

One Endeavour



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One Endeavour is the official Endeavour Foundation magazine full of news and stories featuring people with disability.

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 Endeavour Foundation

70 years of making possibilities a reality



What an incredible end to Endeavour Foundation's 70th year. As 2021 draws to a close, I wanted to take this opportunity to recognise the challenges we have overcome and celebrate a milestone year for Endeavour Foundation.

Seventy years ago, a group of parents declared they'd had enough of mainstream Queensland education excluding their children with intellectual disabilities from the classroom and decided to take matters into their own hands. They began a movement that forever changed the lives of people with intellectual disability, their parents and carers.

Since then Endeavour Foundation has become a leader in the disability services space, advocating for the rights of people with intellectual disability and supporting them to live their best life. With your support, we have made possibilities a reality for 21,000 people across Endeavour Foundation and Community Solutions Group. Whether it was learning new skills, living independently, socialising and making new friends, finding a job or becoming integrated with their community, this could not have been possible without you.

In our final Platinum Anniversary edition of One Endeavour we announce our increased investment to our landmark *My Home, My Life* initiative, set to change the lives of dozens more people with disability. When we announced this initiative last year, we committed to spend \$35m over three years to build brand new accessible homes and renovate existing homes. We're now increasing this investment to \$45m over four years due to the enormous community need for accessible housing.

While we continue to see the people we support flourish, I wanted to take this opportunity to recognise the tremendous effort of our Fundraising team and rally supporters. This year's Great Endeavour Rally faced uncertainty with lockdowns and border closures. Overcoming these hurdles,

43 teams raised more than \$578,000 for Endeavour Foundation to continue to support people with intellectual disability.

While this year was a celebration for many of us, with key events like Battle of the Bands, our Imagine What's Possible competition, and the roll out of our Vaccine Hubs to vaccinate our communities against COVID-19, I wanted to also recognise our sites and services in New South Wales and Victoria that were impacted by lockdowns. The resilience of our staff and customers during this time was truly inspiring, and I want to express my appreciation and gratitude for the teams who continued to stay connected with our customers.

I am honoured to have led this great organisation as interim Chief Executive Officer, and now hand the baton over to David Swain as our new CEO.

David is well prepared to build on our proud history, with a track record of growing sustainable organisations and a strong focus on capacity building and connection to purpose.

David's career has been largely in for-purpose organisations, like Endeavour Foundation, focused on positively impacting and supporting people in the disability, aged care, and housing industry.

In my role as interim CEO, I have met incredible people who share a common set of values that have called us to work in an industry which cares and supports people with disability. I want to thank you for your continued support of Endeavour Foundation to help us make possibilities a reality.

Wishing Endeavour Foundation members, partners, customers, and employees a joyous, safe, and healthy holiday season and Happy New Year.

David Blower
Interim CEO

THE GIFT OF A NEW HOME



Annamaree Maguire is one of the first people to move into a brand-new home in Toowoomba as part of Endeavour Foundation's My Home, My Life initiative.

Like many parents of people with intellectual disability, one concern is ever-present for Vivienne Maguire:

“Who will care for my daughter when I’m gone?”

Now, thanks to Endeavour Foundation, Vivienne will have the reassurance of knowing her daughter Annamaree – who lives in Toowoomba – is moving into a brand new, purpose-built, fully accessible home that’s hers to live in for as long as she chooses.

Annamaree who celebrated her 45th birthday this year, said she was excited about the new home.

“I’m not going to be sad at all, because I’m going to be living in my brand-new home,” said Annamaree.

“I’m very grateful for my new home, it’s a dream come true.”

Vivienne said she was excited that Annamaree would be moving into a purpose-built home with the friends she’s chosen to live with.

“When I heard the news about the new home, I thought it was fantastic,” Vivienne said, “I think it’s the best thing that ever happened.”

Our pledge to tackle the accessible housing shortage

The first homes have been completed in Toowoomba, Bundaberg, Townsville, Gold Coast, Sunshine Coast, Ipswich, and Brisbane, as part of Stage 1 of our landmark *My Home, My Life* initiative.

Former CEO Andrew Donne said he was pleased to be at the opening of the first homes in Toowoomba after launching the *My Home, My Life* initiative in Toowoomba eight months ago.

“I am extremely proud to be involved in the completion of the first tranche of new accessible homes as Endeavour Foundation celebrates its 70th anniversary.”

“We’ve come a long way in 70 years but people with intellectual disability still face challenges of social stigma, discrimination, and a lack of suitable homes to live in.”

“It’s a big step in any person’s life when they leave home and we know many adults with disability find themselves living with aging parents, who have played an important role as carers, but are now increasingly in need of support at home themselves.”

“To those parents and individuals in need of support, I’d say you can reach out for help from organisations like ours, with support funded through the National Disability Insurance Scheme,” Mr Donne said.

“The fight for equality of opportunity continues. I urge all Queenslanders to get behind our drive to ensure people with disability can access a secure and stable home to live in that meets their needs.”

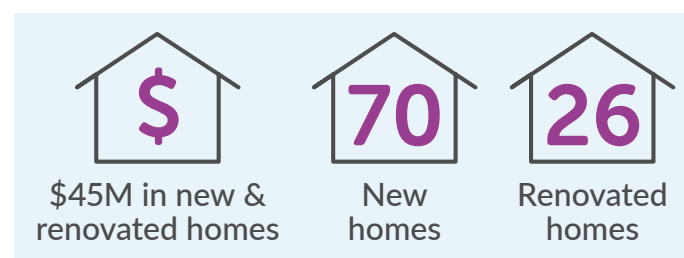
“People have the right to choose where they live and who they live with,” Mr Donne said.

For more information or to register your interest in the new homes go to endeavour.com.au/myhome-mylife.

Our increased investment

When we launched our *My Home, My Life* initiative in 2020, we committed to spend \$35m over three years to build 59 new accessible homes and renovate 26 of our existing homes to the highest standards.

We’re now increasing our investment by an additional \$10m due to the enormous community need for accessible housing.



We are investing \$45m over four years on accessible housing, giving Queenslanders with disability the choice to live more independently in a home that meets their needs now and into the future.

The second year of the *My Home, My Life* initiative will see new homes in Toowoomba, Logan, Ipswich, Mackay, Sunshine Coast, Rockhampton and Cairns, with a greater variety of homes to be built, including duplexes and townhomes.

Your support

A home is about more than bricks and mortar, it’s a sanctuary, symbolizing our individuality and independence. Our *My Home, My Life* initiative gives people a place to truly call home and the independence to live life in a way that they choose. There are many ways to support our drive to build accessible homes. To get involved, go to endeavour.com.au/fundraising.





A guide to Supported Independent Living

Navigating the world of Supported Independent Living (SIL) can be complicated, but we hear time and time again that it's one of the most rewarding things that someone can do. The independence that people gain can be life changing. We've created a simple guide for those ready to begin their SIL journey.

What is SIL?

SIL stands for Supported Independent Living. It's how the NDIS helps people with a disability live independently.

Getting the right NDIS funding

To receive SIL supports, you need to have the right NDIS funding.

As with any NDIS funding, it will come down to whether the supports are reasonable and necessary for your situation.

Build a team

Here are some of the key people you'll encounter on your journey to help you with this change:

Your Support Coordinator

Most people who receive SIL funding also have Support Coordinator funding. Your Support Coordinator will help you through the process by taking you through your options, finding solutions, helping you get organised, and more.

Your family

Moving out of home is a big deal! It can be a big adjustment for people, so it's good to have everyone on the same page.

Your supports

There's more to moving out of home than what's involved in the NDIS. You will want to make sure you are ready. This can involve learning new skills, building confidence, and getting ready for change.

Healthcare professionals

To make sure you get the right supports for you and your needs, you'll have to go to a lot of appointments. The most common one is with an Occupational Therapist (OT).

Find a provider

Why 'find a provider' instead of 'find a house'? That's because SIL can work a bit differently to other NDIS supports. SIL funding covers the supports in the home, and not the home itself.

You want to find a provider that is reliable, caring, and is good with detail. Your Support Coordinator will help you with this. They know who the best providers are for you, your needs, and your wants.

About ratios

At this point in your SIL journey, you will start to hear about 'ratios'. Depending on your needs, you will be funded for a particular ratio. This is the breakdown of staff to customers in the house. Someone with a ratio of 1:2 is likely to need more support than someone with a ratio of 1:4.

The whole house 'pools funding' which means that everyone in the house will likely need a very similar level of support.

Meet the housemates/staff, see the house, and do assessments

Next is one of the most important steps – meeting the housemates, staff, and seeing the house in person. Like with any house-sharing opportunity, you can get to meet everyone in the home. For many people it's what makes this whole process feel real and exciting.

Create a roster of care

A 'roster of care' is a document that looks at what kind of supports you need, when you need them, and how you would like them to be delivered.

To get a roster of care, you will likely need to attend a few appointments. These are commonly with an OT but can be with a whole host of people (it really depends what supports you require).

Your provider will put this together and send it to the NDIS.



Trial it

Moving out of home is not something you want to rush into, so you will likely have a trial period living and sleeping at your new house, to make sure that it's right for you. During this trial you can get to know everyone and make sure that you are happy with your choices.

Move in

Congratulations! If you are at this step, it means that you are ready to move into your new home.

Visit our website endeavour.com.au/home or call us on **1800 112 112** to find out how we can support you.

MY ROAD TO INDEPENDENCE

By Janie Hopkins

Hi, my name is Janie. You may know me from the stories I have written and starred in previous One Endeavour magazines. I was even on the cover last year. I'm a bit of a star here at Endeavour Foundation.

I have been working here at Endeavour Foundation since 2011. Yep, that's 10 years, and I absolutely love it!

This article is about my road to becoming independent.

I know that independence can mean something completely different to other people.

For me, independence means moving out of my family home and to a place I can call my own.

Becoming independent is a step-by-step process for me. Some people like to jump headfirst into a new challenge. But I like to make sure that I am ready and have the skills that I need first.

To all the people who want to move out of their family home, go for it. I have three pieces of advice for you:

1. Surround yourself with people who support you 100%

First, I think it's very important to have the support of the people around you. It's vital to have support wherever we are in life, really. Count on your parents and friends for support.

A lot of loved ones are supporting me. My mum is supporting me 100%. My beautiful friends Adriane and Nat are a big support for me. And also, one of my special friends is moving out of home so we're doing this journey at the same time and supporting each other. It means so much to us both.

2. Learn important life skills

Learning how to cook is an important step in my journey. My darling cooking partner and my Support Worker Tamara have supported me in my road to independence and we always cook up a storm in the kitchen. Learning how to sew is another skill that I learned.

For you it could be anything from learning how to handle money or catching public transport.

3. Dream big, believe in yourself, and make it happen!

We are in control of our own destiny. We just need to believe.

Starting the **CONVERSATION** about **MENTAL HEALTH**



Lucas, 28, is a brilliant writer and is full of really handy life advice.

10 October marked World Mental Health Day, a day to raise awareness of looking after your mental health and the help available. Lucas, from our Business Solutions site in Wacol, Brisbane details his lived experience managing his mental wellbeing from a young age.

I'm someone who unfortunately has struggled with mental health problems for the majority of my life.

It often feels as though my mind is working against me and no matter how hard I try, I just can't do anything right or that I'm thought of lowly by those around me.

Sometimes, it can feel as though I can't get myself out of bed or that there's no point in doing so.

Sometimes, it can feel like I have no energy and I shut off from the world around me.

Late at night, I might struggle to sleep because it's just my negative thoughts and I... alone together.

Thankfully, I'm fortunate in that I'm not alone in dealing with my anxiety and depression. I have family and friends who love and respect me greatly and a psychologist who I see regularly.

Even if we might have these things, there's still more we can do to look after ourselves and others who might be in need.

Here are my tips on how we can make the time for our mental wellbeing

- Start the morning with coffee (or tea, if that's more your jam, or jam!)
- Go for a walk (or run, whatever floats your boat)
- Scream at the sun (completely optional, of course)
- Eat healthy (always).

It might not seem like it now, but things will get better in the future. We just need to be around to see it through.

Help is always available

If you're feeling down, make sure to talk to someone you trust. That someone could be a family member or a good friend. You can also call Lifeline on 13 11 14. They are available any time you need a safe space to talk about your worries or concerns.



Looking back on 40 years and ahead for many more

Alison Semple first discovered Endeavour Foundation nearly 40 years ago.

“I had a distant relative in regional Queensland who swore by the [Endeavour] Foundation.”

When Alison’s daughter Sheena, who has an intellectual disability, was ready to start school she received recommendations from friends, health professionals and educators that Endeavour Foundation would be the right fit for her family.

“Endeavour Foundation, unlike other schools, offered ancillary services that were so vital for the growth of children with intellectual disability – physiotherapy, speech therapy, and support from a group of very committed people,” Alison said.

Since Sheena was born, Alison and her husband Bill have been strong advocates for people with intellectual disability. Through their work with Endeavour Foundation they have supported many parents, helping them get the best support from the National Disability Insurance Scheme (NDIS).

“The thing about being in the world of disability is that it’s actually a large family. We’re always connected, no matter where we are in the world, providing each other with support and lifelong friendships,” Alison said.

Over the years many things have changed for Australians with disability. “Endeavour Foundation helped advocate for these huge changes in society, and to get the NDIS up and running,” she said.

“Endeavour Foundation itself has changed also, with Learning and Lifestyle Hubs providing stimulating programs. The staff are brilliant at understanding Sheena’s needs and how to support her health and provide advice.”

“The attitude to housing has changed too, with the focus shifting from facilities to homes. The standard has clearly increased.”

“It’s about giving people with intellectual disability a life of equality, and for us, this means we can ensure that Sheena will be safe when Bill and I can no longer take care of her,” said Alison.

Today, Sheena lives independently and regularly attends her local Learning and Lifestyle Hub.

A lifetime supporter



At 88 years of age, Henk Horchner has seen firsthand the challenges people with disability and their families face. He has also been lucky enough to see great change over his time – for the better.

He began his journey with Endeavour Foundation in support of his wife Denise, whose daughter Carolyn has Down syndrome. Prior to marrying Denise 34 years ago, Henk worked with people with disability through multiple council jobs and volunteer organisations. Armed with letters of introduction from the Brisbane City Council where he worked at the time, he even self-funded more than one European trip to research different approaches, types of housing and care.

This meant Henk's strong advocacy in Australia was bolstered by new ideas and information which he shared with his networks, various government bodies and fellow parents.

Henk was in fact front and centre of Endeavour Foundation's campaign for a government-funded support system. In 1986 Henk addressed a Senate enquiry in relation to a personal international study of disability services in Belgium, the Netherlands and the UK.

"I knew the NDIS was going to be successful before it was introduced because it provided greater flexibility and funding."

"This financial support is so important to families because it puts their minds at ease financially and mentally, and although the system is not perfect, it replaced one that was frustrating to navigate," Henk said.

For nearly a third of Endeavour Foundation's 70-year history, Henk has been a key advocate, Support Group member and coordinator driving change within the industry. From the entire Endeavour Foundation family, we offer our sincerest thanks for his service and commitment to the people we support.

The future is bright



This year Endeavour Foundation marked 70 years of turning possibilities into reality for people with disabilities and their families. To mark this Platinum anniversary we held our ever-popular Battle of the Bands across 50 locations throughout Queensland, New South Wales and Victoria.

More than 100 performers with disability across 16 acts showed off their talents and love of music by taking on songs by music legends such as John Denver, The Beach Boys, and Elvis Presley.

Toowoomba's K Springers (pictured above) won "judges' choice", the Incredible Imperials from Labrador received the award for "most energy in a performance", and The Boulevards from Mermaid Waters took home the "best costume" award.

Celebrations like this would have been an impossible dream in 1951. Seventy years later, their simple message remains our driving force - everyone deserves to have the same rights and opportunities.

By celebrating our past we also look forward to a bright future.



Great Endeavour Rally raises record funds for people with disability

On Saturday, October 16, long-time **#teampossible** supported employee Karl stood at the front of a hall in the Charleville RSL and shared something special.

“This has been an excellent experience. I know that what I do each day at work and chasing other goals, it wouldn't be possible without you”.

These were the words Karl shared to an eager audience of nearly two hundred people at the end of a grand off-road adventure. As Karl spoke, you could see how his honesty was changing the energy of the room. The community of adventure seeking supporters listening in, all of whom had gone the extra mile to make this experience and its impact the best it can be, could see why they were part of this annual drive to parts unknown.

In 2021, the Great Endeavour Rally and the community of outstanding people known as the rally family proved that anything is possible if you've got a goal and the right people around you.

The 2021 adventure, dubbed “the Simpson Desert Adventure”, was postponed twice due to lockdowns and border restrictions but ultimately more than 43 teams banded together to raise more than \$578,000 for Endeavour Foundation, a record-breaking total.

Endeavour Foundation Event Specialist Nathan Woolhouse, who played a major part in enabling the rally family and getting the event on the road, said “the rally bounced back, we had the highest number of entrants we've seen in years and raised an astonishing amount of money for people with disability, despite the fact that some of our entrants couldn't get across the border from New South Wales.”

Along for the ride were three supported employees, who were able to connect with the people working hard to make their dreams come true and see the best sights this country has to offer.

This year, the lucky three included our friends Karl and Tammie from Wacol Business Solutions, and Matt from Burleigh Business Solution.

Throughout the trip, this intrepid trio jumped in a packed 4WD alongside their support workers and saw corners of Australia rarely explored.

From Birdsville and the Dig Tree to epic sand dunes and traditional homesteads, Karl, Matt and Tammie saw things very few Australians have ever had the chance to see. All the while, they also built connections with new friends, and grew their confidence with the help of the rally family.



“It was my second time on the rally. I actually went on the rally seven years ago in 2014 but my experience this time was even better,” Tammie said.

“The bit I enjoyed the most was Big Red and seeing all the cars go up the big sand dunes around the corner - it was really good.”

Matt, who had applied to be on the rally multiple times over the years, almost thought the trip would never happen.

“This was my fourth time applying to be on the rally and I thought COVID would mean a no go, but here I am.”

“I have always wanted to experience Western Queensland and see what’s out there. It was awesome doing it alongside the rally crew.”

Now, with the adventure behind him, he, like Karl, is seeing things differently and considering even bigger goals for his life.

“I really, really want to learn more about being a mechanic. To do more with cars for fun and for others, and maybe someday have my own car out there on the Great Endeavour Rally”.

The money fundraised by this year’s rally participants will feed into the Thrive Learning program, which aims to make the goals of people like Matt become possible.

Comprised of a growing list of life and workplace skills-development resources, Thrive Learning is helping people with intellectual disability to work and thrive in their own way each day.

While the impacts might not be seen tomorrow, the rally family see that the Thrive program is a chance to give Karl confidence on the job, to help Tammie explore more of the wider world, and for Matt to chase interesting new dreams.

None of this would be possible without the hard work of our participants, and the support of the 2021 rally sponsors - UV4X4, OZtrail, Companion, Campfire, Enerdrive and Transport Field Service.

It truly was the adventure of a lifetime.

THE 2021 GREAT ENDEAVOUR RALLY ROUTE

Scrutineering was held at Nindigully on 7 October with a welcome dinner and overnight stay in St George. The rally left St George on Friday 8 October, stopping at Hungerford (8 October), Cameron Corner (9 October), The Dig Tree (10 October), Betoota (11 October), Big Red Camp (12 October), Birdsville (13 October), the Mystery Stop (14 October), Adavale (15 October) and crossed the finish line in Charleville on Saturday 16 October.



Community Solutions helped Dave find an inclusive workplace where he's thriving and loved by local customers.

Dave lands a job at Woolworths

When Dave and his family moved to Australia from New Zealand, they visited many different Disability Employment Service (DES) providers looking for help with finding him a job. For two years, they were told time and again that no one could support Dave.

However, when Dave's doctor recommended they give Community Solutions Workforce Partner Sara a call, everything changed.

Dave's mum, Anne, said, "I was a little bit hesitant at first, because we'd been turned down by so many groups. But before I even sat down with Sara, I knew she was going to find us something. She listened."

A fresh start in Queensland

Sara soon found Dave a job collecting trolleys at Woolworths in Beerwah. He already had more than 12 years' experience doing just this in New Zealand, so he was ready to jump right into his new role.

And Dave loves being back on the job. He said, "When I drive into work, I look around and see if there are trolleys or hazards around the car park. I then hop out of my car and I don't muck around. I just go inside, clock in, and start working."

Quickly a customer favourite

Dave's Woolworths manager Joel said he's an incredible asset to the team.

"At our store, everyone is equal and everyone deserves a shot, and David does an absolutely fantastic job day in and day out."

However, it's when Dave interacts with customers that he really shines. "He's a great chatter – the customers just love him. He does his job really well in making sure the trolley bay is full, but I think it's his care for the customers where he goes over and above," said Joel.

A bright future

In both his home and work life, Dave is also known for being conscientious and loyal and his mum said he never lets anyone down – especially his colleagues. This strong work ethic is one of the reasons he was recently moved onto a permanent part-time contract at the store.

When Dave was asked if having this job makes him happy, he smiled and said, "It sure does."

If you have a disability, mental health barrier, an injury, or health condition, the Community Solutions' Disability Employment Services team can help you find a job that's perfect for you. We've been helping people for more than 20 years.

**For more information:
Call us on 1300 770 145 or visit our website communitysolutions.org.au**

Jessy gets work ready



Determination is a powerful thing. Combine it with passion and hard work and you get someone like Jessy.

Whether it's assisting his peers on the production line, filing paperwork in the administration building, or supporting community activities, Jessy loves helping out where he can.

Recently, Jessy has been putting in the hard yards to prepare for open employment with Endeavour Foundation's Get Work Ready program.

"I'm doing the Get Work Ready program because I want to be a support worker to help people with disability."

"I am passionate (about) helping people with disabilities, and help them achieve their goals, and be treated like everyone else."

"By getting a job with support from this program, I want to show everyone that people with disability can do anything that they put their mind to."

Jessy is so keen to start putting his new skills to use, he's already started assisting at the local Learning and Lifestyle hub.

"I want to work at the Learning and Lifestyle Hub and run the gardening program."

Service Design and Implementation Partner, Brent Suhr said the program is designed to equip young adults with intellectual disability with the skills they need to become ready for the workplace.

"We want to help young people with intellectual disability develop work-ready skills such as goal setting, working effectively with others, building and maintaining relationships, and numeracy and literacy."

It's not always a straight path from school to work. Finishing school and transitioning into the 'real world' can be exciting yet intimidating experience for anyone, but for many people with disability, this step can feel even harder.

Brent says the program is a great opportunity for people with disability to get guidance and develop skills for their chosen employment pathway.

"We know employment can be a key stepping-stone on the way to building independence and personal growth," he said.

Get Work Ready launched in Toowoomba in July 2021, and offers participants practical skill-building, social connection and personal development in a safe, engaging, and supported environment.

In 2022, the Get Work Ready program will be offered in Toowoomba as well as three new locations - Brisbane, Ipswich and the Gold Coast.

To find out more about the Get Work Ready program visit endeavour.com.au/work-ready

Velcro goes VOGUE



Choosing an outfit to wear that is comfortable, looks great and makes you feel great is a daily challenge. Dealing with buttons, zips, laces, clips, ties and all other means of getting into and out of those outfits can add another level of frustration, especially for many people with disability.

Fashion is a form of self-expression but also follows trends that make us feel a part of our community. In a nutshell it's a way to be you, and feel included, something people with a disability have been trying to achieve for a while.

Adaptive clothing is a new(ish) movement in the fashion industry. And when you've got brands like Nike and Tommy Hilfiger on board, you know it's gaining momentum.

This newest trend is about creating clothing that delivers function as well as style. It's about removing the frustration of getting dressed for people of all ages, body types and abilities. Think widened pants with easily adjustable hemlines, slip-on shoes, Velcro and magnetic closures, and one-handed zippers designed to make life easier for just about everyone.

The best adaptive clothing designs opt for fabrics that suit people with sensory preferences, to improve comfort and reduce friction, while still being on trend. Yet, what really sets them apart is the greater independence they deliver for people with disability, some of whom may never have dressed themselves without assistance.

Globally, 15% of people have a disability, and they are widely accepted as the most marginalised sector in the world. Yet with dramatic improvements to accessibility and inclusivity in our workplaces and communities, people with disability are becoming more and more visible and playing a greater role in society. So, it makes a lot of sense that they really want

a great outfit to get out and about in. The sector represents a tremendous opportunity to the fashion world, and key players are starting to realise that designing garments for people with disability is just about greater function, something we all want more of as consumers.

The fashion industry has embraced plus sized customers, different cultural needs, and now it's ready to give the disability sector a great big hug too.

The recent launch of online retailer The Iconic's curation of adaptive clothing was a huge coup for the industry. Who knows, it might not be too long before we see more diversity on the catwalk.



Sean's Style File

Hi, my name is Sean. You can say I'm a bit of a 'Drama Queen' because I love theatre, fashion and dressing up in clothes. At the

moment, I'm wearing a shirt that's printed with colourful palm trees. It's great for summer. I go shopping a lot and try on a lot of clothes to figure out what works best for me. Staff sometimes have to help me with my buttons because I have a disability that affects my hands, this means I find things like closing buttons and opening jars a bit difficult. When I can dress easily, it frees up my time for other things. It also makes me feel more powerful and independent, which is really important to me. I like that fashion is becoming more accessible.



Carol unearths Triple J

A dream came true for Carol from Warwick recently, when she got the chance to be a guest presenter on her favourite radio station, Triple J.

One of our Imagine What's Possible competition winners, Carol was thrilled to be able to announce three songs of her choosing to the Triple J audience, as well as share why she chose the songs and what she loves about them.

A long-time listener of the station, Carol has had a love of music ever since she was a little girl, and would listen all day if she could.

"I listen (to the radio) as soon as I wake up," said Carol.

"I love the songs on Triple J because I like the lyrics and the beats."

While she also chose tracks by Dom Dolla and Meduza to share, the final song chosen was by Carol's favourite band, the Jungle Giants. What does she love so much about the band?

"Their personalities, and the lyrics that mean something."

As part of living out her dream of being a rock star radio announcer, Carol got to visit the ABC Southern Queensland station to record her segment in studio.

"I was so excited to be in Toowoomba," said Carol.

"It was fun! Thanks to Endeavour for making my dreams come true."

Stay tuned to our social media channels to find out more about how Carol enjoyed her radio announcer experience, and how we made her dream come true.

A slick operation sees the launch of a 'green adventure'

Jamie Burchardt, 37, is among 70 supported employees benefiting from a partnership between Komatsu Australia and Endeavour Foundation.

Our Geebung Business Solutions site has partnered with earth-moving equipment manufacturer Komatsu Australia to create long-term job opportunities for people with disability, while diverting thousands of kilograms of waste plastic.

Komatsu Australia uses oil testing kits to rigorously monitor and maintain the safe operation of major earth moving equipment by testing for abnormal wear and contaminants. However, this is the biggest plastic waste for the company, generating an estimated 10,000kg of plastic each year that goes to landfill.

Workers at Geebung will clean tens of thousands of the yellow plastic cannisters containing the oil testing kits and re-pack them, diverting more than 145,000 of them back into circulation across the eastern seaboard.

Simon Cook, Endeavour Foundation's Acting General Manager of Work and Community, said Supported Employees were over the moon when they heard about this partnership.

"Our passionate and highly motivated team at Geebung are ready to do their bit to keep plastic from landfill," he said.

"The partnership with Komatsu is wonderful as it is one of the largest contracts for some time for our Geebung disability enterprise and will guarantee meaningful employment for people with disability."

"2020 was a very difficult year for everyone and these kinds of commitments give us all a sense of hope when we see the immediate effect that positive work can have on our communities."

For 37-year-old, Jamie Burchardt, each new commercial partnership means ongoing, stable employment and the opportunity to keep learning new skills and progress in his career.

"Endeavour Foundation helped me get my forklift licence three years ago," said Jamie who works three days a week at Geebung Business Solutions

"Next, I want to start learning how to use the high-reach forklift so I can do even more jobs."

Through supported employment people gain greater confidence, self-esteem, engagement and wellbeing. Working is also a motivation to gain and maintain independent living skills like self-care, using public transport, working with others and time management.

A little bit of Holly this Christmas



Holly Walton is an accomplished jewellery maker and painter at QArt Gallery.

Holly Walton is an accomplished painter and jewellery maker who has a disability. As a resident artist for QArt, a program that nurtures talented artists within the disability community in Victoria, Holly has had the opportunity to develop her unique style, which has attracted interest and acclaim in the local art world.

Having recently launched her latest series of jewellery, watercolours and festive card designs, we spoke to Holly about her artistic journey.

What do you enjoy most about creating your art?

Painting and drawing keeps you busy. Since growing up in the country. I love the colours and especially painting Australian nature and wildlife. I always did love the Australian countryside, animals, blue wrens and other birds.

What does it mean to you, to have the opportunity to produce and sell your creations through QArt?

I really enjoy that other people want to buy my art and having a space to create them is nice. It's really nice to know someone wanted to take something I created home with them. I also enjoy entering art competitions. I think everyone likes to win things, it's a fun way to get your art out there.

Are there any artists you see as role models who have helped you develop your unique style?

I like the earlier artists like Claude Monet, Alphonse Mucha, Auguste Renoir – their use of colour and pattern work. Monet's 'Water Lilies' series is inspiring.

How did you start out?

There's not much to do in the country. I've been painting since primary school. My Dad used to give me some tips. I entered and won a few competitions during school.

Tell us about winning the City of Boroondara Party Art Prize for your drawing "Lady Sings the Blues" in 2015.

It was my first big win. It was super exciting to win some money for your artwork. I think I got the blue theme right for that competition. "Team with the theme" they say, it helps. I've since been nominated for other competitions as well and always looking for more.

What inspired your floral Christmas card design?

I tried to keep it in Australian theme and colours and was looking for something new and different. An Australian floral Christmas is a design that's more me than traditional Christmas cards. I'm a bit of a perfectionist so I like to get it right.

How you can support QArt

QArt gives talented artists with disability the opportunity to develop their artistic talents in a fun and supported environment. Each year the QArt Studio artists look forward to creating the new Christmas card range. Holly, and other artists have created both print and digital Christmas cards to purchase. You can see the full range on their website at qart.endeavour.com.au

The spontaneous lunch date dilemma



A guide to organising lunch with your support worker.

When it comes to grabbing lunch with your support worker, what is the correct etiquette? Who pays for lunch?

The spontaneous lunch date dilemma

Amy has an intellectual disability and uses a wheelchair. Her support worker Helen visits once a fortnight to help Amy run errands, attend educational or social outings, and so on.

Amy wants to have lunch at a local restaurant with Helen, but isn't sure if she should:

- Pay for both herself and Helen's meal since she wants to have lunch out?
- Agree to split the bill equally, not knowing what Helen might order?
- Suggest they each pay for their own meals?
- Decide on a venue that both she and Helen prefer?
- Have lunch at the restaurant she wants regardless of whether Helen decides to buy food?

Who pays for lunch?

Endeavour Foundation Support Worker Aaron Rose says it is not uncommon for some people with disability to assume their support worker might cover their expenses during a scheduled visit, and in certain circumstances some support workers do. What most people may not realise is their support worker is rarely reimbursed, and the expenses are not tax deductible, which leaves them out of pocket.

According to Aaron, one-on-one visits that extend through a regular meal-time may require some advance communication and planning. Establishing a routine that suits you and your support worker will remove any uncertainty about whether you prefer to eat out or at home during their visit. If you opt to eat out, you should also think about what type of food outlet or restaurant you might both like.

Whilst there's no hard and fast rules, generally each individual is responsible for their own food expenses when they choose to eat out together.

When is it ok to organise lunch?

When a Support Worker forms a friendship with a client, they may offer to take them to lunch for their birthday, an anniversary date of their first meeting, or another special occasion. This should always be determined by each individual support worker, the relationship they have with their client, and the circumstances.

A guide to dining etiquette

We all love the idea of a free lunch, but "going Dutch", or splitting the bill is a more accepted practice. So next time remember these things:

1. Plan ahead – agree a date so both of you can enjoy lunch
2. Choose a restaurant and location you both like
3. Always split the bill so you each pay for what you ordered
4. If you are unsure or need help, your lunch date is also your Support Worker, and they will help you navigate how, and how much, to pay.

A millionaire by Christmas?!

Inside our Eumundi prize home

There's a lot to love about our latest prize home. It's got 5 bedrooms, it's positioned in the Noosa Hinterland and it's on 1.4 very lush acres - but perhaps the best thing about it is that it could be all yours.

On December 23 someone is going to be getting a life-changing call, letting them know they have won this sprawling \$1.4 million home.

With so many bedrooms and so much space to roam, you can entertain the whole family these holidays. There's a swimming pool, dedicated kids' playroom, veggie garden, pizza oven and smoker, John Deere S120 ride-on mower, Vuly Thunder trampoline and it even comes with an awesome custom retro caravan to take you on getaways wherever your heart desires.

Our prize homes have a legacy of not only changing the lives of our winners, but also the thousands of Australians with disability who are supported by Endeavour Foundation. The money raised from these lotteries goes back right into our organisation.

To have a look at all the pictures and buy your tickets, head to our website:

endeavourlotteries.com.au



And if you happen to see this after the draw closes, not to worry - we have some cracker properties coming up in 2022 that you can get involved in. Our website is the place to go to take a look.

A job well done

Thanks to Endeavour Foundation's vaccination hubs 5,637 people across Queensland did their part to fight back against the pandemic by being administered Pfizer doses.

As the vaccination program started to roll out across Australia during 2021, it became increasingly clear the 'one size fits all' approach of government-run clinics presented challenges for the people we support.

Government hubs, most often based in crowded, noisy hospital settings far away from accessible parking, were not suitable for many people. Something had to change if we wanted to help protect our community.

In June, our first dedicated Endeavour Foundation vaccination hubs started with two trial sites opening in Brisbane.

This tremendous achievement was the result of months of hard work convincing governments of our immediate need for vaccinations and the challenges faced by staff and people we support in using public hubs.

In partnership with the Commonwealth Government and Healthcare Australia (HCA), people with disability, their families and carers across Queensland were administered Pfizer doses in the familiar environment of their own home, or on-site at an Endeavour Foundation service.

We are very proud to have taken the lead in coordinating a successful program where we:

- Hosted two ongoing vaccination hubs, in Brisbane and Toowoomba
- Established pop-up hubs (for first and second doses) at our Learning & Lifestyle and Business Solutions sites in 19 regions across Queensland
- Delivered an in-reach vaccination service to people in 51 Home services
- Invited all NDIS participants and their support network to be vaccinated at the hubs.



Our dedicated Customer Service Centre team led the hubs' triage and booking process, and our special COVID-19 hotline fielded more than 3000 calls during the year.

Under the federal vaccination program, people living in our Home services were deemed a priority group, enabling us to offer accessible vaccination hubs in addition to in-home vaccinations in Queensland.

Despite our best efforts at challenging the status quo, the same priority status wasn't applied to people accessing our community and employment services outside Queensland. This meant people we support in New South Wales and Victoria have had to seek out vaccinations through hospitals, community clinics and GPs as we were unable to offer COVID-19 vaccinations on our sites in a familiar and low-stress environment.

People working in supported employment are more independent and engaged in the community but have less support with primary health care. This potentially increases their risk of COVID-19 infection and transmission, which is why we believe they should also have priority access to vaccination.

Through consistent advocacy, we hope to see this gap addressed in any future vaccination programs.



What's on?

Nepean Disability Expo

When:

10-11 December 2021

Where:

Penrith Valley Regional Sports Centre

Find out more:

disabilityexpo.org.au

Brisbane Disability Connection Expo

When:

4-5 March 2022

Where:

Brisbane Convention & Exhibition Centre

Find out more:

bcec.com.au/whats-on

Melbourne Disability Expo

When:

1-2 April 2022

Where:

Melbourne Convention & Exhibition Centre

Find out more:

melbournedisabilityexpo.com.au

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

Interested in being a member?

Endeavour Foundation membership 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. Find out more at **endeavour.com.au/ways-to-support-us**.

Endeavour Foundation has ten Area Committees made up of Endeavour Foundation members. Area Committee members are ambassadors who advocate for people with a disability in their community and give feedback to Endeavour Foundation. If you have any questions regarding your local Area Committee or would like to speak to your local Area Committee Chair please contact the Company Secretary at companysecretary@endeavour.com.au or on 07 3908 8401.

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 Customer Practice and Safeguarding Team:

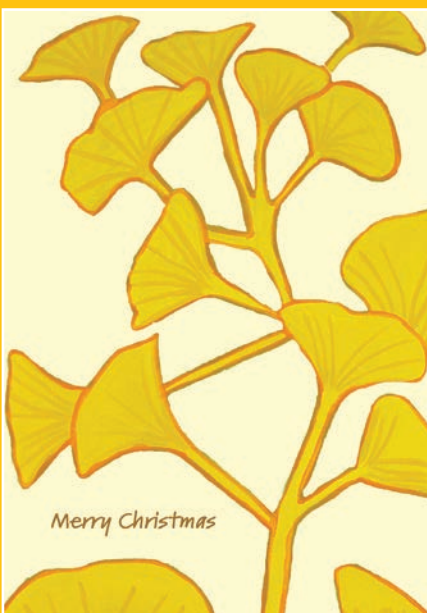
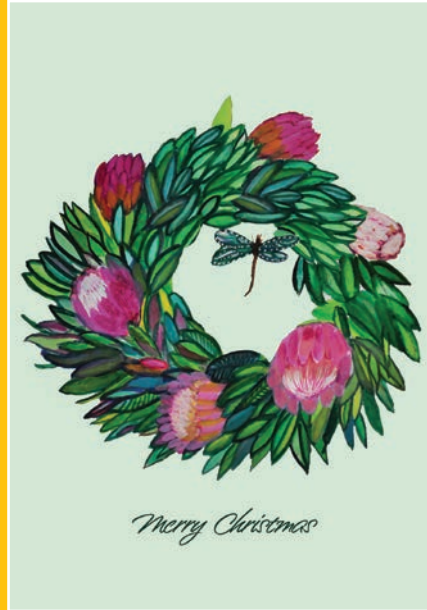
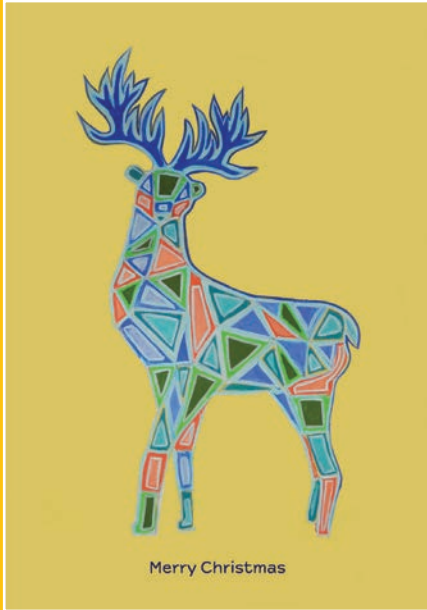
1300 730 334

feedback@endeavour.com.au

endeavour.com.au/feedback

Buy with purpose

QArt Studio's 2021 Christmas card range now available



Each year the QArt Studio artists look forward to creating the Christmas card range.

"These cards are a very important part of the running of the studio. They are a great way to support charity," says Jan Rowlinson, Manager of QArt Studio. "The laughter and excitement when it's time to design Christmas cards is something that we should all celebrate".

Cards can be personalised to include custom messages, business logos and signatures and are a great option for businesses and individuals alike.

So, what can you expect from the 2021 Christmas card range? You can expect a variety of cards from 16 different artists that showcase the Christmas feels in many creative ways.

Miranda Millane has created delicious looking strawberries, Kitty Yui, Jarrod Wendt and Jordan Dymke, preferred unique looking Christmas characters while Tara Wood and Stefan Farina displayed their creativity painting enchanting places.

After a second very tough year working and creating from home our amazing artists are back in their art studio. To celebrate their return and encourage their creation of art, let's purchase some Christmas cards!

Buy socially conscious Christmas cards, gifts, paintings and drawings to support artists with intellectual disability.

Cards start at just \$3 each and shipping is available Australia-wide. Shop online now at qart.endeavour.com.au

QArt
GALLERY
by Endeavour Foundation