



**KINDRED
SPIRITS**
enterprises

Active Impact Strategy

Version 1: October 2024



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**Kindred Spirits Enterprises
acknowledges the Traditional Owners of
the land on which we live, work and
play. We pay our respects to their Elders
past and present – for they hold the
memories, traditions, culture, and hopes
of their community.**

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Vision & Purpose

Kindred Spirits Enterprises is a catalyst for social change, providing holistic and tailored support for new and existing regional community projects and enterprises.

Our Purpose

We strive to create long-term, **intergenerational social change** that leads to thriving, empowered regional communities that are in harmony with the natural world.

Our Vision

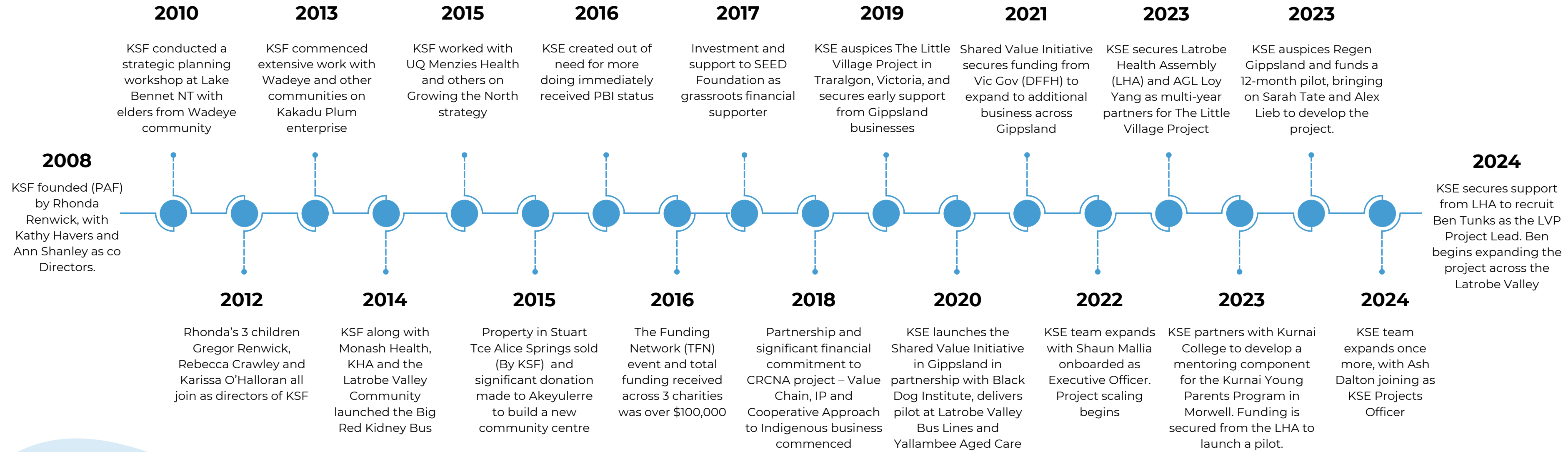
Our vision is **resilient communities** with enhanced quality of life, supported by strong local economies with the capacity for social innovation.

Our Action

We provide **hands-on, holistic support** to foster ideas that emerge from within regional and remote communities to develop projects in a sustainable manner for the long term.

Our roots

Founded by philanthropist Rhonda Renwick OAM in 2016, Kindred Spirit Enterprises (KSE) builds on the family's community work through Kindred Spirits Foundation (KSF), established in 2008.



Principles

We embody these principles as our way of being and interacting with the world around us. They guide how we work as a team and with others, how we make decisions, and how we organise our work.

RESPECTFUL

Our work is deeply **relational**. We move at the pace of **trust**.

DYNAMIC

Our approach is **open** and **curious**. We are continuously and consciously sensing and responding to changes to stay agile.

CARING

Our **care** for the future of our planet and its inhabitants fuels our work.

VISIONARY

We are **bold** and **hopeful** in the changes we envision. We are not afraid to take risks and try new ways of working.

CONNECTED TO PLACE

Our work is embedded in place. We **respect** and **respond** to the unique needs and desires of each community we work with.

Impact

We believe in thriving communities filled with healthy and fulfilled people. But what exactly this looks like is unique to each of the individuals and communities we work with.

That's why we take a holistic approach to impact, acknowledging that most impact areas are interconnected.

How we create impact

We create impact through a hands-on approach. Establishing what the needs are on a project-by-project basis and working collaborative to achieve the greatest impact through;

Capacity building: advocacy, strategic development, guidance on governance, project coordination and development, enhanced credibility.

Collaboration and connections: introductions within our growing community, creating new connections, promotion of projects, and representation in partner meetings and at community events.

Funding and resourcing: seed funding new initiatives, fund raising, formal partnerships and auspicing arrangements, administration and operational support.

How we measure success

We hold long term aspirations for meaningful change. These are the timeframes in which we measure success that serve as a reminder of the bigger picture.

Timeframes

Demonstrated by

Short term (quarterly/yearly)

- growth of the KSE family (partnerships, collaborations, supporters, core team, staff)
- attraction of new board members
- increase in number of projects supported
- new partnerships with other foundations
- increased donations and fund raising
- expanded reach in other locations

Long term (years)

- projects becoming self sufficient
- organisation of choice to support social impact projects
- growth of network and community (locally, nationally & globally)
- wide recognition of the KSE brand (well known for our values)

Intergenerational

- Strengthened local economies
- Greater community resilience and capacity for social innovation
- Improved quality of life for individuals in regional areas

Action

To support our strategy we have an Action Plan that keeps us on track to achieve our desired impact.

Here are our five key aspirations and actions for 2025.

Aspiration	Action
1 Raise the awareness of KSE	<ul style="list-style-type: none">• Publish the KSE origin story on the website• Explore process to create documentary or series of short videos• Capture and publish partner testimonials• Capture and publish case studies• Develop marketing collateral• Revisit brand identity
2 Grow the KSE community	<ul style="list-style-type: none">• Map stakeholders; program delivery partners, funding partners, community connections, volunteers• Develop a project blueprint to share with partner organisations to replicate• Explore and activate volunteering opportunities• Run a membership campaign
3 Grow the KSE brand and reputation	<ul style="list-style-type: none">• Apply for B Corp Certification• Host partner appreciation activity
4 Diversify income streams	<ul style="list-style-type: none">• Develop Fundraising Strategy• Test fee for service offering
5 Evaluate projects	<ul style="list-style-type: none">• Create a baseline evaluation & monitoring framework• Build evaluation metrics into partnership agreements

Project alignment

While the scope of our projects are diverse, there are common threads across the initiatives we support.

All projects for consideration must align with these five guidelines.

KSE supports projects...

led by others: we support social enterprises and projects operated by others, therefore enabling us to build capacity and have greater influence across multiple projects.

by enhancing their impact: we provide knowledge, structure, education, networks and funding to enhance their impact, not through project delivery.

to thrive over the long-term: we are not governed by short-term funding and political cycles, the people we work with are part of the KSE family and we collaborate for multiple years to help projects achieve long-term sustainability.

with a place-based focus: we seek projects that have a long-term commitment to the development of social entrepreneurship within their community.

focused on social impact: the projects supported are purpose over profit that address social or environmental challenges to benefit the community and beyond.

Project portfolio

Supporting our partners to lead and develop their social impact projects is at the heart of what we do.

Here is a snapshot of our current projects. Check out the full scope of projects, past & present, here: kindredspirits.org.au/projects/



The Little Village Project is a community-led initiative supporting primary schools in delivering evidence-based interventions to help disadvantaged students achieve their full potential.



Regen Gippsland unites the community to explore and apply Doughnut Economics, addressing regional challenges and fostering sustainable development for people and the planet.



KSE has partnered with Black Dog Institute to offer free mental health training to Gippsland businesses, promoting workplace wellbeing, reducing absenteeism and enhancing operations.



This initiative expands the Kurnai Young Parents Program by connecting young parents with mentors for ongoing support and guidance to strengthen community ties.



Linguists are collaborating with the Rak Thanggarral to document and preserve the language, stories, and cultural heritage of the Marri Tjevin people in the Northern Territory.

People

Our success is intricately woven with the dedication of individuals who embody the spirit of KSE. Their tireless work, innovative thinking and collaborative spirit have propelled us to new heights, allowing us to expand our reach and deepen our impact. We extend our deepest gratitude to the many passionate people who have walked this journey with us. Here is our current team:



Rhonda Renwick
Founder/Chair
Kindred Spirits Enterprises



Shaun Mallia
Executive Officer
Kindred Spirits Enterprises



Ashleigh Dalton
Projects Officer
Kindred Spirits Enterprises



Ben Tunks
Founder/Project Lead
Little Village Project



Sarah Tate
Strategy Lead
Regen Gippsland



Jenny Carmichael
Board Director
Kindred Spirits Enterprises



Kathy Havers
Board Director
Kindred Spirits Enterprises



Greg Allen-Pretty
Board Director
Kindred Spirits Enterprises



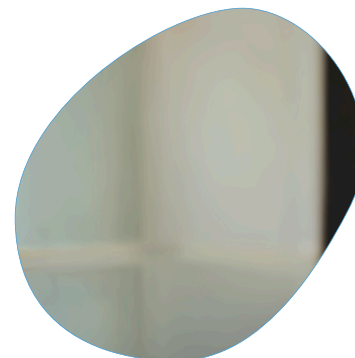
Jane Campton
Board Director
Kindred Spirits Enterprises



Dr Elena Kelareva
Board Director
Kindred Spirits Enterprises



Karissa O'Halloran
Board Director
Kindred Spirits Enterprises



Gregor Renwick
Board Director
Kindred Spirits Enterprises

Community

Relationships are at the core of our work. All of our initiatives are made possible through the collective efforts of Kindred Spirits Enterprises and a host of dynamic, dedicated partners and supporters, both local and national.





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