



Endeavour Foundation
Social Impact Report
2025-26

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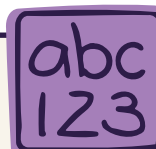
Cover: Sharnie – Bowen Hills, Queensland
Jaggera and Turrbal people

Social Impact Report 2026

Seventy-five years ago, families of children with intellectual disability started a movement because they wanted better opportunities and support for their loved ones. Today, we continue that work by speaking up for the rights of people with intellectual disability and making sure no one is left behind.

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

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



In this report, we use **statistics**. Statistics help us explain and understand information.



We got most of the information for the statistics from three different surveys.

1. Endeavour Foundation 2025 Client Satisfaction Survey.
2. NDIS Longitudinal Outcomes Data, Q2 FY23/24.
3. Australian Institute of Health and Welfare (AIHW).
Health of people with disability report, July 2026.

When you see a * it means that the information comes from the Endeavour Foundation 2025 Client Satisfaction Survey.

When you see a ^ it means that the information comes from the NDIS Longitudinal Outcomes Data.

When you see a # it means that the information comes from the Australian Institute of Health and Welfare.



When you see the words **we** or **us** it means Endeavour Foundation.



Acknowledgement of Country

We acknowledge the Traditional Owners 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 intellectual disability

We recognise the role that people with intellectual 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.

▼ Self-advocacy Conference 2025 – Brisbane, Queensland
Jaggera and Turrbal people



Message from the Chair



This year marks 75 years since a group of determined families came together to create better opportunities for their children with intellectual disability.

What began in a small veranda classroom in Brisbane in 1951 has grown into an organisation supporting people to live, learn, work and participate in communities across Australia. As a charity founded by families, we remain focused on creating opportunities for people with intellectual disability and using our resources carefully.

People with intellectual disability continue to face systemic and practical barriers to employment, learning, independence, choice and community participation. This report shows how tailored, high-quality support can help reduce those barriers and make a meaningful difference. It shares examples of people building skills and confidence, finding meaningful work, making choices, speaking up and becoming more connected to their communities.

Throughout the year, Board members visited sites and spent time with the people we support, employees and volunteers. We saw the pride our teams take in their work and the difference they make each day. It was particularly encouraging to see people with intellectual disability advocating for change and helping shape decisions that affect their lives.

► Elizabeth Jameson AM – Chair
Brisbane, Queensland
Jaggera and Turrbal people

This report is published at a difficult time. The gap between NDIS funding and the real cost of safe, quality support is placing serious pressure on providers, particularly those supporting people with intellectual disability who have significant and complex support needs. Endeavour Foundation has used charitable reserves to help meet this shortfall, but those reserves cannot fund the gap indefinitely.

The Board is responsible for overseeing safety, quality, risk and financial sustainability. This means asking difficult questions, making careful decisions and continuing to advocate for NDIS funding that reflects the true cost of quality support.

The path ahead will not be easy, but our purpose remains clear: to support people with intellectual disability to live, learn, work and flourish according to their own interests and priorities.

On behalf of the Board, I thank the people we support, their families, our employees, volunteers, partners and supporters. Your trust, honesty and commitment continue to guide us.

Message from the CEO

Since joining Endeavour Foundation in late 2025, I have been deeply grateful for the warm welcome I have received from people we support, their families, our employees, volunteers and our Board.

As the father of a young man with intellectual disability, the many visits I have made across our services and the conversations I have shared with people and families have only strengthened my commitment to advocating for greater awareness, appropriate funding and the support needed to ensure people with intellectual disability can live full and meaningful lives.

What has struck me most is how consistent people's aspirations are. They want meaningful work, a home where they feel connected and valued, opportunities to learn and grow, strong friendships, and the ability to make choices about their own lives. These are aspirations we all share, and they are at the heart of everything we do.

Across Endeavour Foundation, people with intellectual disability are pursuing these goals every day and creating lives filled with opportunity, purpose and belonging.



▲ Celebrating 75 years of Endeavour Foundation at Government House – Brisbane, Queensland. Jaggera and Turrbal people

L-R: Chair, Board of Directors, Elizabeth Jameson AM, Chair, Client Advisory Group Andrew Bowden, Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland, Professor Graeme Nimmo RFD, CEO Andrew Chesterman.

Our responsibility is to provide safe, high-quality services and make it easier for people and families to engage with us. While many people have positive experiences with our organisation, we know we do not always meet the standards that people rightly expect. We must continue to communicate clearly, listen carefully to feedback and act decisively when improvements are needed.

At the same time, the disability sector continues to face significant financial and workforce challenges. These pressures require us to adapt, improve the way we work and make careful decisions about the services we provide. Some of these decisions will be difficult, but our commitment is to approach them with transparency, compassion and a clear focus on supporting people through change.

During the year, we also took an important step in our reconciliation journey with the submission of our Innovate Reconciliation Action Plan (RAP), developed in partnership with our RAP Working Group and First Nations consultants. This work reflects our commitment to building stronger relationships, fostering respect and creating meaningful opportunities for Aboriginal and Torres Strait Islander peoples.

I would like to thank our Board, employees and volunteers for the dedication, professionalism and care they bring each day. I also thank our families, donors, fundraisers, partners and supporters whose ongoing commitment helps make our work possible.

As we look ahead, our focus remains clear: improving the experience of the people and families who rely on us, supporting our workforce, and delivering services that are both high quality and financially sustainable. We know there is more work to do, and we are committed to undertaking that work openly, responsibly and in partnership with the people we serve.



► Andrew Chesterman – CEO
Brisbane, Queensland
Jaggera and Turrbal people

75 years of Endeavour Foundation

As we celebrate 75 years, we recognise the people who helped build Endeavour Foundation. We are proud of what we have achieved and excited about the future. We will keep working to remove barriers, promote inclusion, and support people with intellectual disability to achieve their goals and live the life they choose.

Our story until now



A Purpose Takes Shape

From humble beginnings and just £2 in the bank, a Queensland organisation was established in 1951 to support children with disability, growing to 140 community members within its first year.



Building Teaching Capability

Sir Fred Schonell brought his University of Queensland research in remedial education into practice, introducing certificate courses to build the skills of specialist teachers.



Endeavour Lotteries

The Toowoomba branch launched its first art union in 1962, selling 6,500 tickets at £5 each with a Cecil Plains property as the prize. The model quickly expanded nationwide, becoming Endeavour Lotteries.



Powered by Volunteers

By the late 1980s, over 3,000 volunteers contributed more than 200,000 hours of service. By the mid-1990s, volunteer numbers and hours had nearly doubled.



A Rally for Change

In 1988, the first Endeavour Rally saw 37 cars travel more than 5,000 kilometres across Queensland, raising \$30,000. It later became the Great Endeavour Rally, raising over \$12 million across 36 events.



Continued Growth and Scale

In 2006, Endeavour Foundation supported more than 3,000 people — including 875 in day services, 1,296 supported employees, and 937 people receiving accommodation supports.



75 Years Strong

In 2026, Endeavour Foundation supports 6,500 people with intellectual disability across Australia and employs 4,600 people, 39% being people with disability.



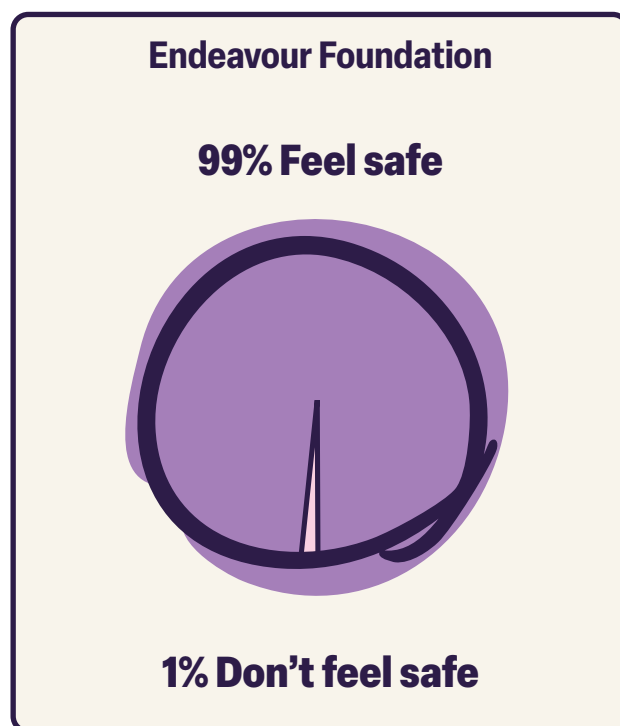
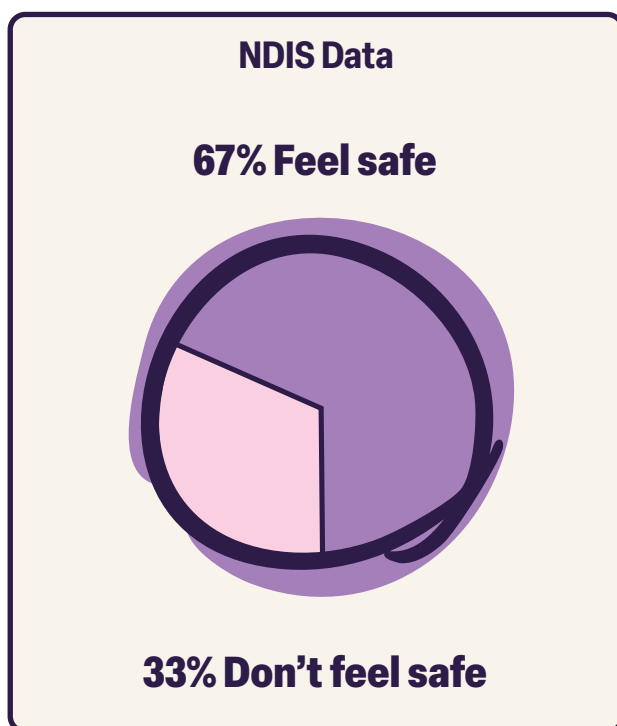
Scan the QR code or click on the link to watch our 75 years of Endeavour Foundation Looking Forward Together video

People with disability should feel safe in their home



Many people with disability do not feel safe at home. NDIS data^A shows that 1 in 3 people aged 25 and over say they do not feel safe where they live.

Helping people feel safe - and be safe - is our priority. Our 2025 Client Satisfaction Survey* found that 99% of the people we support feel safe all or most of the time when using our services.



Our client feedback survey shows that our support has a real impact in making people safer. They may feel lonely, scared, have fewer chances to join in with community activities, and find it harder to stay connected with other people.

Meet Colin



“I feel safe at home because we have an alarm system for security, the doors are locked at night and I have a very good support team at my house who support me every day”.

▲ Colin Daw – Person we support – Durack, Queensland
Jaggera and Turrbal people

Safety is our priority



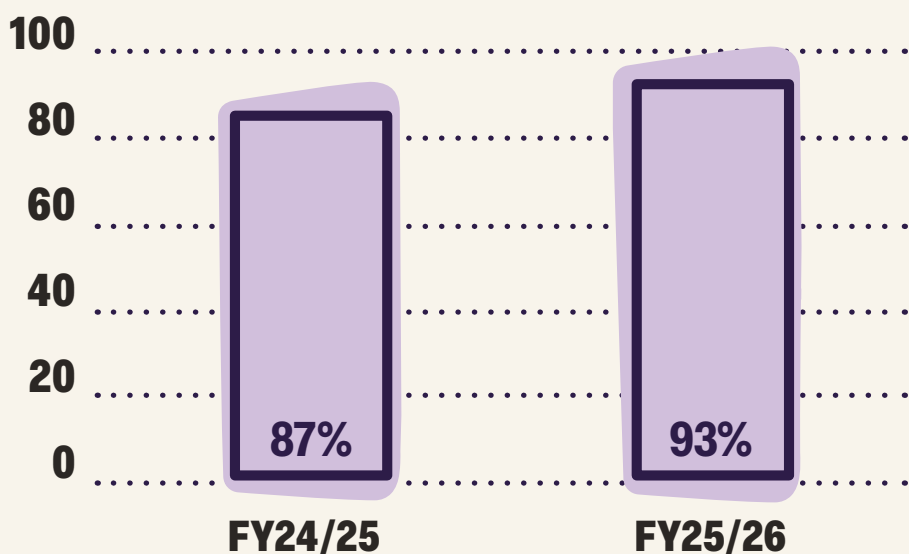
Violence, Abuse, Neglect and Exploitation (VANE) training.

100% of our employees complete VANE training annually.



Feedback.

We welcome feedback because it helps us improve our services. In 2025–26, 93% of people were satisfied with how we responded to their feedback. This is an improvement from 87% satisfaction the year before.



Youth Disability Services.

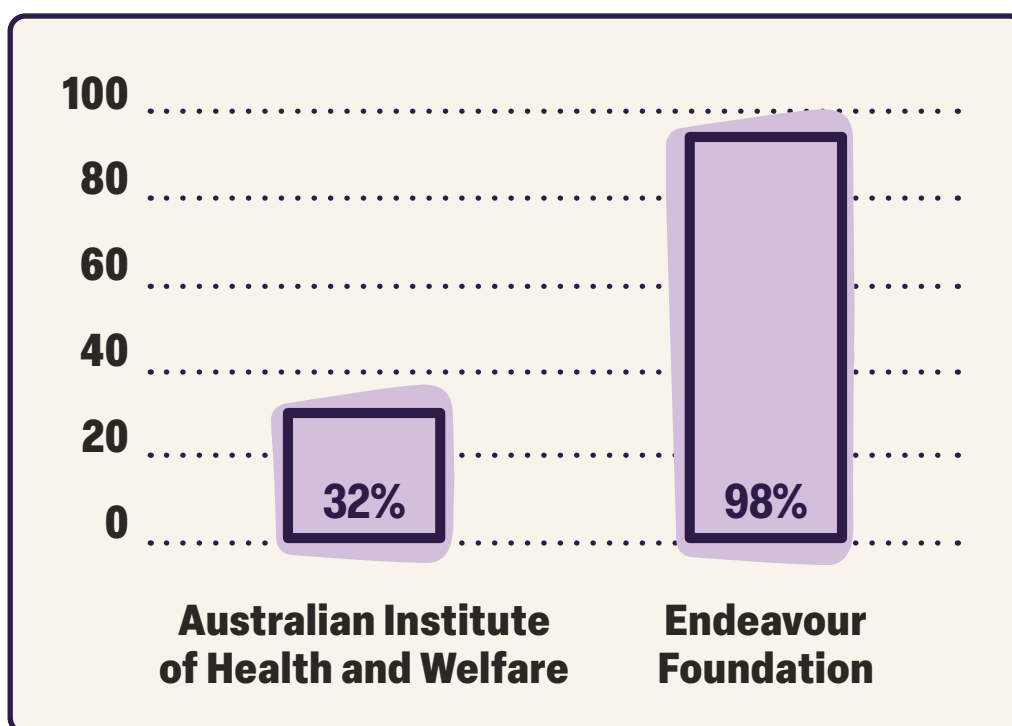
Since launching in December 2024, our Youth Disability Services have supported six young people with disability who are in statutory care. Through this program, we are focused on providing specialist disability support to young people to live, learn and connect. We additionally support the transition from the child protection system into adulthood, with greater independence and choice, and the disability supports they require.

People with disability need better health outcomes



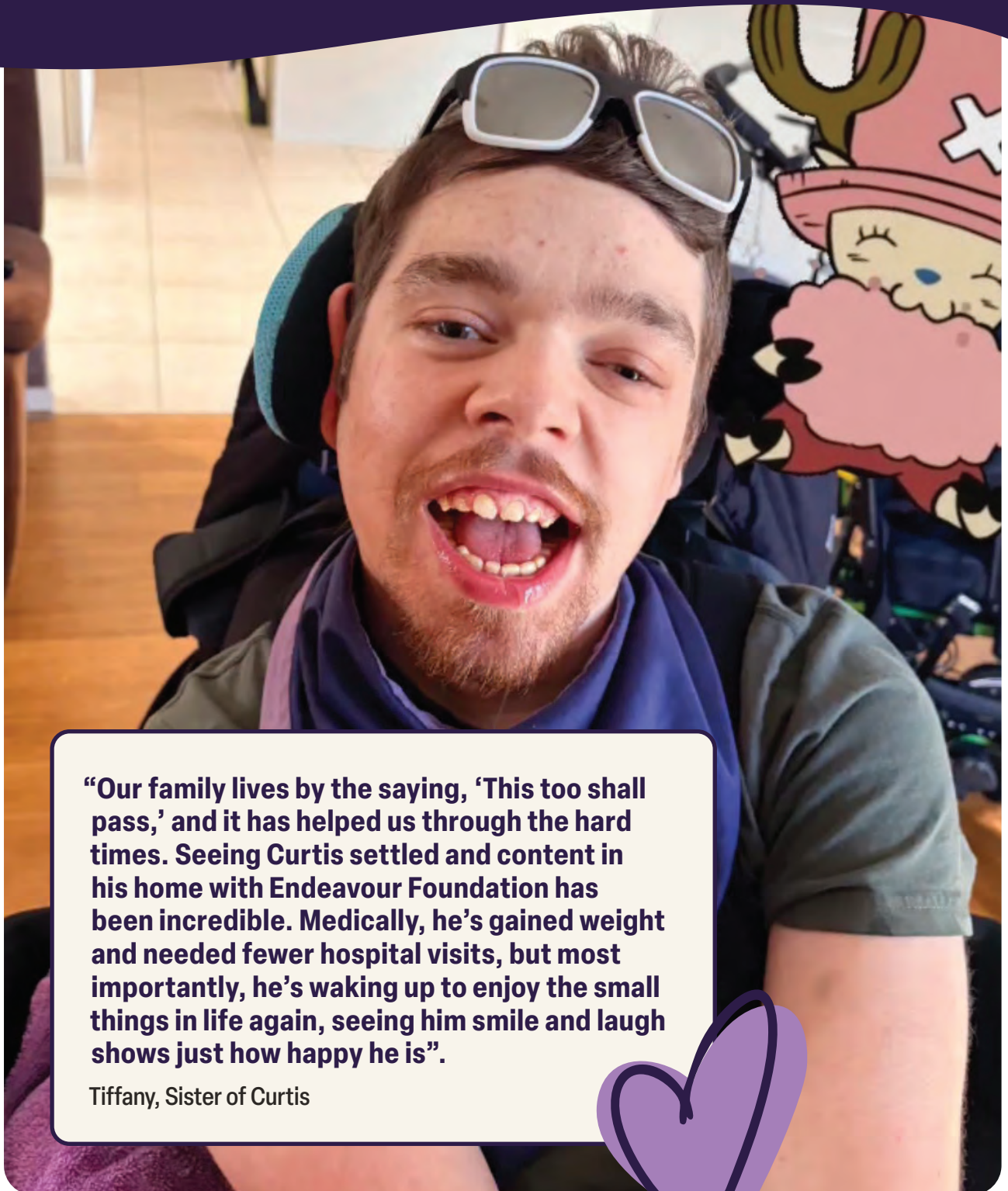
People with disability often have poorer health than people without disability. AIHW data# shows that only 32% of people with disability rate their health as good or excellent.

Endeavour Foundation helps people stay healthy and well. Our 2025 Client Satisfaction Survey* found that 98% of people using our Home, Community and Work services feel physically healthy all or most of the time.



Without Endeavour Foundation, many people with intellectual disability would face poorer health, greater isolation and fewer opportunities to live active, connected and fulfilling lives.

Meet Curtis



“Our family lives by the saying, ‘This too shall pass,’ and it has helped us through the hard times. Seeing Curtis settled and content in his home with Endeavour Foundation has been incredible. Medically, he’s gained weight and needed fewer hospital visits, but most importantly, he’s waking up to enjoy the small things in life again, seeing him smile and laugh shows just how happy he is”.

Tiffany, Sister of Curtis

▲ **Curtis, Person we support – Hervey Bay, Queensland
Butchulla people**

Taking steps to better health outcomes

Strong and Sure.

Strong and Sure is a health and wellbeing program co-developed by Endeavour Foundation and Champion Life. Designed with people with intellectual disability, it supports people to stay active, build strength and balance, reduce their risk of falls and stay healthy and independent.

Strong and Sure has:

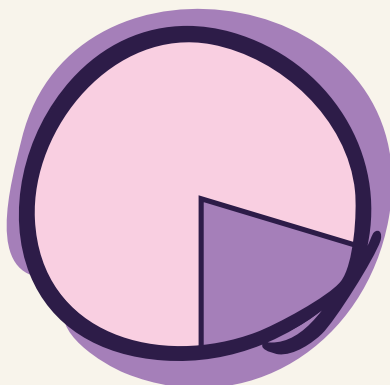
- Been co-designed with 26 people with intellectual disability and their support workers.
- Created 15 guided movement sessions for support workers to deliver.
- Developed digital tools to track goals, progress, wellbeing, and falls risk.

The next step is a trial at more than 10 Endeavour Foundation services from June 2026. The trial will help us test the program, gather feedback, and make improvements before it is shared with more people.



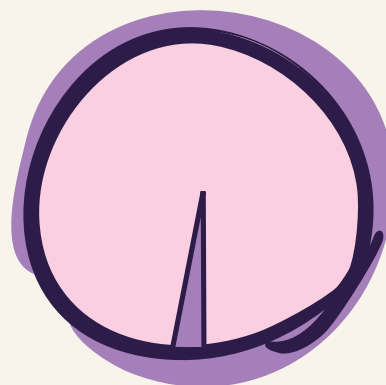
People with disability want to choose the life they live

NDIS Data



80% Feel that they have choices about their life

Endeavour Foundation



96% Feel that they have choices about their life

Many people with disability want more choice in their everyday lives. NDIS data[^] shows that 80% of participants aged 25 and over would like more say in the decisions that affect them.

Our 2025 Client Satisfaction Survey* found that 96% of people using our Home, Community and Work services feel they have choice and control over their lives.

We believe everyone has the right to have their voices heard. Without Endeavour Foundation, many people with disability may have fewer opportunities to make informed choices, have control over decisions that affect their lives, and participate fully in their communities on their own terms.



Meet Greg

“Advocacy means people speaking up for themselves and other people. The power of people with disability can make a real impact, not only for Australia, but for the world”.



▲ **Greg Bonyhady – Employee we support – Kew, Victoria**
Wurundjeri Woi-wurrung people

Having choice over your life is important

Active support and Frontline Practice Leadership training.



This training helps employees provide better support for people with intellectual disability.

In 2025–26, more than 630 employees and leaders completed Active Support and Frontline Practice Leadership training. This means that these employees have the skills to support people with intellectual disability to be more independent, take part in their community, and achieve their goals. During the year:

520+ employees completed Active Support training across our services.

110+ leaders completed Practice Leadership training.

57+ Active Support training sessions were delivered.

5+ Frontline Practice Leadership sessions were delivered.

Training continues for all new support workers and leaders. This helps ensure people receive high-quality support that meets their needs.

Specialised dementia training.



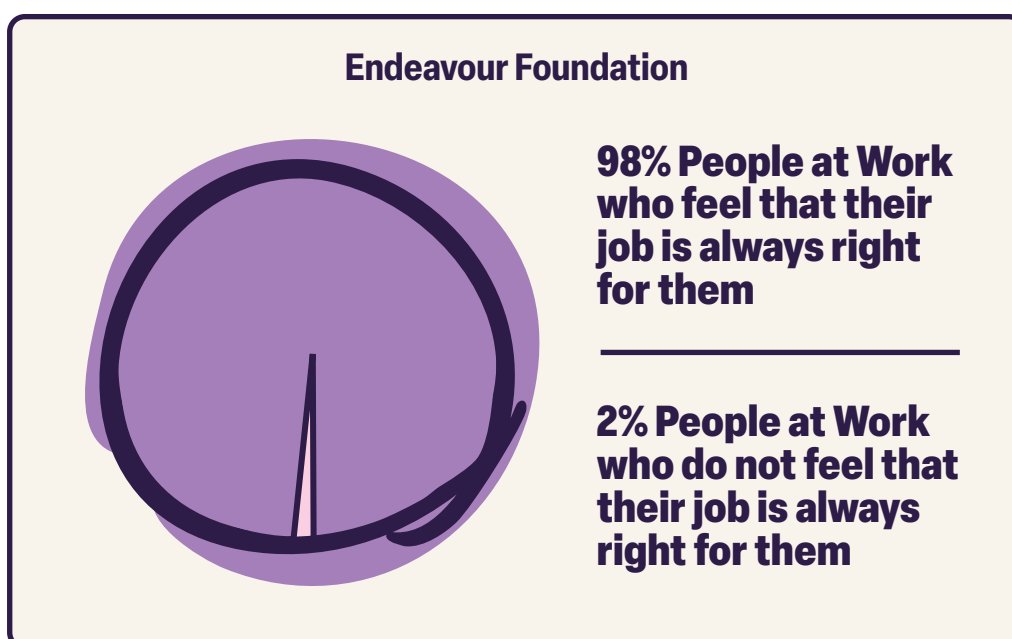
People with Down syndrome have a very high risk of developing dementia as they get older, with around 95% expected to develop dementia. It can affect memory, communication and a person's ability to make decisions. The early signs can be difficult to recognise and are sometimes mistaken for normal ageing.

Our new dementia training helps employees recognise these signs early and provide the right support. It gives staff practical tools and resources to respond to changes, connect people to specialist support, and help people with intellectual disability stay involved in decisions about their care, support and future for as long as possible.

People with disability want to work in a job that is right for them

People with disability can face extra challenges at work. NDIS data[^] shows that 38% of people with disability who have a job do not feel supported at work.

Employees we support tell a different story. Our feedback* shows that 98% of employees feel their job is always or mostly right for them and that they feel supported in their workplace.



Having the right job is important. It helps people learn new skills, earn an income, feel confident, make new connections and contribute to their community. By providing the right support, we help people with intellectual disability succeed at work and reach their career goals.

Meet Renee



“It took me 14 years to get full-time employment. Having full-time permanent work is wonderful, it gives me security, independence and the opportunity to contribute in a positive way. Endeavour Foundation helped me reach that”.



▲ **Renee Kelly – Employee we support – Cannon Hill, Queensland**
Jaggera and Turrbal people

Having a job that offers support is important

People with intellectual disability do important work in areas such as recycling, timber production, administration and packaging. Through this work, people build skills, earn an income, and make a valuable impact every day.

The impact of employees we support



1770+ people working across a range of employment opportunities



68% male employees and 32% female employees



41 years old is the average age of employees we support



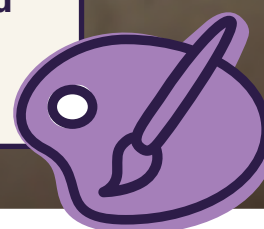
22 hours is the average work week

The benefits go beyond the workplace. This work created more than **\$75.6 million** in social and economic value and reduced the need for other funded supports by **\$42.7 million**. For every **\$1 invested**, **\$2.09 of value** was created.

This shows that when people with intellectual disability have a job, everyone benefits.



“Eventually I found my way to Endeavour [Foundation], And I’ve been here for seven years. I’m very happy here, it feels really good to be a paid artist and it’s inspiring to see people enjoy my artwork”.

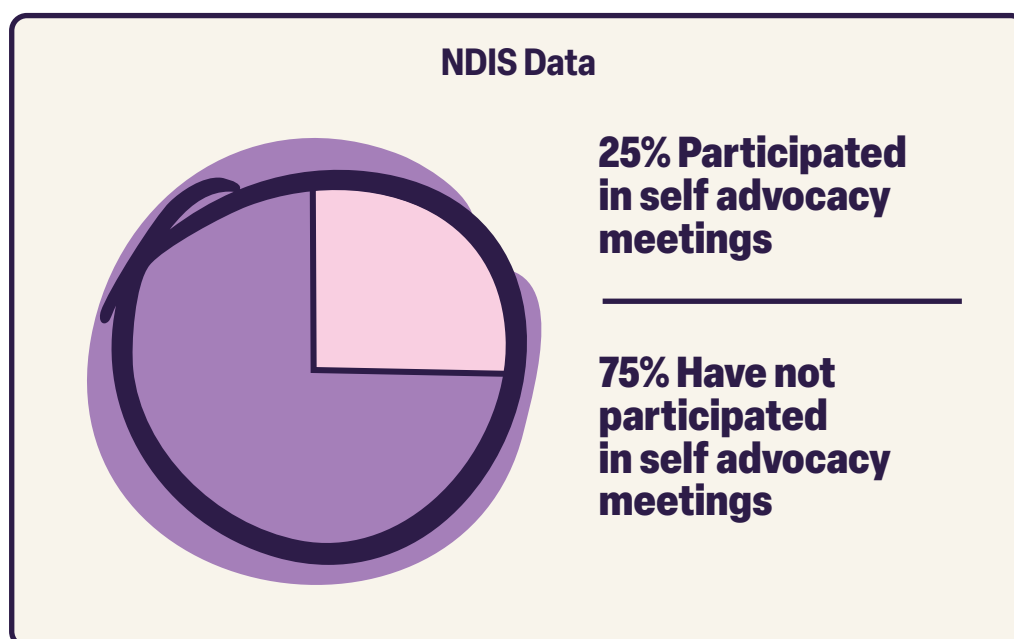


▲ **Henry Deakin – Employee we support - QArt – Kew, Victoria**
Wurundjeri Woi-wurrung people

People with disability have a voice that they want to share



NDIS data¹ shows that many people with disability have not had the chance to join a self-advocacy group. In fact, three out of four NDIS participants have never taken part in one.



As time goes on we have moved to a focus on empowering people to use their own voices and share their own experiences, with incredibly positive outcomes.

Today Endeavour Foundation clients are offered free membership, with full voting rights at our Annual General Meeting. Find out how you can become a member and have your say on page 38.



Meet Nick



“Speaking up about my experiences showed me that my voice matters. When you advocate for yourself and share what barriers you face, you’re not just helping yourself - you’re helping create change for everyone”.



▲ **Nick B – Self Advocate – Point Cook, Victoria**
Bunurong people

Amplifying voices for impact

Our Self Advocacy Conference.

In November 2025, 19 people attended Endeavour Foundation's Self-Advocacy Conference. Over two days, they built new friendships, learned about their rights and developed the confidence and skills to speak up about issues that matter to them and other people with intellectual disability.



Scan the QR code to watch the video from the Self Advocacy Conference 2025.

Client Advisory Group.

Formed in 2025, the Client Advisory Group is helping to make sure the voices of people with intellectual disability shape the way Endeavour Foundation works. Members of the group have contributed to training development, appeared in educational videos, shared their lived experience to inform advocacy efforts, met with key decision-makers and provided feedback on frontline worker roles, helping create more inclusive and effective services.

Endeavour Foundation Advocacy Network.

In 2025, the Endeavour Foundation Advocacy Network grew to 26 members, including three people we support. The network brings together people with disability, family members and carers to share their experiences and help shape advocacy efforts on important issues, including NDIS changes, employment opportunities and accessible housing.



Helping people with disability to Thrive

Last year, we received a **\$500,000 grant** from the NDIS Quality and Safeguards Commission to create the **Thrive: Rights and Advocacy program**. The program includes training videos, online learning, workbooks and other resources to help people understand their rights and speak up for themselves.

In person workshops have begun in Queensland, New South Wales and Tasmania with delivery partners and will commence soon in Victoria, South Australia and Western Australia. More information will be available on our website in late 2026.

So far:



200+ people with intellectual disability helped design the program and provided feedback.



17 people with intellectual disability helped act in the training videos.



26 people with intellectual disability joined trial workshops.



3 support workers joined trial workshops.



A peer project officer role was funded to ensure project elements included perspectives of people with disability.

Thrive is helping more people with intellectual disability understand their rights, make their voices heard, and make choices about their lives.

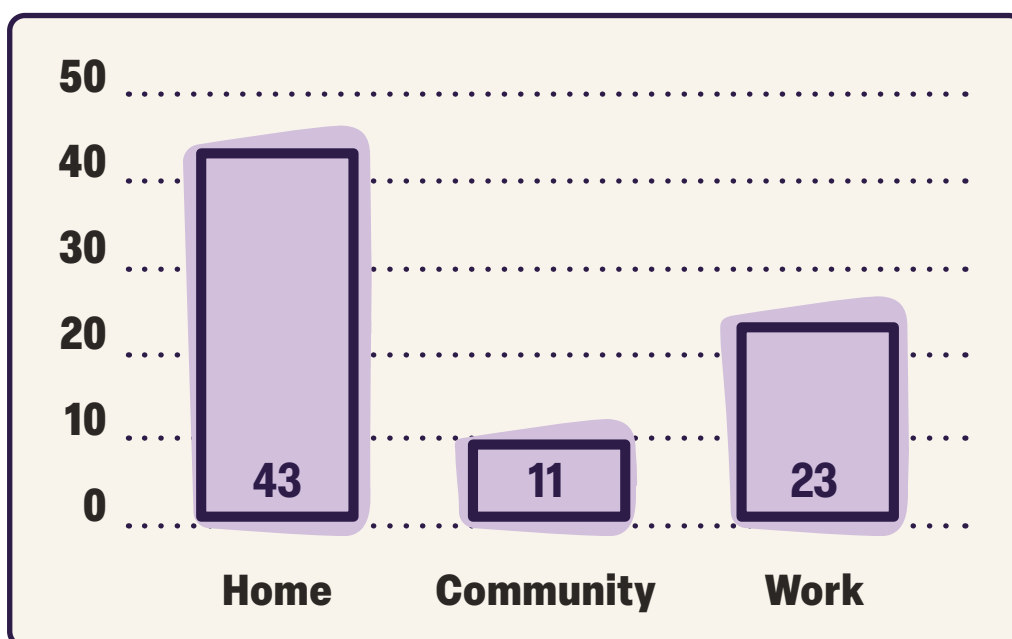


"I'm happy to speak and let others become aware of how they can speak up for themselves and do the things that they'd like to do and not be told by others that they can't".

▲ Kurtis – Employee we support – Cannon Hill, Queensland
Jaggera and Turrbal people

Advocating for the right support funding

Helping people to access plan reviews when their needs are not fully covered, is an important way to ensure people have the right support to stay safe, healthy and involved in their community.



In 2025–26, **77 people** we support at home, at work and in the community, were assisted to have their plans reviewed. This resulted in an average increase of 40% per plan, better recognising people's true support needs.

By helping people access the right plans, they gain more options to choose the supports and services they need, when they need them.

Providing support without the right funding can affect our ability to continue delivering services.

When supports are unfunded, fundraising matters more than ever

Endeavour Foundation has always been a fundraising organisation.

This year, fundraising activities and community support helped fund important programs and projects that promote inclusion, build skills and create new opportunities for people with intellectual disability to live the lives they choose.

Thanks to the generosity of our donors, partners and supporters, every dollar we raise is helping us to support people with intellectual disability to live, participate and thrive.



Scan the QR code to see the list of donors, partners and supporters.



▲ Trevor Twyford – Rally participant – Bundaberg, Queensland
Taribelang Bunda people



Raising funds to impact the lives of people with intellectual disability

Business Excellence and Impact Awards.

Our very first Business Excellence and Impact Awards in October 2025 recognised business partners leading inclusive employment pathways, reflected on how far we have come and celebrated the joint effort that has brought us here.



The Great Endeavour Rally.

The Rally delivers more than vital fundraising, it creates opportunities for people with intellectual disability to participate and belong, while bringing our amazing Rally teams together through a shared sense of purpose and community. In 2025, the generosity and fundraising efforts of 35 teams that journeyed from Bathurst to Bateman's Bay raised an outstanding \$552,771, funds that went towards the launch of our Strong and Sure Program.



The Great Endeavour Rally Weekend Edition.

The Great Endeavour Rally Weekend Edition saw teams travel from Toowoomba to Nindigully, raising a further \$77,115, a new fundraising record for the weekend rally. These funds went towards buying new equipment for our Mount Druitt social enterprise, expanding employment opportunities for people with intellectual disability to develop skills and increase productivity.

The passion, care and community spirit behind the Rally is embodied by teams like 'Tru-Blu'. Long-time fundraisers, Trev and Patto, set their own remarkable milestone this year, raising over \$100,000 across both rally events.



Behind every winning ticket is a bigger story of impact.

More than **83,000 people** from around Australia supported Endeavour Lotteries for the first time this year. Together with our community of more than 80,000 active members, they help generate funding that supports Endeavour Foundation to create opportunities for people with intellectual disability.



Across **6 Prize Home draws, 6 Pay Day draws and 12 major first-prize winners**, thousands of supporters help create more opportunities for people with intellectual disability to live, work, connect and thrive.



A total of **356 winners** celebrated prizes throughout the year, including Barry and Belinda, two teachers from regional New South Wales.



From high school to high luxury

Barry and Belinda purchased a ticket in our Little Mountain Prize Home draw and received the life-changing news that they had won a multi-million-dollar home on the Sunshine Coast.

Every ticket contributes funding to Endeavour Foundation's inclusive employment programs, helping people with intellectual disability build skills, earn a wage and grow in confidence – thank you.



Scan the QR code for your opportunity to win.





“We’ve worked with a lot of kids that need help, and then they leave school and they’re out on their own. So, it’s great to have organisations like Endeavour Foundation to help them out. We can see the need for it and the benefits – it’s definitely worthwhile.”



▲ **Barry and Belinda – Lottery winners, Sunshine Coast**
Kabi Kabi (Gubbi Gubbi) people

Financial overview

Below you might see the words:

Surplus – A surplus is money that is left after expenses.

Deficit – A deficit is money that we have over spent, or a loss.

Debt – A debt is money that we owe.

Consolidated – A consolidated statement is a number of statements that have been brought together.

When you see numbers in brackets (), this means that the amount is a deficit, or a loss.

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

This year, we received **\$387,254,000** in income during the year.

We spent **\$409,207,000** during the year.

This means we spent **\$21,953,000** more than we received.

To respond to this situation, we are reviewing how we work and how we use our resources. This includes:

- Carefully managing costs
- Simplifying work processes
- Improving the financial performance of our services
- Closely monitoring cash flow

These actions are designed to reduce financial losses and help ensure the organisation remains financially sustainable in the future.

Financial highlights

Income

The Endeavour Foundation Group (the Group) received **\$387,254,000** in income during the year.

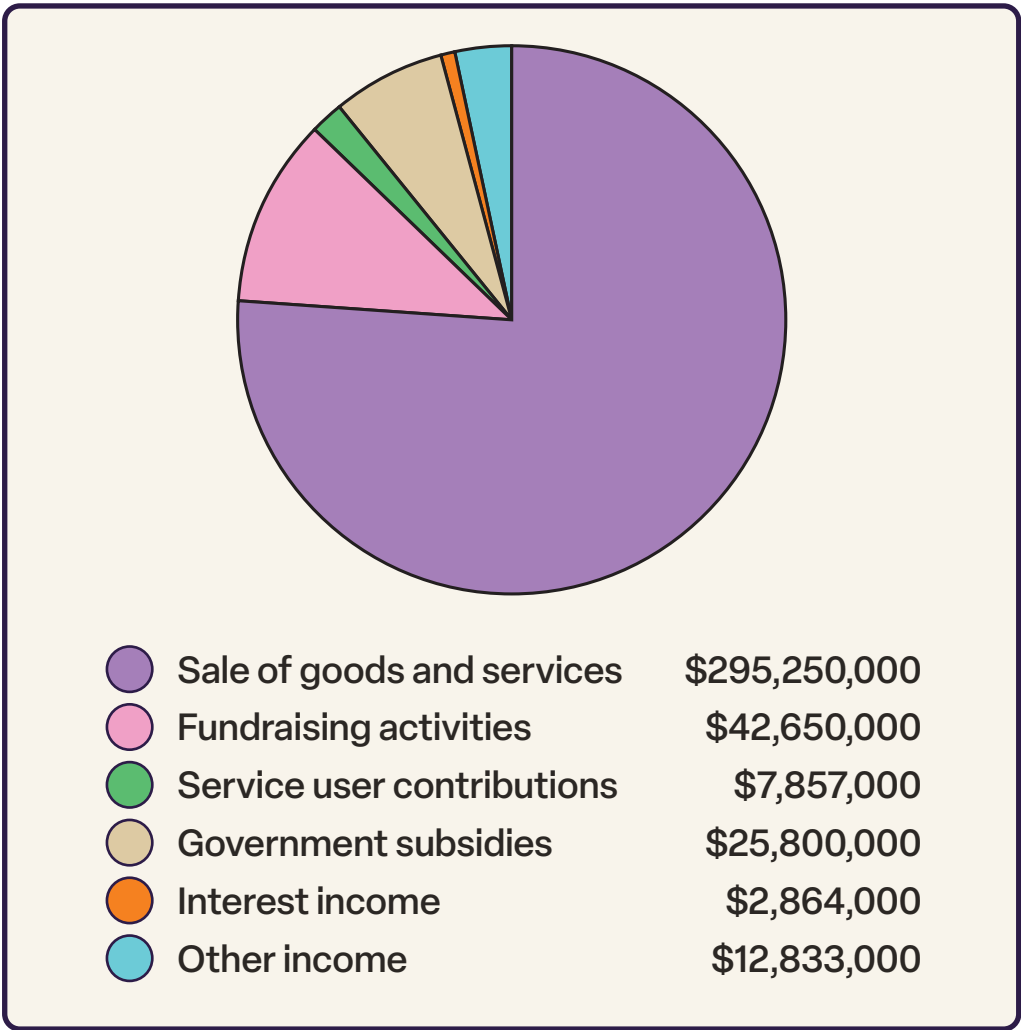
This was an increase of **\$9,019,000**, or 2.4%, compared with **\$378,235,000** in the previous year.

Income from providing goods and services was **\$295,250,000**, compared with **\$286,717,000** in the previous year.

Fundraising income was **\$42,650,000**, compared with **\$41,768,000** in the previous year.

Government funding was **\$25,800,000**, compared with **\$28,282,000** in the previous year.

Consolidated income statement (excerpt) for the year ended 30 June 2026

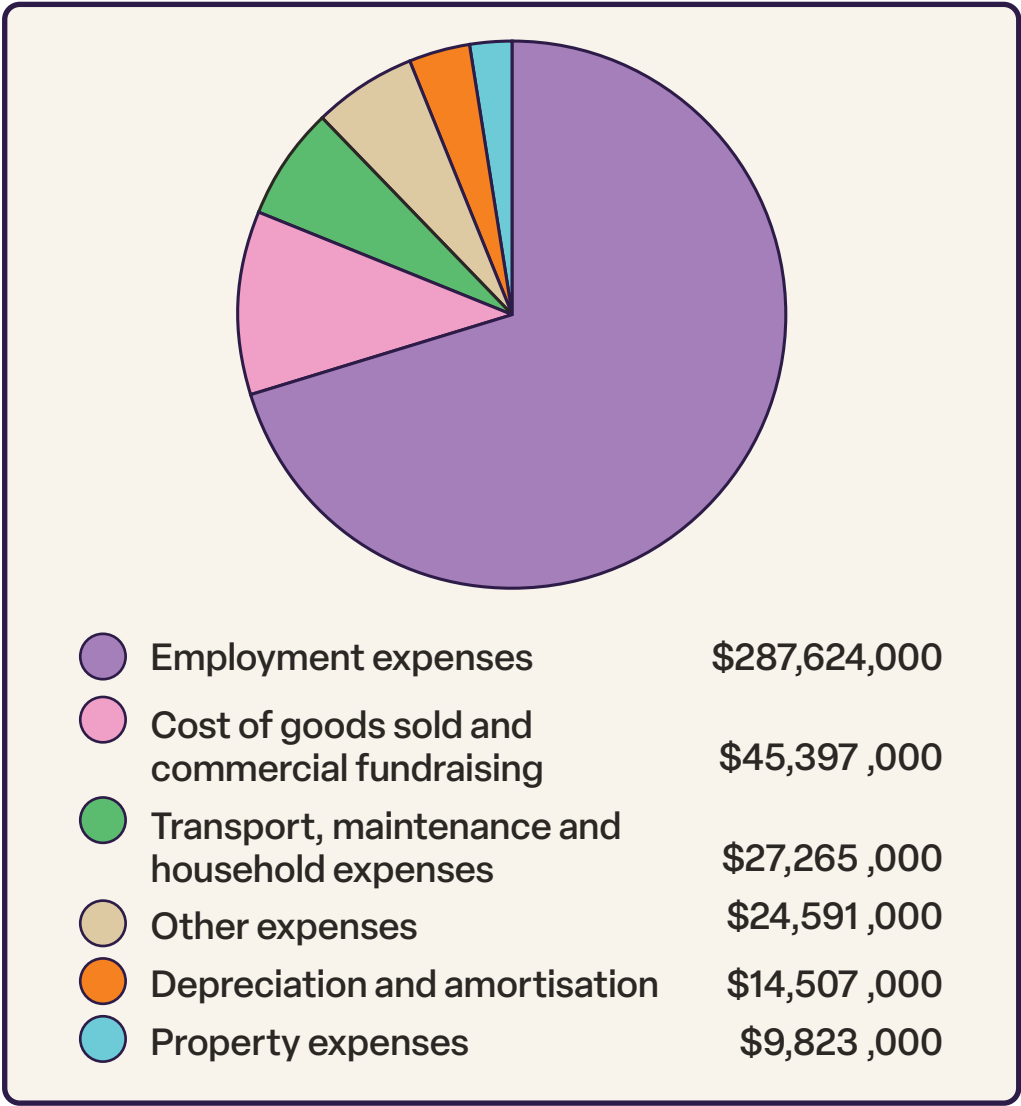


Expenses

The Group’s expenses were **\$409,207,000** during the year. This was an increase of **\$19,905,000**, or 5.1%, compared with **\$389,302,000** in the previous year.

Employee costs were our largest expense at **\$287,624,000**, compared with **\$268,980,000** in the previous year.

Consolidated expense statement (excerpt)
for the year ended 30 June 2026



Balance sheet

Current assets were **\$54,559,000** higher than current liabilities. This means the Group had enough short-term assets to cover its short-term financial commitments at the reporting date.

The Group had **\$78,829,000** in cash at the end of the year. Of this:

- **\$60,164,000** was available for general use
- **\$18,665,000** was set aside for specific purposes or services still to be delivered.

The Group's interest-bearing debt related to lease liabilities. Total lease liabilities were approximately **\$3,637,000**.

Consolidated Balance Sheet (excerpt) as at 30 June 2026

	2026 \$'000	2025 \$'000
Current assets	121,889	106,426
Non-current assets	143,447	148,692
Total assets	265,336	255,118
Current liabilities	67,330	61,587
Non-current liabilities	18,986	6,975
Total liabilities	86,316	68,562
Net assets	179,020	186,556

Cash flow statement

The Group generated **\$12,960,000** in cash from its day-to-day activities during the year.

The Group also received more cash from investing activities than it spent. Net cash from investing activities was **\$18,791,000**. This included money received from selling property, plant and equipment.

The Group spent **\$2,068,000** on lease payments.

The Group had \$78,829,000 in cash at the end of the year. Of this:

- **\$60,164,000** was available for general use
- **\$18,665,000** was set aside for specific purposes or services still to be delivered.

The Group's interest-bearing debt related to lease liabilities. Total lease liabilities were approximately **\$3,637,000**.

Overall, cash increased by **\$29,683,000** during the year, from **\$49,146,000** to **\$78,829,000**.

Audited Financial Report

The audited full statutory Annual Financial Report of the Endeavour Foundation Group for the year ended 30 June 2026 is available as a separate document. It is available to members upon request and free of charge by phoning 07 3908 7100 or may be downloaded from www.endeavour.com.au.

Become a Member of Endeavour Foundation

Join together, make your voices count.

Visit our website or scan the QR code for more information.
Membership is free for people we support.



**Membership is a great way to stay connected,
have your say and help shape our future.**

▲ Blake and Andrew at Endeavour Foundation's E-Waste centre – Southport, Queensland
Yugambah people

Call us

1800 112 112

Email us

hello@endeavour.com.au

Write to us

PO Box 3555, Tingalpa, DC Qld 4173

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endeavour.com.au

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See us on YouTube

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