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On the cover:

Brandon thriving in mainstream employment.

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Australia and their continuing connections to land, sea and community. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

One Endeavour is the official Endeavour Foundation magazine full of news, stories and content penned for and by people with disability.


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A message from the CEO

As we embrace the arrival of spring, what better way to celebrate this season of renewal than by delving into stories of resilience, determination and unwavering spirit within the pages of One Endeavour.

It's also timely to reflect on the tenth anniversary of the National Disability Insurance Scheme (NDIS), which began operations on 1 July 2013.

The NDIS is a ground-breaking initiative that is uniquely Australian, and has undoubtedly transformed the lives of more than half a million adults and children living with a disability, with many receiving life-changing support for the first time.

I am thankful for the individuals, organisations, advocates, and governments from across the political spectrum who worked tirelessly to see the NDIS brought into being.

Many of our families played a pivotal role in advocating for the scheme, opening their homes and lives to journalists and photographers for front-page newspaper stories that would help the wider community understand the serious unmet need. For our caring but private families, it was an enormous sacrifice to share their stories in public. As we mark this tenth anniversary, we thank them again and honour those who have passed on.

And yet our work is not done. We continue to advocate for a better NDIS: one that will deliver on its original promise while operating within financially sustainable limits.

Despite hopes that the NDIS would be a catalyst for employment, the jobless rate of people with significant disability has remained stubbornly high for twenty years. This must change to ensure the NDIS is viable, and to ensure it fully benefits both individual participants and society more broadly.


That's why we're working with governments, private enterprises and the disability employment sector to increase flexible employment supports and see more job opportunities come to fruition. We are also advocating for better transport, housing, health and inclusion outcomes for people with a disability within our communities.

We thank all members of the Endeavour Foundation community who advocate alongside us, to challenge and change adverse government policies and community attitudes.

As you read the stories of Diane Sauer, Brandon Cheng, Nicole Theodoras, Andrew Bowden, Lucas Ciechanowski, Jayden Sturgess, Jordan Richardson and Steven Harley, you will witness the same unwavering spirit that propels us forward, reminding us that we can make possibilities a reality.

In these pages we also pay tribute to acts of extraordinary generosity, that give future generations a chance to thrive in improved facilities and to develop life skills using new technologies.

Enjoy this edition of One Endeavour, and don't hesitate to get in touch with me at ceo@endeavour.com.au for any reason.



David Swain
Chief Executive Officer





From dreams to reality: Brandon's empowering employment journey

Brandon Cheng got his first job through the Endeavour Foundation Work Experience program. He started at Wacol social enterprise while in year 12, and transitioned into a full-time role as Line Assistant after graduation.

It was there that Brandon was able to make friends and gain valuable skills, training and experience that would set him up for the future.

"I started at Wacol social enterprise on a work placement during high school. I remember feeling very welcomed and learnt many different tasks. Everyone was lovely. If I didn't know something or know where something was, my teammates were very happy to help," Brandon said.

As Brandon's skills and confidence grew, so did his responsibilities, it wasn't long before he was stepping into his next role as Team Leader.

“I developed my social skills a lot during this time, and as my confidence and mindset grew, I knew I wanted to make the move to mainstream employment. I brought all those skills to my next role,” Brandon said.

With some experience under his belt, Brandon felt it was time to transition into mainstream employment. He applied for an Administrative Assistant role through Endeavour Foundation’s Supported Hosted Employment program. This allowed Brandon to seek a job in mainstream employment, while still getting the support of a support worker.

“The two interviews that I did to land the role at (Endeavour Foundation) Support Centre are career highlights of mine. They opened me up to a whole new world. When I got the job, I knew I was ready,” Brandon said.

Brandon joined the Payroll Team in 2019, ready to expand his skills and knowledge. “I knew nothing about payroll at the beginning. My manager at the time was amazing and adapted to my learning style.”

“I help with processing employees’ pay, doing roster changes, and updating personal details. I also create reports and timesheets,” Brandon said.

In 2023, Brandon knew it was time to spread his wings and achieve his goal of being fully independent in mainstream employment. Brandon said he no longer needed a support worker by his side.

“I like to be independent and figure things out myself first. And if I need help, I know that I have the support of my manager and team,” said Brandon.

Since then, Brandon has settled in as a Support Centre employee and is well-known for his vibrant personality. Luckily, he has no plans of leaving any time soon.

“I’m going to stay with Endeavour Foundation for a while longer because I don’t want people to start crying.”

“I am proud of the good friendships that I’ve made with my colleagues over the years. I love coming

into the office to work. And I also love working from home. I love my flexible work arrangement. It allows me to have a good work-life balance,” Brandon said.

Reflecting on the last decade, Brandon says he’s grown so much as a person.

“When I started, I was just a school kid. I had no idea where I was heading. I look at photos and videos from those times and look so different,” said Brandon.

If Brandon were to give advice to his 16-year-old self, he would say, “You can do this. You are at the start of your employment, and you can achieve anything that you want to.”

“And to people that want to work in mainstream employment, I would say the same thing: this is only the beginning. You can achieve anything, like any other individual. Make sure you have the right support in place and an employer who accepts who you are. And remember to just be yourself. Don’t try to be anyone else. Good luck.”



of working-aged people with disability who are unemployed report at least one difficulty finding work, compared with 83% without disability.

We support people with disability to enter or advance their employment. We can support you to be job ready and navigate life in mainstream employment.

Find a job that matches you and your skills with Endeavour Foundation, call us on **1800 112 112** or visit **endeavour.com.au**

*Australian Institute of Health and Welfare (2022) People with disability in Australia 2022, catalogue number DIS 72, AIHW, Australian Government.



Embracing independence at home: Diane's top tips!

Independence is important for everyone. Being independent empowers us to take care of ourselves, pursue our goals and dreams, and contribute meaningfully to our homes, relationships and communities. For many people with disability, the journey to independence starts at home.

This has certainly been true for Diane Sauer, an Endeavour Foundation client who lives in Supported Independent Living accommodation and attends the Learning and Lifestyle hub in Nambour. We caught up with Diane to ask her how she embraces independence in her everyday life, what she does around the house, and what advice she would give to other people with disability who want to be more independent.

Diane's top tips for feeling more independent:

1. Have a regular routine

Having a routine creates a sense of structure and purpose in our lives. It can help us stay organised and feel in control. Have a plan for what you will

be doing each day, whether that's going to work, seeing friends, exercising, being out and about in your community, enjoying hobbies, or just relaxing at home.

For Diane, a routine filled with lots of different activities is what works for her. A week in Diane's life consists of helping out around the house, going for daily walks, volunteering at her local cafe and attending the Learning and Lifestyle hub in Nambour.

"I go to the Learning and Lifestyle hub on Tuesdays and Thursdays," Diane said.

"I go to Compass Connections Café on Mondays. I also go to the farm on Wednesdays and Fridays."

2. Help out with daily chores

Chores are a part of life. Everyone has jobs to do at home to keep their space tidy and clean. Think about the household jobs that you like doing, or want to get better at. Can you help out, or take these responsibilities on by yourself?

Diane shared some advice with us about what she would tell people who want to feel more independent at home.

“I would tell people to help out,” Diane said. “Start with putting the dishes in the dishwasher.”

Taking responsibility for things around the home can help to build independence. It allows you to have control over your space, know where things go, and feel comfortable being in a clean and organised home.

Prioritise the tasks that you like to do and are good at, and get support with the things you don't enjoy or need help with. Doing tasks at home that you are good at can help you feel accomplished.

“I do chores around the house. I wash my clothes and help the staff do the dishes and set the tables,” Diane said. “My favourite job is vacuuming and mopping.”

“I can clean the bathroom. It helps the staff out. I have learnt how to do it.”

3. Make your own decisions

Your life is yours alone, so you get to decide what you do with it. Even if you need support around the home, you still have control and can make decisions about what you want.

Diane is a big fan of Australian music and footy, so when she moved into her home she made sure to decorate her room to reflect the things she loves.

“I got to decorate my room. It has Broncos and John Farnham [posters in it],” Diane said.

There are many opportunities in the day to make your own decisions. For Diane, taking control of her morning routine and getting herself ready helps her feel independent.

“I feel proud when I get myself ready. I pick out my clothes myself,” Diane said.

“I make my breakfast. I get myself ready. I do my hair and get dressed.”

4. Get active

Healthy habits are important to our overall health and well-being. Being active by doing a sport or activity you enjoy is a great way to be healthy and feel good about yourself. Exercise can also build independence by empowering us to take care of ourselves, be more mobile, and improve physical fitness.

Exercise doesn't have to be intense or require any special equipment. There are lots of low-impact ways to move your body, either at home or out in your community. Going for a walk around your neighbourhood is a great way to get outside and go at your own pace.

“I like walking,” Diane said. “I go for walks every day. I sometimes do laps around the house.”

Diane also gets active at the Learning and Lifestyle hub, where she does horse riding every second Tuesday.

“Riding horses makes me feel happy,” Diane said. “The horses are really calm. You bounce when riding them.”

5. Ask for help if you need it

Communication is a powerful tool for expressing ourselves and being understood. Don't hesitate to share your thoughts, feelings and needs with those around you. Asking for help when you need it is important, and will help to ensure you receive the right support to live independently.

Diane shares that she often asks for help with some daily living tasks.

“I ask for help when I wash my sheets,” Diane said.

“I go grocery shopping and pick out food. The staff help me.”

There are so many ways to start embracing independence at home, and it all starts with you. If you're trying to increase your independence, starting with completing simple daily tasks, creating routines, getting active and seeking support when you need it will set you on the right path to conquer your bigger goals and dreams!

Are you ready to start your road to independence at home? Learn more about at endeavour.com.au



Pet therapy and artistic exploration: **how Swifty the bird inspires Grant's art**

Tucked away in a quiet cul-de-sac, Grant Waddell's home is surrounded by bushland and the sounds of nature. On a glass table in the backyard, looking over bushland, is where Grant and his support worker Vicki create magic.

For the past few years, Grant has lived in Supported Independent Living on the Sunshine Coast, while attending the local Learning and Lifestyle hub.

The walls of Grant's home are lined with his art. Vibrant canvases bring life to the hallway and his bedroom is decked out with some of his unfinished pieces. In a corner of the dining room is an old surfboard, reliving its glory days thanks to Grant's paintbrush.

"This has sharks," Grant said. He proudly showed off his work and explained the piece. "There is a fishy."

"Grant really leads what he paints. He will talk about what he wants to paint, I'll draw the outline and he'll add to it," Vicki said.

Grant has painted two more surfboards, which are on display at his Learning and Lifestyle hub. Grant talks excitedly about the surfboards and his work.

"It makes me feel happy," Grant said.

"The surfboards are a pretty big achievement. When they put them up at the Learning and Lifestyle hub, Grant was really proud," Vicki said.

Vicki has been supporting Grant for five years and she has noticed some significant changes in how Grant expresses himself.

"I have noticed a big difference. When Grant does art, it makes him feel like he's accomplishing something." Vicki said.

"Since I have been supporting Grant, he talks more. He'll say what he is feeling and if he is upset about something. If he has an issue, he'll say, 'I'm not happy with that.' He never used to speak up for himself. He's grown a lot."

Vicki supports Grant with his art by helping him get started on his masterpieces. With her support, Grant is able to bring his ideas to life.

"The feedback he gets makes him feel happy. His art is fun." Vicki said.

"For me as a support worker, I have helped him with his art. I draw the picture for him but I ask him 'what theme do you want to draw?' We go from there."

Grant shares his artwork with his family and friends. Last Christmas, he created multiple pieces of art as Christmas presents for his brother and sister.

"When we did the Christmas presents for his family, they really loved those pictures," Vicki said.

"It took a bit of time. We knew Christmas was coming up, we started end of October and we chipped away. Grant did three paintings for Christmas."

Vicki has learnt from Grant's artistic expression and says he has inspired her in her own artistic practice.

"He likes changing the paint brushes and changing the strokes. There are no rules with Grant," Vicki said.

Art isn't Grant's only passion; he also has a deep love for animals. Growing up with his veterinarian father, Grant was surrounded by horses and other animals.



Grant's companion bird, Swifty, brings him out of his shell even more. Perched on his shoulder, Grant talks softly to the bird.

"Hello beautiful boy. Gimme kisses," Grant smiles.

Grant takes great care of Swifty, cleaning out his cage regularly and giving him fresh water. They often spend time on the couch, watching Formula 1 racing and hanging out with housemates. Grant has good banter with his housemate, Steve. Vicki says they talk about traffic, cars and records they like.

"The two enjoy having a laugh together," Vicki said.

Swifty isn't the only animal in Grant's life. Vicki's dog, Oscar, is a regular visitor, joining Grant and Vicki on their Friday morning walks.

Vicki says the animals have made a big difference in Grant's life. "When I am here with Oscar, Grant cuddles with him. He is really close with the dog. When the dog isn't here, it upsets Grant."

"To be in a house without animals, you miss it. Swifty has enhanced Grant's life." Vicki said.

Grant says he is happy with his art and Swifty, "I like him."

"He's always happy," Vicki said.

Together, Grant and Swifty continue to the transformative power of art and endless possibilities.

In other news

All Abilities Workout Challenge: winners announced

The All Abilities Workout 8-week challenge was an incredible opportunity for people to enjoy workouts and embrace healthy exercise habits, while competing across the organisation. Congratulations to our winners:

- Kew social enterprise
- Cannonvale Learning and Lifestyle hub
- Warwick Learning and Lifestyle hub
- Townsville social enterprise.

For Our Elders

Many teams chose to honour NAIDOC Week (2-9 July) in keeping with the theme 'For Our Elders'. Through activities, we are fostering a deeper understanding, knowledge and respect for Aboriginal and Torres Strait Island people – whether living with disability, facing employment barriers or as members of staff.

Updated Service Agreement

We have updated our Service Agreement for NDIS participants, as we continue to streamline and simplify processes. As always, our team is here to assist you. If you want to change your services with us, please email NDISCoordination@endeavour.com.au, remembering to give two weeks' notice. View the updated agreement in the July edition of *Connections*.

Disability Royal Commission

We welcomed the release of the final report from the Royal Commission into the Violence, Abuse, Neglect and Exploitation of People with Disability. We are grateful for the important work of the Commission in providing a platform for people with a disability to be heard.

Throughout this time, we have been distressed to hear about the experiences of people who have endured violence, abuse, neglect, and exploitation, and are immensely grateful for their courage in speaking out.

We all have a role to play in ensuring that Australia is a nation where people with a

disability live free from violence, abuse, neglect, and exploitation. We will be carefully considering the recommendations, especially in relation to best practice and ways to amplify the voices of people with a disability within our organisation.

Your Service, Your Rights

Recently we hosted 'Your Service, Your Rights' workshops, delivered by Inclusion Australia and funded by the Department of Social Services, to help people with disability understand their rights when accessing NDIS-funded services. These workshops were co-facilitated by people with disability. Thanks to everyone who attended.

Connections newsletters: Your monthly connection

Every month, family members and carers receive Connections newsletter, filled with news and inspiring stories from our disability services. Connections is also available in an Easy Read format. We hope you are enjoying it. Send your feedback to corpcom@endeavour.com.au

Employment Showcases: A resounding success!

Our new Employment Showcases have been trialled at every social enterprise around the country, leaving a lasting positive impact. Visitors were captivated by engaging demonstrations of our work and our employees were exceptional ambassadors for the powerful benefits that come from having a good job. More Employment Showcases are planned for 2024.

Positive benefits of Support Coordination

A parent recently shared some incredible feedback about our Support Coordination Team at Community Solutions. Having been with us since the start of their NDIS journey, they say their support coordinator always goes above and beyond to 'provide anything under the sun' that is required. This team supports people to get the most out of NDIS funding, find the right providers and build the skills and independence to coordinate their own support. They are dedicated to ensuring participants make their own choices and control their own supports. Learn more at communitysolutions.org.au/support-coordination

Generous gift leaves legacy of love



Leanne honoring her mum at launch event.

Leanne's loving mum, June O'Sullivan, always wanted the best for her.

Leanne has attended the Learning and Lifestyle hub in Bundaberg for more than two decades and during this time, she's made new friends and developed her skills.

When June passed away, she left a sum of money in her estate to support the local Learning and Lifestyle hub, a generous gift that will help to improve the facilities for years to come.

The Bundaberg Learning and Lifestyle hub now boasts a brand-new commercial standard kitchen, plus a new outdoor BBQ area with a large, covered patio.

"The brand-new kitchen has accessible benches with adjustable heights. People of all abilities can learn how to cook healthy meals," said Site Manager, Nicole Novak.

"We already have social cooking classes some evenings, and they regularly cater for our Dungeons & Dragons club too."

A donation from the Maryborough Timber Mill added planter boxes throughout the site, and Bundaberg Brewed Drinks donated tables and chairs to complete the area.

"The outdoor area with the planter boxes gives people the space and facilities they need to grow their own food and ingredients, and socialise with each other," said Nicole Novak.

"It's already been a massive hit with the people we support here and we're incredibly grateful for the enduring legacy that June O'Sullivan and our other donors have left us."

June's son, Steve Richards, helped decide how his mother's donation would be best spent as per her wishes.

"We're so glad that we've had the opportunity to fund such a facility as this – the "L&L", which stands for Learning and Lifestyle – that is so aptly named, and we very much like visiting," said Steve.

"It's in memory of our mother June who was a supporter of Endeavour Foundation, and I'm just glad we had the opportunity to make this a reality."

Get involved

The everyday opportunities and possibilities many of us take for granted are made possible thanks to the outstanding generosity of individuals, corporations and other organisations playing their part. To find out more, go to fundraise.endeavour.com.au



Discover exciting opportunities at Bowen Hills' new Learning and Lifestyle hub

Accessibility and comfort were the drivers of Endeavour Foundation's design ethos for the newest Learning and Lifestyle hub. The vision was clear: to be a safe, welcoming space for people with disability to learn and thrive.

The intention of every room was considered carefully, from the multifunctional art and music room to the fully accessible kitchen with wheelchair-friendly amenities. Bowen Hills' Learning and Lifestyle hub bursts with endless possibilities.

Project Specialist, Laura Kosman, worked with Site Manager, Marissa Nankivell, to ensure design choices were carefully considered, "We really thought about the needs of people who are neurodivergent."

"Some people are sensitive to sound, so good acoustics help people who are more sensitive to sound to concentrate. We thought how soft furnishing would create a warm and inviting space." Laura said.

Marissa enthusiastically shared the wide array of programs available: "You'll be spoilt for choice! We offer literacy and numeracy-based programs, bowling, sewing, gymnastics, swimming, life skills, socialization activities, fitness programs like walk and talk, travel training, and even robotics."

The purpose-built kitchen is specifically designed for people with disability to develop their life skills in a safe and familiar environment.

"The kitchen is much like one in your home but it is duplicated to accommodate more people. It also has an adjustable cook top to meet accessibility needs and two ovens which are side opening ovens so you don't need to bend." Laura said.

"We run cooking classes three times a week. It's quite popular." Marissa said.

The shaded outdoor area, with a barbeque and high garden beds allows people to learn gardening skills and provides herbs for cooking.

"We've got the lovely outdoor area. We're going to have a barbecue so people can have their lunch breaks outside," Marissa said.

Marissa thinks the site is perfectly fit for purpose. "It's been magic. Clients say 'I love my new hub'. Families think it's fantastic too. They love the layout and think it's amazing."

Marissa encourages everyone to visit Endeavour Foundation's newest Learning and Lifestyle hub.

"Welcome to Bowen Hills. The doors are open. We're here. We do lots of cool, exciting stuff," Marissa said.



Meet Andrew

Toowoomba's go-to warehouse guy

Andrew Bowden joined Endeavour Foundation's Toowoomba social enterprise 11 years ago. Starting his employment journey in the Pre-packing Team, Andrew has worked his way up to team supervisor.

"Endeavour Foundation has been awesome in helping me achieve my goals," Andrew said.

Andrew started a Certificate III in Supply Chain Operations with support from his Employment Coach, Eion Wilson and Senior Site Manager, Matt Fraser.

Andrew searched for six months to find the right course. "When I found the Certificate III in Supply Chain Operations, I gave all the information to Eion. He helped me get started," Andrew said.

Eion wanted to boost Andrew's self-confidence by encouraging him to take the lead. "He got a hold of the contacts, he initiated it," said Eion.

Studying a Certificate III in Supply Chain Operations helped Andrew develop the skills and knowledge required for warehouse operations. He has learnt about food traceability, dispatches, receivables, and consignment notes. He's even learned how to manage allergens in food and differentiate between gluten and gluten-free types of cornflour.

He completed his Certificate III in Supply Chain Operations in early 2023, and is now taking on new responsibilities like identifying damaged or contaminated products and supervising a team.

Since completing the certificate course, Matt says there has been a noticeable positive change in Andrew. "He has developed so much self-confidence."

"Andrew knows all aspects of the warehouse. He has put his own processes in place and has developed spreadsheets to help with the

organisation of the warehouse. He particularly excels at organisational tasks," Matt said.

"I'm good at forklifts and the admin side. It's a big job making sure the paperwork is correct. My favourite thing is being here at work in the warehouse and working on getting the customer's orders out as efficiently as we can," Andrew said.

"There's nothing I don't like about my job. Maybe Eion, he stirs me up and I stir him up." Andrew said smiling.

What's next for Andrew?

"Now I have the Certificate III, I still want to stay here for a bit longer, because I enjoy the warehousing side of things. Down the track, I can look at exploring mainstream employment," Andrew said.

"Matt and I have said there's no hurry for him to do that. It will be at his pace," Eion said.

"The plan would be to immerse Andrew gradually into mainstream employment. Just one to two days a week to see how he goes. This process is determined by Andrew's wishes and needs. He's very capable."

We can support your employment journey

We are passionate about providing employment pathways for people with disability. We employ more than 1,750 people with disability through supported employment across Queensland, New South Wales and Victoria.

Find a job that matches you and your skills with Endeavour Foundation, call us on **1800 112 112** or visit endeavour.com.au

A man with dark hair and a slight smile, wearing a white t-shirt with the text "WHEN WE ALL FALL ASLEEP, WHERE DO WE GO?" printed on it. He has a black watch on his left wrist. The background is a blurred green outdoor setting.

WHEN WE ALL FALL ASLEEP,
WHERE DO WE GO?

I am more than what you see

By Lucas Ciechanowski

You might never know exactly what experiences you are missing out on if you are the sort of person to judge someone poorly based on physical appearance. There is a world out there that would love to meet you if you only take the time.

I was out with friends when a stranger asked me “How do you feel about people who treat you differently based on how you look?”

I was taken aback by that question because after 30 years, I had forgotten I look different.

This brought me back to primary school where I was reminded of that fact, every single day.

I know when people treat me differently. I see their stares and can hear their words of judgment as I am walking down the street, living my life in the same way they are living theirs. Their words can cut deeper than they will ever know.

I view myself as no different to anyone else. My family and friends see me as someone who is capable, intelligent, and caring. My friends know this because they took the time to know me, which very few had really done before them.

I am more capable than you might think. I have my Certificate III in Business Studies; I am learning to drive – it might be taking a while, but I am doing it. I have developed a career that has gone from packaging to a receptionist, to being a content writer, all with Endeavour Foundation.

To answer the stranger’s question, it does not feel great.

I am a son, a sibling, a neighbour, and a friend. I feel no different to anyone else. There is more to me than what you see. I have a good brain. I might doubt myself, but I will not let that stop me. I will continue to be me, which is more than what you may see.

Lucas is an Endeavour Foundation employee. When he is not sharing random trivia with colleagues, you will find him at a local gig with friends or hanging with his dog, Charlie.

Christmas Prize Home Ambassador, Nicole, finds her voice through song



Remember the classic Christmas carol, ‘12 Days of Christmas’? For our Christmas Prize Home Ambassador, Nicole Theodoros, this carol hits a different note.

“On the first day of Christmas supporters gave to me...a future of possibilities,” sings Nicole.

Supported by Endeavour Foundation’s Learning and Lifestyle Hub in Brisbane for more than 16 years, Nicole has hit many milestones that both her and her family are proud of.

Nicole has always set out to do two things: be more social and speak up for herself.

When Nicole was a child, she turned to her mum one day and said she no longer wanted to go grocery shopping, an activity she loved. Her reason? People were always staring.

Her mum, Dianne, taught her to say ‘hello’ to the onlookers. This small act gave Nicole a confidence boost to start her journey into becoming who she is today.

When Dianne first heard her daughter Nicole sing the national anthem, she cried.

It was at an awards assembly at Nicole’s school. Dianne had been told that Nicole was going to sing, but she didn’t really believe it.

Sure enough, Nicole got up on stage, in front of the whole assembly and sang. She was confident and beaming. “I stood there and cried my heart out,” said Dianne.

“When Nicole is on stage, she shines.”

Nicole’s starring role was just one in a long line of moments that have shown her parents that life has a way of surprising you, and demonstrated a bright future of possibilities for their daughter.

Nicole’s favourite class at the Learning and Lifestyle Hub is art.

“I love painting,” said Nicole. “Painting makes me happy.”

It’s clear that Nicole’s happiness lies very much in the arts. One of Nicole’s biggest life goals is to work on her speech, and with that goal in mind, she began taking drama and singing classes.

Nicole may struggle sometimes with her words, but when she started singing songs and performing on stage, a passion unlocked within her.

“When I speak, I have a stutter, but when I sing or rap, there is no stutter and I can stand up for myself,” Nicole said.

Nicole’s parents are incredibly proud of how much Nicole has grown with the support of Endeavour Foundation. “Performing has really helped her grow her confidence. She’s so much more confident now than she used to be. Now, she’s advocating for herself, speaking up, expressing her wants and needs,” they said.

If you ask Nicole what she thinks about performing, she has a straightforward answer: “It’s my life.”

You can read more of Nicole’s story at endeavourlotteries.com.au/news



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Unwrap the ultimate gift this Christmas

Imagine spending Christmas in this stunning home at the Glass House Mountains, with breathtaking views of the iconic Mt Tibrogargan. Set on over half an acre, this home is the perfect place to relax and celebrate with loved ones. It really does have something for everyone with its expansive outdoor entertaining space, luxurious family-sized pool, spacious home theatre and a custom-built skate ramp, that the big and little kids will love! Plus included in the first prize package is a life-changing amount of \$500,000 in cashable gold bullion and a renovated retro caravan. Buy a \$10 ticket and start dreaming about the possibilities.

Buy tickets

 endeavourlotteries.com.au

 **1800 63 40 40**



Jayden's embracing independence and enjoying the nightlife

Jayden Sturgess knew he wanted to further his life experiences and develop new skills, so when he learned about individualised support, he jumped at the opportunity.

Public transport holds an undeniable allure to Jayden, it allows him to explore new places and experience the excitement of locations like South Bank and Brisbane City. "I like getting the bus, trains, and ferries," Jayden said.

With his support worker, Jamie, Jayden enjoys accessing the community while playing Pokemon Go! and going out clubbing.

Jayden smiles when talking about going out on a Saturday night with Jamie. "We go clubbing. We go out, catch the ferry to the city. That's what we did last week. It was all good fun," Jayden said.

"I like going out to the valley because of the nightlife."

Jamie plays a supportive role in Jayden's life, providing assistance with essential tasks such as meal planning, grocery shopping, and getting out and about.

"I like supporting him to do the things he likes to do. Most people wouldn't think people with

disability go clubbing and [enjoy] stuff like that. And it's like, everyone likes going clubbing and Jayden's young," Jamie said.

Jayden said his favourite thing about clubbing is the music, "The music makes me feel pumped up. I like dancing."

For Jayden, clubbing provides an opportunity to express himself through dance. The music fuels his excitement and helps him feel immersed in the moment.

Jamie has noticed many positive changes in Jayden since beginning individualised support. "I find we're making some different foods. I remember when I first started with Jayden we were always making fish tacos, which are delicious, [but] last week we made meatballs and today risotto," Jamie said.

When asked about individualised support, Jayden encourages others to pursue it without hesitation. "Go on, if you want individualised support, nothing's gonna stop you."

Learn more about individualised support at endeavour.com.au/individual

Jordan's pursuit to empower people

Since leaving high school, seventeen-year-old Jordan Richardson has wanted to make a positive impact in people's lives. So, he set out to pursue a career in support work.

Jordan began studying a Certificate III in Individual Support (Disability) through Community Solutions' traineeship program, in partnership with Endeavour Foundation. While studying, he started working at Lawnton Learning and Lifestyle hub and loves the impact he has on the lives of people he supports and the sense of accomplishment he feels.

"I'm all about helping people, I just love it," Jordan said.

Jordan has learnt the importance of empowering people to live independently, and with a major shortage of support workers in Australia right now, Jordan feels proud to be an advocate for the sector.

"I feel great to be able to help people we support [to] develop their independence," he said.

Straightforward solutions for Sarita

Learning and Lifestyle Site Manager, Sarita Alay-ay, loves how Jordan slipped seamlessly into the team. Daily catch-ups ensure Jordan is comfortable and understands what is expected of him during each shift.

"We're responsible for his career so we want to make sure we set him up to succeed, so he achieves what he wants on his journey with us," Sarita said.

Sarita found the process of hiring a trainee straightforward. Community Solutions looks after all the trainees' employment requirements from organising formal training to providing ongoing support throughout their journey.



"They [the Community Solutions field officers] are really helpful. They have all checked up on me and visited multiple times to make sure me and Jordan are doing okay," Sarita said.

Sarita has enjoyed the experience of hiring a trainee so much that she's asked for more trainees for her team!

"Jordan has given me such a good impression; I've asked for more of him!" she said.

What's next for Jordan?

Jordan is on track to complete his 12-month traineeship in January 2024 but is eager to finish ahead of time and then hopes to transition into a permanent role with Endeavour Foundation.

"The team here have been great. So, I'm planning on staying here if they'll have me!"

Learn how Community Solutions can support you, visit communitysolutions.org.au



Steven's voice acting dreams come true!

Meet Steven Harley, an Endeavour Foundation employee who is making possibilities a reality by pursuing his dream of voice acting.

Steven works at our Wacol social enterprise site, but his dream job has always been voice acting or narrating. With his infectious energy and big personality, it's clear to see why Steven is the perfect fit for the job.

Steven's employment coach, Rebekah Harradine, has been supporting him to achieve his NDIS goals throughout his employment at Endeavour Foundation. One day, Steven opened up to Bek about his big dreams.

"I asked him what he would like to do as a career and that's where the conversation came about voice acting," said Bek. "Steven didn't think that it was possible for him, but anything's possible if you put your mind to it."

Bek shared his goals with the Endeavour Foundation Marketing team, in the hope there would be any opportunity for him. When a chance came up for Steven to use his talents to record a radio advertisement for Endeavour Foundation in Ipswich, he was thrilled!

"When Bek told me that I was going to be the voice of Endeavour Foundation's radio ad, I was overjoyed. I couldn't believe this was happening," Steven said.

Needless to say, Steven accepted the offer and was soon on his way to the River 94.9 studios in Ipswich to make his recording debut. On the day, Steven shared that he was feeling a mix of emotions.

"It's a bit of a roller coaster of emotions walking into the studio. 50% excited, 50% nervous but I am pumped!" he exclaimed.

At the studio, Steven was met by Content Director, Drew Chapman, at River 94.9, who took him through the process of recording and producing the ad.

With his script carefully rehearsed, Steven entered the studio and got to work. It was clear from the start that he was a natural.

"Steven did a fantastic job, I couldn't see any nerves," said Drew. "He's a natural!"

"I would rate myself 8 out of 10," said Steven. "Because when I did it, I did stutter a bit but even then, instead of just giving up, I just started again and kept going."

After the experience, Steven expressed that he was "on cloud nine" and would welcome the opportunity to do more radio commercials in the future.

"If the opportunity ever comes up again [to record a radio ad], I want to do it. Yes, absolutely. Absolutely I would," Steven said.

Being able to support employees to achieve their goals, both at work and in life, is a big part of Endeavour Foundation's mission to turn possibilities into a reality for people with disability.

Steven's journey is proof that anything is possible. The first step is just being brave enough to share your hopes and dreams with others. You never know what might happen.

"I think it's so important to tell someone your goals and dreams," Steven said.

"If you don't tell someone something, how are they going to help you out?"

That's great advice, Steven!



Field of Dreams

The first bunch of colourful chrysanthemums, hand-picked from Endeavour Foundation's annual Mother's Day harvest in Bundaberg, went under the hammer on Wednesday 3 May.

For only the second time in the flower harvest's 31-year history, our Bundaberg social enterprise auctioned the first bunch of flowers picked to help fund more opportunities for people with disability in the region.

Endeavour Foundation's Executive General Manager of Work services, Eric Teed, said last year's inaugural auction was great fun.

"Local avocado farmers Kym and John Walsh took home the bunch with a winning bid of \$1,600, so we've got a target we need to try and beat – it's all for a great cause after all," said Eric.

For those on-site, there was a touch of lightning striking twice. Fuelled by their daughter's passion for the harvest, Kym and John once again seized the day, and the flowers, with a winning bid of \$2,200.

Lucky winner and proud dad John said, "Our daughter Erin works here two days a week and she absolutely loves coming to work. So it's a good feeling to win the auction and know it's going to a good cause."

This generous bid will be added to the profits from the thousands of bunches sold all across Queensland, and will go a long way towards funding more employment opportunities at the social enterprise.

The annual flower harvest sees more than 70,000 individual flowers picked and bundled into more than 7,000 bunches by a dedicated team of employees and community volunteers in the weeks leading up to Mother's Day each year.

"The flower auction is a great thing to do and our flowers make a lovely traditional gift for Mother's Day, but we also have a serious message to communicate about employment," said Eric.

"We believe everyone has the right to work if they choose to do so and our social enterprises create strong employment and training outcomes for people who need extra support in the workplace."

"When you buy Endeavour Foundation flowers for Mum, you're not just putting a smile on her dial, you're also ensuring people who face barriers to employment have a job that works for them, so they can experience all the physical, mental and social benefits that come with it," he said.

What's been happening

Candice, Angie, Susie, and Alison now have a new place to call home – thanks to an incredible \$500,000 donation from a generous Endeavour Foundation supporter.

The new housemates were excited to move in, especially Susie and Angie who are best friends.

"I love [my new home], I love it so much. I'm happy. I'll have a good time", said Susie. Angie was in agreement, "Yes, we are. We're gonna have a real party!"

Our commitment to providing more accessible, affordable housing is ongoing. This Toowoomba home is just the beginning, with more new homes planned across Queensland as part of our My Home, My Life Initiative.



To keep up to date with events happening at Endeavour Foundation, go to endeavour.com.au

Tell us. We are listening. We will act.

If you have a concern about the service you are receiving from us, it is important that you tell us.

We want to hear from you – we are listening.

With your help, we can continuously improve the quality and safety of services we provide – to you and to others.

Please contact our Quality Safeguarding Team:



1300 730 334



feedback@endeavour.com.au



endeavour.com.au/feedback

Tell us.

There are several ways you can tell us your feedback.

1. Speak to us. Share your feedback with a manager who will bring the matter to the attention of the safeguarding team.
2. Email us at feedback@endeavour.com.au
3. Call us on **1300 730 334**
4. Submit an online form via the Feedback and Complaints page on our website endeavour.com.au/feedback
5. Contact BDO Secure, our external whistleblower service
Call: **1300 408 955**
Email: securedbdo@bdo.com.au
Internet: bdo.com.au/bdosecure
Post: **BDO SECURE – GPO Box 457, Brisbane Qld 4001**

Any details you provide to BDO are held in strict confidence to protect your identity.

You can provide feedback without sharing your name. However, it does assist us to have your contact details if we need more information.

Meet Jayden,

one of Endeavour Foundation's Individualised Support clients.

"Individualised support is all about me. My goals, my interests, and my lifestyle. At home or out in the community, I'm supported to do the things I love," Jayden said.

What do you want to do more of?

We'll work with you to develop your Individualised Support plan to ensure you can achieve the things you love.

Learn how you can flourish with Endeavour Foundation, like Jayden at endeavour.com.au

