

One Endeavour

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On the cover:

Danielle works at Southport Business Solutions and shows the world that girls can do anything!

One Endeavour is the official Endeavour Foundation magazine, full of news and stories from around our organisation. You can also keep up with us on social media.

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 Endeavour Foundation

Looking to the future



David Swain
Chief Executive Officer

In the spirit of reconciliation, we acknowledge the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We would also like to pay our respects to Elders past and present.

Thank you to everyone who has warmly welcomed me into the Endeavour Foundation community.

It's been a busy six months, and I have enjoyed meeting so many of you already. Some highlights include:

- Officially opening a new independent living home at Acacia Ridge as part of the *My Home, My Life* initiative. It was fantastic to celebrate this milestone day with two friends who were preparing to move in, and it was a reminder that a home is an important symbol of security for all people. I've also enjoyed hearing many stories of people who live independently with support from Endeavour Foundation, and are thriving as neighbours, friends, workmates and more in their communities.
- Witnessing #teampossible in action as the year began with the rapid spread of COVID-19, followed by rain and floods in Queensland and New South Wales, impacting our families, our communities, our services and our workplaces in varying ways. In the face of such adversity, I was proud that our people and the wider community rallied together to support each other through trying times.

- Launching our renewed commitment to reconciliation. We are on our journey of truth-telling, acknowledgement, and creating a truly culturally safe organisation for Aboriginal and Torres Strait Islander people. I am encouraged by the support of my colleagues and know that we can progress and deliver on the actions within our Reconciliation Action Plan (RAP).
- Celebrating 30 years of making Mother's Day special with our iconic chrysanthemum flowers grown in Bundaberg, where we auctioned off the first bunch from this year's harvest.
- Meeting with employees at 12 social enterprises – Bundaberg, Townsville, Home Hill, Mackay, Seven Hills, Mt Druitt, Kippa-Ring, Burleigh Heads, Southport, Gympie, Wacol and Maroochydore and learning what they love about their job.
- Visiting 12 Learning and Lifestyle hubs - Bundaberg, Castle Hill, Geebung, Gympie, Ipswich, Labrador, Lawnton, Mackay, Mermaid Waters, Nambour, Redcliffe and Townsville - and seeing the service in action with people spending time doing activities they enjoy, and that enables greater independence.

I am proud to lead this organisation that exists for people with disability and to work with colleagues who live our values – **ONE – CARE – IMAGINATIVE – PASSIONATE** – every day.

As always, please feel free to contact me with your comments and questions by emailing CEO@endeavour.com.au

I hope you enjoy reading this edition, connecting you to #teampossible and how together, we make possibilities a reality for the people we support.

Kind regards,



Another wonderful day!

For most of us, our greatest joy can be found in our daily moments. Whether we're doing things around the home or catching up with friends, many of us take pleasure in the day-to-day.

Our communities and the neighbourhoods we live in play a key part in our happiness. Our communities give us social interactions, a sense of belonging and a feeling that we're part of something bigger.

Below we share some of the wonderful ways people we support are involved in their communities and working to make it stronger. The four people you are about to meet live in Endeavour Foundation homes and couldn't be prouder of what they are achieving.



This is Meaghan Holland. Meaghan is celebrating one year of living in Pelican Waters, on the Sunshine Coast.

You'll be greeted with a huge smile and a big hug when you meet Meaghan. She is incredibly active in her community. When she's not working at the café in the Botanic Gardens greeting and serving customers, she's out playing tennis, doing yoga or working out at the gym.

Meaghan's personality is infectious, which makes her a great friend to have.



Not only is Kevin Edyvean a talented artist, but he's also a gym enthusiast and teacher's aide. When we asked Kevin what he enjoyed about working at the local high school, here's what he had to say:

"I like my job at the school because I like working with the teachers and helping them when they need. It's more than a job for me. I've been there for seven years."

My Home, My Life

Building Accessible Homes

As we move into the second year of our *My Home, My Life* initiative, we're excited to build more accessible housing options for Australians with disability. Our increased investment of \$45m will give people with disability more choice and freedom to live independently in a home that meets their needs now and into the future.

For more information or to register your interest, go to endeavour.com.au/myhome-mylife.

How you can support

There is still an enormous need in our communities for accessible houses, and our *My Home, My Life* initiative gives people a place to truly call home, and the independence to live life in a way they choose.

There are many ways to support our drive to build accessible homes. Help us spread the word, go to endeavour.com.au/fundraising.



Clayton has been part of the Nambour community, on the Sunshine Coast, for more than a year and loves the sunny lifestyle after moving there from Toowoomba.

When Clayton is at home he is listening to music, kicking the footy in the backyard, or watching his favourite team play, the St. George Illawarra Dragons play. He also loves getting out and about - you can find him at the beach catching waves and hanging out with mates at his favourite pub on a Friday night.



Tricia Smith is an active part of the dancing community at Buderim and loves hip hop. It's clear that Tricia is the life of the party, and when it comes to dispelling misconceptions about people with disability, she doesn't hold back.

"I love living here on the Sunshine Coast, close to cafes, parks and my family. I love dancing, getting dressed up, and getting my nails done."





3 tips for developing daily living skills

These tips will help you while you're developing your daily living skills.

1. Make sure everyone is on the same page

Like many things when it comes to the NDIS, wanting to learn a new skill often starts with a goal. It might be that you want more independence when preparing meals, or maybe you want help developing a morning routine. Whatever it is, it's important that everyone on your team knows your end goal and the plan to get there.

By letting your team – your family and support worker – know your goals they can help and support you.

2. Take it at your own pace

Learning a new skill often takes time. If you try and take too much on or learn things too quickly, you could be left feeling overwhelmed.

Try to not compare your journey with the journey that other people are on.

Independent living skills can have a wonderful effect on your life, so whether they take a few days to learn or years, any pace that works for you is the right one to take.

3. Practice, practice, practice

We all know the saying 'practice makes perfect' – well, it's true! There is often a big difference in hearing about how something is done and then doing it yourself.

If your goal is to learn to catch the train, you might practice under a variety of circumstances like in the rain or if you miss your stop. By doing it as a practice run, with support, you'll feel confident and know what to do – even if something out of the ordinary happens.

For more NDIS tips and support, go to endeavour.com.au/blog.

Daily living skills explained

You might have heard the phrase 'daily living skills' - but what does this actually mean?

What are daily living skills?

Daily living skills are the kinds of skills that help you do everyday things and often help you get more independence. Sometimes they're called 'life skills'.

The kinds of daily living skills you might need help with is different from person to person.

Some common examples are:

- Getting ready for the day
- Hygiene
- Making meals
- Getting around – like help with public transport
- Managing money
- Socialising and being engaged with the community
- Cleaning and house maintenance
- Laundry
- Shopping

What it's really like being a disability support worker



For many people, changing career paths can be a challenging and daunting experience.

But for Kylea, it was a challenge she was eager to take.

For 15 years Kylea supported people with dementia in the aged care sector before becoming a disability support worker.

Kylea is one of an increasing number of people to swap careers and make the life-changing decision to join #teampossible and support people with disability.

"I had no idea what I'd be in for in the disability sector, it was a challenge at the start, but you fall in love with it so quickly," she said.

"And what has surprised me the most is how rewarding and full of life it is compared to aged care."

Kylea's two biggest shocks when she became a disability support worker were both positive:

1. How varied each day was, and
2. How capable the people she supports are.

"No two days are the same at Endeavour Foundation – you hear that said a lot, but it's true," she said. "One day we can have a very strict-routine morning and the next day you might see us dancing down the hall."

"What I love about the job is the requirement to go with the flow and adjust to the needs and desires of the people I support," Kylea said.

Kylea said she found people with disability are very capable individuals.

"Given the right support and networks, the sky is the limit for what can be achieved," she said.

As a disability support worker, Kylea's shifts can begin as early as 6am or finish as late as 10pm, depending on the needs of each individual. But she says she wouldn't have it any other way.

"Working in the disability sector has given me the opportunity to make a real difference in someone's life," Kylea said.

"It's more than just a job, it's a way to help people we support to have independence and be a part of their community – through employment, socialising, and as a neighbour."

And for anyone considering a role with Endeavour Foundation as a disability support worker, Kylea has this to say:

"It's a super-fun and incredibly rewarding job and I would recommend it to anyone with a desire to help others."

"That being said, you need to have a lot of patience and be a people person. Otherwise you'll struggle to make connections with the people you support and their families."

"You can come to work feeling average, but the moment you walk through the door, and someone you support says, 'Good morning Kylea, I missed you,' it can just make your day."



Do you know someone who would make a great support worker?

We're hiring disability support workers across Queensland.
More information at endeavour.com.au/support-worker

Celebrating Neurodiversity

There's a saying – when you've met one person with autism spectrum disorder, you've met... one person.

That's because autism spectrum disorder (ASD) is just that, a spectrum and it affects each person differently. We want you to meet two people who have autism, who each share what having this invisible disability is like for them.

MY AUTISM SUPERPOWER

HERE IS WHAT
I WANT YOU
TO KNOW

BY TIM



Meet Tim Williams, who works at Kew in Victoria. His lived experiences give us insight into what ASD is like for him.

My name is Tim, I'm 41 years old, and I have Asperger's. Asperger's is a part of ASD. As a person who has ASD, I want you to know that my disability does not limit who I am. Here are some interesting facts about me:

I have an "autism superpower"

I can accurately remember past events, particularly for topics that interest me such as sports, history, and geography. These last two topics go hand in hand, and when you need to know when a particular event has happened, you can ask me.

I have 40 tabs open in my mind

I'm a smart person and think deeply about things because I like to give a complete answer. Many statements I take in a "matter of fact" way. This doesn't mean I'm disengaged. In fact, my brain is furiously and quickly processing different things. I can go very deep in concentration when I am fascinated by a topic. Like others with ASD, I am hyper-aware of sounds, smells, and sights that others can screen out.

Large events aren't my cup of tea

When I'm in a large group with many new people I find it difficult to be present. It's mainly due to a sensory overload and being unable to read signals and body language. Learning how to pick up on body language and interpret facial expressions and emotions can be like learning a second language.

I am a good person

I don't want you to see me having Asperger's as a disability. I am reliable, trustworthy, sincere, and true to myself. If people can respect me for me, judge me on my own merits, then I am happy.

Working at Endeavour Foundation has taught me a lot about myself. I am always willing to lend a hand and support anyone that asks.

What I want you to know about my autism *by Wendy*



Hi, my name is Wendy and I have ASD. There is a lot of misunderstanding about autism, but I'm hoping I can help you understand.

1. People with autism are smart

I want you to know that people with autism are smarter than you think and are talented. I like writing fan fiction.

2. You can't see autism

When people find out I have a disability they tend to back away. This might be because they don't understand what autism is.

I'm an outgoing and talkative person and have so much to share, and I want people to see me for me.

3. People with ASD need to be supported in ways unique to them

I found school very challenging. I thought that I should be able to do whatever others could. And at the time I didn't know I had autism. When I

was 15, I was officially diagnosed as a person with ASD. I remember my mum being relieved when I got this diagnosis, because she then could find a way to support me.

Once you and your family know that you have autism, then you can get the right supports you need at school, at work, and in the community. My family didn't treat me differently, but they found a different way to support me.

4. 'Disability' is not a bad word

Having a disability is not bad. Now that I'm 28, I have not 'overcome' my autism, but adapted and accepted it. Autism is different for everyone. I can get frustrated at times because I can't articulate my emotions. As a result, I lash out at those around me. I also process things differently, like when I'm in crowded areas or when I can't say what I want, which can lead to anxiety attacks.

But over time, understanding my autism has given me self-awareness of my behaviour, and I have become resourceful by figuring out what I need to do to be the best possible me. I have my employment coach Jess, and the team at Endeavour Foundation to thank for teaching me how to understand my emotions and how to best communicate that, as well as understand and read other people's emotions.

5. Understanding

My advice to parents who have found out their child has autism is to keep having fun with your kids. Be there to support them, help them understand their disability.

To all people with disability, never apologise for your disability.

Wendy Cleary has worked in Seven Hills, New South Wales for more than five years.



Jackie's journey to self-confidence



Jackie has struggled with mental health and social interaction

throughout her life. She contacted Community Solutions' Disability Employment Services (DES) with the hope of finding work.

At first, Jackie avoided attending face-to-face meetings due to her anxiety. She spent a lot of time hyping herself up to talk to her Recruitment Partner, Kristie. They spoke on the phone until Jackie felt like she could attend an in-person appointment.

Building Jackie's self-confidence

Kristie worked with Jackie to build her confidence and trust to meet face-to-face with people to manage her anxiety. This partnership was the start of a life-changing journey for Jackie.

Jackie said, "I felt comfortable and safe with her [Kristie]. She let me take my time, she didn't push me too much. She was so patient with me." Over time, Jackie became more confident attending in-person appointments. As part of preparing for a job interview, the pair worked together on Jackie's resume, cover letter, and practice interview questions. This let Jackie know she had the confidence to attend job interviews.

Kristie arranged a job interview with a local business, Anything Environmental. Leading up to the interview, Jackie received support and encouragement through developing coping skills.

Kristie was there every step of the way, "I went to the job interview with her, I remember standing outside while she was waiting to go in. She asked me 'what if I couldn't do the job?'"

"I said 'Jackie, just be yourself! You're an amazing person. You're not going for the CEO's job!' She laughed and relaxed."

Jackie says that moment will always stay with her, "I will always remember that. I was very, very nervous. Kristie spoke to me and said all the right things and made me laugh. She made me put everything into perspective."

Jackie was so pleased after the interview and felt she had a great connection with the interviewer. Then the good news arrived. Jackie was successful in obtaining the role.

Jackie's confidence was through the roof and her anxiety had reduced. "Having a job makes a world of difference. I have a job, I have a purpose, I have a future to look forward to," Jackie said.

What's next for Jackie?

Anything Environmental was recently nominated and awarded a People's Choice award. During the award presentation, Jackie received a special mention.

"The owners of the business gave a speech, they thanked the three supervisors and me."

"That blew me away. I'm so glad I'm still here today to make an effect on people. I am forever smiling; I want to share that happiness."

Jackie says she's going to keep going, "Why stop? Let's just keep going. Keep moving forward. I am going to keep working hard and follow Kristie's words - I deserve to be here."

Learn more about Community Solutions at [communitysolutions.org.au](https://www.communitysolutions.org.au)

Tackling e-waste, one battery at a time

Solving the war on waste doesn't happen overnight, but 80 employees in Queensland are leading the way with dismantling and recycling e-waste.



A partnership with Brisbane-based renewable energy company Redback Technologies is helping us keep electronic waste out of landfill and create more job opportunities.

The smart solar and battery company is the first to install Endeavour Foundation e-waste recycling bins at its Brisbane offices to reduce the impact of electronic waste on the environment.

“Our customers share the same concerns that we do; how do we ensure future sustainability and prevent environmental impacts from e-waste that inevitably is the by-product of society ‘going green’?” said Redback Technologies CEO, Patrick Matweew.

“It was also important that we created local employment opportunities and that's why we partnered with Endeavour Foundation,” Patrick continued.

The recycling bins are serviced by our Redcliffe Business Solutions team, who remove the e-waste for dismantling.

Patrick said Redback Technologies was looking for new ways to have a positive impact, which is why his team had spent the day working alongside Endeavour Foundation's employees.

“Endeavour Foundation aligns with our core values and ethos, giving back to Australians, providing opportunities for people with disability to live their best lives within the community, and leading people into the renewable revolution,” Patrick said.

For employees, like Ben Smith, having a job is much more than earning a living, it's a place to make a valuable contribution to society, forge relationships, and develop skills.

“I can't imagine not having this job. It means a lot to come in each day and see the people who have become my good mates,” said Ben.

“I started in e-waste learning how to use the tools, and with the help from my team leaders who support me to achieve my goals, I'm able to gradually move onto different areas of work.”

As part of the partnership, Redback Technologies and installation partners Open Electrical and Ecovantage have also generously provided Smart Battery Systems and solar panels to two of our prize homes on the Sunshine Coast, and more recently as part of a renovation at our Bundaberg Learning and Lifestyle hub.

Redback Technologies now wish to share a special discounted rate only for the Endeavour Foundation community – and will even donate back to Endeavour Foundation from the sale. For information and a free quote email Grant Lochran, Redback Technologies grant.lochran@redbacktech.com.

Breaking the bias of stereotypes

Imagine a world free of biases, stereotypes, and discrimination. We're celebrating differences by sharing the stories of female drivers of change, sharing their unique qualities, and stepping outside of gender norms.



Nicole (Nikki) Theodoros is shaking things up by stepping outside of the norm.

Nikki loves nothing more than singing and rapping her own songs.

"I just love rapping about my life, like my *sheroes* Nicki Minaj and Fergie," Nikki said.

Attending the Windsor Learning and Lifestyle hub, Nikki is not afraid to pick up the mic and perform in front of an audience.

"Oh yeah, I like rapping because it makes me happy, but I don't rap swear words."

We could all take a leaf from Nikki's book. Nikki has a healthy sense of self-belief and isn't easily intimidated by barriers. She also has an intellectual disability, but neither Nikki nor her family have ever seen that as a reason to not try.

"I have a stutter when I speak, it is so bad because I can't say anything, and I can't stop it."

"But when I sing or rap, there is no stutter and I can share my thoughts and my experiences," Nikki says.

Flawlessly belting out the lyrics to Edelweiss from *The Sound of Music*, it is clear Nikki's repertoire is expansive.

"Communication is something I'm working on with my support workers here so that I can speak up for myself."

But music is just one of her many interests. A keen football player herself, Nikki is the Brisbane Broncos' number one fan.

"I come from a big family and love kicking the footy around with my big brothers. I never miss a Broncos game," she said.

"It's really great seeing more girls and people like me – in the music industry and in sports."

"I'm saying yes to girl power!"

Nikki is here to say it like it is and has a message for women, for people with disability, and for anyone who is working on their confidence.

"Be loud and proud of yourself. When people tell me that I can't do something, I say 'whatever, that's too bad for you', and then go kick a football."

"I don't give up, because, why? We can do anything, and we can work, we can rap, we can play sports, we can do everything."

Rapper, singer, football player, you name it, Nikki can do it.

"Girls can do anything!"

- meet Danielle



Danielle is here to show us just what she can do.

Danielle works in Southport, on the Gold Coast. Her mantra? Don't let anything hold you back.

"Yes, I have a disability, but I'm married, I own a house, I have a dog, I have my license and a car and I can solve just about any problem you can throw at me," she said.

She also has a forklift licence and operates a forklift at work.

"I'm just so proud of myself. The staff and crew at Southport were so supportive in helping me get my licence. We were in a meeting one day about goals and stuff and I said, "You know, I'm going to get my forklift licence." You don't see many girls getting on the forklift and that's something that I wanted to change."

Danielle is hoping that there will be women inspired by reading this story. For those ladies she has this message.

***"Girls can do anything!
If it makes you happy, I think
you should go for it! We can
do whatever we put our
minds to."***

When asked where her can-do attitude comes from, she has a simple answer.

"It's just me, it's just the way I am. Sometimes I'm quiet, but that's never a bad thing."

"I just love helping people. I love to be useful, and I love to help out. Whether it's a customer in the tip shop, or a colleague, if I can be nice and put a smile on their face then that makes me happy," she said.

When asked about the future, Danielle says she's already on the right path.

"It's amazing what you can achieve. I already have my 5-year forklift certification, now let's see if we can go for 10! It would be wonderful to be here at work in another five years," she said.

One of the most gratifying things about experience is the gift of perspective.

In recognition that 70% of disability support workers in Australia are women, we asked women from different parts of our organisation to tell us how they overcome challenges in their careers, and why they're so dedicated to overcoming inequalities.

Embracing diversity to get ahead



Robyn McGuiggan was elected to the Board in 2021 and has held numerous senior executive positions at universities across Australia.

Throughout her career, Robyn has picked up skills to make an effective first impression, develop relationships, and embrace leadership roles.

Defining success

Robyn defines success as doing something that makes you excited to get out of bed every day and challenges you. Her successful career has been the result of taking every opportunity.

“One thing that I learnt early in my career has been to take advantage of every opportunity, even if you're hesitant because it will push you towards where you want to be,” Robyn said.

“Accepting opportunities means a willingness to grow. A value of mine is to continue learning - new things, new ways of helping people - and that's how I got into senior positions in universities and now volunteering in my community.”

Championing diversity and breaking through biases

Growing up on a farm in northern New South Wales, Robyn's path to education was influenced by her parents. And that was no different for her sister with intellectual disability.

“I had a fantastic mum who believed in education, especially for girls,” Robyn said.

While Robyn went on to study Pharmacology, and later achieved her Masters and PhD in Marketing, her sister finished high school and worked for Endeavour Foundation.

Robyn's sister taught her a lot about communicating with others, and how change and adaptation are needed within society to overcome unconscious biases.

“What I found over time is that a large portion of society doesn't understand how to interact and communicate with people with intellectual disabilities. People underestimate them and their level of understanding, and therefore build a barrier based on pre-conceived notions of the person. But what society needs to do is see the individual and not the disability,” Robyn said.

“You need the diversity of people with different experiences and different skill sets to actually make it work and sometimes to think outside the box,” she adds.

What the future holds

When speaking about the future of the workforce, Robyn said she was hopeful for the next generation who are growing up more accepting of diversity.

“I don't see the divide as much in my children's generation, and as they grow and move up the ladder, they'll be more comfortable asking the opposite gender for help, mentorship and leadership,” Robyn said. “I hope this also holds true for the inclusion of people with disabilities.”

Learn more about the Endeavour Foundation Board at endeavour.com.au.

Making change behind the scenes



Kirrily Boulton (pictured on the left) is the head of Corporate Affairs at Endeavour Foundation, working to advance opportunities for people with disability in all aspects of the community.

Making the outsider the insider

Kirrily has had a prolific career advocating for the rights of people who aren't yet able to advocate for themselves. She has a drive to make "the outsider the insider", and that began with her career as a radio journalist.

"My biggest motivation is to give people who never get to speak the opportunity to tell their own stories. It's their life experiences that we cannot devalue."

That commitment has helped drive Endeavour Foundation's local, state and federal work towards a society that engages people with disabilities, pushing for policies that support better education, healthcare, transport and employment.

"People with disabilities, in particular women with disabilities, all too often fall through the cracks. The small amount of research available shows that women with disabilities are at risk of domestic violence and sexual assault in our communities."

"It's a deep social issue that will take years to change, but one Endeavour Foundation is committed to addressing – such as through our video and workbook on healthy relationships," Kirrily said.

Creating a seat at the table for the people we support

"While there are slowly shifting attitudes of employing people with disability, there's still an enormous way to go until people with disability have more visibility in leadership," Kirrily said.

A survey conducted by Disability Leadership Institute found that aspiring leaders with disability experience barriers to undertaking leadership opportunities and development, and receive no training to lead to leadership opportunities.

Kirrily has a passion for making sure people with disability have a seat at the table – especially at important ones.

"People with disability have every right to be in leadership positions. But we need to provide intentional development opportunities and plan a pathway for this to happen," Kirrily said.

Along with disability rights, Kirrily has also advocated around issues like domestic violence, mental health care, education access, child safety, multicultural communities, and for the rights of women in the workplace and leadership.

"I've been privileged to observe many leaders – in government, in the community, in business, and I've also had great female mentors," Kirrily said.

"Traditionally in the world of work people see career progression as competition to climb the ranks because there was such a scarcity of jobs at the top. It's so clear that strategy doesn't work."

"The truth is that raising each other up and channeling the power of collaboration is truly how we'll change the equation."

Workplace culture opening doors



Beverley Knowles was elected to our Board in 2017 and has an extensive career specialising in marketing, communications, and stakeholder relations, but underpinning her career is her drive to improve opportunities for people with disability.

Beverley got the message early: “We are all entitled to dignity, respect and opportunity.”

“I grew up with family friends who had a child with intellectual disability, their experiences made me aware of the challenges people with disabilities face, particularly with education, work, accommodation, and retirement,” Beverley said.

Beverley has always been passionate about supporting people who are disadvantaged. “I have a personal commitment to achieving social equity for the most vulnerable members of society. My belief is that all human beings are equal and they should be treated equally,” she said.

Having begun her career in education, Beverley found her niche in marketing, communications and stakeholder management.

“It was a challenging time for women to be respected as equals in the workplace. I was very lucky to have found organisations that aligned with my values and gave me opportunities to grow and take on leadership,” Beverley said.

Reflecting on the opportunities granted, Beverley spoke about her experience at Queen Victoria Hospital in Melbourne. Established in 1896, it has evolved into Monash Medical Centre.

“The Queen Victoria Hospital, which was developed for women by women, had a strong

commitment to serving patients who came from disadvantaged or diverse cultural backgrounds.”

“I was hired by the first male CEO. He saw my potential and pushed me to take on more responsibility,” Beverley said.

A believer in the power of workplace culture, Beverley said the opportunities given to her to recruit, manage, and train teams led her to challenge the gender roles, stereotypes, and worn-out assumptions and beliefs about women’s ability to lead. Beverley has held company director roles for over 30 years.

“I still believe women are short-changed in the workplace, however, opportunities exist now for women to become more comparable in terms of education and organisational experience.”

When Beverley joined the disability sector, there were fewer opportunities for people with disability to be employed, and that reality remains today.

“We have to recognise that - like all employees - people with disability want a positive work environment. They want to be valued, they want supportive staff, they want friendship.”

“People with disability need to have the opportunity to love their work and to be able to learn new skills. We certainly see education and training as a fundamental pathway to employment,” Beverley said.

While there are many barriers to entry into the workplace and then into leadership, Beverley finishes with this advice:

“Be resilient, have humility, and have a strong sense of service to others. And try not to compare yourself with others.”

“Lead by doing what you love. You’re not changing the world single-handed, but you can be part of the change. There’s no limit to what you can do.”

Learn more about the Endeavour Foundation Board at endeavour.com.au.

Darlene's rewarding career change



A conversation sparked at a social event led Darlene to shift gears and follow a career as a disability support worker.

The single mother of four put her foot on the break as a forklift driver more than a decade ago ready for a scene change.

"I wanted a job that gave me a purpose and had a positive impact on someone else's life," Darlene said.

Darlene said changing career paths was a no-brainer for her. "Becoming a support worker was something I had been considering for a while, but didn't know where to begin."

Celebrating six years at Endeavour Foundation, Darlene began as a disability support worker at the Learning and Lifestyle hub in Labrador, Gold Coast.

Now a Portfolio Manager, Darlene manages six Supported Independent Living homes, with the assistance of a wonderful team of five Home Site Supervisors.

"I wanted to step up into management and made that known to my managers. I had big ideas and didn't like being limited," Darlene said.

"I thought if I could step up into a management position, then I had the power to make a difference from the top down and wanted to bring my team along the journey to live our [Endeavour Foundation's] values in the community."

Darlene's personal passion to support people with intellectual disability is rooted in her family and friendship circles.

"I have people in my life who have intellectual disabilities, and found myself always asking what they would like, what would it mean for them, and (wanting to) make decisions according to the individual."

"My biggest driver is challenging outdated public perceptions and creating more visibility for the people we support in their community so that they can grow their independence," Darlene said.

Having shifted careers, industries, and roles, Darlene said it's about finding the right company – as in her current role, "I'm part of the team here, and we all enjoy having a good laugh."

"I think working with people from diverse backgrounds - gender, ethnicity, disability - is important. We all have our strengths, and we need to embrace them," Darlene said.



A field of dreams makes ChrysanthemUMs the official flower for Mother's Day

For 30 years, our Bundaberg farm has harvested a field of dreams – growing more opportunities for people with disability with each row of chrysanthemums.

Supporters and Bundaberg locals alike splashed some cash to win the first blooms from the annual Mother's Day harvest at the inaugural flower auction.

Avocado farmers John and Kym Walsh were the winning bidders of the Bundaberg-grown flowers, raising the stakes from what is normally a \$15 bunch of chrysanthemums to a whopping \$1600, with a little help from their 22-year-old daughter Erin.

Erin, who works at the Bundaberg farm was keen to tactically outbid her parents.

Helped by more than 60 of her colleagues, who embraced the auction by making their own bids, Erin led the charge by raising her hand every time she saw her father, John, make a bid, driving the price up well beyond the \$1000 mark.

John and Kym later jokingly admitted to wondering what Erin's 'bid ceiling' was. "It was quite a competitive bidding process and we were really lucky to win a beautiful bunch of freshly-picked flowers," John said.

"The flowers signify a lot – the hard work the people of Endeavour Foundation do supporting people but also the important role that mothers play in society."

Chrysanthemums are the traditional flower of Mother's Day, partly because they have 'mum' in the name.

"Our daughter, Erin, has been at Endeavour Foundation for more than six years now and she loves coming to work and achieving things," John said. "As parents we are proud and very happy."

Get involved

Our Mother's Day harvest is an annual event that fosters the spirit of giving and celebrating mums everywhere. All proceeds go back into the Bundaberg region to support programs that help Australians with disability live, learn, work and flourish based on their goals and aspirations. To find out more, go to fundraise.endeavour.com.au.

Meet RK & Jack – Lottery Winners



What would you do if faced with choosing between \$600,000 in cashable gold bullion, a luxury boat package, or a new 4x4 and off-road caravan package?

For RK and his dog Jack, the winners of Endeavour Foundation's 'Ultimate Life Changer' lottery, the decision was easy.

“There was no doubt for me,” said RK. “Although I had three options to choose from, I never really thought about the other two options.”

RK’s chosen package, the Toyota Prado Kakadu 2.8L Diesel and Kedron CP5 Compact Caravan (plus \$300k in gold bullion) was worth more to him than the \$600,000 prize value.

It has been a tough couple of years for RK, dealing with his beloved wife’s passing as well as a serious health scare that saw him undergo surgery followed by a five-week stay in hospital.

“I was at the caravan park at Woodgate in September, and I was sitting there with friends and my sister, and I said, ‘I think the caravan is a bit too big for me. I don’t need a big one anymore.’”

Looking over at a more Compact Kedron caravan, he said, “That looks really good.”

And in an incredible turn of fate, it was on the journey home from Woodgate that RK got the call to say he’d won a new Kedron caravan, just like the one he’d had his eye on.

RK credits his win to his carefully considered ticket purchasing strategy, or perhaps divine intervention.

“I thought this time I’ll do it differently and I won’t buy one package of tickets. So, I split it into three with a week in between. I had three packages of tickets with three different packages of numbers, and I totally believe that did the trick.”

“But then, on the other hand, you can be a bit spiritual and say my wife is watching over me and she was the one to pull the number.”

RK is now planning his next adventure and looking forward to what lies ahead. You could win your own \$500,000 adventure like RK in Ultimate Life Changer #841.

Every ticket you purchase from Endeavour Foundation Lotteries goes towards providing opportunities for people with intellectual disability to learn daily living skills, live independently, find a job they love, and be actively involved in their local communities. Buy your tickets at endeavourlotteries.com.au.

Q&A with our CEO David Swain

We sat down with our new Chief Executive Officer, David Swain, to chat about his first five months on the job and his vision for the future.

? **Welcome to #teampossible, David! With many years of experience as a senior executive in community services, and before that a qualified nurse, was it a natural transition from health care to community services?**

A: I still hold my registration as a nurse, which is an invaluable qualification as I can apply a clinical lens over our response to people with health needs. The consistent element across my career is focusing on the needs of disadvantaged, vulnerable or marginalised people – that has been the central thread, whether from governance, leadership, audit, educational or clinical perspective. All these experiences come to the fore in my position as CEO of Endeavour Foundation.

? **What drew you to Endeavour Foundation?**

A: Endeavour Foundation began 70 years ago, born out of the need to educate children with disability, who were excluded from mainstream classrooms. Now, people with disabilities are still excluded from employment and secure housing. There's a massive need for organisations, like Endeavour Foundation, in those spaces and a need to promote the inclusion of people with disability throughout the community.

While there are lots of disability providers, they're not necessarily sufficiently addressing those core issues and that's what attracted me to Endeavour Foundation. We're large enough to have a significant impact and are using our platform to create change.

We've also expanded to other cohorts including those who don't have employment or need help accessing certain career paths. I think providing young people with opportunities for education, in general, is vitally important.

? **As a founding Director and Chair of the Community Services Industry Alliance (CSIA) how do you think we can be more inclusive with our support?**

A: There are many challenges around inclusion, employment, and housing. Employers need to understand that it is not people with disability who need to adjust to them. They need to make reasonable adjustments to accommodate disability in the workplace.

We have employees who work in a Coles Distribution Centre. When the trucks drive into the centre, they see our team members welcoming them in and waving as they're loading up. Drivers say they feel uplifted in their day because of that experience. Who wouldn't want a piece of that?

We must bring the sector together and listen to people's feedback with lived experience. I want to partner with government colleagues as peers and work together on good policy responses to create a more inclusive sector.

? **What are some of the challenges we face in being more inclusive?**

A: We can examine data about women's adequate access to education, employment and development opportunities throughout history. And I'd have to tell you, it's not a good story. Then we look at the number of women on boards and it's an even worse story.

Unfortunately, women with disability experience double discrimination in the workplace and are at higher risk of gender-based violence, neglect, and exploitation. Our role as a public benevolent organisation is to create fair opportunities for women with disability and other marginalised groups such as the LGBTQI+ community. Aboriginal and Torres Strait Islander women with



disability are also a focus. I'm happy to have the support of the Board, senior leadership team and staff to advance our journey towards reconciliation together.

What do you hope for Endeavour Foundation to achieve in the next year?

A: I think it starts with an affirmation of the amazing work that we're doing, but I think it's a well-kept secret. I want the stories of Endeavour Foundation to be told more broadly. Some people think that we just sell lottery prize home tickets. We're also the ones that have the most impressive array of employment opportunities for people with disability. We're also the largest employer of people with intellectual disabilities in the country and a large provider of Supported Independent Living. We're also helping people build daily living skills tailored to their goals and consulting with the community on behaviour support and other needs. We're also an amazing registered training provider and support people to find work. And I could go on. This is all of who we are. We're not just a disability organisation, a training organisation, or a manufacturing organisation. We're all these things. We're a human services organisation, what we do is our purpose - to make possibilities a reality.

Is there anything else that you'd like to say to the people we support, their families and carers?

A: I would like families and carers to know that their loved ones are in safe hands. As an organisation, we have some very bright and capable people who are providing great stewardship over our COVID-19 response. And I've been very close to that since I've started, particularly throughout the Omicron wave. Our data shows that transmission has been slowed throughout the organisation because of our established protocols. We may have seen it running across the community, but I can say that in the sites that we manage and operate, we have been able to slow its transmission and thereby reduce the impact on people we support and our employees.

To the people we support, I look forward to meeting you, learning from you and working with you to help make your possibilities a reality.

COVID Safe and Ready

COVID-19 has thrown us many challenges over the past two years and continues to do so.

Our staff and the people we support have gone above and beyond to keep themselves and others safe, demonstrating that #teampossible attitude we know and love.

The COVID-19 landscape so far

The first two years of the pandemic required us to respond quickly to changing disease threats, government regulations and restrictions; at times managing differing rules between neighbouring councils and state governments.

We also took a lead in helping our disability community gain access to COVID-19 vaccines in a supportive environment and worked hard to forge closer relationships with industry and health sector stakeholders.

In late 2021 we began preparing for a rapid increase in community spread of the virus.

Keeping people safe as the pandemic continues

In 2022 we've continued to shift gears and adapt to the changing nature of the pandemic and COVID-19.

The unavoidable reality is that many of our staff and people we support have, or will contract COVID-19, so our priority and focus is on procedures to manage outbreaks and minimise the risk of exposure.

What does that mean?

Firstly, we are preventing and minimising exposure through:

- promoting COVID safe practices – such as handwashing and social distancing
- access to masks, full PPE, and hand sanitiser at all sites and services
- clear and regular messages to stay home if you are unwell
- vaccination and assistance to receive boosters.

Secondly, we are responding if a person is unwell, is a close contact, or is COVID-19 positive through:

- clear procedures for isolating and testing
- Rapid Antigen Test (RAT) kits on hand to perform quick tests if unwell
- a dedicated COVID-19 hotline (1800 983 006) for people to call. This hotline is staffed by nurses who can provide advice, triage, and access medical support if needed.

Finally, when a person in Supported Independent Living is COVID-19 positive, we are providing care and support in their home.

- The team follows infection control procedures such as closely monitoring symptoms (as COVID affects everyone differently) and isolating. Activities outside home are suspended.
- All homes have first aid equipment, from necessities to thermometers. If someone is unwell, symptoms are monitored regularly, and a home doctor or GP telehealth services are engaged if medical attention is needed.
- If a person is hospitalised, first emergency contacts are notified. Our team will go to the hospital and provide support and health information to the hospital.

Endeavour Foundation was established with the firm belief that people with disability have the right to live independently and achieve their goals and dreams. There's no holding back!

COVID-19 may have thrown a spanner in the works, but we are determined not to let it dampen spirits and restrict people from making their dreams a reality.

For more information about our COVID-19 safeguards, visit endeavour.com.au.

What's on?

Gold Coast Expo

When: **Friday 17 & Saturday 18 June 2022**

Where: **Gold Coast Convention
and Exhibition Centre**

Find out more: goldcoastdisabilityexpo.com.au

Regional Disability Expo - Fraser Coast

When: **Friday 12 August 2022**

Where: **Maryborough Showgrounds**

Find out more: disabilityexposc.com.au/visit

Larapinta Adventure 2022

When: **Friday 26 August to
Thursday 1 September 2022**

Find out more: [fundraise.endeavour.com.au/
event/larapinta-adventure-challenge](http://fundraise.endeavour.com.au/event/larapinta-adventure-challenge)

Great Endeavour Rally 2022 Bush & Beach Run

When: **Friday 2 to Saturday 10 September**

Find out more: great.endeavour.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 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

What are you doing today?

Break away from your day-to-day routine and try something new as part of our Learning and Lifestyle community.

The Endeavour Foundation Learning and Lifestyle programs are developed with your dreams, goals, and potential in mind. We're here to help you flourish according to your own interests and priorities.

This month at our Learning and Lifestyle hubs we've been busy engaging in a huge variety of activities such as:

- connecting with nature and learning how to grow fruit and veggies in our gardens
- using virtual reality to learn how to catch public transport or drive a car
- learning how to make healthy choices while getting fit and active.



"My goal is to be healthy, but being healthy isn't just about exercising, it's also about eating the right foods, and most of all having fun!"

- Tara.

Endeavour Foundation client Tara has been working with #teampossible at our Labrador Learning and Lifestyle hub to make 2022 the year she focuses on herself.



Want to see what we're doing tomorrow?

Visit endeavour.com.au/learning-lifestyle to view the current activity calendar for your region or call 1800 112 112 to learn more.