

One Endeavour



“My dream came true!”

Meet our Imagine what's possible winners

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Welcome to the winter edition of One Endeavour

Last year, the unveiling of our new brand also saw the launch of our 'Imagine what's possible' competition. In this edition, you'll hear about our first two winners living their biggest dreams. Josh realised his dream in Canberra and Noel in Sydney.

The NDIS is now fully rolled out across Australia and we're still hearing so much misinformation out there – so we debunked some of the biggest NDIS myths. We also highlight how day services have changed in recent years.

We give you the latest sector news including the extension of the Queensland Taxi Subsidy Scheme. We worked with other service providers and advocates to raise awareness of its importance. In May the Queensland Government extended the scheme for 12 months – a win for people with disability!

We also share the latest on the Royal Commission inquiring into Violence, Abuse, Neglect and Exploitation of People with Disability. We fully support the Royal Commission and we want to be part of the solution to ensure people with disability can live free from abuse and harm.

That's just a small taste of what this edition brings – it's packed with sector news, NDIS tips and uplifting stories of people living their best lives.



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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QUEENSLAND TAXI Subsidy Scheme EXTENDED

Together we achieved a significant change this year, when people with disability, their families, service providers and advocates raised serious concerns about the withdrawal of the Queensland Taxi Subsidy Scheme (TSS) for NDIS participants on June 30.

What we wanted

The Queensland Government to extend the TSS for two years while NDIS funding negotiations are settled; and low interest loans to be made available for wheelchair accessible taxi replacements.

What we got

In May the Queensland Government extended the TSS for 12 months and gave \$21M over four years to cover half the replacement cost of wheelchair accessible taxis.

Endeavour Foundation worked with Vision Australia and Spinal Life Australia to raise awareness of the vital role the TSS plays for individuals with disability to access health care, employment and access the community.

Members, carers and people with disability got behind the campaign by making phone calls, writing letters and emails, meeting Members of Parliament, giving media interviews and sharing social media posts.

Our combined e-petition was signed by 5,649 people in just five weeks, while an open letter was signed by 13 different disability service providers and advocacy groups.

Congratulations and thank you to everyone who got behind the TSS campaign. Let's hope NDIS transport funding is resolved before the Queensland Taxi Subsidy is withdrawn from NDIS participants again in June 2020.

Raising the roof at Kearneys Spring

On Wednesday 1 May, customers and families travelled from all over Toowoomba to experience the Kearneys Spring Learning and Lifestyle hub.

During the open day we welcomed existing and new customers, families, support coordinators and even one of our Endeavour Foundation founding members, John Kajewski.

The event was headlined by crowd favourite "KingStones" who performed a number of original songs as well as a few classics. The band of people with disability raised the roof and the audience enjoyed dancing and singing along into the early afternoon.

Guests had the opportunity to experience our modern facilities, enjoy a sausage sizzle or a salad sandwich prepared by our customers, as well as engage with our ground-breaking Virtual Reality Learning Environment and use our 3D printer to create their very own figurines. Guests also had the opportunity to participate in activities designed to teach numeracy and work skills.

To find out more about Kearneys Spring Learning and Lifestyle, visit endeavour.com.au/learning.



'Imagine what's possible' competition 2018

was a dream come true!



What do cutting the grass at Parliament House in Canberra, Mardi Gras and a legacy for students with disability all have in common?

They're dreams that are all coming true!

The launch of the new Endeavour Foundation brand in June 2018 also saw the introduction of a competition with a difference – the 'Imagine what's possible' competition.

The competition invited entrants to dream big!

Over 500 people with intellectual disability entered the competition to live out their biggest dream.

It was extremely difficult for the judges to choose three winners but after much deliberation, there were three that stood out: Josh, Noel and Leigh.

Josh lived out his dream in November 2018 when he mowed the lawn on top of Parliament House in Canberra. Not only did he want to cut the grass, he also wanted to be told "well done" – something our political leaders were very happy to do. Prime Minister Scott Morrison and the Opposition Leader at the time, the Hon. Bill Shorten both agreed that Josh did a fantastic job.

Speaker of the House the Hon. Tony Smith and the Hon. Paul Fletcher also made an appearance to congratulate Josh.

In between living his dream, shaking hands with politicians and being photographed by the media, Josh got a private tour of Parliament House and made great friends with the landscaping crew. He also enjoyed lunch with his family and guests in the private dining room.

All the fun was aired nationally on Sunrise, Channel 9 News in Sydney and Adelaide, and featured in the Courier Mail.



"I swear that Joshua is walking straighter and taller since we returned, believing that he truly does have abilities that are valued and appreciated by some very high-ranking people.

The day will remain etched in our memories as a sublimely happy event. We all had an absolute blast and we have so many amazing photos to prove it wasn't just a dream."

– Linda, Joshua's Mum.

Second winner Noel had a big dream too, just with a little more colour and less grass!



In February 2019, Noel packed his bags full of enthusiasm and went to his dream destination – Sydney Mardi Gras.

To say he loved it is an understatement. It's been his dream for the longest time, and he even took his first ever plane ride to get there!

He dubbed himself the 'Mardi Gras King' and before the main event started, he paraded the streets to the applause of 300,000 fans.

"Matt's a great Support Worker and I really enjoyed the trip with Matt. Also to Robin for entering me in the competition," said Noel.

Here are his highlights:

- Meeting all the boys and girls and seeing their outfits.
- Using the hired electric wheelchair.
- Being able to travel down the parade route with everyone cheering him on.

- Going on a ferry cruise, seeing the Opera House for the first time and checking out Bondi Beach.
- Eating out and staying in the unit.

"Everyone should enter this competition next time, as they may get the chance to live their dreams like me. I am so glad Endeavour Foundation has this competition that I was able to enter and thank them for giving me this experience," said Noel.

Lucky last winner Leigh is the next to live her dream.



Leigh's dream is to have an award for people with disability at the school she went to in Kingaroy; a testament to how thoughtful she is.

"I want an award for school children who have a disability so they can know what it is like to be proud of their achievements and to know what they can accomplish amongst their friends."

We look forward to sharing how Leigh's dream unfolds!

You can re-live our winners' experiences on our Facebook page and website at endeavour.com.au/imaginewhatspossible.

If you have an intellectual disability then it's time to get your vision board out and start dreaming big! The 'Imagine what's possible' competition 2019/2020 will be launching soon.

The Royal Commission – starting soon

Australia will soon have a Royal Commission inquiring into Violence, Abuse, Neglect and Exploitation of People with Disability.

Endeavour Foundation has strongly supported the establishment of a Royal Commission. We are an organisation that was established to meet the needs and advance the human rights of people with disability and we welcome the light a Royal Commission will shine into the disability support sector.

As an organisation, we will engage openly and transparently with the Royal Commission and respond to any requests for information.

By listening to the experiences of people with disability in the Royal Commission, we aim to learn from them and identify areas where we can improve our services and safety.

Endeavour Foundation has called for special witness provisions to be adopted that would assist people with intellectual disability to speak out about their experiences; this reflects the growing recognition in the justice system that people with intellectual disability can provide important testimony if they are supported to do so.

Endeavour Foundation has also written to the Ministers responsible for the Royal Commission, highlighting opportunities for improved reporting, investigation, response and oversight of alleged abuse within the disability support sector.

What will the Royal Commission do?

The Royal Commission will primarily inquire into violence, abuse, neglect and exploitation of people with disability, in all contexts and settings, and at any time in the past.

The Royal Commission will also look at prevention and protection measures; best-practice reporting, investigation and response; and how society can address contributing factors through greater inclusion.

The Royal Commission will be based in Brisbane. The Hon. Ronald Sackville AO QC has been appointed as Chair of the Royal Commission, supported by five other Royal Commissioners: Ms Barbara Bennett PSM, Dr Rhonda Galbally AC, Ms Andrea Mason OAM, Mr Alastair McEwin and the Hon. John Ryan AM.

The Commissioners will produce an interim report by 30 October 2020 and a final report by 29 April 2022.

More information about the Royal Commission is available at disability.royalcommission.gov.au/about.

Online resources include Easy Read and Auslan video format fact sheets, and translations for people from non-English speaking backgrounds.

Keeping you informed

Endeavour Foundation will also be sharing information with staff, customers and their families, in the weeks and months ahead. We would welcome your suggestions on the topics you want to know more about.

We want to ensure everyone in our community is well informed of the many ways we ensure that people with disability can live free from abuse and harm, and the role we all play in creating an empowering but safe environment.

Contributing to the Royal Commission

We are committed to ensuring people with disability and their families can voice their concerns and make recommendations and suggestions to the Royal Commission.

People with disability and their families will also have unique insights to offer the Royal Commission on how to create a more fair and inclusive society.

Please let us know if you would like our support to contribute your ideas about the prevention of violence, abuse, neglect and exploitation of people with disability.

If you have any questions about the Royal Commission please contact our Head of Corporate Affairs Kirrily Boulton, by emailing k.boulton@endeavour.com.au

Welcome to QArt Studio

Imagine a purpose-built art studio in the creative capital of Australia with 19 professional artists at work. A place peppered with paint splatters in every hue imaginable. Visual diaries and drafts strewn across workbenches. Ceramics awaiting their final firing in the kiln. Canvases proudly displayed in a salon-style hang. A warm and friendly camaraderie.



Ribbon Dancers

QArt Gallery

Located in Kew in Melbourne, Endeavour Foundation's QArt Studio is an Australian Disability Enterprise that provides employment, training and mentoring for professional artists with disability.

Working under the guidance of a qualified manager, artists are coached in creative techniques and skills and supported to reach their artistic potential. Their pieces are creative and contemporary, working with a variety of tools and media purchased with the profits from their artwork sales.

As a case in point, the artists are regularly commissioned by Endeavour Foundation Lotteries to create original artworks for their lottery homes.

What makes this initiative exciting is that the artists have diverse views of the world and they all express it differently in their practice.

“The artwork which I’m most proud of is ‘Ribbon Dancers’, because I’ve been dancing since I was twelve, and I really love dancing!” says Tara Wood.

Tara, one of QArt Studio's artists, works exclusively on small canvases. Her paintings explore a broad range of subject matter, including decorative floral arrangements, animals and patterns stippled with accents of gold foil and glitter pen.

“I like coming to work,” says Tara. “Everyone is so nice. I like talking to them and I have lots of friends here. I’d be bored if I didn’t work at QArt Studio; it’s a good part of my life!”

In 2011, QArt Studio opened a gift shop and gallery called QArt Gallery, located in the historical Kew Courthouse. The gallery brings experiences of disability

into the public consciousness. It makes possibilities a reality for the artists by providing a platform for them to display and sell their work; an opportunity that they may not have in the wider art world.

When asked why QArt Gallery is important to her, Tara says she feels “Happy and proud... I get a bit excited!” when she sells a painting at QArt Gallery.

The unique purpose of QArt Studio and Gallery is to redefine widely held preconceived notions of disability. Seeing artists like Tara thrive in an environment where their abilities are championed and nurtured is a rewarding experience for everyone involved.

Purchasing original art and locally produced merchandise from QArt Gallery supports employment for artists with disability which in turn contributes to them living productive and engaged lives in society.



QArt Gallery is located at 188 High St, Kew VIC 3101.
Shop online: qart.endeavour.com.au.

Battle of the Bands



We held our inaugural Battle of the Bands Brisbane on 21 May — based on the successful Sunshine Coast event that was started six years ago — at the iconic Eatons Hill Hotel where the likes of Prince, Powderfinger and Rita Ora have performed.

The day was about celebrating our customers and their abilities. They showed the world what they can do and absolutely rocked the house!



JAYDEN

We asked the KingStones' Nick Dale about his Battle of the Bands experience — this is what he had to say...



Nick Dale's Battle of the Bands Wrap-up

On the 21st of May 2019 we KingStones went to the Battle of the Band in Eatons Hills in Brisbane. Over the last 6 Battle of the Bands the event was held at The J Noosa but now for the first time this year it was held in Eatons Hills near Brisbane. Various bands from the North of Brisbane to the Gold Coast and Logan attended.

These bands played various songs to perform and they did an exceptional job to entertain the crowd. And if so they even did dance competitions to see who is the best dancer. One of them is a prize which is a double pass to the Gold Coast Titans Rugby League game. None of us (KingStones) won the prize but oh well. Our main man Aaron Shaw was the host. **GO AARON!!!**

So here how it goes. It began with a band that play jazz music. Sounds good. But the next one became my most favourite performance is Jeremy with a ukulele. And he has Tourette Syndrome like mine. But as time goes on, there are two bands that played a song from The Greatest Showman (THIS IS ME). One of them from Redcliffe (I think it was the Reds) they played one of my former favourite song by the Bee Gees (Stayin' Alive). But what everyone wants to hear is if you guess is the KingStones. I began with my own rap (Clap

your hands everybody!) and then we go straight to our own song Going Up which is our first single and Thank You. We all have a good time and overall I really enjoyed it. It was fun and entertaining. We are looking forward to our next year's Battle of the Bands for our Third Year. Thanks for reading.

And for Always and Forever
Nicholas Dale (on the mike) 2019



THE BIGGEST NDIS

MYTHS

DEBUNKED

With so much information about the National Disability Insurance Scheme (NDIS) out there, not everything you hear is going to be correct. It can be hard to know what's right – so we'll debunk some of the myths that we keep hearing.

“When it comes to the NDIS, everyone else knows exactly what's going on.”

If you're confused by the NDIS, you're not alone!

The NDIS is complicated. It is continually evolving and can be a lot to take in. Few people have a comprehensive knowledge about the scheme and of course, everyone's situation is unique. No two customers are the same, and neither are their plans.

“The NDIS will replace your Disability Support Pension.”

No. There is no link between your Disability Support Pension (DSP) and your NDIS funding.

DSP is paid by Centrelink and your NDIS plan is paid by the agency called NDIA.

Your NDIS plan is about the disability supports you need to live and your DSP is about your day-to-day living costs.

They are designed to work alongside each other, not instead of.

The only change you will see from Centrelink will be in relation to the mobility allowance.

“If you're not happy with a decision, there is nothing you can do.”

If you think a decision is incorrect or unfair, or you believe your NDIS plan is missing something important that you discussed with your planner at your plan meeting, you can request an internal review of the decisions made.

This basically means that the NDIS will take a second look at their decision.

When asking for a review, it is very important to be able to explain why you think the decision is incorrect, and what supports you need to make it better.

“Most people who have transitioned are worse off under the NDIS.”

Overall, we've been finding that most people tend to be happy with their plans. In fact, according to a recent COAG report, 88% of NDIS participants reported that they are satisfied with the NDIS.

The Productivity Commission estimates that under an NDIS, no one will be worse off than they currently are. It also predicts that many people will be better off under an NDIS. This is because the focus is on making sure you get the right amount of supports to participate socially and economically in your community.

“I don't have a choice whether I have a face to face or phone meeting.”

You absolutely do.

Don't be afraid to ask for something that better suits your needs. If you prefer a face to face meeting and the planner is organising a phone meeting – speak up! Let them know what works best for you.

It's also worth noting that if the planner calls at a bad time, you don't have to have the planning meeting straight away. You can ask them to call you back.

By doing these things it may make the process take a little longer, but you won't miss out on your plan meeting.

“Respite is not funded by the NDIS.”

Currently there is no item listed under NDIS specifically as 'respite', which has caused some confusion.

Respite is available and is described as “Supports for Sustaining Informal Supports and Short Term Accommodation.”

“The NDIS will pay for my holiday.”

They will not pay for your holiday, but they may help fund additional supports that are needed as part of your disability. The NDIS exists to close the gap between having a disability and not having a disability.

It all comes down to what is reasonable and necessary.

“I get to keep my mobility allowance.”

Your current mobility allowance ceases once you have transitioned to the NDIS and have a plan.

The NDIS has a different way of funding transport related supports.

It's important that you tell your NDIS planner what your transport needs are so that they are adequately funded.

“I won't be able to manage this on my own.”

Your plan could include funding for a Support Coordinator. This is a role that is designed to help you with managing numerous service providers and government agencies.

It is important to understand your individual situation and to think about the type of assistance you may need to implement your plan. This can then be discussed at your plan meeting.

It's also worth remembering that NDIS help is always available. If you want some help navigating the scheme, give us a call on 1800 112 112 or visit endeavour.com.au/ndis.

If you're after more info on the NDIS, we can help. Just head to endeavour.com.au/ndis.

“The money from my plan will go straight to my bank account.”

Receiving funds depends on how you have chosen to manage your plan. It's something you will talk about and decide with your planner. It could be NDIS managed, self-managed, plan managed or a combination of these.

The NDIA are very strict that the funds you receive are only to be used in the ways outlined in your plan.

If you self-manage you will be responsible for paying for supports using your NDIS funding. You access funding through the myplace portal in two ways using a Make a Payment Request:

1. Submit a request for the money you need with an invoice or quote, and then pay for your supports.
2. Use your own money, get a receipt and then submit a request for reimbursement.

Money will be paid into your nominated bank account within 24 to 48 hours.

Want more information on the NDIS?

Head to the NDIS website ndis.gov.au or give them a call on **1800 800 110**.

Check out the NDIS resources, blogs and guides on our website endeavour.com.au/ndis or call our team on **1800 112 112**.



How disability day services have changed

As the world has changed, so too has the calibre of disability supports. A perfect example of this is disability day services. These community-minded hubs have become so much more than just 'a place to spend the day'. It's here that you can develop your independence, confidence, self-esteem and social skills.

What do you mean by day service?

Other names people call it:

Learning and Lifestyle hub (L&L)
Day program
Day respite
Activity centres

What the NDIS calls it:

Centre-based social and recreational activities

They are fun

When it comes to our Learning and Lifestyle hubs — if it's not fun, it doesn't work.

We had a chat to Annabel. She's one of our Learning and Lifestyle customers and had a lot to say about her local L&L.

"It's so, so fun! I came here after I finished school. It's more fun here, it's less fun at school. It's good here because I get to hang out with people more, and school was more homework. Also, you have to do maths tests at school. I like to learn for fun.

My goal is to get fit. I want to be fit and healthy so I can look like a princess in the model world.

My other goal is making lots of friends, but I'm already really good at that.

My other, other goal is to go on a plane by myself and travel independently.

They help me do my goals here. My favourite is when we go to the gym. I feel strong – inside and out.

The staff is really nice too. Clare is my favourite staff because she is fun and she lets me have extra

turns on the whiteboard. She is great to have around. She's just awesome. She even talks to you in a nice way by helping you out at money!"

They are all about being part of the community

Many of our customers who attend our Learning and Lifestyle hubs barely spend time within the brick and mortar walls, they are out and about in the community doing what they are interested in.

Brent Suhr is part of our Service Design team and he's a big advocate for community inclusion.

"Back when I was new, I walked in to a Learning and Lifestyle and there was no one there! I thought 'what's wrong here?' Turns out that what was 'wrong' was actually so right," he said.

“People were out for the day, in the community having a great time. At 3pm they came back to the service, singing down the street and you could just tell they had a ball! They were having such a great time engaging with the community.

Now I love it when I go to a Learning and Lifestyle hub and no one is around – it means that when they eventually come back, you’ll have some great stories about what they were up to that day.”

They used to be the destination, now they’re part of the journey

Back in the day, when someone started to go to a day service, that is usually where they would stay.

Now, it’s just the beginning. Many people choose to use our Learning and Lifestyle hubs to build confidence, learn new skills and then they branch off and do their own thing, whether that be to start a business, get a job, or chase their dreams in a different way.

For people who have a goal, but think ‘I’m just not ready to tackle that next step yet’, going to a Learning and Lifestyle hub can be great to build the skills you need in a safe and supportive environment.

The same goes for school leavers. Leaving school is confronting for anyone, even more so if you have an intellectual disability. Lots of people choose to spend a few years building on their skills, learning and independence before taking their next step.

It’s all about you

It’s long been known that when it comes to people, a one-size fits all approach never works.

Perhaps the most fundamental change to disability day services has been putting the person with disability in the driving seat.

Brent says he wouldn’t have it any other way.

“Their voices are the most important. They know what they want and the goals they want to achieve.

There is nothing more rewarding than when you are out at a Learning and Lifestyle service and you see the parents literally crying with happiness because a milestone or goal has been reached.

I stopped working in the corporate sector to give back to the community, and here I know I’m doing just that. I know that ‘making possibilities a reality’ is our tagline, but I really think it’s the best way to describe what we do.”

The NDIS has changed day services

By reshaping the way that disability supports are funded, it’s fundamentally changed the whole sector.

Brent Suhr says it’s a change for the better.

“The NDIS has empowered people to try new things and see what’s possible,” says Brent.

It’s exciting to watch people achieve their goals. In a pre-NDIS world it was all about making sure people were happy.

Now, it’s about ensuring people are safe, happy and growing as an individual. The NDIS is helping people realise their goals, and that’s a big change that can’t be ignored.”

Want to learn more about our Learning and Lifestyle hubs?

Give us a call on **1800 112 112** or visit endeavour.com.au/learning-lifestyle



Jenny and Michael's story

15 years ago, Michael's life changed for the better when he moved into one of our supported living arrangements on the Sunshine Coast.



As someone with an intellectual disability, Michael needs support with daily tasks and enjoys learning new skills at his local Learning and Lifestyle hub.

His mum, Jenny is one of our most dedicated supporters and she told

us why she is going to include Endeavour Foundation in her will.

"I'm very passionate about Endeavour Foundation. They rely on public support to maintain these services. And they need your financial help and mine."

"The great thing is that Michael is treated with respect as an individual in the community. I know that if he's with Endeavour Foundation, all his needs are looked after.

They give him the most normal, well-rounded life possible with the security of a place that he calls his home."

"My son's welfare and future is my biggest concern. Without Endeavour Foundation, life would be very precarious. I hate to think what life would be like... I can't bear to think about it."

"There are very few other places like this. They're such a great provider of support for people with intellectual disability."

"Any money invested in Endeavour Foundation is well spent. You know it's going to be used wisely."

"By including Endeavour Foundation in my will, I'm making sure that they will always be able to look after Michael, and I'm helping to guarantee the secure future of more than half a million people with intellectual disability who live in our communities."



A generous gift in will is helping Endeavour Foundation provide another purposefully designed home for people with intellectual disability.

The Bundaberg home was originally an eight-bedroom house and is now being extensively renovated and converted to a duplex with two separate four bedroom residences.

Plans for the building have been prepared in close partnership with existing residents and carers.

Innovative design has been combined with practical, assistive features to help people with disability live more independently. New accessible bathrooms and a modern colour scheme will make the home comfortable and inviting. The addition of artwork,

picture frames and plants will provide a warm, personal touch.

Kerin McMahon from Endeavour Foundation said,

"While the NDIS helps fund housing for people with disability, it's mostly for essential items. With the support of our donors, we're able to make a house feel like a real home.

"We want to create a welcoming environment for our residents. A place where they feel safe and confident," Kerin added.

This project was made possible through a generous gift in will and the house will be ready for tenants in late 2019.

If you're considering making a gift in your will, you can phone 07 3908 7188.

Talk to us about the impact your support could have and find out more about leaving a legacy you'll be proud of.

John's new job



Out of work since 2012, John has faced many barriers — including his disability — that have led to anxiety, lack of self-confidence and little hope. Now armed with the right support and connections from his Disability Employment Services (DES) Recruitment Partner, Wendy Hannan, John's story has changed.

John Johnston, a machinery operator from Calliope, has ridden the wave of long-term unemployment. "Some people say that money isn't everything but it's pretty hard to survive without a decent income. You're not going to have the quality of life and the satisfaction that you'll achieve without being employed," John says.

He met with a lot of employment providers but felt all they did was take down his name and contact details. Then he approached Community Solutions, a part of Endeavour Foundation that offers people in Queensland and Victoria employment services, personal wellbeing programs and specialist disability supports.

When he first met Wendy, his DES Recruitment Partner, he was very quiet and withdrawn. John has a disability and has been sick for a couple of years due to injury. He felt like he was going nowhere.

"He came to us with very little hope and job prospects, he didn't think he would ever be able to find employment or find a career path in his chosen field," says Wendy.

John's confidence soared when Wendy found him his first job in years.

"Within the first couple of weeks, she found me employment. I mean, it was only temporary for three or four weeks but I was just so over the moon about

it. That sort of broke the barrier and put me back into the workforce," he says.

Wendy says that John has grown a lot. He's now more confident and he's more financially secure.

"He's always very positive and feels that he's been pumped up a little bit and there is hope!"

John says that Wendy went out of her way to find him a job and he's grateful for her support.

"I was so pleased with her that as soon as I got my second week's pay, I actually bought her a bunch of flowers!"

Wendy found John his machine operator role. He's now working five days a week helping build a local school in Calliope.

"It's what I do, you know, that's what I've been doing for 20 years. I wouldn't still be doing it if I didn't like it," says John.

Disability Employment Services supports people with a barrier to employment to find and keep a job through tailored employment services, training and skill development.

For more information, visit communitysolutions.org.au.



All in the family

Joining the workforce can be very intimidating but when you have your family right by your side (literally), it can be a little less daunting and possibly a lot of fun! We have so many Supported Employees at Endeavour Foundation who are family, we'd like you to meet a few of them.

The Mackay siblings

"Be what you want to be, be who you are, and if you decide to do something, believe that you can do it!"

Robert: My favourite thing about work is my friends. It's peaceful working with my sisters because they are in a different area (laughs). I'm a forklift spotter and I take my position very seriously. I'm very responsible.

Under the NDIS I have a goal of community participation for tag football and to complete an apprenticeship to become an electrician or gas fitter or boiler maker.

My message is to be what you want to be, be who you are, and if you decide to do something, believe that you can do it. Don't let anyone tell you're wrong!

Kylie: I have been working here for 13 years. I love it here, I get to mix with different people. I've learnt a lot about different disabilities and how to communicate with others. We learn from each other. Everybody here is not just work mates they are friends.

I believe in no judgments or favourites. Everybody must be treated the same and equal. I find this workplace amazing! I'm glad Endeavour Foundation is here to help me with my employment.

If you are looking for a work opportunity, give Endeavour Foundation a go! Always friendly, always supportive, so many activities.

Mt Druitt's mother and daughter duo

“Not only is it good enough for me it's good enough for my daughter.”

Julie: There's a big story behind how we came to be working here together. She did her work experience from school here. And I brought her in for an interview so that she could get a job when she left school. I was 51 at the time, and I said who's going to hire a 51-year-old? They gave me a piece of paper and I signed there and then. That was 14 years ago.

I started 12 months before she did. I've got disability all around me. Lots of people in my family either have a disability or work in the sector.

I felt at home here. Very comfortable working here and I love the people.

I love working here. I could not believe how good it is. Not only is it good enough for me, it's good enough for my daughter. I don't see this as a place for people with disabilities. I see it as an opportunity for people to live life to our full capacity.

Not only did I choose Endeavour Foundation for me, I chose it for my daughter too.

We are one big happy family here. Come join us!



Stacey: I love working here.

It was okay coming from school. On the last day we had a farewell lunch and they all said to me 'Well Stacey, since today is your last day of school, we want to wish you the best life you're going to have at work and we hope you have a good working life'. I loved it from the first day!

I love working with my mum, she's a best friend to me. We live together and work together and we are still excited to see each other. She is the best mum because she raised me as an independent, loyal, special, pretty woman. She understands that I want to make my own decisions and my own choices.

If you're interested in working at Endeavour Foundation

Call us on **1800 112 112** or email us at hello@endeavour.com.au. Find out what sites are near you by checking out the services tab on our website, endeavour.com.au.

Building a bright future in Cairns

The construction of a modern and fully accessible five-bedroom home in Cairns is officially underway!



Living more independently is often a major goal for people with intellectual disability and one that parents, family members and service providers such as Endeavour Foundation work hard to support them achieve.

A brand-new, contemporary house in Cairns – designed with comfort, safety and ease of access in mind – will be home to four residents and one support staff.

The new home is being built to the Platinum Level of Livable Housing Australia's Guidelines which assures that a home is easier to access, navigate and live in, as well as more cost effective to adapt when life's circumstances change. It's also going to be fitted with assistive technologies and built-in help alarms so the residents have the best opportunity to live independently with support available when needed.

"This is the sixth home we have built in the region in seven years, five of these have been funded by Endeavour Foundation directly, which is a total investment of \$3.3m and shows our ongoing

commitment to supporting far north Queenslanders," said Kerin McMahon, Endeavour Foundation's Executive General Manager of Service Delivery.

The house is being built using eco-friendly building products and will have environmentally friendly features including solar power, skylights and solar hot water system.

Russell and John visited their future home and declared that they can't wait for the house to be finished so they can move in!

"I can't wait to cook on my new stove!" Russel said.

We anticipate the property will be ready towards the end of 2019.

If you are interested in the possibility of moving into this fantastic new property, give us a call on [1800 112 112](tel:1800112112) to register your interest.

For more information on supported accommodation properties across Queensland, visit endeavour.com.au/vacancies

Quality, Safety and You

Like many service providers we've been waiting for the NDIS Quality and Safeguard Commission (NDIS Commission) to release its NDIS Worker Orientation Module...and in May the training was formally launched.

Called 'Quality, Safety and You' it is an online and interactive training designed in consultation with the disability sector.

We are excited about the training as it demonstrates how the NDIS Commission is helping to educate workers about quality and safety.

Our commitment to quality and safety is reflected in our structure, culture, systems and our approach in working with our customers.

That is why we are making it compulsory for all our employees to complete this 90-minute training.

We believe it offers our team a common understanding of the principles behind the NDIS and the commission.

It is a small but significant way we are ensuring our customers experience a consistent standard of safeguards from Endeavour Foundation.

After the training, our employees will have greater:

- awareness of the NDIS and its benefits
- understanding of the NDIS Quality and Safeguards Commission and how it can help resolve problems
- knowledge of the NDIS Code of Conduct and its relevance to their work.

**Tell us. We are listening.
We will act.**

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

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.

Please contact our Customer Practice and Safeguarding Team:

- **1300 730 334**
- **feedback@endeavour.com.au**
- **endeavour.com.au/feedback**

NDIS Quality and Safeguards Commission

NDIS Quality and Safeguards Commission (NDIS Commission) is a new independent agency established to improve the quality and safety of NDIS supports and services.

The NDIS Commission is responsible for promoting safety and quality services, resolving problems and identifying areas for improvement

so participants can access services and supports that promote choice, control and dignity.

If you believe that we have not resolved your issue relating to the quality and safety of our service, then you should seek to make a complaint directly to the NDIS Commission on 1800 035 544 or visit ndiscommission.gov.au for more information.

Election 2019

The federal election has come and gone, with a flurry of policy promises for voters with disability and their carers. So, what does the election result mean for the disability sector?

Endeavour Foundation welcomes the decision to create a position in the federal cabinet that is devoted to improving the NDIS. Stuart Robert MP has been appointed Minister for the NDIS and Government Services, while the former Opposition Leader Bill Shorten MP has been appointed Shadow Minister.

Senator Anne Ruston is Minister for Families and Social Services and Linda Burney MP is Shadow Minister for Families and Social Services.

Prime Minister Scott Morrison has identified the NDIS as an immediate focus for government. We hope to see action soon, on the following election commitments:

- NDIS Participant Planning Pathways, with a single NDIS point of contact for participants and the option of longer NDIS plans (up to three years).
- Community Connectors expanded to improve NDIS access for Indigenous Australians, culturally and linguistically diverse communities and ageing parents of people with disability.
- NDIS Participant Service Guarantee to set shorter timeframes for new plans and reviews, with a focus on children, accommodation support and assistive technology.
- A National Disability Information Gateway (website and 1800 number) to help people find local services.
- A 7% employment target for people with a disability in the Australian Public Service by 2025.

Endeavour Foundation will continue to work with State and Commonwealth Governments to see improvements in the NDIS, including through Alliance20 and our peak body, National Disability Services.

#teampossible spotlight



Meet Mt Druitt's Tara

My boss has a big dream for me. He's going to train me up in some new jobs. I'm pretty confident about it. I'll need to learn some new equipment but I love learning.

In my section, there aren't many females. I guess you could say it's male dominated. It can be more challenging to be the only female.

I'll be the first woman to do the new job. I'm still learning but I feel really good about it.

This morning I won an award. I felt surprised and proud. I hope that people can see me and want to give something a go.

There's always plenty of work, and something new to learn. If you like to challenge yourself you'll go places.

I come to work to do my best, to learn. I challenge myself. Practice makes perfect.

At the end of the day you feel good about yourself when you get home. You should never give up.

What's on?

Ipswich Fresh Futures

When: Wednesday 4 September

Where: The Workshops Rail Museum,
North Street, North Ipswich

For more information,
google 'Ipswich Fresh Futures'

Sunshine Coast Disability Expo

When: Thursday 5 September

Where: Venue 114,
114 Sportsmans Parade, Bokarina

To register go to disabilityexposc.com.au

Sydney Disability Expo

When: Friday 13 - Saturday 14 September

Where: Exhibition Hall 4, Sydney Olympic Park

To register go to sydneydisabilityexpo.com.au

Mackay Disability Expo

When: Friday 13 September

Where: McDonalds Multisport Stadium Mackay,
107 Juliet Street, Mackay

To register go to disabilityexposc.com.au

Brisbane Disability Expo

When: Friday 1 - Saturday 2 November

Where: Royal International Convention Centre,
600 Gregory Terrace, Bowen Hills

To register go to brisbanedisabilityexpo.com.au

Melbourne Disability Expo

When: Friday 22 - Saturday 23 November

Where: Melbourne Convention and Exhibition Centre,
1 Convention Centre Place, South Wharf

To register go to melbournedisabilityexpo.com.au

Battle of the Bands

Sunshine Coast

Tuesday 20 August 2019
The J, Noosa Drive,
Noosa Heads, Queensland

Battle of the Bands is an event for people of all abilities to showcase their musical talents in a supportive and inclusive environment.

Come along and enjoy a day of musical feasts and celebrate the creative talents of the performers!



endeavour.com.au

Area Committee election results

The 2019 elections of Endeavour Foundation's ten Area Committees have been completed. As the number of nominations received did not exceed the number of positions open for election in each area, all candidates were appointed, effective 12 August 2019. Here is the list of duly elected Members for the ten Area Committees:

Brisbane Metropolitan

Carolyn Lyell
Ian Millard
Alison Semple

Central Queensland

Aileen Trace
Allan Trace

Far North Queensland

Robyn McGuiggan

Moreton-Sunshine Coast

No nominations received

North Queensland

No nominations received

South East Queensland

Don Magin
Michael Robinson
Denise White

South West Queensland

No nominations received

Sydney

Ann Hodge
Tony Hodge
Allan Tan

Victoria

No Nominations received

Wide Bay

James Buchanan
Thelma Coco
Gerry Crotty
Pam Nicol
Patricia Shemlowski
Max Voigt

If you would like more details regarding these results please email companysecretary@endeavour.com.au or call 07 3908 7211.

It's your life.

What do you want to do?

Whether you want to have fun, meet new people or learn a specific skill, we have a range of programs to help you explore your dreams, goals and potential.

At our Learning and Lifestyle hubs you can get involved in:

- Life skills and independent living
- Computers, technology and our groundbreaking Virtual Reality learning
- Leisure, adventure and recreation
- Creative and passion projects
- Getting out in the community

Talk to us today about your dreams and goals. **#imaginewhatpossible**

☎ 1800 112 112

✉ hello@endeavour.com.au

📘 @endeavourfoundation

Meet Evangel

"I need variety, to be active, have a vibrant social life and do creative activities. We do all of that and more at Endeavour Foundation."

Evangel, School leaver.

