

Our Social Impact Report

2024 - 2025



We've written this Social Impact Report in plain English so it's easier to read and understand. This helps the people we support and others who may find reports hard to follow.

This is our commitment to inclusive communication to ensure people with intellectual disability know more about Endeavour Foundation and what we do.

Brandon Barney and Katie Temple working hard at the photo shoot

Photo taken on Yuggera and Turrbal land

Our Social Impact Report

2024 - 2025

Acknowledgements	2
About us	2
Our Values	2
Message from the Chair and CEO	4
Safe	6
Healthy Physical health	9
Healthy Mental health	13
Empowered	17
Included	20
Employed	24
People behind the possibilities	28
Environment and sustainability	36
Fundraising	38
Legal and Governance	41
Board of Directors	44
Executive Leadership Team	46
Financial overview	48
Thank you	53



Acknowledgements

Acknowledgement of Country

Endeavour Foundation acknowledges the Traditional Custodians of the land on which we live, work and play, and their continuing connections to land, sea and community. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Acknowledgement of people with disability

We recognise the role that people with disability, their families and supporters play in their communities. We acknowledge the structural inequalities that create barriers from social, economic and community participation. We work towards inclusion and upholding their human rights.

Patron of Endeavour Foundation

Her Excellency the Honourable
Dr Jeannette Young AC PSM
Governor of Queensland
govhouse.qld.gov.au

About us

Every year, we walk alongside thousands of Australians as they pursue what matters most - living independently, being employed in a job that's right, and connecting with communities.

We believe in the potential of every person and their right to fully participate in society. For almost 75 years, families, volunteers, and staff have shared this belief and driven our purpose: to make possibilities a reality.

Our 2025–2030 Strategic Plan builds on this legacy and focuses on five outcomes that matter most to the people we support:

- **Safe** – feeling secure in daily life and in the community.
- **Healthy** – achieving wellbeing in body and mind.
- **Empowered** – having choice and control over decisions.
- **Included** – being part of the community.
- **Employment** – having meaningful, paid work.

We will know we are making a difference when we see positive improvements across these outcomes. These outcomes guide everything we do and reflect the future we are building together. It will mean we will have had a positive impact for people with intellectual disability, where they feel included, empowered, and able to lead full and purposeful lives where they have choice and control.

Our Values

Our values are simple and timeless. They guide how we work together, how we deliver services, and how we live our purpose every day.



We are one

– valuing individual strengths to achieve more.



We care

– treating everyone with kindness and respect.



We are passionate

– the people we support are at the heart of everything we do.



We never stop imagining

– striving for a better future, together.

Message from the Chair and CEO



Elizabeth Jameson AM
Chair

This year has brought both challenges and achievements. The disability sector continues to face pressure, with NDIS pricing not keeping up with costs and some providers leaving the market. Endeavour Foundation has felt these pressures too, but the importance of our mission drives us to rise above these challenges.



David Swain
CEO

We tackled these challenges head-on by strengthening budgeting and forecasting, improving cash management, and making tough decisions to protect frontline services. We also continued to work with clients to ensure their NDIS packages are sufficient to cover their needs. While other registered providers faced reduction in NDIS revenue, we grew Home and Community revenue by 6%.

We launched Youth Disability Support Services, supporting young people as they transition from child safety services to adult-funded NDIS supports.

In employment, with the re-design of Disability Employment Services, we successfully tendered for the provision of specialist employment services under the new Inclusive Employment Australia program. This five-year, \$86 million contract spans 39 employment sites across Queensland, Victoria, and South Australia, giving people with intellectual disability the specialist support they need to succeed in mainstream employment.

Listening to the people we support guides everything we do. Our new Client Advisory Group and the voices of self-advocates are shaping our decisions and priorities.

Connection and engagement remain central. Our fifth Team Connect event brought all employees and executives together in a fully accessible event, and our 2025 Employee Engagement Survey captured every employee's voice. A new Enterprise Agreement, supported by 85% of impacted staff, now provides fairness and certainty while reflecting our purpose and the needs of the people we serve.

Our 2025–2030 Strategy continues to guide us to strengthen services, create more opportunities, and build a sustainable, resilient organisation. As we approach our 75th anniversary in 2026, we do so with confidence and purpose, committed to making possibilities a reality for people now and for generations to come.

We thank the people who trust our services, our dedicated staff, partners, volunteers, and community members - together, we are building a stronger, more inclusive future.



Elizabeth Jameson AM
Chair



David Swain
CEO

Strategic Outcome 1: **Safe**

All people we support are safe and feel safe from violence, abuse, neglect and exploitation

Safe homes; brighter futures

Since moving into her Supported Independent Living home last year, Susan Arnold is enjoying her life. Sharing with three housemates, she has grown more independent and taken on new opportunities at home and in the community.

When asked if she feels safe, Susan answered with a big “yes.” She explained that it’s because she has her own space and support from staff who help her feel secure.

That sense of safety has opened doors. Susan now attends the local Learning and Lifestyle hub, works out at a nearby gym, and sews with a Women’s Shed group. At home, she enjoys cooking for the household and looking after her garden.

For Susan, safety is not only a feeling – it’s knowing that people care about her living a good life.

“

I feel safe and loved here. I love my home, my bedroom, and I love to cook.

”



Susan at home in Toowoomba

Photo taken on Barunggam land

Anthony Betts and
Drew Thornton
doing mandatory
training at the
Toowoomba
disability social
enterprise

Photo taken on
Giabal land



Leading the way in safety training

Safety at work matters to everyone. For employees we support, accessible training helps ensure they can work safely, protect their health, and look out for others.

This year we started a new safety training package designed to be practical, and engaging. Each module is in Easy Read format and includes videos, quizzes, and pictures to make learning easier and more enjoyable.



Employment Coaches and Production Team Leaders have all been trained as trainers. They continue to deliver training across all disability social enterprises helping build knowledge into everyday work.

Keeping people safe from harm

Feeling and being safe is the most important thing at Endeavour Foundation. Every person has the right to live free from violence, abuse, neglect, and exploitation.

We work hard to make sure this is a reality. We listen to the people and we act if someone feels unsafe or is being treated badly. Our staff are trained to protect people and to speak up when something is wrong. We want every person to feel safe - every day.



All employees and volunteers are required to complete annual Zero Tolerance training.



2,816 people, not including employees we support, have completed the course, ensuring we have a strong safety reporting culture.

Safety matters everywhere

This year we supported over 1,200 people at home and in the community through our Learning and Lifestyle hubs and Community Access.



87% of people surveyed in our Home and Community services say they feel safe all of the time.

We are proud of this result and remain committed to making safety a reality for every person we support in our Home and Community services.

For our employees, we support 1,747 people at work.



With an average rating of 3.97 out of 5 most people feel safe, respected, included, and valued in the workplace.

We know that even a small number of people not feeling safe is too many. That's why we remain committed to lifting these results - we won't stop until it's 100%.

Strategic Outcome 2:

Healthy | Physical health

More people we support feel physically and mentally healthy

Small steps, big win: Alice's health journey

Alice is more independent, active and confident after focusing on her health this year.

Alice lives in Townsville and is supported to access her local community. With help from us and a health and fitness professional, she now goes to the gym each week and does small daily activities at home, like being more active at home to add steps to her count, drinking more water and choosing healthy meals.

In 12 months, Alice has lost 10 kilograms but more importantly, she has done this by sticking to a steady routine, creating new habits and focusing on a positive mindset that will help keep her fit and healthy now and in the future.

Alice shows us how small, consistent actions, combined with practical support can improve a person's quality of life.

“

I like going to the gym. I'm smashing it!

”

Alice at the gym in Townsville

Photo taken on Gugu-Badhun land



Positive steps with Thrive learning

With over 230 topics, Thrive Learning teaches new skills, and helps people to build confidence, stay healthy, and live more independently.

Our teams use a wide range of fun, YouTube-style videos, easy-to-follow training guides, and workbooks to help support people learn new skills for everyday life and work.

Learning isn't just about knowledge. It helps people make choices, understand consequences, and take control of their daily lives. Thrive makes learning simple, practical, and engaging.



Living Independently and Work Readiness are the most popular Thrive modules.



75% of people surveyed in our Home and Community services say they always feel physically healthy.

Claire is taking positive steps for her health

Photo taken on Yuggera and Turrbal land



Carl with his Easy Read at Alexandra Hills Learning and Lifestyle hub

Photo taken on Quandamooka land



Alexandra Hills names the new falls prevention program: Strong and Sure

This year, people at Alexandra Hills Learning and Lifestyle hub helped name a new falls prevention program in partnership with Champion Life.

The digital falls-prevention program was co-designed with and for people with intellectual disability, to improve movement, balance, and strength. As part of the co-design group, they discussed how regular exercise helps prevent falls and keeps people independent.

There are already 80 Strong and Sure exercise videos which were created for people with intellectual disability, by people with intellectual disability. Featuring some of our local talent, these videos give people inspiration by showing what others have achieved. Eight people were supported with accessible information to discuss and vote on the name they thought would best reflect the program. They chose Strong and Sure.



A pilot of the Strong and Sure program was launched in 2025. Funding from the Great Endeavour Rally will help roll it out over the next three years across our Home and Community services.

Strategic Outcome 2:

Healthy | Mental health

More people we support feel physically and mentally healthy

Training employees to respond to mental health crisis at work

We are proud to be a workplace that cares about mental health and wellbeing.

Over 10% of staff have completed Mental Health First Aid training, recognised around the world and valid for three years. This training helps staff feel more confident and understand mental health better. They learn how to support people early and in the right way.

With these skills, we make the workplace safer and more supportive, helping everyone feel respected and understood. Mental Health First Aid training enables us to provide on the spot support, and is an addition to our free, confidential external Employee Assistance Program.



Almost 300 people in the Work division have learned how to provide initial support to people experiencing mental health problems or crises until professional help is received.



79% of people surveyed in our Home and Community services say they always feel mentally healthy.

Finding strength through work and mental health support

When Tony McGlede joined Community Solutions in 2022, he was struggling with some mental health challenges, and the barrier of a criminal record. These challenges made it hard for him to trust others, attend programs, or keep a job.

With tailored support and a safe, welcoming space, Tony began to rebuild his life. Regular mentoring, psychology sessions, drug and alcohol support, and driving lessons helped him regain confidence. Tony's mentors provided consistent support and eased his anxiety.

A major breakthrough came when Tony faced a job interview. With help from his mentors, he prepared, dressed the part, and pushed through his fear.

Tony has found more than a job, he's found purpose. Stable work has improved his mental health, giving him structure and self-worth. He's proud to work in a job he enjoys, he has bought a 4x4 ute, and given his family Christmas gifts – things he hadn't done in years.

Tony credits Community Solutions and his new job for helping him take control of his mental health and future. His story shows how the right support can turn a life around.

“

**The way they
[Community
Solutions]
worked with
me and made
me feel like
I mattered
made a big
impact.**

”

Tony at work
in Pialba

Photo taken on
Badtjala land



Wrap around services support mental health and independence

Community Solutions' Specialist Services help people with disability feel well, build skills, and live more independently.

Support Coordination guides people to the services that best meet their needs.

Behaviour Support provides safe and positive alternatives in response to challenging behaviours.

Psychologists provide mental health support for people of all ages.

These services also support families and carers by providing practical guidance, reassurance, and strategies for success.



More than 2,000 people received Support Coordination and 1,050 people received Behaviour Support across Queensland, New South Wales, and Victoria.



Behaviour Support focused on reducing restrictive practices and keeping individual support plans up to date, using positive support interventions.

Ellie from the Bowen Hills Learning and Lifestyle hub enjoying the sensory room

Photo taken on Yuggera and Turrbal land



Sensory rooms help people feel calm and reduce stress

Sensory rooms are quiet, peaceful spaces. They help people feel safe, relaxed, and in control.

Our rooms include calming music, soft lighting, comfortable furniture and a range of sensory inputs, giving people the opportunity to choose how they relax. These spaces support mental health by reducing stress, helping focus, and making intense emotions easier to manage.



Thanks to \$120,000 raised in our Tax Appeal, we now have seven sensory rooms across our Learning and Lifestyle hubs. Positive feedback includes a noticeable reduction in escalated emotions, as people can access a safe, calming space when feeling anxious or upset.

Strategic Outcome 3:

Empowered

More people we support feel they have greater choice in how they live their lives

Jenny speaks up and speaks out for people with disability

Jenny Atkinson, from our Cannonvale Learning and Lifestyle hub, was appointed to the newly established national Client Advisory Group. The group makes sure the voices of people with disability help shape our services.

Jenny's appointment marks a major personal achievement - from a client to becoming a national advocate. She values being part of the group because it allows her to speak up, support others, and ensure people with disability are heard.

Jenny is also active in her community, advocating for accessible tourism and helping others build confidence and connections. She volunteers at Eco Barge Clean Seas Inc. and the Airlie Beach Festival of Music.



79% of people surveyed in our Home and Community services feel that they always have choice in their lives.

Jenny Atkinson
at home in
Cannonvale

Photo taken on
Ngaro land



Understanding superannuation

Understanding money and superannuation helps people feel confident, independent, and prepared for the future.

This year, Thomastown, QArt, Kew, and Oakleigh disability social enterprises partnered with smartMonday to run superannuation education sessions.



150+ employees and their families gained practical skills in planning for the future, managing money, and making informed financial decisions.

Empowering young people into the NDIS

This year, we launched Youth Disability Support Services in South Brisbane, helping young people transition from child safety services into NDIS-funded supports.

Through active support and trauma-informed care, our teams provide tailored, caring support that gives young people a voice in decisions affecting their lives. This helps them build independence, emotional resilience, and community connections as they move toward adulthood.

This work is a key part of our commitment to support people at every stage of life, helping them be empowered to make decisions that impact their lives.

Rianne having fun at the photoshoot
Photo taken on Yuggera and Turrbal land



Strategic Outcome 4: **Included**

More people we support feel involved in their lives and in their community

Chloe and Pepper: A robot with inclusion in its microchips

Inclusion is more than being present. It means being truly seen, heard, and valued. For Chloe Haidenhofer, who attends our Alexandra Hills Learning and Lifestyle hub, this came to life through her friendship with Pepper - a robot designed as part of a research project with Queensland University of Technology, for social connection.

“

It's about making sure our voices are heard, not just studied.

”

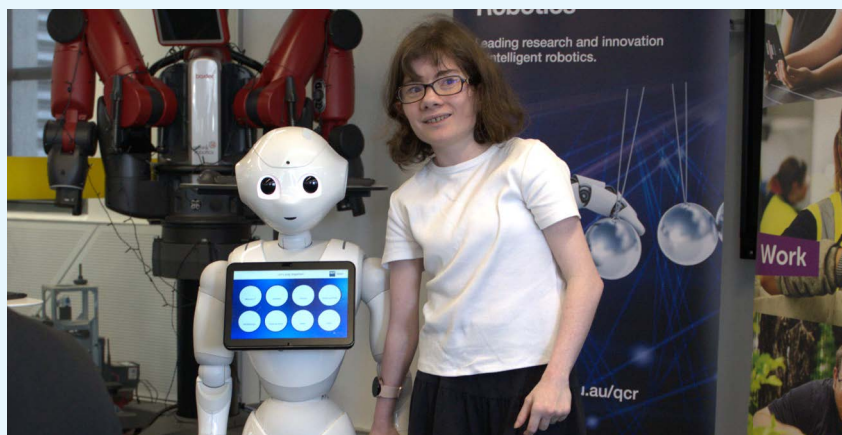
With features like facial recognition and speech, Pepper supported Chloe to build confidence and ease social anxiety. Most importantly, Pepper helped her feel recognised and included.

Chloe wasn't just a participant - she was a co-researcher. Her lived experience shaped the study, ensuring it focused on people, not just technology. By sharing her insights, Chloe helped create a model of inclusive design that others can follow.

Her story shows how inclusion transforms lives. When people are involved in designing supports, they don't just benefit, they lead, inspire, and help build a more inclusive future for everyone.

Chloe Haidenhofer
with Pepper the
Robot at QUT

Photo on Yuggera
and Turrbal land



Group of people
enjoying the
accessible platform
at the Airlie Beach
Music Festival –
Airlie Beach

Photo taken on
Ngara land



Walking the walk and bringing accessibility to the public

This year, we helped make some of Australia's biggest events more inclusive and accessible.

At Moreton Bay Pride and the Gympie Muster, dedicated accessible viewing areas meant everyone could enjoy the celebrations equally. Quiet zones at events like Melbourne's Good Friday Appeal and Football for All Gala Day provided safe, calming spaces for people with sensory needs. And at the Great Endeavour Rally, participants we support drove our accessible vehicle - proving that when inclusivity is built in, everyone can take part.

These moments show what true inclusion looks like - ensuring that everyone can connect, participate, and celebrate together.



In total, we supported accessibility activations at more than 15 major events across Queensland, New South Wales, and Victoria.

Team Connect brings employees together

This year we held our fifth Team Connect event, and for the first time employees we support were fully included in the experience.

A planning group made up of staff from across the organisation, including employees we support created an experience that was relevant, inclusive, and engaging.

At Team Connect, employees we support joined the Q and A sessions, with Site Managers and Employment Coaches facilitating the conversation. In the weeks before Team Connect they were given Easy Read content, allowing time to reflect and prepare questions about issues that mattered most to them. Engagement was high, and their voices added powerful new perspectives.



In total, 113 employees we support attended Team Connect – just under 10% of our supported workforce. While there is more work to do, this milestone marks another important step towards deeper inclusion, ensuring all employees have the chance to connect, contribute, and be heard.

John O'Sullivan
cooking up a storm
at home in Mackay

Photo taken on
Yuwi land



Active Support: helping people lead their own lives

Active Support is about making sure people are involved in their own lives every day. It helps people take part in decisions, set goals, make plans, and track progress. With the right support, people can do more for themselves while receiving help when they need it.

We are working to embed Active Support across all services with training and mentoring.



1,119 (91.4%) support workers and leaders have been trained in Active Support.



79% of people surveyed in our Home and Community services told us they always feel involved in their community.



With an average rating of 3.56 out of 5, most employees we support have taken the opportunity to co-design their goals, and have a plan in place to achieve them.

Strategic Outcome 5:

Employed

More people we support have a paid job that's right for them

From Zimbabwe to Mackay, Maka inspires

Employment has transformed Maka Tusaumwe's life. Living with epilepsy since age three, Maka thrives at the Mackay social enterprise, tackling tasks with determination and building confidence through life skills like cooking, budgeting, and using public transport.

“

Despite what our disability may limit us in doing, working as a team can really accomplish a lot of goals.

”

Employment has given her not only a purpose, but also a platform where she has been invited to speak on topics such as women with disability in the workplace and living with epilepsy.

Beyond her role, she wants to keep inspiring others as an ambassador working to reduce stigma and show how meaningful work creates positive change in the community.



Maka at work at Mackay social enterprise

Photo taken on Yuwi land

Award winner Charissa (right) with Mandy Jones, Senior Leader – Customer Care, at the National Employment Services Association Awards

Photo taken on Darumbal land



Community development is my passion, and I'm honoured to receive this recognition.



Award winning impact

As the only Workforce Australia Employment Consultant at CoAct + Community Solutions in Yeppoon, Charissa List quietly goes about helping people find meaningful jobs. This year, her dedication was recognised when she won the Employment Consultant of the Year at the National Employment Services Association Awards for Excellence.

Charissa supports over 100 people in a small coastal town where employment opportunities are limited. She helps them navigate challenges, develop new skills, and secure jobs that match their goals.

From 33 submissions, five awards were won, including the prestigious Queensland Training Awards, our very own Bob Marshman Trainee of the Year and the Harry Hauenschild Apprentice of the Year.

Kristel Howe and the team from Reedy Creek celebrating 10 years with Gold Coast Mayor, Tom Tate and Endeavour Foundation CEO, David Swain

Photo taken on Yugambah land



Empowering lives through mainstream employment

Mainstream employment transforms lives by giving people with disability regular jobs, fair pay, and opportunities to learn and grow.

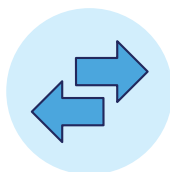
Kristel Howe from the Reedy Creek Recycle Market moved to mainstream employment, where she has taken on more responsibility, learned to use new technology, and helped drive positive changes at work. With the right support, Kristel has been able to achieve her goals. She is now focussed on a leadership role and saving for her first home.



22 people with disability have transitioned into mainstream employment this year. 17 people with external organisations and 5 within Endeavour Foundation.



We support 1,755 employees across 52 sites including social enterprises, Defence sites, hosted employers, Resource Recovery Centres and at our head office.



79% of people surveyed in our Home and Community services who have job, reported that they always have choice in their lives.

CEO David Swain and researchers from the University of Queensland at the launch of the Autism Playbook

Photo taken on Yuggera and Turrbal land



Autism employment playbook launched

We proudly launched the Autism Employment Playbook at the Autism Employment Forum at the University of Queensland.

Funded through our Disability Research Fund, the Playbook shares the research exploring the experiences of autistic people seeking jobs through Disability Employment Services.

Key insights show that one type of support does not work for everyone - each person needs tailored assistance to find the right job. The research also highlights the positive impact of work: when autistic people are supported effectively, they gain confidence, independence, and sense of wellbeing. Employers and teams benefit too, as diverse teams are stronger and more innovative.

People behind the possibilities

At Endeavour Foundation, success depends on our people - #TeamPossible.

Every role, every act of care and every idea adds up to something much bigger: meaningful, measurable social impact.

Standing together

This year, our employees stood united, with 85% voting in favour of a new Enterprise Agreement, which came into effect at the end of November.

It was the result of years of negotiation, pauses and fresh starts - a true test of not giving up.

The new agreement provides fairness, clarity and certainty, reflecting our purpose and values while balancing the needs of our staff and the people we support.

Recognising greatness

Our Recognition and Reward Program celebrates employees who live our values and go above and beyond to help people achieve their goals.

This year, 614 employees nominated their colleagues, and 194 people were recognised for making Endeavour Foundation a great place to work.

Making Possibilities a Reality Award winners

Gold Coast Home Team

For your unwavering dedication and resilience during the challenges of Cyclone Alfred. Your teamwork, passion, care, and imaginative problem-solving exemplify our values. Through your strength and professionalism, you make a real difference every day.

“

The whole place saves my life.

”

“

I love them so much; they're so helpful.

”

Quality recognised, lives transformed

Certification to the Human Services Quality Standards acknowledges our commitment to delivering safe, high-quality, person-centred services and the dedication of the people who make this possible every day.

Young people in our Circles of Support (Youth) program shared what that commitment means to them.

These voices remind us that quality is not only measured by standards and systems, but by the care, trust, and professionalism shown by our teams who help young people build confidence, connection, and hope every day.

Everyday acts of service

Across our Recycling and Resource Recovery Centres, small acts of care make a big difference.

“My most sincere thanks to two heroes... [when dropping off rubbish, my eyeglasses got caught on an article being thrown away] ...they stopped traffic and searched until they found my glasses. They raise the profile and dignity of your organisation, and I can't thank them enough.”

Member of the public, Caloundra

“The gentleman at the waste facility helped us unload our trailer. His help was very much appreciated. It's great to see the team going beyond what is expected to provide exceptional customer service.”

Member of the public, Allora

These small acts show how much our people care — helping others with kindness, pride, and a strong sense of community.

To everyone who makes up #TeamPossible

Every action you take, big or small, creates ripples of change that strengthen our communities and transform lives. Because of you, Endeavour Foundation continues to grow its impact, empowering people with disability to live their best lives.

Thank you

Malek, Jayden Sturgess and Ethan Sloane
loving some dance time at the photo shoot

Photo taken on Yuggera and Turrbal land



Diversity and inclusion

Our reconciliation journey continues to strengthen relationships with Aboriginal and Torres Strait Islander peoples and communities.

We proudly celebrate Pride Month, International Women's Day and Wear It Purple Day - recognising the diversity of our people and the importance of visibility and belonging.

We're proud of our gender-balanced workforce and the diverse experiences our people bring to work every day. These varied perspectives guide our decisions and strengthen our organisation with creativity, empathy and insight.

First fully inclusive Employee Engagement Survey

For the first time, all employees - including staff and employees we support were invited to take part in the Employee Engagement Survey.

Participation was strong, with 58% of staff and 23% of employees we support responding. This feedback provides a more complete picture of what matters to everyone, helping us create a more inclusive, supportive and engaging workplace.

Sarah Gibson,
Fiona Lenk, Kitty
Yiu and Julian
Campomizzi from
QArt sharing the
Diff-Ability cards

Photo taken on
Wurundjeri Wo-
wurrung land



Seeing ability differently

To mark International Day of People with Disability 2024, QArt artists and staff in Melbourne - Kitty Yui, Julian Campomizzi and Lily Platts - launched the Diff-Ability Conversation Cards, designed to spark open, honest conversations about disability.

By combining art with lived experience, the cards challenge stereotypes, share different perspectives and promote inclusion.

More than 150 decks have already been sold, with workplaces reporting stronger understanding and empathy among teams. Plans are underway to share this powerful inclusion tool with a wider audience.

John-Michael
enjoying a kick
about at the
AFL Queensland
Sports Showcase

Photo taken on
Yuggera and
Turrbal land



Kicking off inclusivity with the AFL

In partnership with AFL Queensland, our Lawnton Learning and Lifestyle hub hosted an inclusive AFL day where everyone could join in, regardless of ability or experience.

Participants built confidence, tried new skills and experienced the joy of being part of a team. For many, it was their first time joining a sports event.

Alongside AFL Queensland, we also supported Inclusive Cup games in Carrara, Noosa and Moorooka by running hydration stations and cheering on the players.

Events like these show the power of inclusive sport - helping people feel proud, connected and supported.

Sean Maloney living the life he chooses

Photo taken on Yuggera and Turrbal land



Environment and sustainability

Sustainability is about more than the environment – it's how we work and how we play - from volunteering with local eco organisations to turning waste into artwork and creating sustainable employment pathways.

Protecting the Whitsundays

For the past five years, Hayden, Trent, Jenny, Johnny, and Cathy have volunteered weekly with Eco Barge Clean Seas in Airlie Beach. Together, they sort plastics, wash materials, and care for rescued turtles like Mathilde.

Through volunteering, they are not only protecting the Whitsundays' marine life but also building skills, growing in confidence, and forming lasting friendships. Their efforts show how giving back to the community creates positive change for people and the environment.

John, Robbie, Support Worker Ricki, Trent, Jenny and Hayden with the artwork they created from bottle tops collected volunteering with Eco Barge

Photo taken on Ngaro land



QArt: Waste to Wear

Waste to Wear: The Art of Reinvention at Melbourne Design Week 2025 showcased how creativity creates opportunity. Artists from QArt transformed discarded materials into wearable art including clutch wallets, beaded jewellery and more. Visitors joined workshops and live demonstrations, learning how creativity can turn waste into treasures.

Recycling centres lead the way for recycling and employment

Our recycling centres are a clear example of how we create meaningful jobs for people and divert large volumes of material from landfill. This year, we had an overall increase of nearly 16% in recycling volumes of paper and cardboard, mattress deconstruction and household waste.



Paper
1,659.84
tonnes



Plastic
243.73
tonnes



Metal
5,584.48
tonnes



Cardboard
1,592.46
tonnes



Mattresses
20,000 +
units



General household goods
3,430.69
tonnes



Glass
76.296
tonnes



Batteries (ULAB batteries)
163.02
tonnes



E-Waste
930.08
tonnes

Fundraising

Support from our donors, partners and community helps create more opportunities for people every day. This year, new initiatives and long-standing favourites raised funds for programs not funded by the NDIS.

The Sit Up Challenge and the Different Ability Breakfast brought fresh energy to fundraising.

At the breakfast, a panel of sector experts shared insights on disability inclusion and fundraising in the world of NDIS.

Our flagship Great Endeavour Rally travelled more than 4,000 km from Roma to Longreach, with 59 teams raising nearly \$645,000. The Rally Weekend Edition saw 42 teams register and contribute more than \$68,000.

We also raised \$905,719 through successful grant submissions in the last financial year.

Every dollar raised goes directly into essential programs and services. Thank you to everyone whose generosity makes these achievements possible.

From giver to Lotteries winner

Paul, winner of Endeavour Foundation's \$2.35 million Glass House Mountains Prize Home, had long believed real people could win after meeting past winners 30 years ago.

He has now been able to share his own win with friends, inspiring others to buy tickets. A supporter for over 35 years, Paul values the impact of his contributions, knowing proceeds help people with disabilities.

Maryborough Certificate III trainees

Photo taken on
Butchulla
(Kabi Kabi) land



Building brighter futures through Traineeships

Seven people we support from the Maryborough social enterprise began their Certificate III in Timber and Wood Production Operations this year. The traineeships were made possible through a generous family foundation and delivered in partnership with the National Timber and Hardware Association.

Transformative gift for Toowoomba social enterprise

Since 1968, the Toowoomba social enterprise has created jobs for people through farming, recycling, food packaging and document destruction. A major gift from a long-standing family supporter is now funding upgrades to expand pet food packaging.

Currently producing 6,000 - 8,000 units per month, the upgrade will allow production to triple. This growth means more local jobs and reflects the importance of community trust built over decades.

Employer Ready Program

The Employer Ready Program helps businesses build confidence and capability to employ people with intellectual disability. Supported by the Department of Social Services Structural Adjustment Fund, we partnered with three businesses to design inclusive workplaces and improve their employment practices.

Great Endeavour Rally ‘Dust Devils’ take top honours

From Jericho in Central Western Queensland, Sandy and Lenny - the “Dust Devils” - raised \$35,000 in the 2024 Great Endeavour Rally from Roma to Longreach through the Simpson Desert.

Their 10-year-old daughter, Makaddi, added to the family’s impact by raising \$7,500 for the Rally Weekend Edition. Together, this small family team from a town of just 80 people made one of the Rally’s most remarkable contributions.

Sandy and Lenny
who raised
\$35,000 for the
Great Endeavour
Rally

Photo taken on
Bidjara land



Legal and Governance

Our Legal and Governance activities make sure we follow the law, manage risk, and protect the interests of our stakeholders.

Strong governance underpins our commitment to enhancing the lives of people with disability and supporting their families, carers, and advocates. It ensures transparency, accountability, and ethical decision-making across our organisation.

Legal Structure

We are a public company limited by guarantee. We have members, not shareholders who help guide our work and hold us accountable.

Membership

Our members share a strong interest in issues affecting the lives of people with disability. Members also influence the direction of the organisation by electing Board Directors. People we serve are encouraged to become members.

Registered NDIS Service Provider

As a registered NDIS provider, we follow the governance standards set by the NDIS Quality and Safeguards Commission.

Legislative Compliance

Our policies and procedures ensure we follow all laws and regulations. We regularly review them to make sure they continue to meet the needs of the people we serve.

Board of Directors

Our Board is made up of both elected and appointed Directors. Elected Directors, many with lived experience of disability, always outnumber appointed Directors.

The Board is supported by three committees:

1. Client Care Committee
2. People and Culture Committee
3. Audit, Finance, Risk and Compliance Committee

Client Advisory Group

Our Client Advisory Group make sure the voices of people we serve help shape our services. The group meets at least four times a year.

Family Support Groups

This year, we began working towards re-establishing Family Support Groups to provide families with opportunities to connect, discuss important issues, and understand how political and NDIS changes impact the lives of the people they support.

Internal Audit

Our Internal Audit program makes sure we are doing the right things in the right way. The Audit, Finance, Risk and Compliance Committee reviews these activities regularly. This process helps us improve how we work and keep our services safe, transparent, and accountable.

Concerns and Complaints

We help people to understand their rights and how to raise concerns. Concerns can be raised directly with us, the NDIS Quality and Safeguards Commission, or through a confidential whistleblower service. Our Whistleblower Policy ensures that anyone reporting serious issues is protected and that their concerns are addressed safely and fairly.

Continuous Improvement

We hold more than 70 accreditations and certifications. Regular internal and external audits help us stay compliant and drive continuous improvement. This year we launched Your Suggestion Box giving employees a simple way to share ideas and suggestions that improve how we work.

Modern Slavery Statement

We take responsibility for human rights in our work and supply chains. We released our sixth Modern Slavery Statement, explaining how we identify, assess and prevent modern slavery risks.

Board of Directors

Our Board of Directors brings together a diverse range of professionals with a deep commitment to our purpose of making possibilities a reality for people with disability.

The Board is a committed and passionate group who provide a balance of professional expertise and lived experience of disability.

This year they have helped steer the organisation through the evolving landscape of the disability sector to help build a better future for people with disability.



Elizabeth Jameson AM

Elizabeth Jameson AM, Chair, has a rich background in legal and governance consultancy, fostering a deep understanding of board dynamics and organisational governance.



Scott Ellis

Scott Ellis, Deputy Chair, combines his commercial finance expertise with a personal commitment to enhancing opportunities for people with intellectual disability, informed by his family's own experiences.



Beverley Knowles

Bev Knowles' extensive corporate and consulting experience in public and private sector marketing, communications and community engagement drives her commitment to empowering people with disability to fully participate in learning, work and life.



Greg Livingstone

Greg Livingstone applies his extensive executive and financial management background to drive organisational change and support underrepresented groups.



Mark Gibson

Mark Gibson, with a strong background in IT and executive leadership, focuses on leveraging technology to support organisational growth and development.



Michelle Hughes

Michelle Hughes champions technology innovation and data driven strategies to enhance engagement and accessibility.



Pedro Mendiolea

Pedro Mendiolea, with his expertise in infrastructure, corporate finance, and direct experience in a family with disability, has assisted in steering the organisation through significant transitions such as the NDIS.



Robyn McGuiggan

Robyn McGuiggan draws on her personal family experience and leverages her extensive leadership experience in education and community service to support people in reaching their full potential.



Wendy Zernike

Wendy Zernike contributes her significant expertise and experience in clinical governance and innovative healthcare models to ensure quality and safe care delivery, continuous improvement of services and client engagement.

For more information on our Board of Directors, their skills and experience, please visit our website endeavour.com.au/board

Executive Leadership Team

Our executive team are committed to leading us into the future, guiding and supporting employees to fulfill our purpose of making possibilities a reality, by providing exceptional services to people we support.



David Swain

Chief Executive Officer

“I believe that together we create real opportunities for inclusion, where every person is valued, heard, and empowered to thrive.”



Leanne Rutherford

Executive General Manager
Home and Community

“People with disability should live with greater choice, dignity, and independence. For me, good support means creating safe and inclusive spaces so people can live the lives they choose.”



Greg McCluand

Acting Executive General Manager
Work

“Work is more than a job, it’s a pathway to confidence, connection, and independence. I’m passionate about creating inclusive workplaces where every person can thrive and contribute.”



Amanda O'Reilly

Chief People Officer

“Our people are our greatest strength. I’m focused on building empowered, engaged teams that deliver purpose-led impact every day.”



Anthony Cross

Interim Chief Financial Officer

“Financial sustainability is the foundation for lasting impact. I’m committed to ensuring every dollar we invest drives value, supports our purpose, and creates better outcomes for the people we serve.”



Darryn Hammond

Executive General Manager
Legal and Governance

“Strong governance protects what matters most. I’m committed to building trusted, accountable systems that safeguard people and enable bold, ethical leadership.”



Irma Hajdari

Interim Chief Transformation Officer/
Chief Finance Officer

“Purpose and performance go hand in hand. I’m driven to lead sustainable transformation that delivers both social impact and long-term value.”



Kirrily Boulton

Chief Corporate Relations Officer

“Advocacy is about changing systems, not just stories. I’m committed to elevating the voices of people with disability and driving meaningful, lasting change.”

Financial Overview

This financial overview provides a snapshot of the financial performance of the Endeavour Foundation Group for the year ended 30 June 2025. The Group comprises Endeavour Foundation (referred to as 'the Company') and its controlled entities, collectively referred to as 'the Group'.

During the year, the Group continued to face challenges that impacted its financial performance. This resulted in a net deficit of \$5,693,000 for the year compared to a net deficit of \$6,025,000 in the prior year.

It is important that we tell people how much money we made and how much we spent.

This year, we made \$378,235,000 dollars.

We spent \$389,302,000 dollars.

That means we spent \$11,067,000 dollars more than we made.

We covered this using money we had saved.

We also set aside \$5,832,000 dollars for next year.

This money will be used to help us be financially ready to support people in the future.

A mix of internal and external factors led to this outcome. Lower margins from pricing shortfalls, rising wage costs, and higher inflation all put added pressure on our operating expenses and overall financial performance.

This year we remained focused on how we operated to stay within NDIS funding. We reduced back-office roles and integrated Community Solutions services into our Work and Home and Community divisions.

We also made provision for \$5,832,000 of costs that we expect to incur in the future. These provisions include costs related to organisational changes that improve our sustainability.

Financial highlights

Operating revenues increased by \$24,308,000, representing a 6.9% growth compared to the previous year. Sales of goods and services along, with recurrent National Disability Insurance Scheme (NDIS) revenues, reached \$286,717,000. This represents an increase of \$21,188,000 or 8.0%, from the previous year. The Group recorded an increase in revenues from fundraising activities of \$1,478,000, and \$2,296,000 decrease in Federal Government subsidies.

Operating expenses increased by 7.0%, or \$25,397,000 to \$389,302,000 for the year, due to higher cost of goods sold and employment costs, in part to support the increased level of sales. The Group record an operating deficit for the year of \$11,067,000 compared to \$9,978,000 in the previous year.

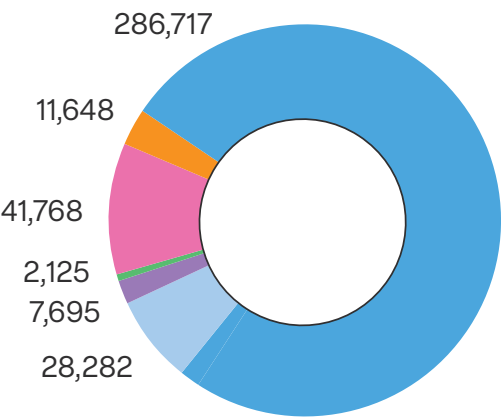
The operating deficit was offset in part by non-operating revenues received. This includes gains on disposal of surplus properties of \$5,374,000 (2024: \$3,402,000) which continue to provide an important cash supplement for capital asset acquisitions and improvements. The total capital expenditure spend on property, plant and equipment was \$11,633,000 (2024: \$13,970,000).

The inclusion of these non-operating revenues resulted in a net deficit of \$5,693,000 for the year (2024: Net deficit of \$6,025,000).

Balance Sheet

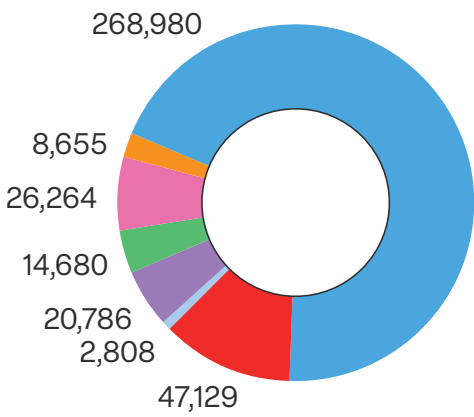
As of 30 June 2025, the Group’s current assets exceeded current liabilities by \$44,839,000 at the balance date (2024: \$32,702,000). The Group had no interest-bearing debt other than lease liabilities.

Operating Revenue (\$’000)



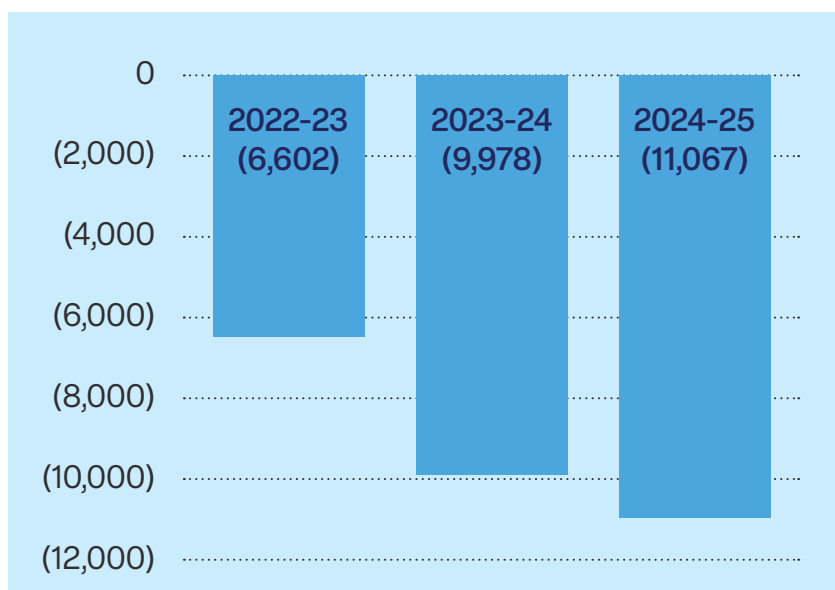
- Sales of Goods and Services
- Other revenue
- Fundraising activities
- Interest income
- Service user contributions
- Government Subsidies

Operating Expenses (\$’000)



- Employee expense
- Utilities and lease property
- Transport, maintenance and household
- Depreciation and amortisation
- Other expenses
- Restructuring expenses
- Cost of goods sold and commercial fundraising activities

Operating Results (\$'000)



Cash Flow Statement

Net cash generated by operating activities for the year was \$12,495,000 (2024: \$5,190,000), whilst the net cash utilised by investing activities was \$689,000 (2024: \$13,696,000). This reflects a reduced cash spend on acquisition of property, plant and equipment and a higher level of proceeds from the disposal of property. The Group held a cash balance of \$49,146,000 at year end.

The accompanying graphs and tables provide a financial overview of Endeavour Foundation Group's operating results and financial position as of 30 June 2025.

Audited Financial Report

The audited full statutory Annual Financial Report of the Endeavour Foundation Group for the year ended 30 June 2025 is available as a separate document. It is available to members upon request and without charge by phoning 07 3908 7100 or may be downloaded from www.endeavour.com.au.

Five year Summary Financial Performance

	2025 \$'000	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000
Operating Revenues	378,235	353,927	330,779	315,379	333,560
Operating Expenses	(389,302)	(363,905)	(337,381)	(322,653)	(303,933)
Operating Surplus/(Deficit)	(11,067)	(9,978)	(6,602)	(7,274)	29,627
Government capital expenditure grants and other capital donations	0	551	156	577	233
Significant bequests	0	0	0	1,446	0
Gain on sale of properties	5,374	3,402	1,232	287	349
Net Surplus/(Deficit) for the year	(5,693)[#]	(6,025)	(5,214)	(4,964)	30,209[*]

[#]This includes provisions made for organisational changes planned to be implemented in FY26. Further information on these provisions and these financials results are set out in our Financial Report 2024-2025.

^{*}JobKeeper subsidies received during COVID-19 in 2020-21

Five year Summary Financial Position

	2025 \$'000	2024 \$'000	2023 \$'000	2022 \$'000	2021 \$'000
Assets					
Current assets	106,426	91,477	93,439	112,720	122,901
Non-current assets	146,789	164,517	159,541	145,085	135,503
Total Assets	253,215	255,994	252,980	257,805	258,404
Liabilities					
Current liabilities	61,587	58,775	49,598	50,680	46,320
Non-current liabilities	5,072	5,298	5,755	4,721	4,308
Total Liabilities	66,659	64,073	55,353	55,401	50,628
Net Assets	186,556	191,921	197,627	202,404	207,776

Thank You

Corporate sponsors, supporters and partners

7th Combat Service Support Battalion (7 CSSB)

Boathouse Apartments

Brisbane Convention and Exhibition Centre

Coral Sea Resort

Cruise Whitsundays

Custom Lithium

Daydream Island

Elysian Retreat

FleetCrew

Heart of Reef Shuttles

Iconic Whitsunday Adventures

McCormacks 4WD

Mirage Whitsundays

Network Car and Truck Rentals

Ocean Dynamics

On Track Meals

Rydges South Bank Brisbane

Tourism Whitsundays

Transport Field Service

Whisper Gin Bar

Whitsunday Coast Airport

Great Endeavour Rally - Top Ten fundraisers

Chicks Off Grid – Amanda McDonald, Tayla McDonald,
Nicole Dawson, Aurora Spicer

Dust Devils - Sandy Ford and Leonard Warren

Highland Flyer – Jimmy and Avril Livingstone

Just the Two of Us – Neil and Joanne West

Salubrious – Scott Law and Shan Origliasso

Team Lizard – Brent Daniel and Darryl Cooper

The General Chow – Timothy Lang and Michaela Lohmann

The Recycler – Roger Lake and Flynn Lake

Two mates on a Date – Peter Lowry and Phillip Hodges

Ynot – Johann Jacobs and Paul Hoschke

Events and community fundraising activities

Bridge To Brisbane

Churchie Rugby Fundraising Luncheon

Connections and Conversations Sydney

Five to Thrive

Great Endeavour Rall Weekend Edition

Great Endeavour Rally

Melbourne Cup Fundraising Luncheon

Pathways to Possibility End of Year Celebration

Philanthropy High Tea

Philanthropy Week Different Ability Breakfast

Sit Up Challenge

Ultimate Whitsundays Escape Raffle

Whitsundays Thank You

Major gifts

Aileen Trace

Brazil Family Foundation

Bundaberg Bingo Centre

Chris Bowerman

Flannery Foundation

Hipgrave Family Foundation

Intelligent Foundation

Jim and Gem Symon

Maroochy RSL

Pedare Christian College

Peter Haeusler

Rely Pacific Laundry Equipment

Verlie Climpson

Bequests, Trusts and Foundations

Catherine Ellen Carter Memorial Fund

Edith Lewis Trust

Hart Family Perpetual Trust

Ian McIntyre Trust Fund

The Ira Josey, Peace Mary Keidge and Ashley Josey Keidge Perpetual Charitable Trust

The Kenneth Gordon Anderson and Edith Anderson Memorial Trust

Leslie Dickson Charitable Endowment

Russell McKimmin Charitable Trust

Victor Lionel Meise Memorial Trust

Grant Funders

Australian Government - Department of Social Services - Structural Adjustment Fund

Australian Communities Foundation

Australian Government - National Disability Insurance Agency - Supported Independent Living - Blended Payments Co-design

Australian Government - National Disability Insurance Scheme Quality and Safeguards Commission - Support for NDIS Providers Grants Program: Knowledge and Skill Development

Australian Government - National Indigenous Australians Agency - NAIDOC Local Grants

Coca-Cola Europacific Partners - My Product Donations

James Frizelle Charitable Foundation

Magistrates' Court of Victoria - Court Fund

NSW Government - Department of Industry (Liquor and Gaming NSW) Castle Hill RSL Club - ClubGRANTS Category 1

Queensland Government - Department of Justice Gambling Community Benefit Fund

Queensland Government - Queensland Family and Child Commission - Child Safeguarding Grants Program

Smartgroup Foundation

St John's Grace Fund

Toowoomba Regional Council - Floral Parade Grant

Corporate volunteering

Ansvar

Australia and New Zealand Recycling Platform (ANZ RP)

Auto and General

Deloitte

Insignia

Rydges South Bank Brisbane

How to get involved



Robert, Cameron and MJ Tully at home in Toowoomba

Photo taken on Barunggam land

Call us

1800 112 112

Email us

hello@endeavour.com.au

Write to us

PO Box 3555,
Tingalpa, DC Qld 4173

Visit our website

endeavour.com.au

Connect with us

linkedin.com/company/endeavour-foundation

Like us on Facebook

facebook.com/EndeavourFoundation

See us on YouTube

youtube.com/EndeavourFoundation

