



**KINDRED
SPIRITS**
enterprises

**Annual Report
2022-2023**



**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.**



**KINDRED
SPIRITS**
enterprises

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Message from the EO

It is my pleasure to present Kindred Spirits Enterprises' annual report for the 2022-23 financial year. It has been an incredible year of growth for the organisation and stands as a testament to our collective dedication, marked by positive outcomes in advancing our social impact initiatives.

Our success is a shared achievement, made possible by the unwavering support of our partners, the tireless dedication of our team and Board of Directors and the resilient communities we serve across Gippsland. Together, we have reached new milestones and made a lasting difference.

In this report, you will find a comprehensive overview of our organisational performance, operational highlights and the profound impact of our social initiatives. As we navigate the challenges and opportunities ahead, our commitment to creating positive change remains unwavering.

This year has been defined by meaningful collaborations and expanded programs, underscoring a deepened commitment to our mission. Notable achievements include welcoming passionate community advocate Sarah Tate to KSE to drive the visionary Regen Gippsland project.

Key partnerships with the Latrobe Health Assembly (LHA) and AGL Loy Yang have not only sustained

but expanded The Little Village Project (LVP) to other primary schools across the Latrobe Valley. These collaborations exemplify our dedication to extending the reach of impactful programs.

Guided by the LVP Advisory Group, we began planning for our first fundraiser event and also expanded the project to Grey Street Primary School. My heartfelt thanks goes to the group and all those who have supported the project.

Collaborating with GippsTech, we co-facilitated a Startup Gippsland workshop, empowering individuals to create a positive impact through entrepreneurship. We further collaborated with the Black Dog Institute to deliver critical mental health workshops at several Gippsland businesses, contributing to the well-being of our community.

This is just a small example of the key endeavours over the past year that have left a resounding and meaningful impact on the Gippsland community.

As we reflect on these achievements, I express my deepest gratitude to the Board of Directors at KSE for their enthusiastic dedication to our shared mission. Your guidance and support have been instrumental in enabling not only me but our community to deliver programs, projects, and

initiatives that helped create social change so that people across Gippsland and beyond may enjoy better lives.

A special heart-felt thank you goes to Kindred Spirits Foundation who have supported the Enterprise with funding and in-kind support since its founding in 2016. Without them, what we do wouldn't be possible.

I invite you all to explore the pages of this report, gaining insight into the incredible strides we have taken together and the promising path that lies ahead.



Shaun Mallia
Executive Officer

Kindred Spirits
Enterprises

**Kindred Spirits
Enterprises is more than
an organisation; it's a
community-driven force
for positive change.**

About Kindred Spirits

Kindred Spirits Enterprises (KSE) continues to evolve but its ethos remains the same: simply put, to help create social change so that people in the Latrobe Valley, Gippsland and beyond may enjoy better lives.

The enterprise was founded by philanthropist Rhonda Renwick in 2016, and was an expansion of her family's extensive community work through Kindred Spirits Foundation, a philanthropic fundraising service launched in 2008.

As well as having a Gippsland focus, support was also provided in KSE's earlier years to developing a native botanicals industry, working with Aboriginal enterprises in northern Australia.

Back in Gippsland, reading and literacy and community-led projects emerged with the involvement of KSE. Today, we partner with projects like Regen Gippsland, the Shared Value Initiative and the Little Village Project to take our vision a step further.

KSE demonstrates a steadfast commitment to uplifting regional communities and entrepreneurs, actively working towards the establishment of sustainable livelihoods and the promotion of positive social change. Their approach involves nurturing the growth of social impact projects in Gippsland and other regional areas.

Furthermore, KSE's efforts extend to enhancing local community capacity for

entrepreneurship and social innovation.

In their dedication to the long-term sustainability of projects, KSE prioritises initiatives aimed at improving educational outcomes, promoting mental health, and placing people and the environment at the core of their endeavours. Additionally, their commitment includes providing program support through hands-on project coordination, including advocacy.

This holistic perspective reflects their belief that true progress is achieved when projects not only succeed but also contribute meaningfully to the well-being of individuals and the broader community.

MEMBERSHIP

Philanthropy Australia
Gippsland Social Enterprise Collective
Gippsland Regional Executive Forum
Regen Places Network



Our Approach



At Kindred Spirits Enterprises, we are excited to see ideas emerge from within Gippsland communities that will make life better for local people. So we want to work with those communities to see their projects develop in a way that's sustainable for the long-term.

Through partnerships with not-for-profits and other community-based groups, we're seeing projects like 'The Little Village Project' and 'Regen Gippsland' emerge and grow.

At Kindred Spirits Enterprises, we believe in thriving communities filled with healthy and fulfilled people. We're ready to support a bit of local entrepreneurship and social innovation if it aligns with our community-positive values.

HOW WE OPERATE

Rather than deliver projects, we support our project partners to take the lead. This is their story.

Kindred Spirits Enterprises will see what the needs are on a project-by-project basis to achieve their best social benefit.

WE PROVIDE

- **Project Coordination**
- **Program Design**
- **Strategic and Governance Advice**
- **Fundraising Support**
- **Partnership Development**
- **Facilitation**
- **Community Advocacy**
- **Communication Planning**
- **Seed Funding**



At the heart of Kindred Spirits Enterprises lies the commitment of our exceptional team, whose passion and resilience have fuelled our journey toward creating positive change within Gippsland and beyond.

Their commitment to social impact has been the driving force behind every endeavour, and their efforts serves as a testament to the remarkable strides we have collectively made.

Our success is intricately woven with the dedication of individuals who embody the spirit of Kindred Spirits Enterprises. Their tireless work, innovative thinking and collaborative spirit have propelled us to new heights, allowing us to extend our reach and deepen our impact.

The People Driving Change



KSE and Partners



Shaun Mallia
Executive Officer
Kindred Spirits Enterprises



Sarah Tate
Community Convenor
Regen Gippsland



Ben Tunks
Founder
The Little Village Project

The Board

Directors

Rhonda Renwick Chair
Jenny Carmichael
Jane Campton
Keita Matsumoto
Dr Elena Kelareva
Mark Burton Resigned 31 March 2023

Profound Impact



At the heart of our mission lies a dedication to fostering meaningful transformations, and our diverse range of social impact initiatives reflects this commitment.

All of these initiatives are made possible through the collective efforts of Kindred Spirits Enterprises and a host of dedicated partners, both local and national. Together, we are driving positive change through education, mental health support and the development of a visionary outlook for Gippsland.

As we embark on this journey, we invite you to explore the stories, impressions, and collaborative spirit that define our social impact initiatives. Through these endeavours, we envision a future where our community thrives, uplifted by the positive changes we collectively bring to life.

SOCIAL IMPACT PROJECTS

8 | **The Little Village Project**

12 | **KYPP Mentoring Initiative**

9 | **Shared Value Initiative**

12 | **Bike Racks For Buses**

10 | **Regen Gippsland**

13 | **Marri Tjevin Project**



Case Study - Jane

The Little Village Project

AT A GLANCE

73

School students supported

299

Direct interventions provided

2

Participating primary schools

Stockdale Road PS
Grey Street PS

The Little Village Project (LVP) is a community-led initiative to support vulnerable children in the Latrobe Valley. Founded in 2020 by Ben Tunks, the Wellbeing Support Officer at Stockdale Road Primary School, the project strives to collaborate with primary schools to empower their vulnerable students and help them thrive.

Auspiced by Kindred Spirits Enterprises, the LVP began at Stockdale Road under Ben's guidance and since then it has supported more than 70 students by offering a range of services, including mental health care, speech therapy, and sensory support.

These interventions eliminate barriers to the students' engagement at school, enabling them to actively participate in classes and other activities, ultimately fostering a brighter

and more promising future for each child.

In late 2022, the LVP secured a three-year partnership with the Latrobe Health Assembly, facilitating its expansion to additional schools in the Latrobe City Local Government Area. AGL Loy Yang also committed to a three-year funding partnership, further enabling the project's growth and sustainability.

Thanks to the sustained support of these organisations, the LVP expanded to Grey Street Primary School in mid-2023, with plans for further expansion in 2023-24. In addition to this, planning for the first LVP fundraising commenced with and is scheduled to be held in September 2023.



In the very early days of The Little Village Project, we met a student, Jane*, who had transferred from another school to Stockdale Road Primary School. She was in Grade Six and incredibly shy – in fact, we barely heard Jane speak for the first few months she was with us. Jane was a diligent and hard-working student who gave her all to her learning. Over time, we discovered that the reason Jane was so quiet was that she felt ashamed of a speech and language issue that made it difficult for her to say “r” and “l” sounds.

The Little Village Project funded Speech Therapy sessions for Jane, which the school supported with its Speech Therapy Assistant Program. The student enthusiastically engaged in these sessions as though she had been holding out for an opportunity like this.

With a lot of hard work and persistence, Jane's speech and language improved and we watched as she grew in confidence. She began making eye contact instead of looking at the ground and she would contribute her wonderful ideas to class discussions. Most importantly, we began to see Jane smile.

She is in secondary school now. However, I was lucky enough to run into her at the shops recently. Jane bounded up to me and said hello, brimming with confidence. The money spent on Speech Therapy was worth every cent.

**Not her real name*

- BEN TUNKS,
WELLBEING SUPPORT OFFICER
STOCKDALE ROAD PRIMARY SCHOOL

Funding 2022-23

\$111,400 Latrobe Health Assembly
\$90,000 AGL Loy Yang

\$10,000 Kindred Spirits Foundation
\$30,000+ Community Donations



Shared Value Initiative

AT A GLANCE

WORKSHOPS DELIVERED

4

Latrobe Health Services

5

AGL Loy Yang

2

Australian Sustainable Hardwoods

By working hand-in-hand with businesses across Gippsland, the Shared Value Initiative is assessing the social and financial returns on investing in workforce mental health.

Given the high rates of mental illness in regional Australia, there is tremendous opportunity to improve mental health and business performance by investing in evidence-based mental health training delivered by the Black Dog Institute (BDI).

Working alongside Kindred Spirits Enterprises, the BDI provides mental health training to businesses across Gippsland. These workplaces can then implement a more positive working environment for their staff, resulting in reduced stress and absenteeism and greater achievements in their assigned tasks.

The project will conclude at the end of 2023, with BDI evaluating the effectiveness of the workshops and the impact on participants. Early findings show a positive response to the workshops from participating businesses.



Funding
2022-23

\$75,000 Department of Families, Fairness and Housing

Early findings

58

PARTICIPANTS

MANAGER TRAINING REPORT

- **35.7%** increase in self-rated knowledge straight after the workshop
- Self-rated confidence started between **40-60%** and increased to **72.7-90.1%** three months after the workshop
- **81.8%** intend to implement learnings

50

PARTICIPANTS

STAFF TRAINING REPORT

- **32.4%** increase in self-rated knowledge straight after the workshop
- **33.5 %** increase in self-rated confidence
- **82.4%** intend to implement learnings



Regen Gippsland

AT A GLANCE

COMMUNITY DESIGN FORUMS



Lakes Entrance
30 Participants

FOOD + FIBRE



Warragul
15 Participants



Meeniyan
25 Participants

Regen Gippsland (RG) is a platform for ambitious collaboration, in service to Gippsland, and is powered by a growing alliance of organisations. The aim is to build and foster a connected regional network of organisations to strengthen regional social, environmental and economic outcomes for Gippsland. It acts as an alliance of individuals and organisations committing their skills, resources and aspirations to reinvent Gippsland.

RG was able to find a formal auspicing body, Kindred Spirit Enterprises, and secure funding for a 6-month pilot (May - Oct 2023). The ambition of the pilot was to develop preliminary community insights around a regenerative future for Gippsland and surface recommendations for our road ahead. This has been achieved through initial high-level

research and mapping, and community consultation with individuals.

At the core of our community engagement process were three community design forums, each covering a particular emerging theme in relation to the place. These workshops each addressed the opportunity and aspirations of place, acknowledge existing local initiatives and champions, and explored the theme in relation to the Doughnut (see next page).

Kindred Spirits Enterprises will continue to act as the auspicing body for a further 12 months into 2024 and commit further resourcing towards the backbone function. This support will enable further development of the alliance and build capability.



ACKNOWLEDGE PREVIOUS PROJECTS & WORK

Funding
2022-23

\$15,800 WWF Australia
\$12,980 Kindred Spirits Enterprises





Doughnut Economics



Doughnut Economics is a concept and economic model introduced by economist Kate Raworth. It offers an alternative framework for economic development that seeks to balance human well-being with ecological sustainability.

The model envisions an economic "doughnut" shape, where the inner ring represents the social foundation, ensuring that all people have access to essentials such as food, healthcare, and education, without falling into poverty.

Meanwhile, the outer ring represents the ecological ceiling, defining the environmental limits beyond which human activities risk causing irreversible damage to the planet.

The goal of Doughnut Economics is to find a balance between meeting the basic needs of all individuals and staying within the ecological boundaries of the Earth. It encourages a shift from the traditional growth-centric economic approach to one that prioritises sustainability, social justice, and well-being.



LOCALISING THE DOUGHNUT

WHAT ARE THE GAPS OF THE DOUGHNUT AND HOW TO LOCALISE IT TO GIPPSLAND?

- First Nations Connection to Country
- Community
- Healing
- Culture
- Arts
- Creativity
- Diversity
- Livelihoods
- Wellbeing
- Rest
- Heart and soul
- Play and recreation
- Psychological and spiritual wellbeing
- Joy
- Dark space light pollution
- Relationships
- Self worth
- The commons
- Lifecycles
- Intergenerational waste
- Population pressure



OPTIMISTIC FUTURE
Collective visioning & holding wild Aspirations

Kurnai Young Parents Program Mentoring Initiative

The Kurnai Young Parents Program (KYPP) offers 14-20-year-old students the opportunity to complete their schooling in a safe and supportive environment while facing the challenges of being a young parent.

Operating at the Kurnai College Flexible Learning Option campus in Morwell, the free program provides students with numeracy, literacy, personal development and life skills and the opportunity to work towards a tailored pathway through a flexible learning program.

Kindred Spirits Enterprises (KSE) and Kurnai College are working together to expand the KYPP to include a mentoring component, enhancing the current program. The KYPP team discovered a need to provide ongoing support to students either undertaking or who have completed the course.

Many students have narrow and limited support networks and frequently deal with complex and challenging issues and

**Funding
2022-23**

\$10,000 Latrobe
Health Assembly

relationships, impacting their ability to set and achieve goals. A mentor program will add value to the existing course, complement the program's philosophy and help contribute to the ongoing development of program participants.

KSE, in partnership with Kurnai College, is currently undertaking scoping work to identify a suitable mentoring program that can be adapted to complement the existing KYPP. This scoping work was made possible thanks to a generous donation from the Latrobe Health Assembly.

Bike Racks For Buses

Bike Racks for Buses is a social enterprise focused on providing bike racks for use on public buses across Victoria.

The project was originally conceived to employ long-term, multi-generational unemployed residents from across the Latrobe Valley to assemble the bike racks, and encourage active living among Victorian residents.

Operated in partnership with the Bus Association of Victoria, this project has helped to fund social impact projects currently led by Kindred Spirits Enterprises (KSE).

In early 2023, KSE made the decision to cease its involvement in the enterprise, which will take effect from November 2023. The Board has decided that the enterprise no longer aligned with KSE's mission and vision, and other enterprises will be pursued.

8

PARTICIPATING BUS COMPANIES

Castlemaine Bus Lines

Christian's Bus Company

Mooroopna Passenger Service

McKenzie's Tourist Services

Organs Coaches

Moreland Coaches

Benalla Bus Lines

Volgren Australia



Marri Tjevin Language Project

Experienced linguists, led by Gregor Renwick, are working closely with the Rak Thanggarral to record the words, sentences and stories of the Marri Tjevin people in the Northern Territory.

The project includes recording native speakers, compiling these recordings into a dictionary, translating stories into Murrinhpatha and English and creating learning resources.

Workshops will be held with the Rak Thanggarral regarding the future use of existing and newly created assets, enabling Rak Thanggarral ownership and platforms for access for their desired audience. Marri Tjevin families play an integral part in the project and work with the linguists to further develop ways to strengthen, share and celebrate their important connections through Culture and language.

Kindred Spirits Enterprises has supported Gregor's work for several years through annual funding contributions and in-kind support. This will continue.



Our Investors, Partners and Supporters

Our appreciation goes to the investors, partners and supporters whose assistance has propelled Kindred Spirits Enterprises to new heights, turning vision into impactful reality.

To our investors, your financial backing has been instrumental in driving our initiatives forward. For our partners and supporters, your collaborative spirit and shared belief in our mission have been the catalysts for meaningful change.

Your dedication empowers us to reach for greater milestones, and we eagerly anticipate the ongoing journey of collaboration and shared success.

Thank you to our Donors

We express our deepest gratitude to the exceptional individuals and organisations whose generous support has fuelled the success of Kindred Spirits Enterprises and our community-led projects throughout the year. Your unwavering commitment has been instrumental in shaping positive outcomes and creating a lasting impact on the lives of many in our community.

The dedication of our donors serves as a beacon of hope, comfort, and inspiration for individuals facing various challenges within our community. Your support transcends financial assistance; it empowers us to provide transformative solutions that bring joy, relief, and a sense of possibility to those in need.

**Raymond Tunks
Joh Lyons
Megan Stewart-
North
Tracey Piening
Shaun Mallia
Kimberley Howard
April Pyle
Debbie Symons-
Munro
Melanie Tunks
Nicolas Lawler**

**Brad Griffin
Alan Wilson
Deb Wilson
Chris Stammers
Ian Gibson
Heather Farley
Kathy Havers
Peter Minster
Andrew McDonald
Rhonda Renwick
Daryl Hill
Christine Stewart**

**Leanne Horn
Alshareef Nahas
Jane Darling Sloyan
Jim Armstrong
Michael Kaser
Salvatore Tripodi
William Campbell
Cody Roxburgh
John Mitchell
Latrobe Regional Hospital
Omnia Nutriology
Nanoo Nanoo Media**

**Donate
today**



Statement of profit or loss and other comprehensive income for the year ended 30 June 2023	Total	
	2023	2022
Revenue and Other Income		
Donations and grants	\$139,115	\$97,082
Dividend and option income	\$212,345	\$203,622
Interest income	\$2,096	\$48
Other revenue	\$254,649	\$151,189
Total Revenue	\$553,125	\$451,941
Less: expenses		
Cost of sales - bikes	(\$32,270)	(\$16,325)
Employee benefits expense	(\$122,454)	(\$52,250)
Occupancy expense	(\$600)	-
Donations and grants expense	(\$75,173)	(\$64,482)
Net loss on sale/revaluation of investments	-	(\$109,290)
Non-recoverable of intercompany loans	(\$306,502)	-
Other expenses	(\$73,872)	(\$354,501)
	(\$610,871)	(\$596,848)
Loss before tax expense	(\$2,666)	(\$144,907)
Other comprehensive income for the year	-	-
Total comprehensive income	(\$2,666)	(\$144,907)

Statement of financial position as at 30 June 2023	Total	
	2023	2022
Current assets		
Cash and cash equivalents	\$285,985	\$154,512
Receivables	\$45,536	\$221,918
Inventories	\$35,648	\$9,200
Total current assets	\$367,169	\$385,630
Investments	\$2,613,668	\$2,556,574
Total non-current assets	\$2,613,668	\$2,556,574
Total assets	\$2,980,837	\$2,942,204
Current liabilities		
Payables	\$41,825	\$526
Total current liabilities	\$41,825	\$526
Total liabilities	\$41,825	\$526
Net assets	2,939,012	\$2,941,678
Equity		
Retained earnings	\$2,929,012	\$2,941,678
Total equity	\$2,939,012	\$2,941,678

Statement of cash flows for the year ended 30 June 2023	Total	
	2023	2022
Cash flow from operating activities		
Donations received	\$139,115	\$117,082
Receipts from sale of bike racks	\$71,658	\$41,150
Payments to suppliers and employees	(\$419,637)	(\$309,676)
Dividends and options received	\$212,345	\$183,622
Interest received	\$2,096	\$48
Receipts from events income	\$3,300	-
Net cash provided by operating activities	\$8,877	\$32,226
Cash flow from investing activities	2023	2022
Proceeds from sale of investments	\$1,632,460	-
Payments for investments	(\$1,509,864)	(\$2,775,000)
Net cash provided by / (used in) investing activities	\$122,596	(\$2,775,000)
Cash flow from financing activities	2023	2022
Movement in related parties	-	(\$107,157)
Net cash used in financing activities	-	(\$107,157)

Reconciliation of cash	Total	
	2023	2022
Cash at beginning of the financial year	\$154,512	3,004,443
Net increase / (decrease) in cash held	\$131,473	(\$2,849,931)
Cash at end of financial year	\$285,985	\$154,512

Statement of changes in equity for the year ended 30 June 2023	Retained Earnings	Total equity
Balance as at 1 July 2021	\$3,086,585	\$3,086,585
Profit/(loss) for the year	(\$144,907)	(\$144,907)
Balance as at 30 June 2022	\$2,941,678	\$2,941,678
Balance as at 1 July 2022	\$2,941,678	\$2,941,678
Profit/(loss) for the year	(\$2,666)	(\$2,666)
Balance as at 30 June 2023	\$2,939,012	\$2,939,012



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