)
Divisional operating (deficit)/surplus	(3,331)	(3,890)	299	321	4,726	4,276	1,694	707
Non-operating revenue	26	58	80	170	1,508	2,108	1,614	2,336
Net (deficit)/surplus for the year	(3,305)	(3,832)	379	491	6,234	6,384	3,308	3,043

Divisional Results Represented By :	Note	2010 \$'000	2009 \$'000
Revenue			
Sale of goods		30,785	22,172
Fundraising activities		18,474	17,664
Service user contributions		11,043	10,459
Government subsidies		84,225	72,365
Interest income		781	1,167
Other revenue		499	323
	3 (a)	145,807	124,150
Expenses			
Cost of goods sold & commercial fundraising activities		(23,517)	(20,452)
Employee expenses		(78,838)	(66,890)
Supported employee expenses		(10,720)	(7,863)
Utilities & leased property expenses		(6,749)	(5,518)
Transport expenses		(3,918)	(3,594)
Maintenance expenses		(6,917)	(6,396)
Household consumables		(1,889)	(1,930)
Depreciation & amortisation expenses		(5,781)	(5,510)
Interest expense		(72)	(80)
Other expenses		(5,712)	(5,210)
		(144,113)	(123,443)
Operating surplus	3 (b)	1,694	707
Government capital expenditure grants	3 (a)	1,614	942
Gain on sale of properties	3 (a)	-	1,394
Net surplus for the year		3,308	3,043

The Consolidated Income Statement is to be read in conjunction with the Notes to the Financial Statements set out on pages 13 to 18.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$'000	2009 \$'000
Net surplus for the year	3,308	3,043
Other comprehensive income		
Net increase/(decrease) in fair value investments	52	(260)
Actuarial adjustment to defined benefit superannuation plan	(685)	(3,180)
Other comprehensive expense for the year	(633)	(3,440)
Total comprehensive income/(expense) for the year	2,675	(397)

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2010

	Fair value reserve \$'000	Subsidies reserve \$'000	Total reserves \$'000	Retained earnings \$'000	Total Equity \$'000
Total equity at 1 July 2008	724	396	1,120	51,572	52,692
Total comprehensive expense for the year	(260)	-	(260)	(137)	(397)
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

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 13 to 18.

CONSOLIDATED CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$'000 Inflows (Outflows)	2009 \$'000 Inflows (Outflows)
Cash flows from operating activities			
Cash receipts in the course of operations		152,799	132,591
Cash payments to suppliers & employees		(146,086)	(125,744)
Dividends received		43	52
Interest received		804	1,136
Interest paid		(74)	(81)
Bequests & legacies received		713	169
Net cash provided by operating activities		8,199	8,123
Cash flows from investing activities			
Acquisition of property, plant & equipment		(16,723)	(6,561)
Acquisition of intangible assets		(224)	(210)
Acquisition of investments		(25)	(16)
Proceeds from disposal of property, plant & equipment		1,386	2,492
Proceeds from sale of investments		17	-
Net cash utilised in investing activities		(15,570)	(4,295)
Cash flows from financing activities			
Repayment of interest bearing loans		(124)	(117)
Net cash utilised by financing activities		(124)	(117)
Net (decrease)/increase in cash held		(7,494)	3,711
Cash at the beginning of the financial year		22,663	18,952
Cash at the end of the financial year	4	15,169	22,663
Comprised of :			
Untied cash		2,177	7,209
Quarantined cash		12,992	15,454
		15,169	22,663

The Consolidated Cash Flow Statement is to be read in conjunction with the Notes to the Financial Statements set out on pages 13 to 18.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2010

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 2010 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 Concise Financial Report

(a) Statement of Compliance

The Concise Financial Report has been prepared in accordance with the Corporations Act 2001 and the Accounting Standard AASB 1039 Concise Financial Reports (AASB 1039). The financial statements and specific disclosures required by AASB 1039 have been derived from the Group's full Annual Financial Report for the financial year. Other information included in the Concise Financial Report is consistent with the full Annual Financial Report. The Concise 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 Friday, 1st October 2010.

(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 costs 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 10 – Non-current Assets – Net Defined Benefit Plan Asset/(Liabilities);
- Note 12 – Non-current Assets – Property, Plant & Equipment.

NOTES TO THE FINANCIAL STATEMENTS (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$'000	2009 \$'000
3. (a) Operating Revenue and Other Income		
Sale of goods	30,785	22,172
Fundraising activities		
- Commercial fundraising activities	16,024	16,084
- Donations & appeals	1,068	892
- Special functions	480	288
- Bequests & legacies	713	169
- Community grants	189	231
	18,474	17,664
Service user contributions		
- Accommodation services	8,018	7,557
- Learning & Lifestyle centres	1,668	1,554
- Transport services	1,357	1,348
	11,043	10,459
State Government subsidies	59,545	52,599
Federal Government subsidies	24,680	19,766
Dividend income	43	52
Interest income	781	1,167
Other revenue	456	271
Total operating revenue	145,807	124,150
Non-operating revenue		
- Government capital expenditure grants	1,614	942
- Gain on sale of property	-	1,394
Total revenue and other income for the period	147,421	126,486

NOTES TO THE FINANCIAL STATEMENTS (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

3. (b) Operating Surplus	2010 \$'000	2009 \$'000
The operating surplus for the year has been arrived at after charging/(crediting) the following items:		
Net expense/(income) from movements in provision for:		
- employee entitlements	3,167	1,148
- trade receivable impairments	(30)	30
Operating lease expense – property rentals	3,128	2,511
Operating lease expense – equipment rentals	309	304
Bad debts expense	59	13
Net loss/(gain) on disposal or impairment of non-current assets:		
- Plant, equipment and intangibles	(68)	85
- Investments	(2)	33

3. (c) Charitable Fundraising Activities	2010 \$'000	2009 \$'000
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)	18,474	17,664
Community grants in non-operating income	1,461	942
Direct costs of commercial fundraising activities	(14,784)	(14,988)
Net Fundraising Revenue	5,151	3,618
Indirect fundraising expenses	(804)	(719)
Net Fundraising Contribution	4,347	2,899
Fundraising Efficiency Ratio (Net Fundraising Contribution / Net Fundraising Revenue)	84.39%	80.13%

NOTES TO THE FINANCIAL STATEMENTS (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

4. Cash and Cash Equivalents	2010 \$'000	2009 \$'000
Untied cash	2,177	7,209
Quarantined cash	12,992	15,454
	15,169	22,663

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

Quarantined cash represents revenue received in advance of \$7,266,000 (2009: \$9,686,000) which is available for draw down only once the services they are meant to fund have actually been delivered and other cash reserves of \$5,726,000 (2009: \$5,768,000) that have been designated for a specific purpose, including 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.

6. Establishment of Subsidiary

During the 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.)

FOR THE YEAR ENDED 30 JUNE 2010

7. Group Entities	2010 %	2009 %
Particulars in relation to controlled entities, all of which are incorporated in Australia:		
Endeavour Foundation Endowment Challenge Fund Limited	100%	-
Endeavour Foundation Endowment Challenge Fund Trust	100%	-
	2010 \$'000	2009 \$'000
8. Parent Entity Disclosures		
As at, and throughout, the financial year ending 30 June 2010 the parent company of the Group was Endeavour Foundation.		
Results of the parent entity		
Net surplus for the year	2,926	3,043
Other comprehensive expense	(1,149)	(3,440)
Total comprehensive income/(expense) for the year	1,777	(397)
Financial position of the parent entity at year end		
Current assets	25,772	32,650
Total assets	80,208	77,829
Current liabilities	21,806	21,450
Total liabilities	26,136	25,534
Total equity of the parent entity comprising of		
Fair value reserve	-	464
Subsidies reserve	396	396
Retained earnings	53,676	51,435
Total equity	54,072	52,295

Parent entity contingencies

The contingent liabilities disclosed as note 20 Contingent Liabilities in the full annual financial report are solely attributable to the parent entity.

Parent entity commitments for capital expenditure

The commitments for capital expenditure disclosed as note 21 Commitments for Expenditure in the full annual financial report are solely attributable to the parent entity.

Parent entity guarantees in respect of debts of its subsidiary

The parent entity has not issued any guarantees in respect of debts of its subsidiaries.

NOTES TO THE FINANCIAL STATEMENTS (CONT.)

FOR THE YEAR ENDED 30 JUNE 2010

9. Business Combination

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 Mount 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.

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.

10. 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.

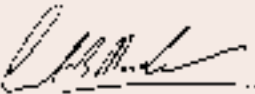
DIRECTORS' DECLARATION

FOR THE YEAR ENDED 30 JUNE 2010

In the opinion of the Directors of Endeavour Foundation, the accompanying Concise Financial Report of the Group, comprising Endeavour Foundation and its controlled entities for the financial year ended 30 June 2010, set out on pages 8 to 18:

- (a) has been derived from or is consistent with the full Annual Financial Report for the financial year; and
- (b) complies with Australian Accounting Standard AASB 1039 Concise Financial Reports.

Signed in accordance with a resolution of the Directors:



G B Murdoch - Chairman



S P Charles - Director
Brisbane
1st October 2010

INDEPENDENT AUDIT REPORT

TO THE MEMBERS OF ENDEAVOUR FOUNDATION



Report on the concise financial report

The accompanying Concise Financial Report of the Group comprising Endeavour Foundation (the Company) and its controlled entities comprises the consolidated balance sheet as at 30 June 2010, the consolidated income statement and consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated cash flow statement for the year then ended and related notes 1 to 10 derived from the audited financial report of Endeavour Foundation for the year ended 30 June 2010 and the discussion and analysis. The concise financial report does not contain all the disclosures required by Australian Accounting Standards.

Directors' responsibility for the concise financial report

The directors of the Endeavour Foundation are responsible for the preparation and presentation of the concise financial report in accordance with Australian Accounting Standard AASB 1039 *Concise Financial Reports* and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal control relevant to the preparation of the concise financial report; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the concise financial report based on our audit procedures. We have conducted an independent audit in accordance with Australian Auditing Standards, of the financial report of Endeavour Foundation for the year ended 30 June 2010. Our audit report on the financial report for the year was signed on 1 October 2010 and was not subject to any modification. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free of material mis-statement.

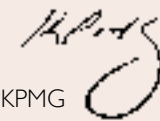
Our procedures in respect of the Concise Financial Report include testing that the information in the concise financial report is derived from, and is consistent with, the financial report for the year; and examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the Concise Financial Report complies with Australian Accounting Standard AASB 1039 *Concise Financial Reports* and whether the discussion and analysis complies with the requirements laid down in Australian Accounting Standard AASB 1039 *Concise Financial Reports*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

Auditor's opinion

In our opinion, the Concise Financial Report, including the discussion and analysis, of Endeavour Foundation and its controlled entities for the year ended 30 June 2010 complies with Australian Accounting Standard AASB 1039 *Concise Financial Reports*.



Mitchell C Petrie - Partner
Brisbane
1st October 2010

KPMG, an Australian partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International, a Swiss cooperative.

OUR 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.

Vocational training centres and business services are humming with activity.



Market Day Project – Radford House

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, in his third year as Endeavour Foundation's second President.



Mrs Pribberow 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.

Farms are working at Townsville and Toowoomba.



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.

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 stall at Brisbane Ekka

1995

Darling Downs Branch commences the first Competitive Employment Training and Placement (CETP) Service.

Adult Training Support Services (now known as Learning & Learning services) open in several Branches to meet the needs of people who are aged or ageing.



Claire Barry, Rosedale Street Learning & Lifestyle

2003

The 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 21 Great Endeavour Rallies

2010

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 referred to the Federal Productivity Commission for investigation after a sustained lobby campaign in which Endeavour Foundation took a leading role.



Steven Byers, supported employee at Endeavour Foundation Industries Seven Hills, is one of 488 people with a disability whose jobs Endeavour Foundation saved.

ENDEAVOUR FOUNDATION TURNS SIXTY

In 2011, Endeavour Foundation marks 60 years since our humble beginnings in 1951. In appreciation of all our supporters, Endeavour will be welcoming our friends in the community, staff, volunteers, clients and families, to join the celebration of our past achievements as we look toward to our collective future.

It is the people and community groups across our many regions that have shaped Endeavour Foundation over the first 60 years. Our contribution to supporting people with a disability, providing education and advocacy continues from this strong foundation.

To find out more about the anniversary please visit www.endeavour.com.au/60years



ENDEAVOUR FOUNDATION

Patron

Her Excellency the Governor of Queensland,
Ms Penelope Wensley AO

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

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Auditors

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

Solicitors

Blake Dawson
Level 36, Riverside Centre, 23 Eagle Street,
Brisbane Queensland 4000

Simmonds Crowley & Galvin

379 Queen Street, Brisbane Queensland 4000

Board of Directors at 30 June 2010

Grant Murdoch, *Chairman*

Shane Charles, *Deputy Chairman*

Gerard Crotty

John Bowen

David de Villiers

David Rawnsley

Sally Herman

Changes to Board of Directors

Chloe Bryce, *Independent Director*: Resigned 27 November 2009

Kate Swindon, *Independent Director*: Appointed 13 July 2010

Executive Management at 30 June 2010

David Barbagallo, *Chief Executive Officer*

Svend Kling, *Chief Financial Officer, Company Secretary and General Manager Finance, Infrastructure & Performance Management*

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

Andrew Donne, *General Manager Commercial Operations*

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

Ken Tapfield, *General Manager Human Resources & Organisational Development*

Alison Wolff, *Manager, Community and Advocacy Support Unit*

Changes to Executive Management

Virginia Clifton Dougherty, *General Manager Marketing, Communications and Lotteries*: Resigned 5 March 2010

Shaun McDonagh, *General Manager Marketing, Communications & Innovation*: Appointed 29 July 2010



Thora and Kerry Pribberow – one of Endeavour Foundation's founding mothers and her son.

Through the mothers' early efforts, their organisation has grown to be the largest disability service provider in Australia with a vast array of disability and business services contributing over \$300 million annually to the Australian economy.



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