



ANNUAL FINANCIAL REPORT

For the year ended 30 June 2022

ANNUAL FINANCIAL REPORT

CHAIRMAN

Richard Haire

BEcon, Grad Dip Corp Mgt, FAICD

CHIEF EXECUTIVE OFFICER

David Swain

*RN, DipBus, BHlthSc, MEd(AWE), GAICD,
Wharton AMP*

JOINT COMPANY SECRETARIES

David Blower

MBA, FCPA, GAICD

Eric Campbell

CA, BAcc, Grad Dip Project Mgt, GAICD

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KPMG

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DIRECTORS' REPORT

For the year ended 30 June 2022

The Directors present their report together with the consolidated financial report of Endeavour Foundation ("the Company"), being the Company and its controlled entities ("the Group"), for the year ended 30 June 2022 and the Auditor's Report thereon.

Directors

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

Name	Qualifications and Special Responsibilities	Experience (in years)	
		Board of Directors	Area Committee
Current at 30 June 2022			
Richard George Andrew Haire (Independent Director) (4 October 2018)	BEcon, Grad Dip Corp Mgt, FAICD Chair Chair of Nominations, Remuneration & Governance Committee	4	-
Yvonne Dianne Keane AM (Independent Director) (25 June 2014)	Deputy Chair Member of Nominations, Remuneration & Governance Committee Chair of Client Services Committee (appointed 09/05/2022)	8	-
Scott Robinson Elton Ellis (Elected Director) (22 November 2013)	BBus, ASA, AAICD Chair of Audit & Risk Committee Member of Nominations, Remuneration & Governance Committee	9	22
Elizabeth Marie Jameson AM (Independent Director) (13 October 2020)	BA Law (Hons), BA (Japanese), LSDA, FAICD Member of Nominations, Remuneration & Governance Committee Member of Client Services Committee (appointed 09/05/2022)	2	-
Beverley Narelle Knowles (Elected Director) (20 November 2017)	BA, DipEd, MMktg, FAICD Member of Audit & Risk Committee Member of Client Services Committee (appointed 09/05/2022)	5	9
Robyn Lyn McGuiggan (Elected Director) (22 November 2021)	PhD (Marketing), MCom, BSC (Hons), FAICD Member of Client Services Committee (appointed 09/05/2022) Member of Information & Communication Technologies Committee (appointed 09/05/2022)	1	3
Pedro Mendiola (Elected Director) (22 November 2013)	BE (Hons), GDMgt, MIEAust, RPEQ, CPEng Member of Audit & Risk Committee Chair of Information & Communication Technologies Committee (appointed 09/05/2022)	9	11
Maxwell Colin Voigt (Elected Director) (22 November 2021)	DM, GDBA Member of Audit & Risk Committee (appointed 20/06/2022) Member of Information & Communication Technologies Committee (appointed 09/05/2022)	1	3

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

Name	Qualifications and Special Responsibilities	Experience (in years)	
		Board of Directors	Area Committee
Past Directors who served during the year			
Peter Richard Boys (Independent Director) (5 September 2018)	BComm, MBA, MAICD Chair of Information & Communication Technologies Committee Member of Audit & Risk Committee Resigned 5 July 2021	3	-
Paul Denis Currie (Elected Director) (18 December 2017)	BSC (Hons), PhD (Physics) Chair of Client Services Committee Resigned 22 November 2021	7	11
Rodney Louis Schulz (Elected Director) (26 November 2018)	DipT, BEd Member of Client Services Committee Member of Information & Communication Technologies Committee Resigned 22 November 2021	3	6
Appointments or resignations since the end of the financial year			
Maxwell Colin Voigt (Elected Director) (22 November 2021)	DM, GDBA Member of Audit & Risk Committee Member of Information & Communication Technologies Committee Resigned 9 August 2022		

Company Secretary

The Company Secretaries of Endeavour Foundation at any time during or since the end of the financial year were:

Joint Company Secretaries

David Alexander Blower	MBA, FCPA, GAICD	Appointed 25/11/2019
Eric Duncan Campbell	CA, BAcc, Grad Dip Project Mgt, GAICD	Appointed 28/11/2013

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

Directors' Meetings

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

	Board Meetings		Nominations, Remuneration & Governance Committee Meetings		Client Services Committee Meetings		Audit & Risk Committee Meetings		Information & Communication Technologies Committee Meetings	
	A	B	A	B	A	B	A	B	A	B
P R Boys	1	1	-	-	-	-	1	1	-	-
P D Currie	5	4	-	-	2	2	-	-	-	-
S R E Ellis	10	10	6	6	-	-	6	6	-	-
R G A Haire	10	8	6	6	-	-	-	1	3	3
E M Jameson	10	8	6	6	1	1	-	-	-	-
Y D Keane	10	7	6	5	3	3	-	-	-	-
B N Knowles	10	10	-	-	1	1	6	6	-	-
R L McGuiggan	5	5	-	-	1	1	-	-	1	1
P Mendiolea	10	10	-	-	-	-	6	6	1	1
R L Schulz	5	5	-	-	2	2	-	-	2	2
M C Voigt	5	5	-	-	-	-	1	1	1	1

A – Number of meetings held during the time the director held office during the year as a member of the Board or one of the Committees

B – Number of meetings attended

Board Processes

To assist in the execution of its responsibilities, the Board has established several Board committees including a Nominations, Remuneration & Governance Committee, a Client Services Committee, an Audit & Risk Committee and an Information & Communication Technologies Committee. These committees have written charters, which are reviewed regularly.

Details of each Board committee are as follows:

Nominations, Remuneration & Governance Committee

The Nominations, Remuneration & Governance Committee oversees the appointment and induction process for directors and committee members in accordance with the principles laid out in Endeavour Foundation's constitution. It is also responsible for making recommendations to the Board regarding matters related to the corporate governance structures of the Company and 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 & Governance Committee comprised the following members during or since the end of the financial year:

- Mr R G A Haire (Chair)
- Mr S R E Ellis
- Ms E M Jameson
- Ms Y D Keane

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

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 disability. It is also responsible for the oversight and monitoring of the Complaints and Abuse investigation processes.

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

- Ms Y D Keane (Chair) (appointed 09/05/2022)
- Mrs B Knowles (appointed 09/05/2022)
- Ms E M Jameson (appointed 09/05/2022)
- Mrs R L McGuiggan (appointed 09/05/2022)
- Mr G M Crotty (Non Board Member)
- Dr P D Currie (Previous Chair) (ceased 22/11/2021)
- Mr R L Schulz (ceased 22/11/2021)

Audit & Risk Committee

The Audit & Risk Committee provides assistance to the Board of Directors in fulfilling its corporate governance and oversight responsibilities in relation to the organisation's financial reporting, internal control structures, risk management systems, the internal and external audit functions, the process for monitoring compliance with laws and regulations and the code of conduct and related policies.

In doing so, it is the responsibility of the Audit & Risk Committee to maintain free and open communication between the Audit & Risk Committee, External Auditors, the Internal Auditor, the Head of Enterprise Risk and management of the organisation.

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

- Mr S R E Ellis (Chair)
- Ms B N Knowles
- Mr P Mendiolea
- Mr M C Voigt (appointed 20/06/2022 and resigned 09/08/2022)
- Mr P R Boys (ceased 05/07/2021)

Information & Communication Technologies Committee

The Information & Communication Technologies Committee (ICT Committee) provides assistance to the Board of Directors in fulfilling its corporate governance and oversight responsibilities in relation to the organisation's information, technology and communication strategy, systems and policies.

In doing so, it is the responsibility of the ICT Committee to maintain free and open communication between the ICT Committee, the Board and the Executive Leadership Team.

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

- Mr P Mendiolea (Chair) (appointed 09/05/2022)
- Mrs R L McGuiggan (appointed 09/05/2022)
- Mr M C Voigt (appointed 09/05/2022 and resigned 09/08/2022)
- Mr C Tuesley (Non Board Member)
- Mr P R Boys (ceased 05/07/2021)
- Mr R L Schulz (ceased 22/11/2021)
- Mr R G A Haire (Previous Chair) (ceased 09/05/2022)

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

Principal Activity and Objectives

The principal activities of the Endeavour Foundation Group during the year were the provision of support services to people with a disability, with a particular focus on people with an intellectual disability, including Residential Accommodation & Support Services, Learning & Lifestyle Support Services, Supported Employment Services and Community Advocacy & Support Services. In addition, Open Employment and Apprenticeship Training services are also provided. In the opinion of the Directors no significant changes have occurred in the nature of these activities during the financial year.

The Endeavour Foundation Group's Purpose and Mission are:

Purpose: Make possibilities a reality

We are dedicated to helping people with a disability to live fulfilling lives, working together to turn possibilities into reality for each individual.

Mission: We partner with people to aspire for more

We believe in ability, and understand that everyone is different. We will work with our clients to make the most of their individual skills and interests, whether that is developing life skills, trying a new activity, work or learning.

Our goal is to ensure we are there for our clients – both now and in the future – and we're committed to achieving more together, making their possibilities a reality.

The Group's Purpose and Mission is delivered through its **four core organisational values:**

One: We are one, valuing individual strengths and experience so we can achieve more together;

Imaginative: We never stop imagining a better future for our clients;

Care: We care, and treat everyone with respect and kindness;

Passionate: We are passionate, our clients are at the heart of everything that we do.

Preparation of Consolidated Financial Statements

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

Results

The Group recorded an operating deficit for the current financial year of (\$7,274,000) compared to an operating surplus of \$29,627,000 in the previous year. The operating deficit in the current financial year was recorded primarily due to the following factors:

- 2021-22 continued to be impacted by COVID-19 government mandates and putting the health and wellbeing of our clients and employees first. The opening of the Queensland borders in December 2021 saw a significant impact on operations with services and revenue reduced by forced closures. Victoria and New South Wales were impacted further by more restrictive State Government mandates. Unlike prior years (FY21 \$19.2m) there was no Federal Government support offsetting the lost revenue and increased costs;
- a further decline in the operating results from Service Delivery due to decreased revenues and increased operating costs as a result of the ongoing forced COVID-19 closures and restrictions placed on normal service delivery, particularly in the Home division, which is experiencing reduced margins as a consequence of the revised pricing structures for the delivery of Supported Independent Living (SIL) services;
- the recognition of a once-off lump sum funding amount of \$5,448,000 from the NDIA in respect of additional COVID-19 related costs, above those already covered by revenue from the NDIS, incurred in the 2021/22 financial year for the purposes of providing relevant reasonable and necessary supports. This once-off lump sum funding only partially covered the additional costs incurred of \$10,873,000;
- a decline in the operating surplus from the Community Solutions Group entities during the year, due to reduced caseloads of the job search and employment placement activities from the COVID-19 peaks experienced in the previous year, the run-off of contracts in the final quarter of the current year and a consolidation of the business following the business redesign process that was undertaken in the prior year;

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

Results (continued)

- reduced operating results from the Sales & Marketing division, due to lower contributions from the Prize Home and Ultimate Lifestyle lotteries and general fundraising activities and increased operating costs;
- increased corporate costs associated with the ongoing COVID-19 safety measures and the implementation of improved IT security management systems and compliance projects
- a significant charge in respect of estimated wage remediation costs of \$5,000,000; and
- the Group continues to be well placed with multiple, diverse revenue streams and sources of cash.

The Group's net deficit for the current financial year, after recognising income from non-operating items of \$2,310,000, was (\$4,964,000). The income from non-operating items in the current period included gains on the disposal of properties of \$287,000, a significant bequest of \$1,446,000 and non-recurrent government capital grants of \$577,000. In the previous year the Group recorded a comparative net surplus for the year of \$30,209,000 after recognising non-operating items of \$582,000, comprising gains on the disposal of properties of \$349,000 and non-recurrent government capital grants of \$233,000.

Dividends

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

Events Subsequent to Balance Date

Subsequent to the balance date, the Group was made aware of a potential underpayment of wages of certain employees. While the Group continues to perform a detailed investigation into this matter, Supported Employees are not impacted. As it is probable that remediation will be required, a provision of \$5,000,000 has been raised at 30 June 2022 in respect of the estimated wage remediation costs.

Other than the matter noted above, there has not arisen in the interval between the end of the financial year and the date of this report 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
- (b) No Related Party Transactions with Directors exist (Note 22)

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 22).

DIRECTORS' REPORT (continued)

For the year ended 30 June 2022

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 any year KPMG, the Group's auditor, may perform certain other services in addition to their statutory duties.

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

The Board considers any non-audit services provided to satisfy itself that the provision of the non-audit services during any year by the auditor is compatible with, and does not compromise, the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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

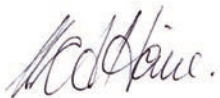
Auditor's Independence Declaration

The Auditor's Independence Declaration is set out on page 9 and forms part of the Directors' Report.

Rounding

The Company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191 dated 24 March 2016. Accordingly 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.



R G A Haire - Chairman
Brisbane
6th October 2022

AUDITOR'S INDEPENDENCE DECLARATION

For the year ended 30 June 2022



Auditor's Independence Declaration under subdivision 60-C section 60-40 of Australian Charities and Not-for-profits Commission Act 2012

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 2022 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten version of the KPMG logo in blue ink, showing the letters 'KPMG' in a cursive style.

KPMG

A handwritten signature in blue ink, appearing to read 'Ben Flaherty'.

Ben Flaherty
Partner

Brisbane
6th October 2022

CONSOLIDATED BALANCE SHEET

As at 30 June 2022

	Note	2022 \$'000	2021 \$'000
Current assets			
Cash and cash equivalents	4	69,337	94,190
Trade and other receivables	5	19,701	15,487
Inventories	6	18,733	10,098
Other current assets	7	3,136	3,126
Assets classified as held-for-sale	8	1,813	-
Total current assets		112,720	122,901
Non-current assets			
Investments	9	1,712	1,983
Net defined benefit plan asset	10	2,403	2,595
Other intangible assets	11	86	521
Property, plant & equipment	12	140,884	130,404
Total non-current assets		145,085	135,503
Total assets		257,805	258,404
Current liabilities			
Trade and other payables	13	16,698	16,342
Provisions	2(c)	5,000	-
Lease liability	14	1,050	1,216
Revenue received in advance	15	3,389	4,924
Provision for employee entitlements	16	24,543	23,838
Total current liabilities		50,680	46,320
Non-current liabilities			
Lease liability	14	1,606	522
Provision for employee entitlements	17	3,115	3,786
Total non-current liabilities		4,721	4,308
Total liabilities		55,401	50,628
Net assets		202,404	207,776
Equity			
Reserves		396	396
Retained earnings		202,008	207,380
Total equity		202,404	207,776

The Consolidated Balance Sheet is to be read in conjunction with the Notes to the Financial Statements.

CONSOLIDATED INCOME STATEMENT

For the year ended 30 June 2022

	Note	2022 \$'000	2021 \$'000
Revenue			
Sale of goods and services		221,016	210,693
Fundraising activities		42,088	39,176
Service user contributions		5,964	5,755
Government subsidies		39,054	70,433
Rent received		6,084	6,329
Interest income		237	358
Other revenue		936	816
	2(a)	315,379	333,560
Expenses			
Cost of goods sold & commercial fundraising activities		(42,423)	(38,784)
Employee expenses	2(c)	(204,838)	(195,550)
Supported employee expenses		(14,992)	(16,942)
Utilities & leased property expenses		(8,782)	(8,697)
Transport expenses		(5,985)	(5,246)
Maintenance expenses		(16,048)	(13,952)
Household consumables		(2,015)	(2,031)
Depreciation & amortisation expenses		(10,965)	(10,558)
Other expenses		(16,605)	(12,173)
		(322,653)	(303,933)
Operating (deficit)/surplus			
		(7,274)	29,627
Significant bequest	2(a)	1,446	-
Government capital expenditure grants and other capital donations	2(a)	577	233
Gain on disposal of properties	2(a)	287	349
Net (deficit)/surplus for the year		(4,964)	30,209

The Consolidated Income Statement is to be read in conjunction with the Notes to the Financial Statements.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2022

	Note	2022 \$'000	2021 \$'000
Net (deficit)/surplus for the year		(4,964)	30,209
Other comprehensive income			
Items that will not be reclassified to profit or loss			
Net (decrease)/increase in fair value of investments	9	(367)	376
Realised gain/(loss) on disposal of investments		91	(8)
Actuarial adjustment to defined benefit superannuation plan	24(b)	(132)	903
Other comprehensive income for the year		(408)	1,271
Total comprehensive income for the year		(5,372)	31,480

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2022

	Subsidies reserve \$'000	Retained earnings \$'000	Total Equity \$'000
Total equity at 30 June 2020	396	175,900	176,296
Total comprehensive income for the year	-	31,480	31,480
Total equity at 30 June 2021	396	207,380	207,776
Total comprehensive income for the year	-	(5,372)	(5,372)
Total equity at 30 June 2022	396	202,008	207,404

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.

CONSOLIDATED CASH FLOW STATEMENT

For the year ended 30 June 2022

	Note	2022 \$'000 Inflows (Outflows)	2021 \$'000 Inflows (Outflows)
Cash flows from operating activities			
Cash receipts in the course of operations		316,417	327,609
Cash payments to suppliers & employees		(322,884)	(308,682)
Dividends received		83	73
Interest received		210	383
Legacies & bequests received		1,946	981
Net cash (utilised)/provided by operating activities	25	(4,228)	20,364
Cash flows from investing activities			
Acquisition of property, plant & equipment		(20,531)	(27,017)
Acquisition of intangible assets		-	(87)
Acquisition of investments		(1,029)	(530)
Proceeds from disposal of property, plant & equipment		1,345	767
Proceeds from disposal of investment properties		-	567
Proceeds from sale of investments		1,024	876
Proceeds from non-operational capital grants and donations		372	444
Net cash utilised by investing activities		(18,819)	(24,980)
Cash flows from financing activities			
Lease payments		(1,806)	(2,420)
Net cash utilised by financing activities		(1,806)	(2,420)
Net decrease in cash held		(24,853)	(7,036)
Cash at the beginning of the financial year		94,190	101,226
Cash at the end of the financial year	25	69,337	94,190
Comprising:			
Untied cash		65,887	89,203
Quarantined cash		3,450	4,987
		69,337	94,190

The Consolidated Cash Flow Statement is to be read in conjunction with the Notes to the Financial Statements.

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NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies

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 Company is a Registered Charity with the Australian Charities and Not-for-profits Commission. The address of the Company's registered office is 33 Corporate Drive, Cannon Hill, QLD 4170.

The consolidated financial statements of the Company for the financial year ended 30 June 2022 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, and individuals and communities who have significant personal, social, economic and cultural disadvantage in accessing services and resources. Support is provided through a range of flexible services, including residential accommodation, in-home support, adult education, life style support, drug prevention and public safety programs, services for disengaged young people and people experiencing mental illness, supported employment services and apprenticeship and traineeship qualifications.

Joint Reporting Group

With effect from 30 June 2017 the Endeavour Foundation Group has been approved as a Joint Reporting Group under *section 60-95* of the Australian Charities and Not-for-profits Commission Act (ACNC Act) and consequently the preparation and lodgment of separate audited annual financial reports for each of the individual controlled entities is not a requirement under the ACNC Act.

The consolidated annual financial report of Endeavour Foundation for the year ended 30 June 2022 has been prepared in accordance with Australian Accounting Standards Board (AASB) 10 *Consolidated Financial Statements* and includes the financial statements of the controlled entities listed in note 27 *Group Entities*, all of which are entities registered with the Australian Charities and Not-for-profits Commission. The basis for consolidation is set out in Accounting Policy note 1(a) below.

Statement of compliance

The consolidated financial report is a general purpose financial report which has been prepared in accordance with *Australian Accounting Standards* (AASBs) (including Australian Interpretations), adopted by the Australian Accounting Standards Board (AASB) and the *Australian Charities and Not-for-profits Commission Act 2012*. These consolidated financial statements comply with *Australian Accounting Standards*.

The financial report was authorised for issue by the Directors on 6th October 2022.

Basis for preparation of financial report

The financial report has been prepared on an accruals basis and is based on historical costs, except for:

- Investments measured at fair value through other comprehensive income; and
- The defined benefit plan asset/(liability) is measured as the net total of the plan assets, plus unrecognised past service cost and unrecognised actuarial losses, less unrecognised actuarial gains and the present value of the defined benefit obligation; and
- Revenue is recognised on an accruals basis with the exception of donations, bequests and legacies which are accounted for on a cash basis.

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

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, where appropriate, the words "Surplus/(Deficit)" have been substituted for the terms "Profit/(Loss)".

The financial statements are presented in Australian Dollars rounded to the nearest thousand unless otherwise stated ASIC Corporations (*Rounding in Financial/Directors' Reports*) Instrument 2016/191.

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

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

New accounting standards early adopted

The Group has not elected to early adopt any accounting standards and amendments, issued by the Australian Accounting Standards Board (AASB).

New standards and interpretations not yet adopted

Certain new accounting standards, amendments and interpretations have been published that are not mandatory for 30 June 2022 reporting periods and have not been early adopted by the Group. The Group's assessment of the impact of those that may be relevant was assessed as having no impact on the Group.

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:

- Note 9 – Non-current Assets – Investments;
- Note 10 – Non-current Assets – Defined Benefit Plan Asset; and
- Note 12 – Non-current Assets – Property, Plant & Equipment.

Going concern basis

The financial statements have been prepared on the basis of going concern, which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business.

The Group is in a sound financial position with the Group's current assets exceeding its current liabilities by \$62,040,000 as at 30 June 2022 (2021: \$76,581,000).

The Group is economically dependent on the Queensland State Government and the Commonwealth Government of Australia for funding. These funding levels are revised periodically in recognition of the increased cost of providing services. In addition a Net Surplus has been budgeted for the 2023 financial year.

At 30 June 2022 the Group had untied cash reserves of \$65,887,000 to support the continuation of services under the current operating conditions.

Accordingly, the Directors believe that the preparation of the financial report on a going concern basis is appropriate.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

Significant accounting policies

The following is a summary of the significant accounting policies adopted by the Group in the preparation of the consolidated financial statements. The accounting policies have been applied consistently to all periods presented in the financial report, except where otherwise indicated.

(a) Basis of consolidation

Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial statements of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

Transactions eliminated on consolidation

Intragroup balances and transactions, and any unrealised income and expenses arising from intragroup transactions are eliminated.

Business combinations

The Group accounts for business combinations using the acquisition method when control is transferred to the Group. The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment. Any gain on a bargain purchase is recognised in profit or loss immediately. Transaction costs are expensed as incurred.

(b) Revenue recognition

Revenue is recognised on an accruals basis with the exception of non-specific donations, bequests and legacies which are accounted for on a cash basis.

Sale of goods or services

Revenue from the sale of goods or services is measured based on the consideration specified in a contract with a customer and is recognised when control over goods are transferred to a customer or upon the discharge of performance obligations in the contract with customers.

Government subsidies and grants

Revenue from government subsidies and grants is recognised when the Group obtains control of the grant or subsidies and discharges performance obligations associated with the subsidies or grants.

Subsidies and grants which are received on the condition that specific performance obligations are fulfilled, failing which the funds are to be refunded, are initially recognised as deferred revenue/(liability) with revenue recognised as the services are performed or the specific performance obligations are fulfilled.

Lottery Tickets Sold

Revenue from the sale of lottery tickets is measured at the fair value of the consideration received. Monies received for tickets in undrawn lotteries is deferred and recorded as advance lottery receipts in revenue received in advance.

Specific Donations/Bequests/Fundraising Activities

Revenue received by way of donations, bequests or fundraising activities that have a specific objects clause and performance obligations attached, are measured at the fair value of the asset received and recognised as revenue when the Group expends the funds received for the specific purposes for which the contribution was made. Any such amounts that remain unexpended for the purposes for which they were received are repayable either to the original donor or if this is not practicable, to the Public Trustee for distribution to another organisation with similar objects clauses to Endeavour Foundation, to be expended for the same purposes as stipulated in the original specific donation, bequest or fundraising activity.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(b) Revenue recognition (continued)

Other Donations/Bequests/Fundraising Activities

Revenue received via non-specific donations, bequests or fundraising activities are measured at the fair value of the asset received and are recognised when the Group receives the donation or bequest or conducts the fundraising activity.

Sale of non-current assets

The sale of non-current assets are recognised at the date the significant risks and rewards of ownership of the asset passes to the buyer, usually upon settlement of the contract of sale.

The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal.

Interest revenue

Interest revenue is recognised as it accrues, using the effective interest rate method.

Dividends

Dividend revenue is recognised net of any franking credits. Revenue from dividends is recognised when dividends are received.

(c) Finance costs

Interest payments in respect of financial instruments classified as liabilities are included in finance costs. Finance costs are expensed as incurred, using the effective interest rate method.

(d) Goods and Services Tax

Revenues, expenses and fixed assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as an expense.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Balance Sheet.

Receivables and payables are stated with the amount of GST included.

Cash flows are included in the Cash Flow Statement on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(e) Taxation

Endeavour Foundation and its controlled entities are registered charitable institutions, exempt from income tax under section 50-5 of the *Income Tax Assessment Act 1997*.

(f) Impairment of assets

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, an estimate is made of the asset's recoverable amount. An asset's recoverable amount is the higher of its fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets and the asset's value in use cannot be estimated to be close to its fair value. In such cases the asset is tested for impairment as part of the cash-generating unit to which it belongs. When the carrying amount of an asset or cash-generating unit exceeds its recoverable amount, the asset or cash-generating unit is considered impaired and is written down to its recoverable amount.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(f) Impairment of assets (continued)

In common with many not-for-profit entities, in assessing value in use, where the future economic benefits of an asset are not primarily dependent on the asset's ability to generate net cash inflows and where the Group would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of the asset. In instances when this treatment is inappropriate, value in use is determined by discounting the estimated future cash flows to their present value using a discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

Impairment losses are recognised in those expense categories consistent with the function of the impaired asset unless the asset is carried at revalued amounts (in which case the impairment loss is treated as a revaluation decrease).

An assessment is also made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. If such indication exists, the recoverable amount is estimated. A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case the carrying amount of the asset is increased to its recoverable amount. That increased recoverable amount cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in profit or loss unless the asset is carried at revalued amounts, in which case the reversal is treated as a revaluation increase. After such a reversal the depreciation charge is adjusted in future periods to allocate the asset's revised carrying amount, less any residual value, on a systematic basis over its remaining useful life.

(g) Property, plant and equipment – note 12

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Items of property, plant and equipment, including buildings but excluding freehold land, are depreciated over their estimated useful lives. Assets are depreciated from the date of acquisition on a straight-line or a diminishing value basis. The useful lives used for each class of asset are as follows:

	2022	2021
Buildings	34 years	34 years
Right-of-use lease assets	1-3 years	1-3 years
Plant and equipment	3-10 years	3-10 years

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Depreciation rates and methods are reviewed annually for appropriateness.

(h) Non-current assets held for sale – note 8

Non-current assets are classified as held for sale and measured at the lower of their carrying amount and fair value less costs to sell if their carrying value will be recovered principally through a sale transaction rather than through continuing use.

Non-current assets classified as held for sale are presented separately from the other assets in the balance sheet and are not depreciated or amortised while they are classified as held for sale.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(i) Intangible assets – note 11

Intangible assets acquired are measured at cost less accumulated amortisation and impairment losses.

Computer software has a finite useful life and is carried at cost less accumulated amortisation.

Amortisation commences once the software is commissioned and is calculated using the straight line method to allocate the cost of computer software over its estimated useful life, being 3-10 years.

(j) Repairs and maintenance

Repairs and maintenance costs are expensed as incurred.

(k) Cash and cash equivalents and bank overdrafts – note 4

Cash and cash equivalents and bank overdrafts are measured at the face value of the amounts deposited or drawn.

(l) Inventories – note 6

Inventories, other than inventory held for distribution, are measured at the lower of cost and net realisable value.

Inventory held for distribution is measured at the lower of cost and current replacement cost.

Cost is allocated on an average cost basis and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition and location.

(m) Investments – note 9

Investments not held for trading purposes are classified as financial assets at fair value through other comprehensive income.

These investments are initially recognised at fair value plus transaction costs. Subsequent to initial recognition, they are measured at fair value and changes therein are recognised in other comprehensive income and presented within retained earnings. When an investment is derecognised, the cumulative gain or loss is recognised in other comprehensive income as a transfer directly to retained earnings and is not recognised in the income statement.

Dividends or other distributions received from these investments are still recognised in the income statement as part of other income.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(n) Employee entitlements – note 24

(i) Salaries, wages and annual leave

Liabilities for employee benefits for salaries, wages and annual leave expected to be settled within 12 months of the year end are recognised, and are measured, as the amount unpaid at the reporting date in respect of employees' services up to that date calculated at undiscounted amounts based on remuneration wage and salary rates that the Group expects to pay, including related on-costs.

(ii) Long service leave

A liability for long service leave is recognised, and is measured, as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels and related on-costs, experience of employee departures, periods of service and employment policies. Expected future payments are discounted using interest rates attaching, as at the reporting date, to corporate bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows. The unwinding of the discount is treated as long service leave expense.

(iii) Superannuation

Defined benefit plans

The Group's net obligation in respect of defined benefit plans is calculated separately for each plan by estimating the amount of future benefit that employees have earned in the current and prior periods, discounting that amount and deducting the fair value of any plan assets.

The calculation of defined benefit obligations is performed annually by a qualified actuary using the projected unit credit method. When the calculation results in a potential asset for the Group, the recognised asset is limited to the present value of economic benefits available in the form of any future refunds from the plan or reductions in future contributions to the plan. To calculate the present value of economic benefits, consideration is given to any applicable minimum funding requirements.

Remeasurements of the net defined benefit liability, which comprise actuarial gains and losses, the return on plan assets (excluding interest) and the effect of the asset ceiling (if any, excluding interest), are recognised immediately in Other Comprehensive Income. The Group determines the net interest expense/(income) on the net defined benefit liability/(asset) for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the annual period to the then net defined benefit liability/(asset), taking into account any changes in the net defined benefit liability/(asset) during the period as a result of contributions and benefit payments. Net interest expense and other expenses related to defined benefit plans are recognised in profit and loss.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss. The Group recognises gains and losses on the settlement of a defined benefit plan when the settlement occurs.

Further information on the defined benefit plan is set out in note 10 and note 24(b).

Defined contribution plans

Obligations for contributions to defined contribution plans are expensed as the related service is provided. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(o) Leased assets

The Group as a lessee

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Group uses the definition of a lease in AASB 16 *Leases*.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of the costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost of the right-of-use asset reflects that the Group will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual guarantee; and
- the exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at the amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option, or if there is a revised in-substance fixed lease payment.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group presents right-of-use assets that do not meet the definition of investment property in "property, plant and equipment" and lease liabilities as "lease liabilities" in the balance sheet.

For purposes of income statement disclosures, interest on lease liabilities is disclosed separately from the depreciation charge on right-of-use assets. The interest expense on lease liabilities is a component of Other Expenses in the Consolidated Income Statement and is further disclosed in note 2(b).

For purposes of cash flow disclosures, lease payments shown under financing activities include the principal and interest portions of the lease liability payments.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

1. Summary of Significant Accounting Policies (continued)

(o) Leased assets (continued)

The Group as a lessee (continued)

Short-term leases and leases of low value assets and peppercorn leases

The Group has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets, short term leases (with a term of 12 month or less) and peppercorn leases. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

The Group as a lessor

The Group does not act as a lessor under any leases that are classified as finance leases.

Where the Group acts as a lessor under leases classified as operating leases, the Group recognises lease payments received as income on a straight-line basis over the lease term.

(p) Trade and other receivables – note 5

Trade receivables are amounts due from customers for goods sold or services performed in the ordinary course of business. All trade and other receivables are recognised initially at fair value and subsequently measured as amortised cost using the effective interest method, less provision for impairment. A provision for impairment is established based on an expected credit loss model. The amount of the provision is the difference between the assets' carrying amount and the expected value of the amounts to be received.

(q) Trade and other payables – note 13

Liabilities are measured at amortised cost using the effective interest rate method and are recognised for goods or services received, whether or not billed to the Group.

(r) Provisions

A provision is recognised when there is a legal, equitable or constructive obligation as a result of a past event and it is probable that a future sacrifice of economic benefits will be required to settle the obligation, the timing or amount of which is uncertain.

(s) Borrowings

Borrowings are recorded initially at fair value, net of transaction costs. Subsequent to initial recognition, borrowings are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in income over the period of the borrowing using the effective interest rate method.

(t) Financial instruments – non-derivative financial instruments

Financial instruments where the Group becomes party to a contractual provision of that instrument comprise only the following non-derivative financial instruments: Investments (refer note 1(m)), Trade and other receivables (refer note 1(p)) and Trade and other payables (refer note 1(q)).

The Group does not have any derivative financial instruments.

(u) Presentation of financial statements

The Group applies revised AASB 101 *Presentation of Financial Statements (2007)*, which became effective as of 1 January 2009. As a result, the Group presents in the consolidated statement of comprehensive income and the consolidated statement of changes in equity all transactions that directly effect reserves or retained earnings, with all other non-owner changes in equity shown in the consolidated income statement.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
2. (a) Operating Revenue and Other Income		
Sale of goods and services – other	46,673	42,318
Sale of goods and services – NDIS revenues	168,895	168,375
Sale of goods and services – NDIA once-off provider payment	5,448	-
	221,016	210,693
Fundraising activities		
- Commercial fundraising activities	38,960	35,926
- Donations & appeals	1,640	738
- Special functions	329	288
- Bequests & legacies	500	980
- Community grants	659	1,244
	42,088	39,176
Service user contributions		
- Accommodation and Fee for Service	4,935	4,839
- Learning & Lifestyle	134	70
- Transport	895	846
	5,964	5,755
State Government subsidies	12,988	12,509
Federal Government subsidies - other	26,065	31,445
Federal Government subsidies - JobKeeper program	-	26,479
Rent received	6,084	6,329
Dividend income	83	73
Interest income	237	358
Other revenue	854	743
Total operating revenue	315,379	333,560
Non-operating items		
Significant bequest	1,446	-
Gambling Community Benefit Fund capital grants	577	233
Gain on disposal of property	287	305
Gain on sale of investment property	-	44
	2,310	582
Total revenue and other income for the period	317,689	334,142

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
2. (b) Operating (Deficit)/Surplus		
The operating (deficit)/surplus for the year has been arrived at after charging/(crediting) the following items:		
Net expense/(write-back) from movements in provision for:		
- employee entitlements	34	1,019
- trade receivable impairments	249	(20)
- inventory obsolescence	39	(25)
- wage remediation costs	5,000	-
Operating lease expense – property rentals	1,460	2,165
Operating lease expense – equipment rentals	791	704
Bad debts expense	73	171
Net (gain)/loss on disposal of non-current assets:		
- Plant, equipment and intangibles	(671)	(319)
Interest expense on lease liability	45	53
Impairment (reversal) on Right of Use Asset	-	(471)
Loss on lease modifications	-	54

2. (c) Wage Remediation Costs

A review of the wage rates paid to certain employees revealed a potential underpayment of wages. While the Group continues to perform a detailed investigation into this matter, Supported Employees are not impacted. As it is probable that remediation will be required, a provision of \$5,000,000 has been raised at 30 June 2022 in respect of the estimated wage remediation costs. The provision is management's best estimate of the amount required to discharge the Group's obligations. It is possible that the final outcome could be below or above the provision, if the actual outcome differs from the assumptions used in estimating the provision.

Wage remediation costs of \$5,000,000 has been recognised in Employee Expenses for the year ended 30 June 2022.

	2022 \$	2021 \$
3. Auditor's Remuneration		
Auditor's remuneration		
Audit Services		
Auditor of Endeavour Foundation – <i>KPMG Australia</i>		
Audit of financial reports	182,540	173,680
Other regulatory audit services	2,430	2,320
	184,970	176,000
Other Services		
Auditor of Endeavour Foundation – <i>KPMG Australia</i>		
Other advisory services	-	8,300
	-	8,300

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
4. Cash and Cash Equivalents		
Untied cash	65,887	89,203
Quarantined cash	3,450	4,987
	69,337	94,190
<p>For cash management purposes, the Group operates a treasury function that notionally distinguishes between Untied cash and Quarantined cash.</p> <p>Quarantined cash represents revenue received in advance and other cash reserves that have been designated for a specific purpose which are available for draw down only once the services they are meant to fund have actually been delivered.</p>		
<p>Credit standby arrangements with banks</p> <p>The Group has the following lines of credit at reporting date:</p>		
Credit card facilities	1,710	1,960
Indemnity guarantee facilities	2,000	2,122
	3,710	4,082
<p>Facilities utilised at reporting date:</p>		
Credit card facilities	290	251
Indemnity guarantee facilities	696	706
	986	957
<p>Facilities not utilised at reporting date:</p>		
Credit card facilities	1,420	1,709
Indemnity guarantee facilities	1,304	1,416
	2,724	3,125

The banking facilities are secured by registered first mortgages over nine properties with a carrying amount of \$27,831,000 (2021: nine properties with a carrying amount of \$27,224,000) and a registered mortgage debenture over all of the assets and undertakings of the Company.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
5. Current Assets – Trade and Other Receivables		
Trade debtors	7,530	8,280
Less: impairment provision	(390)	(141)
Other debtors	12,561	7,348
	19,701	15,487
<p>The exposure to credit and currency risks and impairment losses related to trade and other receivables is disclosed in note 18 – Financial Instruments</p>		
6. Current Assets – Inventories		
Raw materials	1,264	1,379
Work in progress	151	29
Finished goods	789	858
Less: impairment provision	(39)	-
	2,165	2,266
Lottery prize home stock	16,568	7,832
	18,733	10,098
7. Current Assets – Other Current Assets		
Prepayments	3,136	3,126
8. Non-Current Assets Classified as Held-For-Sale		
Land and buildings – at carrying value	1,813	-
	1,813	-

Land and buildings that are classified as held-for-sale comprise properties that are either surplus to current operational requirements or that no longer meet the current functional requirements of the Group's activities and which are expected to be disposed of within 12 months of reporting date. The sale proceeds of non-functional properties are expected to be applied in the purchase of replacement properties where appropriate, with any surplus cash being used to retire any borrowings or held as cash.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
9. Non-Current Assets – Investments		
Investments in other corporations		
Quoted on Stock Exchanges		
- Shares – at market value	1,712	1,983
Carrying value at end of year	1,712	1,983
Investments are categorised as Level 1 assets in the fair value hierarchy, being that they are listed on an active market.		
The investments are under the control of the Endeavour Foundation Disability Research Fund and as such are quarantined to support the Research Fund's objectives and are not accessible by Endeavour Foundation to fund normal service delivery.		
Reconciliation of the carrying amounts are set out below:		
Carrying value at beginning of year	1,983	1,961
Additions during the year at cost	1,029	530
Disposals during the year at cost	(933)	(884)
Revaluation adjustments recognised directly through other comprehensive income	(367)	376
Carrying value at end of year	1,712	1,983
The exposure to credit, currency and interest rate risks related to investments is disclosed in note 18 – Financial Instruments		
10. Non-Current Assets – Defined Benefit Plan		
Present value of plan assets	6,103	6,739
Present value of funded obligations	(3,700)	(4,144)
Net defined benefit plan asset	2,403	2,595
Details of the defined benefit plan and a reconciliation of the movements for the year are provided under note 24 - Employee Entitlements		
11. Non-Current Assets – Other Intangible Assets		
Computer software – at cost	4,401	4,515
Less: accumulated amortisation	(4,315)	(3,994)
	86	521
Reconciliation of the carrying amounts are set out below:		
Carrying amount at beginning of year	521	953
Additions	-	87
Disposals	(113)	(2)
Amortisation expense	(322)	(519)
Transfer from property, plant & equipment	-	2
Carrying amount at end of year	86	521

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
12. Non-Current Assets – Property, Plant & Equipment		
Land and buildings – at cost	185,713	174,063
Less: accumulated depreciation	(61,155)	(57,563)
	124,558	116,500
Less: Assets classified as held-for-sale (refer note 8)	(1,813)	-
	122,745	116,500
Right-of-use assets – at cost	4,776	3,719
Less: accumulated depreciation	(2,162)	(2,035)
	2,614	1,684
Plant and equipment – at cost	51,927	46,421
Less: accumulated depreciation	(36,402)	(34,201)
	15,525	12,220
Total Property, plant and equipment	140,884	130,404
Refer to note 4 for details of security over property, plant and equipment.		
Included in the total carrying amount of land and buildings is an amount of \$17,513,000 (2021: \$17,308,000) in respect of buildings located on non-freehold land, comprised of reserve and deed of grant in trust land that the Group holds as trustee and certain term leasehold land, leased from State Governments and Councils under long term renewable leases, expiring between the balance date and 20/01/2045.		
Reconciliations		
Reconciliations of the carrying amounts for each class of property, plant and equipment are set out below:		
Land and buildings		
Carrying amount at beginning of year	116,500	99,272
Additions	12,974	21,081
Transfers from investment properties	-	336
Transfers from plant and equipment	(17)	(17)
Disposals	(98)	(81)
Depreciation expense	(4,801)	(4,091)
	124,558	116,500
Assets classified as held-for-sale (refer note 8)	(1,813)	-
Carrying amount at end of year	122,745	116,500

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
12. Non-Current Assets – Property, Plant & Equipment (continued)		
Right-of-use asset		
Carrying amount at beginning of year	1,684	3,227
Additions	2,679	822
Derecognitions	-	(724)
Depreciation expense	(1,749)	(2,112)
Impairment reversal	-	471
Carrying amount at end of year	2,614	1,684
Plant and equipment		
Carrying amount at beginning of year	12,220	10,156
Additions	7,557	5,936
Transfers to land and buildings	17	15
Disposals	(176)	(60)
Depreciation expense	(4,093)	(3,827)
Carrying amount at end of year	15,525	12,220
13. Current Liabilities – Trade and Other Payables		
Trade creditors and accruals	10,409	10,690
Other creditors	6,289	5,652
	16,698	16,342
The exposure to currency and liquidity risk related to trade and other payables is disclosed in note 19 – Financial Instruments		
14. Current and Non-Current Liabilities – Lease Liabilities		
Current: realisable within 1 year	1,050	1,216
Non-current: realisable after 1 year	1,606	522
	2,656	1,738
The lease liabilities represent 12 property leases with lease terms of between one year and six years, carrying a weighted average interest rate of 1.33% (2021: 24 property leases with lease terms of between one year and three years, carrying a weighted average interest rate of 2.01%).		
The face value of the lease liability is payable as follows:		
- Due within 1 year	1,076	1,236
- Due between 1 year and 2 years	477	492
- Due between 3 years and 5 years	1,103	36
- Due in more than 5 years	58	-
	2,714	1,764

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
15. Current Liabilities – Revenue Received in Advance		
Realisable within 1 year	3,389	4,924
	3,389	4,924
16. Current Liabilities – Provision for Employee Entitlements		
Employee entitlements – staff	21,362	21,180
Employee entitlements – supported employees	3,181	2,658
	24,543	23,838
17. Non-Current Liabilities – Provision for Employee Entitlements		
Employee entitlements – staff	2,894	3,523
Employee entitlements – supported employees	221	263
	3,115	3,786

18. Financial Instruments

The Group's business activities are exposed to a variety of financial risks, including those related to credit, liquidity and interest rate risks. The centralised Finance Department manages the financial risks related to the individual operating divisions.

(a) Credit risk

Management has a credit policy in place and the exposure to credit risk is monitored on an ongoing basis, with credit evaluations performed for all customers requiring credit over a certain amount.

It is the policy to invest surplus cash balances only in term deposits directly with major Australian banks.

(i) Exposure to credit risk

The carrying amount of financial assets represents the maximum credit exposure. The maximum exposure to credit risk at balance date was:

		Carrying Amount	
	Note	2022 \$'000	2021 \$'000
Trade and other receivables	5	20,091	15,628
Cash and cash equivalents	4	69,337	94,190
		89,428	109,818
The maximum exposure to credit risk for trade receivables at balance date by type of customer was:			
Employment Services customers		4,487	4,305
Disability Services customers		3,043	3,974
		7,530	8,279

All trade receivables are located within the geographic region of Australia. The maximum credit risk exposure for trade receivables to any single debtor or group of debtors is \$325,000 (2021: \$1,201,000).

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

18. Financial Instruments (continued)

(a) Credit risk (continued)

(ii) Impairment losses

The ageing of trade receivables at balance date was:

	2022		2021	
	Gross \$'000	Provision for Impairment \$'000	Gross \$'000	Provision for Impairment \$'000
Not past due	4,737	51	6,060	34
Past due 0-30 days	1,737	76	1,545	29
Past due 31-60 days	536	12	412	10
More than 61 days	520	251	263	68
	7,530	390	8,280	141

The movement in the allowance for impairment in respect of trade receivables during the year was as follows:

Balance at 1 July		141		161
Movement in impairment provision		249		(20)
Balance at 30 June		390		141

(b) Liquidity risk

The Group limits its exposure to liquidity risk by preparing 12 month rolling cash flow forecasts to identify potential future liquidity gaps and by maintaining adequate committed banking lines of credit which have a primary purpose of providing committed standby liquidity support when needed.

The following are the contractual maturities of financial liabilities, including estimated interest payments:

30 June 2022

Contractual cash flows

	Carrying amount \$'000	Total \$'000	Within			More than 5 years \$'000
			1 year \$'000	1-2 years \$'000	2-5 years \$'000	
Trade and other payables	21,698	(21,698)	(21,698)	-	-	-
Lease liabilities	2,656	(2,714)	(1,076)	(477)	(1,103)	(58)
	24,354	(24,412)	(22,774)	(477)	(1,103)	(58)

30 June 2021

Contractual cash flows

	Carrying amount \$'000	Total \$'000	Within			More than 5 years \$'000
			1 year \$'000	1-2 years \$'000	2-5 years \$'000	
Trade and other payables	16,842	(16,842)	(16,842)	-	-	-
Lease liabilities	1,738	(1,764)	(1,236)	(492)	(36)	-
	18,580	(18,606)	(18,078)	(492)	(36)	-

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

18. Financial Instruments (continued)

(c) Currency risk

There is no exposure to foreign currency risk at balance date as all financial instruments are denominated in Australian Dollars.

(d) Interest rate risk

The Group does not currently have any interest bearing debt apart from lease liabilities, and consequently interest rate risk is not a risk that currently requires a robust risk mitigation policy. When required, interest rate risk is managed by investing surplus cash in short tailed (less than one year) financial instruments that can be regularly re-priced and by only using long term variable rate interest bearing debt that has the flexibility to be paid-out prior to maturity, to fund long term capital infrastructure acquisitions.

Exposure to interest rate risk and the effective weighted average interest rates on classes of financial assets and financial liabilities at balance date, is as follows:

	Weighted Average Interest Rate	Variable Rate Instruments \$'000
2022		
Financial assets		
Cash and cash equivalents	0.84%	69,122
Financial liabilities		
Lease liabilities	1.33%	(2,656)
Net financial assets		66,466
2021		
Financial assets		
Cash and cash equivalents	0.19%	93,955
Financial liabilities		
Lease liabilities	2.01%	(1,738)
Net financial assets		92,217

Sensitivity analysis for variable rate instruments

There are no fixed rate financial assets and liabilities accounted for at fair value through the income statement.

For variable rate financial assets and liabilities, a change of 100 basis points in interest rates at the reporting date would have increased/(decreased) equity and the surplus or deficit for the year by the amounts shown below:

	Effect on Equity and Net Result			
	30 June 2022		30 June 2021	
	100bp increase \$'000	100bp decrease \$'000	100bp increase \$'000	100bp decrease \$'000
Financial assets	292	(237)	2,008	(358)
Financial liabilities	(33)	33	(26)	26
Net sensitivity effect	259	(204)	1,982	(332)

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

18. Financial Instruments (continued)

(e) Net fair values

Aggregate net fair values and carrying amounts of financial assets and financial liabilities at balance date:

	30 June 2022		30 June 2021	
	Carrying Amount \$'000	Net fair value \$'000	Carrying Amount \$'000	Net fair value \$'000
Financial assets				
Cash and cash equivalents	69,337	69,337	94,190	94,190
Trade and other receivables	19,701	19,701	15,487	15,487
Investments	1,712	1,712	1,983	1,983
	90,750	90,750	111,660	111,660
Financial liabilities				
Trade and other payables	21,698	21,698	16,342	16,342
Lease liabilities	2,656	2,656	1,738	1,738
	24,354	24,354	18,080	18,080

The net fair values of listed investments have been valued at the quoted market bid price at balance date, adjusted for transaction costs expected to be incurred.

19. Contingent Liabilities

In accordance with various funding agreements, the State and Commonwealth Governments may continue to have interests in particular land and buildings held by Group entities for which they have made grants to assist in their acquisition. The Directors understand that the Governments may have the right to a refund of their interest in the event of a sale. Should this occur, it is the Directors' intention to negotiate with the Governments that the Group entities be entitled to use these funds for another approved purpose.

Contingent liabilities exist for actions commenced against the Group for workers compensation and public liability claims. Whilst the Group has denied liability it is expected that any judgement issued against the Group would be recoverable from its insurers.

Contingent liabilities may exist to restore presently leased land and/or premises to their original condition. The Directors are of the opinion that no provision is currently required.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
20. Commitments for Expenditure		
(a) Capital expenditure contracted but not provided for and payable: Due within 1 year	5,596	1,127
(b) Commitments for prize home purchases contracted but not provided for and payable: Due within 1 year	3,898	3,010
(c) Operating lease commitments The Group has various operating lease commitments in respect of non- cancellable property leases and equipment rental agreements, the lease payments of which are charged to expenses. The operating lease commitments are payable as follows:		
Due within 1 year	266	261
Due within 2 - 5 years	6	4
Due after 5 years	12	11
	284	276

The Group leases certain property under short term non-cancellable operating leases of less than 12 months duration, which are not accounted for as leases under AASB 16 Leases, as well a non-cancellable "peppercorn" leases expiring from 1 to 23 years (2021: 1 to 24 years), which are accounted for at cost and which generally provide the Group entities with a right of renewal at which time all terms are renegotiated.

21. Limitation of Members' Liability

Endeavour Foundation is a company limited by guarantee and in accordance with the Constitution, in the event of Endeavour Foundation being wound up, the liability of members would not exceed \$2.00 per member. At 30 June 2022 the number of members was 857 (2021: 885).

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

22. Related Party Transactions

The names of persons who were Directors of Endeavour Foundation at any time during the financial year are as follows: P R Boys, P D Currie, S R E Ellis, R G A Haire, E M Jameson, Y D Keane, B N Knowles, R L McGuigan, P Mendiola, R L Schulz and M C Voigt.

No Directors' remuneration is payable.

No Director or related party has entered into a material contract with Endeavour Foundation since the end of the previous financial year and there were no material contracts involving Directors' interests subsisting at year end. Directors may have family members or relatives who utilise the services that Endeavour Foundation provides. Such transactions are conducted at arms length.

Endeavour Foundation provides administration services to the Endeavour Foundation Disability Research Fund for which it is not reimbursed.

	2022 \$'000	2021 \$'000
Balances due from/(to) controlled entities		
The aggregate amounts receivable from/(payable to) wholly controlled entities by the Company at balance date are:		
Amount due to Community Solutions Group Limited	(9,109)	(9,147)
Amount due from SkillsPlus Limited	-	6
Amount due (to)/from BRACE Education Training & Employment Limited	(12)	1

23. Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of Endeavour Foundation.

Endeavour Foundation's key management personnel comprise the directors listed on page 2 of the Directors' Report and a team of nine executive managers, comprising the Chief Executive Officer, and eight Executive General Managers. (2021: eight executive managers, comprising the Chief Executive Officer, and seven Executive General Managers).

All directors perform their duties in a voluntary capacity, and as such, no remuneration was payable nor was any paid to them.

Other key management personnel compensation comprises:

	2022 \$	2021 \$
Short-term employee benefits	2,777,696	2,061,645
Termination benefits	334,477	292,335
Number of key management personnel	9	8

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

24. Employee Entitlements

(a) Employee entitlements

Aggregate employee entitlement liability

2022 \$'000	2021 \$'000
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30,585	30,003
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The aggregate employee entitlement liability includes amounts for salaries and wages, annual and long service leave.

As explained in note 1(n)(ii) the amount for long service leave is measured as the present value of expected future payments of long service leave entitlements accrued by employees up to the reporting date. The entitlements have been calculated using the projected rates of increase in remuneration and the period of service to the entitlement date. These values have been discounted at rates determined by reference to market yields at the end of the reporting period on corporate bonds that have maturity dates that approximate the terms of the obligations.

(b) Superannuation commitments

The Group contributes to the Endeavour Foundation Staff Retirement Plan, which is a defined benefit and a defined contribution superannuation plan, as well as a number of other registered defined contribution superannuation plans chosen by employees.

In respect of the defined contribution plans, there is a legally enforceable obligation to contribute to the plans.

In respect of the defined benefit plan, employer contributions are based on the advice of the plan's actuary. The defined benefit plan is closed to new members and is a salary related defined benefit superannuation plan. Benefits are payable on retirement, resignation, death, or total and permanent disablement as a lump sum. Income protection benefits (fully insured) are also payable from the Plan to members.

Defined Benefit Plan

The Group's net obligation in respect of the defined benefit superannuation plan is calculated by estimating the amount of future benefit that employees have earned in return for their service in current and prior periods; that benefit is discounted to determine its present value, and the fair value of any plan assets is deducted. The net defined benefit plan asset/(liability) so determined is recorded on the face of the balance sheet and under note 10 to these financial statements.

	2022 \$'000	2021 \$'000
Net defined benefit plan asset		
Present value of plan assets	6,103	6,739
Present value of funded obligations	(3,700)	(4,144)
Net defined benefit plan asset (note 10)	2,403	2,595

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
24. Employee Entitlements (continued)		
(b) Superannuation commitments (continued)		
Defined Benefit Plan (continued)		
Reconciliations		
Changes in the present value of the net defined benefit plan asset are as follows:		
Opening net defined benefit plan asset	2,595	1,809
Expense during the year	(60)	(117)
Net actuarial adjustment for the year recognised directly in other comprehensive income	(132)	903
Closing net defined benefit plan asset	2,403	2,595
The defined benefit expenses recognised through the income statement as part of employee expenses are as follows:		
Current service cost	71	101
Interest expense on defined benefit obligations	83	110
Interest (income) on plan assets	(138)	(151)
Tax allowance and administration expenses	44	57
Total defined benefit expenses recognised in the income statement	60	117
Cumulative (gains)/losses recognised in other comprehensive income:		
Amount accumulated in retained earnings at beginning of year	(1,942)	(1,039)
Recognised during the year	132	(903)
Amount accumulated in retained earnings at end of year	(1,810)	(1,942)
Principal actuarial assumptions at reporting date (expressed as weighted averages) are as follows:		
Discount rate	5.0%	2.15%
Expected long term rate of return on plan assets	5.0%	2.15%
Future salary increases	4.0%	3.00%
Number of members and maturity profile of the Defined Benefit Obligation		
The number of members of the defined benefit plan at 30 June 2022 was 9 (2021: 10 members)		
At 30 June 2022, the weighted-average duration of the defined benefit obligation was 4.6 years. (2021: 5.00 years)		
Defined Contribution Plans		
Details of contributions to the defined contribution superannuation plans during the year and contributions payable at 30 June are as follows:		
Employer contributions to the defined contribution plans	17,313	16,142
Employer contributions payable to the defined contribution plans at reporting date	2,071	1,933
The Group has no further outstanding liability in respect of the defined contribution superannuation plans as at the date of this report.		

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

25. Notes to the Cash Flow Statement

(a) Reconciliation of cash and cash equivalents

For the purpose of the Consolidated Cash Flow Statement, cash and cash equivalents include cash on hand and "at call" and term deposits with other financial institutions with an original term of three months or less. Cash and cash equivalents at the end of the financial year as shown in the Consolidated Cash Flow Statement is reconciled to the related items in the Consolidated Balance Sheet as follows:

	2022 \$'000	2021 \$'000
Cash at bank	25,127	15,152
Call & short term deposits	44,210	79,038
	69,337	94,190

(b) Reconciliation of Net Cash Provided by Operating Activities to Net (Deficit)/Surplus

Net (deficit)/surplus for the year	(4,964)	30,209
Depreciation and amortisation	10,965	10,558
Impairment released on ROU assets	-	(471)
Loss on lease modifications	-	54
Interest expense on lease liability	45	53
Non-cash flow effects of movements in defined benefit plan	60	117
Increase in provision for employee entitlements	34	1,019
Increase/(decrease) in provision for doubtful debts	249	(20)
(Increase)/decrease in trade and other receivables	(4,463)	2,880
Increase in inventories	(8,635)	(2,126)
Increase in other current assets	(10)	(619)
Increase/(decrease) in trade and other payables	356	(4,828)
Increase in provisions	5,000	-
Decrease in revenue received in advance	(1,535)	(15,350)
Proceeds from capital grants and donations used to fund investing activities	(372)	(444)
Gain on disposal of investment properties	-	(44)
Gain on disposal of non-current assets	(958)	(624)
Net Cash (Utilised)/Provided by Operating Activities	(4,228)	20,364

26. Economic Dependency

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

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

27. Group Entities

Particulars in relation to controlled entities, all of which are incorporated in Australia and are registered with the Australian Charities and Not-for-profits Commission

	2022 %	2021 %
Endeavour Foundation Disability Research Fund Limited	100	100
Endeavour Foundation Disability Research Fund Trust	100	100
Community Solutions Group Limited *	100	100
BRACE Education Training & Employment Limited **	100	
Acclaim Apprentices and Trainees Limited (deregistered 21/11/2021) *^	-	100
National Disability Living Solutions Limited (deregistered 14/03/2022) ^	-	100
SkillsPlus Limited (deregistered 05/01/2022) **^	-	100
TORGAS Limited (deregistered 20/07/2022) ^	-	100

* These entities are endorsed as Deductible Gift Recipients (DGR) by the Australian Charities and Not-for-profits Commission.

An ASIC-approved Deed of Cross Guarantee has been entered into by Endeavour Foundation and these entities (see Note 28).

^ As part of a corporate restructure, these entities had ceased trading by 30 June 2021 and have all subsequently been deregistered.

Endeavour Foundation Disability Research Fund. Endeavour Foundation is the founding and sole member of Endeavour Foundation Disability Research Fund Limited (previously known as Endeavour Foundation Endowment Challenge Fund Limited), a company limited by guarantee and the corporate trustee for the Endeavour Foundation Disability Research Fund Trust (previously known as the Endeavour Foundation Endowment Challenge Fund Trust), both of which were established on 3 December 2009.

The Endeavour Foundation Disability Research Fund is a health-promoting charity 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.

Community Solutions Group Limited, a company limited by guarantee, provides a diverse range of services including employment and assistance for people with barriers to employment, family support, drug prevention and public safety programs, as well as services for disengaged young people and people experiencing mental illness. The entity was acquired through a business combination on 30 September 2014.

BRACE Education Training & Employment Limited, a company limited by guarantee, provides a range of employment and training services, targeting the long term unemployed, youth and disadvantaged people. The entity was acquired through a business combination on 1 July 2015.

Acclaim Apprentices and Trainees Limited, a company limited by guarantee, provided a range of apprenticeship and traineeship qualifications and employment placement support. The entity was acquired through a business combination on 30 September 2014. The company executed a corporate restructure deed, effective 1 April 2021, transferring all of its ongoing operating activities and all of its operating assets and liabilities, with the exception of any land and buildings and cash assets which were transferred to Endeavour Foundation, to Community Solutions Group Ltd (a fellow wholly controlled entity of Endeavour Foundation). The entity was voluntarily deregistered under subsection 601AA(2) of the Corporations Act 2001 on 21 November 2021.

National Disability Living Solutions Limited, a company limited by guarantee, provided and managed built environment solutions for people with a disability or other disadvantaged groups. The entity was acquired through a business combination on 1 July 2013. The company executed a corporate restructure deed, effective 1 July 2019, transferring all of its operations, assets, liabilities, obligations and benefits to Endeavour Foundation. The entity was voluntarily deregistered under subsection 601AA(2) of the Corporations Act 2001 on 14 March 2022.

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

27. Group Entities (continued)

SkillsPlus Limited, a company limited by guarantee, provided a range of employment services, targeting the long term unemployed, youth and disadvantaged people. The entity was acquired through a business combination on 1 July 2015. The company executed a corporate restructure deed, effective 1 July 2021, transferring all of its ongoing operating activities and all of its operating assets and liabilities, with the exception of any cash assets which were transferred to Endeavour Foundation, to Community Solutions Group Ltd (a fellow wholly controlled entity of Endeavour Foundation). The entity was voluntarily deregistered under subsection 601AA(2) of the Corporations Act 2001 on 5 January 2022.

TORGAS Limited, a company limited by guarantee, provided a range of apprenticeship and trainee services. The entity was acquired through a business combination on 1 July 2015. The company executed a corporate restructure deed, effective 1 April 2021, transferring all of its ongoing operating activities and all of its operating assets and liabilities, with the exception of any land and buildings and cash assets which were transferred to Endeavour Foundation, to Community Solutions Group Ltd (a fellow wholly controlled entity of Endeavour Foundation). The entity was voluntarily deregistered under subsection 601AA(2) of the Corporations Act 2001 on 20 July 2022.

28. Deed of Cross Guarantee

Pursuant to *ASIC Corporations (Wholly owned Companies) Instrument 2016/785* the wholly controlled subsidiaries listed below are relieved from the Corporations Act 2001 requirements for preparation, audit and lodgement of financial reports and Directors' reports.

It is a condition of the instrument that the Company and each of the subsidiaries enter into Deeds of Cross Guarantee. The effect of the Deeds is that the Company guarantees to each creditor payment in full of any debts in the event of winding up of any of the subsidiaries under certain provisions of the *Corporations Act 2001*. If a winding up occurs under the provisions of the Act, the Company will only be liable in the event that after six months any creditor has not been paid in full. The subsidiaries have also given similar guarantees in the event that the Company is wound up.

The subsidiaries subject to the Deed are:

For the year ended 30 June 2022

Deed executed on 28 February 2022

- BRACE Education Training & Employment Limited

For the year ended 30 June 2021

Deed executed on 24 June 2019 and revoked on 2 November 2021

- SkillsPlus Limited; and

- BRACE Education Training & Employment Limited

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

28. Deed of Cross Guarantee (continued)

A summarised consolidated statement of financial position and summarised consolidated statement of comprehensive income, comprising the Company and the wholly controlled entities which are a party to the Deeds, after eliminating all transactions between parties to the Deeds of Cross Guarantee, for the year ended 30 June 2022 is set out as follows:

	2022 \$'000	2021 \$'000
Statement of financial position		
Current Assets		
Cash and cash equivalents	47,621	78,443
Trade and other receivables	18,333	13,565
Inventories	18,733	10,099
Other current assets	3,104	3,113
Assets classified as held-for-sale	1,813	-
Total current assets	89,604	105,220
Non-current assets		
Investment in subsidiary	-	5,811
Net defined benefit plan asset	2,403	2,595
Other intangible assets	86	521
Property, plant & equipment	139,177	128,839
Total non-current assets	141,666	137,766
Total assets	231,270	242,986
Current liabilities		
Trade and other payables	14,830	14,662
Provisions	5,000	-
Lease liability	834	591
Employee entitlements	22,611	21,989
Revenue received in advance	3,284	4,513
Total current liabilities	46,559	41,755
Non-current liabilities		
Lease liability	1,590	448
Loan from group entity	9,758	9,758
Employee entitlements	2,972	3,544
Total non-current liabilities	14,320	13,750
Total liabilities	60,879	55,505
Net Assets	170,391	187,481
Equity		
Reserves	396	396
Retained earnings	169,995	187,085
Total equity	170,391	187,481

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

	2022 \$'000	2021 \$'000
28. Deed of Cross Guarantee (continued)		
Statement of profit or loss and other comprehensive income and retained earnings		
Operating revenue	268,712	288,998
Operating expenses	(282,100)	(266,626)
Operating (deficit)/surplus	(13,388)	22,372
Significant bequest	1,446	
Government capital expenditure grants and other capital grants	577	233
Gain on disposal of properties	218	305
Net (deficit)/surplus for the year	(11,147)	22,910
Other comprehensive income for the year		
<i>Items that will not be classified to profit or loss</i>		
Actuarial adjustment to defined benefit superannuation plan	(132)	903
Total comprehensive income for the year	(11,279)	23,813
Retained earnings at beginning of year	187,085	150,867
Transfer of subsidiary retained earnings on corporate restructure	(5,811)	12,405
Retained earnings at end of year	169,995	187,085
29. Parent Entity Disclosures		
As at, and throughout the financial year ending 30 June 2022, the parent company of the Group was Endeavour Foundation.		
Results of the parent entity		
Net (deficit)/surplus for the year	(12,352)	17,297
Other comprehensive income	(132)	903
Transfer of subsidiary retained earnings on corporate restructure	1,178	12,405
Total comprehensive income for the year	(11,306)	30,605
Financial position of the parent entity at year end		
Current assets	86,295	95,019
Total assets	227,956	233,738
Current liabilities	46,147	41,189
Total liabilities	60,459	54,935
Total equity of the parent entity comprising		
Subsidies reserve	396	396
Retained earnings	167,101	178,407
Total equity	167,497	178,803
Parent entity contingencies		
The contingent liabilities disclosed as note 19 Contingent Liabilities are the same for the parent entity.		

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 30 June 2022

29. Parent Entity Disclosures (continued)

Parent entity commitments for capital expenditure

The parent entity commitments for capital expenditure, that forms part of the Group disclosures under note 20 Commitments for Expenditure, are as follows:

- (a) Capital expenditure contracted but not provided for and payable:

Due within 1 year

2022
\$'000

2021
\$'000

5,596

1,127

- (b) Commitments for prize home purchases contracted but not provided for and payable:

Due within 1 year

3,898

3,010

- (c) Operating lease commitments

The Company has various operating lease commitments in respect of non-cancellable property leases, the lease payments of which are charged to expenses.

The operating lease commitments are payable as follows:

Due within 1 year

127

123

Due within 2 - 5 years

6

4

Due after 5 years

12

11

145

138

30. Events Subsequent to Reporting Date

Subsequent to the balance date, the Group was made aware of a potential underpayment of wages of certain employees. While the Group continues to perform a detailed investigation into this matter, Supported Employees are not impacted. As it is probable that remediation will be required, a provision of \$5,000,000 has been raised at 30 June 2022 in respect of the estimated wage remediation costs.

Other than the matter noted above, there has not arisen in the interval between the end of the financial year and the date of this report 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.

DIRECTORS' DECLARATION

For the year ended 30 June 2022

In the opinion of the Directors of Endeavour Foundation ("the Company"):

- (a) the Company is classified as not publicly accountable under *AASB 1053 Application of Tiers of Australian Accounting Standards* for purposes of preparing this financial report;
- (b) the consolidated financial statements and notes that are set out on pages 10 to 44 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - (i) giving a true and fair view of the Group's financial position as at 30 June 2022 and of its performance, for the financial year ended on that date; and
 - (ii) complying with Accounting Standards in Australia and the *Australian Charities and Not-for-profits Commission Regulation 2013*;
- (c) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable;
- (d) there are reasonable grounds to believe that the Company and the group entities identified in Note 28 will be able to meet any obligations or liabilities to which they are or may become subject to by virtue of the Deed of Cross Guarantee between the Company and those group entities pursuant to *ASIC Corporations (Wholly owned Companies) Instrument 2016/785*.

Signed in accordance with a resolution of the Directors



R G A Haire
Chairman

Brisbane
6th October 2022

INDEPENDENT AUDITOR'S REPORT

For the year ended 30 June 2022



To the members of Endeavour Foundation

Report on the audit of the Financial Report

Opinion

We have audited the **Financial Report** of Endeavour Foundation (the Company).

In our opinion, the accompanying Financial Report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission (ACNC) Act 2012*, including:

- i. giving a true and fair view of the Group's financial position as at 30 June 2022 and of its performance for the year ended on that date; and
- ii. complying with *Australian Accounting Standards* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013 (ACNCR)*.

The **Financial Report** comprises:

- i. Consolidated Balance Sheet as at 30 June 2022;
- ii. Consolidated Income Statement, Consolidated Statement of Comprehensive Income, Consolidated Statement of Changes in Equity, and Consolidated Cash Flow Statement for the year then ended;
- iii. Notes including a summary of significant accounting policies; and
- iv. Directors' Declaration.

The Group consists of the Company and the entities it controlled at the year-end or from time to time during the financial year.

Basis of opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Group in accordance with the auditor independence requirements of the *ACNC Act 2012* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the Financial Report in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

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INDEPENDENT AUDITOR'S REPORT

For the year ended 30 June 2022



Other information

Other Information is financial and non-financial information in Endeavour Foundation's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The Directors are responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Directors' Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of the Directors for the Financial Report

The Directors are responsible for:

- i. Preparing the Financial Report that gives a true and fair view in accordance with the Australian Accounting Standards and the ACNC and ACNCR.
- ii. Implementing necessary internal control to enable the preparation of a Financial Report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.
- iii. Assessing the Group and Company's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Group and Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- i. to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- ii. to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Financial Report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit.

INDEPENDENT AUDITOR'S REPORT

For the year ended 30 June 2022



We also:

- i. Identify and assess the risks of material misstatement of the Financial Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ii. Obtain an understanding of internal control relevant to the Audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered Group's internal control.
- iii. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- iv. Conclude on the appropriateness of the Group's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the Financial Report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the registered Group to cease to continue as a going concern.
- v. Evaluate the overall presentation, structure and content of the Financial Report, including the disclosures, and whether the Financial Report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Directors of the registered Company regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A stylized, handwritten-style logo of the letters 'KPMG' in blue.

KPMG

A handwritten signature in blue ink, appearing to read 'Ben Flaherty'.

Ben Flaherty
Partner
Brisbane
6th October 2022



Endeavour Foundation

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