

# One Endeavour

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## Welcome to the autumn edition of One Endeavour magazine.

In this edition you'll find interesting and inspirational stories featuring people with disability. A highlight for me is Taryn's transition from the family home to Supported Independent Living. Her parents have some great insights into what this means as a family and how they managed the change.

We also share the latest sector news about the NDIS Quality and Safeguards Commission, new Queensland Human Rights Laws and the Royal Commission.

As has become tradition, we share some of our latest NDIS learnings and tips. This time we do a deep dive into NDIS funding categories and what they mean – a little dry, but a useful reference point for people navigating the NDIS.

On a personal note, I am delighted to be back at work, after time off to have treatment for Hodgkin's Lymphoma.

I am grateful to David Curd, Executive General Manager of Community Solutions Group, who stepped in as Interim CEO, the wider Executive Leadership Team, the Endeavour Foundation Board and our dedicated employees for their ongoing commitment to our customers and people in my absence.

As my work schedule returns to normal, I look forward to getting out more and touching base with you.

Kind regards



Andrew Donne  
CEO

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

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## News in brief



### KingStones rock the ABC

Our very own band the KingStones – straight out of Kingston Learning and Lifestyle hub – hit the studio in Brisbane’s West End before Christmas to start laying down tracks for their upcoming EP.

ABC TV caught up with the band, comprised of talented musicians who just so happen to have a disability, and filmed them in the studio, having also filmed their performance at a local gig a month earlier.

The TV story was aired nationally nine times across the day on ABC News 24 on December 28 and then once each in the ABC Queensland and South Australia 7pm TV news bulletins the same evening. The EP will be released in the first half of 2019, so look out for more from the KingStones!

### Flagship service opens in Sydney

In December we welcomed customers and families into our new Learning and Lifestyle hub at Castle Hill in Sydney. The new service has been established to meet local demand and is co-located at our Endeavour Foundation Industries site. Programs offered at the new service include literacy and numeracy, budgeting and money management, employment skills, art, gardening, movement and expression, as well as exciting technology modules such as robotics. Supported employees, and people with disability more broadly, now have more options when it comes to skills development and community participation in and around Castle Hill.

To find out more about what is on offer at Castle Hill, visit: [endeavour.com.au/castle-hill](http://endeavour.com.au/castle-hill).

## New Chair of Endeavour Foundation Board



**Richard Haire**

As a not-for-profit organisation, Endeavour Foundation has a volunteer Board of Directors to provide us with strategic leadership and guidance.

Since late 2015, the Board’s Chair has been Tony Bellas, who has played a pivotal role in ensuring we are well-prepared for the NDIS, the biggest reform the Australian disability sector has experienced. At a Board meeting in February 2019, Tony announced his decision to step down as Chair and the Directors elected Richard Haire as our new Chair. Tony will remain a Director in the short term, to ensure a smooth transition of leadership.

Richard’s career has spanned accountancy, merchant banking, finance, chief executive and global executive roles, in primary production, agricultural marketing and commodity companies.

Since 2012, when Richard resigned from full time executive work, he has accepted board appointments with the Bank Of Queensland Ltd and BEC Stockfeed Solutions. He is also Chair of the Reef Casino Trust and the Australian Cotton Research and Development Corporation.

Richard has a Diploma of Corporate Management and has completed the seminar for Senior Executives at IMD in Lausanne. He is also a Fellow and Past President (Queensland Division) of the Australian Institute of Company Directors.

# Moving out of the family home



**Like with so many things in life, sometimes the right opportunity comes along at the right time, and when it does, this family's advice is to grab it with both hands.**

Warren Huby, his partner AJ and his daughter Taryn, 30, have recently experienced one of the biggest transitions of their lives.

Taryn has flown the family nest and moved into a Supported Independent Living in a small share house with Endeavour Foundation.

Taryn has an intellectual disability and is non-verbal, but as Warren points out, his daughter still has plenty to say.

As part of a five year plan for Taryn, Warren intended to slowly start to introduce the concept of Taryn moving into her own home, but within 48 hours of first telling their service provider they were looking for a new home for Taryn, a suitable opportunity became available. Within two weeks, Taryn had moved in and she hasn't looked back since.

"We were so worried about how to manage this step. You hear the horror stories and I was worried that she wouldn't be fed properly or safe, but my fears were allayed

when I saw the home. It was clean, well laid out and the staff are fabulous. We walked away with a good feeling."

To prepare for the move, Taryn visited the property a number of times, met the two other residents and staff.

Stepmother AJ was impressed from the first visit.

**"I turned to Warren and said this is five star, it's absolutely five star! It's a modern home, it's beautiful and clean, with 24/7 support. They go out, they go shopping, they are connected to the community. It's top of the pops" AJ said.**

The family say that overall, the transition went really well.

"We talked to her a lot about her independence and about how one day she would live in her own house.

"On the day of the move, we set up Taryn's whole bedroom in her new home so she'd see all her things and know this was where she lived.

"She sat down and took her shoes off, and that's when you know that Taryn's home, that this was now home" Warren said.

AJ says that since she's moved out of the family home, Taryn has flourished.

"It's now been five months since Taryn left home and she's happy, she's asserting her independence and she's learning new skills.

"In terms of the challenges that's been thrown her way in the transition, she's just stepped in to it. It has been incredible for Taryn, and now, the sky is the limit. She's much more engaged in her own future" AJ said.

*Photo caption:  
Taryn is happy in her new home.  
She's asserting her independence  
and learning new skills.*



# Warren and AJ's tips for parents

## How did you know it was time?



Warren:

She had been ready for years! We knew that she had the skills.

For me though, it was more than that. As a father of a child with disability, you know that eventually I'm going to be too old, or mum's going to be too old to do this. It has to happen. We were both well aware that she was going to have to do this eventually.



AJ:

Taryn had demonstrated the ability to be more independent. She started to do a lot more for herself, so we started to take steps, as part of her long term goals. There was clearly untapped potential and she was ready to spread her wings.

I say, the sooner the better while we're around. Next week Warren and I are going to be on a plane together and the plane could go down and that's just a reality of life. So we've wanted Taryn to be settled as soon as possible so we could help her and support her. It's been a big journey for me. My goal has always been to help her become independent. We both knew

that she was ready and when the opportunity came up we would take it. Well, it came up, and we took it with both hands and haven't looked back.

## What would you like to say to other families considering supported accommodation?

### Warren:

Do it! If you have the opportunity and the place is right, absolutely do it.

Your child deserves independence. They deserve their own life and their own home. It's a normal, healthy transition. Having a disability means you just need to take a different path. You shouldn't feel guilty about giving them an opportunity to be themselves. Let 'em flap their wings! You shouldn't feel guilty because you're not caring for them anymore because you're still there, the love is still there.

### AJ:

It's been the best thing for both Taryn, and the rest of the family.

It's just so good to see her thriving. It's been transformational for everyone. Taryn is and always will be an important part of our lives, but she's not the centre of them anymore. That's the balance. It's given Taryn the independence to be the young woman she is and can be, and it has also enabled us to be a couple again. I'm so proud of her, and she knows it.

## I'm thinking about living more independently, what do I need to do?

### 1. Set yourself a goal

Just like everything else under the NDIS, funding for Supported Independent Living (SIL) is connected to a goal. If it isn't in your goals, then the funding won't be in your plan.

### 2. Find a support coordinator

A Support Coordinator can help you determine the level and type of support you need to live more independently and then help you find a suitable service provider. A word of warning, there is paperwork involved in this, e.g. an Occupational Therapist assessment which determines the support you need. So it really is worth your while getting a Support Coordinator to help you with this.

### 3. Find a suitable provider

Your Support Coordinator will help you find a suitable provider, based on your unique needs.

# Live independently with support when you need it

**Endeavour Foundation has a range of shared, supported accommodation properties across Queensland. Here's a few of our newest vacancies below, for a full list, visit [endeavour.com.au/vacancies](http://endeavour.com.au/vacancies)**

## **Allenstown Rockhampton**

This 5 bedroom, 2 bathroom property is well-maintained with open plan living spaces and close to local parks and shops.



## **Darling Heights Toowoomba**

Equipped with new appliances, air-conditioning and accessible bathrooms, this is a quiet and comfortable home in a friendly community.



## **Pelican Waters Sunshine Coast**

This modern 4 bedroom, 2.5 bathroom is beautifully presented with indoor and outdoor living spaces, close to local parks and walking tracks, and comes with its own established vegetable garden.



For more information or to arrange a property tour, please call **1800 112 112** or visit [endeavour.com.au/vacancies](http://endeavour.com.au/vacancies)



## Artists with disability helping cats in need

The RSPCA "Pet Toy Making" is just one of the weekly eco-conscious sessions changing lives at Coopers Plains Learning and Lifestyle hub.

In the session participants create toys such as bright coloured pom-poms and donate them to the disadvantaged animals in refuge.

Support Worker Melissa Falvey who leads the Art program, brings to Coopers Plains seven years of

Endeavour Foundation experience and high level art knowledge including a Bachelor of Visual Arts, Fine Arts.

"We have been to the RSPCA as part of "Happy Paws Happy Hearts Program" and the cats

loved the toys. It is also been great for our customers to spend time with the animals- it's great for everyone!" she said.

The robust creative schedule at Coopers Plains includes sessions such as Photo Explorers, Artist



Studio – Eco Design, Craft at Bunnings and Mosaics.

Happy prints and hand decorated, eco-conscious items made through the program may look bright and fun but they mean business and power for the artists.

**“The best thing about my job is seeing our people benefit through their art - when we make a sale 100% of that goes to the artist, which means they can go out to dinner or go to a comedy show - it gives them more independence.”**

At a recent pop-up shop almost all of the stock was purchased which included in-house designed t-shirts, pillows and keep-cups, sensory input BPA-free chewable necklaces, pot-plant holders made from recycled paper, paintings and more.

“One of our artists, John, really opened my eyes to colour. His designs are happy and reflect his

eccentric personality. We all learn from each other.”

In ‘Photo Explorers’ participants go adventuring with a camera to capture a certain space. Once happy with a particular photo they then digitally enhance and layer it using photography software.

The finished artworks are sold or printed on t-shirts and keep-cups.

And for those who are not so arty, Melissa has something else in the works. ‘Walking Bella’, a dog walking program for customers to engage with the public and with pets, starting with Bella, a pet at a customer’s residence.

“Believe it or not, dog walking is pretty competitive, but we are making a plan to get started”

Thanks to the open minded customers at Coopers Plains, greater independence, community participation and creative living is their reality.

Add in playing with kittens and dog-walking – now that’s living!



# Sharing Ian's adventures



From Far North Queensland to Victoria and everywhere in between, Ian Scholtz hasn't always been able to share his everyday life and adventures with his six siblings. But thanks to Endeavour Foundation Connect, Ian's siblings now have more of an insight into his life. Via the app, posts and pictures of him are shared with this family who are scattered across Australia.

Ian's sister, Joan, says all her siblings agree that the app has opened up a window to Ian's world and it's creating a greater family bond between them all.

"We now all feel a part of his day. It really has helped us to connect with Ian on a whole new level."

"We are all very appreciative of this opportunity to be able to feel like we are more a part of Ian's life," Joan says.

It isn't just Ian's siblings enjoying all the fun. Joan says Ian is just as involved with the app as they are.

When Ian and his family first started using the app, Ian was based in Toowoomba. He recently moved to Bundaberg and now lives just a street away from the ocean. Ian used the app to send his photo and a personal message to his friends at Toowoomba City L&L, along with this message:

"I just wanted to say a big hello to all of you at the Toowoomba City Learning and Lifestyle. **I MISS YOU ALL.** I now live in Bundaberg and will be starting at the Bundaberg Learning and Lifestyle on Tuesday. Bundaberg is a nice city and I have a lot of new things to see and do. Here is a photo of me dipping my feet into the ocean for the first time since we arrived in Bundaberg. See you, Ian."



# What to do when the NDIS gets it wrong

It is not common for the National Disability Insurance Agency (NDIA) to get a plan or a decision wrong, but it does happen.

Maybe it's the provision of supports in your plan or maybe it's a decision about your eligibility. If you think that the NDIS has made an incorrect decision, we're going to break down the steps to set things right.

## 1. I'm unhappy with a decision, what can I do

Ask the NDIA to review it by requesting an internal review of the decision.

You have 3 months after the decision is made to request an internal review, so act promptly.

When asking for a review, it's very important to be able to explain why you think the decision is incorrect.

Think about the facts you feel have not been considered or if there is any additional information that the NDIA did

not have at the time of the decision. Also, think about how the decision has affected you and what your ideal outcome of a review is.

We recommend you put everything in writing, so you have copies of all your documentation and a paper trail should you need them later.

An NDIA staff member who was not involved in the original decision will review your request and may want to talk to you directly to ensure they fully understand your concern.

The NDIA will let you know in writing if they have decided to change the decision or leave it unchanged.

## 2. They gave me a new decision, but I'm still unhappy

If you are still not happy after the internal review of the decision, you can apply for a review by the Administrative Appeals Tribunal (AAT).

The AAT is a tribunal that exists outside the NDIA.

You can only apply for an AAT review after an internal review has been completed. The time limit for making an application is usually 28 days after you receive your internal review decision.

## 3. I'm not happy with my experience with the NDIS, what can I do

Like any reputable organisation, the NDIA welcomes feedback, including complaints.

If you have feedback, there are a few options for you:

- Give it to your planner
- Call the NDIS: **1800 800 110**
- Email the NDIS: **feedback@ndis.gov.au**



## NDIS funding categories explained

There are three types of support budgets that may be funded in your NDIS plan. These are core, capital and capacity building.

It's worth getting your head around these because in some categories, funding may be used flexibly. For example, if you have used your funding to assist you to become more independent with support to get dressed and cook your own meals and you have progressed so that you no longer need as much support, you can reduce those supports and use the funding for support to do something else.

### An easy way to understand core, capital and capacity building

Melissa needed help showering as she was unable to do so by herself. She used her NDIS funding to get help with showering by the following support budgets:

- **Core** – to fund a support worker to assist with showering.

- **Capital** – to provide modifications to her shower to make it more accessible with the installation of handrails.
- **Capacity Building** – to access life skills training to improve her showering and personal hygiene, thus increasing her independence.

## A deeper look

The categories are called different things in your plan (and price guide) and on the myplace portal, which can complicate things! Here's a breakdown with examples of the support categories.

### Core Supports

Core Supports help you with everyday activities, your current disability-related needs and to work towards your goals. Your Core Supports budget is the most flexible, and in most cases, you can use your funding across any of the following four support categories. However, there are instances where you do not have flexibility in your funding, particularly for transport funding or where there are stated supports.

In your plan	In the MYPLACE portal	Description
Assistance with Daily Life	Daily Activities	For example, assistance with everyday needs, household cleaning and/or yard maintenance.
Consumables	Consumables	Everyday items you may need. For example, continence products or low-cost assistive technology and equipment to improve your independence and/or mobility.
Assistance with Social and Community Participation	Social, community and civic participation	For example, a support worker to assist you to participate in social and community activities.
Transport	Transport	This is support that helps you travel to work or other places that will help you achieve the goals in your plan.  How you can spend your transport funding and how it is paid to you (whether upfront or in regular payments) will be different for each person. Your Local Area Coordinator (LAC) will explain how you can use this budget.

### Capital Supports

Capital Supports include higher-cost pieces of assistive technology, equipment and home or vehicle modifications, and funding for one-off purchases you may need. It is important to remember that funds within the Capital Supports budget can only be used for their specific purpose and cannot be used to pay for anything else.

The Capital Supports budget has two support categories: Assistive Technology and Home Modifications. You will usually need quotes for anything over \$1,000.

In your plan	In the MYPLACE portal	Description
Assistive Technology	Assistive Technology	This includes equipment items for mobility, personal care, communication and recreational inclusion such as wheelchairs or vehicle modifications.
Home Modifications	Home Modifications	Home modifications such as installation of a hand rail in a bathroom, or Specialist Disability Accommodation for participants who require special housing because of their disability.

## Capacity Building Supports

Capacity Building Supports help build your independence and skills to help you reach your long-term goals. Unlike your Core Supports budget, your Capacity Building Supports budget cannot be moved from one support category to another.

Funding can only be used to purchase approved individual supports that fall within that Capacity Building category. The Capacity Building categories are:

In your plan	In the MYPLACE portal	Description
Support Coordination	Support Coordination	This is a fixed amount for a Support Coordinator to help you understand your NDIS plan, and connect you with services that help you make the most of your plan.
Improved Living Arrangements	Capacity Building Home living	Support to help you find and maintain an appropriate place to live.
Increased Social and Community Participation	Capacity Building Social Community and Civic Participation	Development and training to increase your skills so you can participate in community, social and recreational activities.
Finding and Keeping a Job	Capacity Building Employment	This may include employment-related support, training and assessments that help you find and keep a job, such as the School Leaver Employment Supports (SLES).
Improved Relationships	Capacity Building Relationships	This support will help you develop positive behaviours and interact with others.
Improved Health and Wellbeing	Capacity Building Health and Wellbeing	Including exercise or diet advice to manage the impact of your disability. The NDIS does not fund gym memberships.
Improved Learning	Capacity Building Lifelong Learning	Examples include training, advice and help for you to move from school to further education, such as university or TAFE.
Improved Life Choices	Capacity Building Choice and Control	Plan management to help you manage you plan, funding and paying for services.
Improved Daily Living	Capacity Building Daily Activity	Assessment, training or therapy to help increase your skills, independence and community participation. These services can be delivered in groups or individually.

## Still lost

### If you're lost, make sure to ask for help.

If you have Support Coordination in your plan, your Support Coordinator will know these funding categories inside and out and will be able to give you individualised advice on how you can make the most of your NDIS plan.

For more detailed information on support budgets, visit: [ndis.gov.au/participants/using-your-plan/managing-your-plan/support-budgets-your-plan](https://www.ndis.gov.au/participants/using-your-plan/managing-your-plan/support-budgets-your-plan)

### Still got questions?

We've been supporting people with intellectual disability navigate for the NDIS since 2016 and we love sharing what we've learnt. We're here to help! Call us on **1800 112 112** or email [hello@endeavour.com.au](mailto:hello@endeavour.com.au).



# NDIS Quality and Safeguards Commission

## What you need to know

The government has established the NDIS Quality and Safeguards Commission (NDIS Commission) to improve the quality and safety of NDIS supports and services.

### How is this done?

For the first time, we have a single regulatory body responsible for ensuring a nationally consistent approach so NDIS participants can access services and supports that are caring, nurturing and safe.

The NDIS Commission has a suite of guidelines, education and regulatory powers that demand good quality support from service providers.

### Why is safeguarding SO important?

Safeguarding is important because abuse happens, and sadly, it is often the most vulnerable who are at the greatest risk, such as people with disability.

Safeguarding protects people without a voice and who cannot protect themselves against those who may be harming them.

Our customers deserve a safe environment, away from harm – which makes safeguarding of paramount importance.

### What does this mean for people who access Endeavour Foundation services?

Keeping our customers safe and secure is at the core of all that we do. We are committed to making a real difference for our customers, carers, families and everyone working in the sector.

Our leadership focuses on quality and safeguarding policies, procedures and training for everyone working with us – from the CEO to our support staff.

### What do quality and safeguarding look like at Endeavour Foundation?

We focus on both empowering and protecting individuals.

Our quality of support is based on the positive and caring attitudes and behaviours of our employees as well as the reliability and responsiveness of our services.

We employ people based on their skills, knowledge and trustworthiness; we expect employees to abide by our Code of Conduct, and we invest in their ongoing training.

Our Customer Practice and Safeguarding team, in partnership

with our customers, assist in preventing, detecting and managing any incidents.

### Is the NDIS Commission in full operation?

The NDIS Commission is now operating in New South Wales and South Australia.

It will start in Victoria, Queensland, Tasmania, the Australian Capital Territory, and the Northern Territory on 1 July 2019; and in Western Australia 1 July 2020.

Until the NDIS Commission starts operating in these areas, current state and territory requirements for quality and safeguards continue to apply.

### For more information

If you would like to find out more about the role and responsibilities of the NDIS Quality and Safeguards Commission visit [ndiscommission.gov.au](https://ndiscommission.gov.au).

If you want to provide feedback about our services, please visit [endeavour.com.au/feedback](https://endeavour.com.au/feedback).

# Human Rights for Queensland

Endeavour Foundation is celebrating an historic vote in Queensland Parliament in which the Queensland Human Rights Bill became law on 27 February.

We advocated for the introduction of a Human Rights Bill in Queensland as part of the Human Rights For Queensland Campaign, arguing for the inclusion of rights to health care and education for all people.

Twenty-three internationally-recognised rights have been enshrined in law. Along with protecting a number of rights, the bill also provides positive rights addressing the everyday challenges people with disability face in gaining access to health care and appropriate education.

This has special significance for us because our founding families fought determinedly for education for children with intellectual disability, when they were excluded from Queensland state schools in 1951 – a wrong that is corrected with the introduction of the new laws.

## How will the Human Rights Bill benefit people with disability?

All Queenslanders now have freedom of expression, religion and privacy; and protection for civil, political, cultural and

economic rights, creating the framework for a society where all are treated equally and with dignity – and that is good for everyone.

The right to access health care and appropriate education have special relevance, because it may take extra effort and resources to make these important services accessible to people with disability.

## Who does the Human Rights Bill apply to?

All bodies funded by the Queensland Government are accountable under the Human Rights Bill. This is expected to lead to cultural change and better human rights outcomes in the everyday operations of the public service, over time. Future Queensland Governments will also have to provide explanatory reasons if they wish to introduce laws which limit the 23 human rights named in the Act.

## What is the impact for Endeavour Foundation?

The legislation specifically covers registered NDIS service providers

such as Endeavour Foundation. It is timely that we gain a deeper understanding of human rights, as we prepare to implement the NDIA Quality and Safeguarding framework, which is based on human rights principles.

## How can people stand up for their human rights?

People can take a human rights complaint directly to the new Human Rights Commissioner for resolution. There is no need to have a lawyer, making this a more accessible forum for people with a disability. However the Commission cannot make orders or award damages.

## When does the Human Rights Bill come into effect?

January 2020.

To learn more about the new Human Rights Laws in Queensland, go to [adcq.qld.gov.au](http://adcq.qld.gov.au)



## Hear from Castle Hill's forklift rock star



My name is Arnolf and I've been working for 10 years here at Endeavour Foundation. I love this place because I get to help people that needs help and I get to learn new skills from my team leaders.

Before I started here, my dream was to become a pilot but I didn't get to do it. I like aeroplanes. When I was young I was really interested in transport and vehicles. At Endeavour Foundation, I get to do forklift, which is a cool transport because you get to unload trucks and stuff.

I listen to what the team leader wants me to do and I get to do that.

Driving a forklift is kind of like driving a car.

**Forklift drivers are kind of like the rock stars of Endeavour Foundation Industries. When I started here, I asked my boss if I could go for my forklift test. Then Endeavour Foundation paid for my forklift licence, and I got it. I was so happy when I got my licence. My boss Gary was a good boss for that.**

My dad was happy too for me to get my forklift license.

Another thing is that I met my fiancée here. We are going to get married soon. We live together and we have been together for 4 years. She does packing here.

## Battle of the Bands

Imagine  
what's  
possible



After many years rocking out on the Sunshine Coast, **Battle of the Bands** is making its way to Brisbane this year.

**Tuesday 21 May**

**Eatons Hill Hotel**

646 South Pine Road  
Eatons Hill Queensland

This inclusive event invites bands that feature people with intellectual disability to be rock stars for the day. They'll perform for an audience of Endeavour Foundation customers and family members, other service providers and local schools.

Bands will share the lime light with huge international acts including Jimmy Barnes, Rita Ora, the Village People and even Prince who have performed on the same stage before.

Come along on the day to listen to some talented musicians with intellectual disability play their hearts out.

For more information go to [endeavour.com.au](http://endeavour.com.au).

# Join #teampossible and fundraise your way

Be part of an inspiring group of supporters determined to help people with disability live their best life. Host your own fundraising event or get involved in one of ours.



## Set your own challenge

Walk, run, swim, ride: make it more than a physical and mental challenge; make a difference to the lives of people with disability.



## In lieu of gifts

Are you celebrating a special occasion such as a birthday, wedding or anniversary? Encourage guests to make a donation instead.



## Do your own thing

Host your own event or activity such as a trivia or film night, sausage sizzle, morning tea, workplace event.



## Upcoming events you can join today

### Endeavour Foundation events

5 April	Endeavour Foundation Corporate Golf Day
26 July - 3 August	Great Endeavour Rally Gulf Trek
12-20 October	Great Walk of China Trek, Beijing
5 November	Melbourne Cup Luncheon

### Challenge Fundraising events

26-28 April	7 Cairns Marathon
18-19 May	Tough Mudder Queensland
18-19 May	Great Ocean Road Running Festival
19 May	Sydney Morning Herald Half Marathon
1-2 June	Brisbane Running Festival
6-7 July	Gold Coast Marathon
12 August	Sun Herald City2Surf

We'd love to hear from you  
[endeavour.com.au/fundraising](http://endeavour.com.au/fundraising)  
 1800 112 112

## Message from the CEO

# Royal Commission



**Andrew Donne** CEO

Australia will soon have a Royal Commission into violence, abuse, neglect and exploitation of people with disability. Both major political parties have adopted this as policy, ahead of the federal election expected in May.

As an organisation born of a desire to meet the needs and advance the human rights of people with disability, we welcome the light a Royal Commission would shine into the disability support sector.

It is only by exposing experiences of abuse, neglect and exploitation to the light of day, that we can identify and root out the causes, ensuring people with disability can live free of mistreatment and harm.

A Royal Commission must also provide access for all people with disability, including people with intellectual disability.

### **For too long the people most at risk of abuse have been denied a voice in the justice system.**

Special witness provisions must be adopted to assist people with intellectual disability to speak out.

Through engaging with the questions asked by the Royal Commission we seek to honestly examine the past and learn from it.

We are committed to working in partnership with people with disability, carers and advocates to create better outcomes and safer support environments.

I welcome every effort to ensure people living with disability can live free of abuse.

## Get involved

Membership of Endeavour Foundation provides you with an opportunity to assess what we do and offer feedback. We value our members' opinions and we strive to ensure that our services and supports are continuously developed and improved.

Your membership enables us to expand and create services and policy that have benefits far beyond today, so that people with disability can live their best life.

If you're interested in becoming a member go to [endeavour.com.au/membership](https://endeavour.com.au/membership) or contact the Company Secretary on [companysecretary@endeavour.com.au](mailto:companysecretary@endeavour.com.au) or 07 3908 7211.

# Your feedback

We welcome your Feedback whether it's a compliment, suggestion or a complaint.

If you're ever unhappy about something we've done – or perhaps not done – please give us the opportunity to put things right, and help us to improve our services.

All feedback we receive is taken seriously and is managed by our Customer Safeguarding team.

To provide feedback please visit [endeavour.com.au/feedback](https://endeavour.com.au/feedback)

Phone: **1300 730 334**

In person: **at your local service**

Online: [endeavour.com.au/feedback](https://endeavour.com.au/feedback).

Email: [feedback@endeavour.com.au](mailto:feedback@endeavour.com.au)

# We're hiring people with disability

We offer supported employment opportunities for individuals with intellectual disability.

Work with big-name brands, earn an income, make friends, and enjoy ongoing training in a safe and supportive environment.

## APPLY NOW

Call 1800 112 112



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Cairns  
Mareeba  
Innisfail  
Townsville  
Home Hill  
Bowen  
Mackay  
Rockhampton  
Gladstone  
Bundaberg

### Qld Metro

Redcliffe  
Geebung  
Wacol  
Burleigh  
Southport

### New South Wales

Castle Hill  
Seven Hills  
Mount Druitt

### Qld South

Maryborough  
Gympie  
Kingaroy  
Maroochydore  
Toowoomba  
Warwick

### Victoria

Keon Park  
Kew  
Oakleigh  
Norlane

