



**KINDRED
SPIRITS**
enterprises

Annual Report 2023-2024

Contents

Heartfelt thank you to our donors	03
Message from the Executive Officer	04
About Kindred Spirits Enterprises	05
The team creating social impact	07
The Little Village Project	08
KYPP Mentoring Initiative	09
Regen Gippsland	10
Marri Tjevin Language Project	11
Shared Value Initiative	11
Bike Racks for Buses	11
Partnering with Kindred Spirits	12
Financial Statement	13

Acknowledgement of Country

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.

Authorised and published by
Kindred Spirits Enterprises
4/24 Mason Street,
Warragul, VIC, 3820
January 2025

For more information, or if you
would like to receive this
publication in an accessible
format, visit Kindred Spirits
Enterprises at
kindredspirits.org.au



Our Partners



Heartfelt thank you to our supporters

Kindred Spirits Enterprises is grateful for the support of our funders, partners, supporters and donors. Your belief in our mission and your contributions have been pivotal in helping our community and its people to flourish.

You are not just allies in our projects, but welcome members of the Kindred Spirits family. Thank you for walking this journey with us and for continuing to empower us in reaching new heights. We look forward to further collaboration and shared success in the years ahead.

**Donate
today**



Our Donors

GIPPSLAND
SOCIAL
ENTERPRISE
COLLECTIVE



DeakinTalent

Kindred Spirits Foundation
Latrobe Health Assembly
AGL Loy Yang
Gippsland Regional Executive Forum
Viridian Advisory
Infinity Portfolio
Pitcher Partners
Rhonda Renwick
Latrobe Spirit and Community
Littleton Hackford Lawyers
Carrajung Estate

Latrobe Regional Hospital
Mantra Traralgon
The Butter Factory
Stony Creek Earth Home
Wattle Bank Farm
Tennis Australia
Goodmove Conveyancing
M & T Connolly
Betta Electrical Traralgon
Collins Booksellers Sale
Latrobe Blinds

Kimberley Howard
Tracey Piening
Shaun Mallia
Greg Allen-Pretty
John Mitchell
Christine Stewart
Leah Methers

Rhonda Renwick
Megan Stewart-North
Joh Lyons
Kathy Anne Havers
Raymond Tunks
Peter Minster

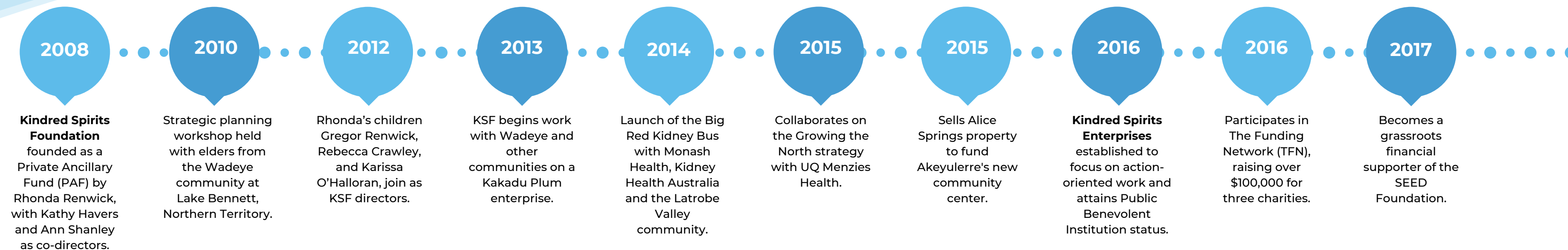
Message from the EO

This year has been one of remarkable growth for Kindred Spirits Enterprises and the communities we serve.

Regen Gippsland has evolved into a dynamic movement, laying the foundation for the Gippsland Doughnut, while The Little Village Project now supports four schools, with more eager to join. We also secured funding to launch a mentoring initiative for the Kurnai Young Parents Program. These achievements are made possible by our dedicated team, partners and supporters. Together, we're fostering grassroots solutions that inspire positive change across Gippsland and beyond.

Thank you for trusting us to help build a stronger, healthier future for all.

Shaun Mallia / Executive Officer



About Kindred Spirits Enterprises

Kindred Spirits Enterprises (KSE) is a catalyst for social change, providing backbone operational support for new and existing community projects.

KSE responds to place-based problems through tailored approaches that empower communities to address their unique challenges. By working collaboratively with local partners and agencies, KSE facilitates and nurtures community-driven initiatives, fostering sustainable, long-term positive impacts.

Founded by philanthropist Rhonda Renwick in 2016 as an expansion of her family's extensive community work through Kindred Spirits Foundation (KSF), KSE has always been committed to uplifting regional communities and entrepreneurs, promoting sustainable livelihoods and driving positive social change.

This past year marked a pivotal moment in the KSE journey, merging with KSF to form a single, unified organisation. This consolidation of people and purpose will empower KSE to have an even greater impact and to change more lives for the better.

Our approach remains holistic and deeply rooted in the 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.

KSE nurtures the growth of social impact projects in Gippsland and other regional areas, enhance local community capacity for entrepreneurship and social innovation, and prioritise initiatives that place people and the environment at the core of its endeavours.



2018

Partners with CRCNA to begin the Value Chain, IP, and Cooperative Approach to Indigenous Business project.

2019

KSE auspices The Little Village Project in Traralgon, securing support from Gippsland businesses.

2020

Launches the Shared Value Initiative in partnership with the Black Dog Institute, piloted at Latrobe Valley Bus Lines and Yallambee Aged Care.

2021

Shared Value Initiative expands with funding from the Department of Families, Fairness, and Housing.

2022

Shaun Mallia joins KSE to scaling existing projects across Gippsland.

2023

Secures multi-year support from Latrobe Health Assembly and AGL to expand The Little Village Project.

2023

Partners with the Kurnai Young Parents Program and Kids First Australia to develop a mentoring initiative, funded by LHA.

2023

Auspices Regen Gippsland, funding a 12-month pilot, with Sarah Tate and Alex Lieb leading development.

2024

KSF and KSE merge, with board directors from both forming into a new board.

2024

Secures LHA funding to recruit Ben Tunks as TLVP project lead.

“

The relationship goes far beyond financial and human capital, we are a team and walking together on this journey as Kindred Spirits.

Sarah Tate
Strategy Lead
Regen Gippsland

Hands-on approach

Project
Coordination
and Design

Fundraising
Activation

Strategic and
Governance
Advice

Partnership
Development

Workshop
Facilitation

Community
Advocacy

Communication
and
Marketing

Seed
Funding

The team creating social impact

Our Board of Directors is a dedicated group of experienced individuals whose passion drives positive change in Gippsland and beyond. This year, we welcomed Greg Allen-Pretty, Kathy Anne Havers, Karissa O'Halloran and Gregor Renwick, adding invaluable insight to our Board. We also said goodbye to Keita Matsumoto, who resigned after dedicating more than two years to the board.

Board of Directors



**Rhonda
Renwick OAM
(Chair)**



**Jenny
Carmichael
(Deputy
Chair)**



**Keita
Matsumoto
(resigned)**



**Jane
Campton**



**Dr Elena
Kelareva**



**Greg Allen
Pretty**



**Kathy Anne
Havers**

&

**Karissa
O'Halloran**

**Gregor
Renwick**

Operational team



**Shaun Mallia
CEO**



**Ashleigh
Dalton
Admin Support
Officer**



**Alex Lieb
Community
Lead
Regen
Gippsland**



**Sarah Tate
Strategy
Lead
Regen
Gippsland**



**Ben Tunks
The Little
Village Project
Founder**

We also expanded our operational team, welcoming Ashleigh Dalton as Admin Support Officer, whose contributions have enhanced our operational efficiency. In Regen Gippsland, Alex Lieb stepped in as Community Lead, driving the project's growth, with Sarah Tate continuing to provide strategic advice and support.

Board committees

Finance

Kathy Havers
Jenny Carmichael
Shaun Mallia

Projects

Rhonda Renwick OAM
Greg Allen Pretty
Jane Campton
Dr Elena Kelareva
Shaun Mallia

Marketing

Greg Allen Pretty
Shaun Mallia
Ashleigh Dalton
Alex Leib
Karissa O'Halloran

The Little Village Project

Launched: 2020

2023-2024 Snapshot

Students
Supported

85

Direct Supports
Provided

383

Participating
schools

Stockdale Road PS, Grey Street PS
Kosciuszko Street PS
Tanjil South PS

The Little Village Project (LVP) continues to be a beacon of hope for vulnerable children in the Latrobe Valley, providing essential support to help them flourish.

Established in 2020 by Ben Tunks, the Wellbeing Support Officer at a Traralgon primary school, the LVP aims to collaborate with primary schools to empower students facing challenges, ensuring they receive the care and resources needed for their wellbeing and academic success.

Under the auspices of Kindred Spirits Enterprises, the LVP began its journey at Stockdale Road Primary School, where it has since expanded and supported over 80 students through services such as mental health care, speech therapy, and sensory support. These community-funded interventions remove barriers to engagement, enabling students to participate fully in school activities and paving the way for a brighter future.

In late 2022, the LVP secured separate three-year partnerships with the Latrobe Health Assembly and AGL Loy Yang.

Key Developments in 2023-24

- **Expansion to Kosciuszko Street Primary School:** The LVP expanded its reach, welcoming Kosciuszko Street Primary School as its fourth partner school.
- **Fundraising success:** A significant milestone was achieved at the first LVP fundraising event held at Carrajung Estate Winery, where \$12,000 was raised, thanks to generous contributions from the community, including ongoing donations.
- **Securing additional funds:** We have secured additional funding from the Latrobe Health Assembly to conduct an independent evaluation of the project over the next three years.

Key Partners



Kurnai Young Parents Program _ Mentoring Initiative

Launched: 2023

Key Partners



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, along with the opportunity to work towards a tailored pathway through a flexible learning program.

To enhance this offering, Kindred Spirits Enterprises (KSE) and KYPP partnered to expand the program by introducing a mentoring component. This initiative was driven by the KYPP team's recognition of the need for ongoing support for students who are either undertaking or have completed the course.

Many of these young parents have limited support networks and often face complex challenges that impact their ability to set and achieve goals. The addition of a mentoring program is designed to complement the existing curriculum and align with the program's philosophy, fostering the ongoing development of participants.

Key Developments in 2023-24

- **Scoping and partner identification:** KSE completed scoping work and identified Kids First Australia as a suitable partner to develop the mentoring program alongside KYPP.
- **Funding secured:** Successfully secured funding from The Latrobe Health Assembly for a 12-month pilot program and evaluation. Meggetto Consulting was brought on board to lead the evaluation.
- **Next steps:** Focus on recruiting a qualified coordinator to lead the mentoring pilot.

Regen Gippsland

Launched: 2023

Key Partners



KINDRED
SPIRITS
enterprises



REGEN
MELBOURNE

In late 2023, Kindred Spirits Enterprises decided to finance and auspice Regen Gippsland. This followed a successful six-month pilot in partnership with WWF-Australia to develop preliminary community insights around a regenerative future for Gippsland and surface recommendations for our road ahead.

Regen Gippsland (RG) exists to drive collective ambition and cross-sector collaboration between not-for-profit, business, social enterprise, government, education and individuals. By organisations working together across sectors and breaking down silos, this can elevate the community's ambitions and create a clear path towards a thriving future for Gippsland.

Regen Gippsland's vision (see next page) was co-created over 18 months with engagement from more than 100 Gippslandians, inspired by the global movement of Doughnut Economics, and led to the creation of the Gippsland Doughnut.

The Gippsland Doughnut (see next page) is the safe and just space for humanity, where the inner circle is the social foundation where a community cares for each other, making sure nobody falls short of basic needs such as water, food, education. The outer circle demonstrates the ecological ceiling and how by caring for Country those overshoot boundaries can be brought into the safe space again.

Next steps

A proposal has been developed to employ a Research Lead to drive the development of the Gippsland Regional Portrait - a platform for measuring what matters for our region. Which will see the Gippsland Doughnut evolve from a conceptual model to a practical tool for measurement.



Illustration: Angharad Neal-Williams

Launched: 2020

Marri Tjevin Language Project

Key Partners



FIRST
LANGUAGES
AUSTRALIA



KINDRED
SPIRITS
enterprises

Experienced linguists, led by Gregor Renwick, are working closely with the Rak Thanggaral 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 Thanggaral regarding the future use of existing and newly created assets, enabling Rak Thanggaral 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.

Launched: 2020

Shared Value Initiative

Key Partners



Black Dog
Institute



Families,
Fairness
and Housing



KINDRED
SPIRITS
enterprises

The Shared Value Initiative is working with businesses across Gippsland to assess the social and financial returns of investing in workforce mental health.

With high rates of mental illness in regional Australia, this initiative leverages evidence-based mental health training delivered by the Black Dog Institute (BDI) to improve both mental health and business outcomes.

In partnership with Kindred Spirits Enterprises, BDI provides training that enables workplaces to foster more positive environments, resulting in reduced stress, lower absenteeism, and enhanced employee performance. This collaboration aims to demonstrate the tangible benefits of prioritising mental health within the workplace.

Additional workshops are scheduled for late 2024 at Latrobe Regional Health, after which the initiative will conclude with a final evaluation. A joint case study between KSE and BDI will be developed to showcase the impact and learnings from this project.

Launched: 2020

Concluding: 2024

Bike Racks For Buses

Key Partners



KINDRED
SPIRITS
enterprises

Bike Racks for Buses is a social enterprise focused on equipping public buses across Victoria with bike racks, encouraging active living among residents.

The project was initially designed to create employment opportunities by engaging long-term, multi-generational unemployed residents from the Latrobe Valley in assembling the bike racks.

In partnership with the Bus Association of Victoria, the enterprise has played a crucial role in funding various social impact projects led by Kindred Spirits Enterprises (KSE). However, in early 2023, KSE decided to cease its involvement in the enterprise, a decision that took effect in November 2023. This decision was made by the Board as the enterprise no longer aligned with KSE's evolving mission and vision.

KSE's involvement will formally conclude once the final bike racks are sold by the Bus Association of Victoria (BusVic). We extend our sincere thanks to BusVic for their unwavering support and professionalism throughout the project's duration.

Partnering with Kindred Spirits



From the beginning of the development of a mentoring program for the Kurnai Young Parents Program I have had outstanding support from Shaun and the team in making this idea a reality.



Ang' Bolding
Program
Leader

Kurnai
Young
Parents
Program

Shaun and his team at Kindred Spirits Enterprises have been instrumental in obtaining the funding from not only KSE themselves but also the Latrobe Health Assembly whilst additionally networking with a number of agencies to secure the services of White Lion/Kids First.

It has been a pleasure to work with Shaun and Kindred Spirits who have taken an innovative approach and worked tirelessly to ensure excellent outcomes for our young people in the community.



I was fortunate to meet Rhonda Renwick in 2020 at the Gippsland Regional Executive Forum which is where my partnership with Kindred Spirits Enterprise (KSE) began.



Ben Tunks
Founder

The Little
Village
Project

I knew that I had a good idea with The Little Village Project, however I needed a partner that would foster its growth in a nurturing and empathetic way. I could instantly tell that Rhonda and I shared the same values of helping the community, but doing so in a way that integrated self-determination and was built upon community strengths and collaboration. These shared values are consistent throughout KSE, from the Board Members I have met, right through to the current Executive Officer.

KSE provided invaluable administrative support and were essential in furthering partnerships with the likes of the Latrobe Health Assembly and AGL Loy Yang. Most importantly to me, KSE remained entirely faithful to my overarching value, which is that all decisions must be made in the best interests of the people we are working with.

Financial Statement

Statement of profit or loss and other comprehensive income for the year ended 30 June 2024	Total
Revenue and Other Income	
Donations and grants	\$2,247,269
Dividend and option income	\$208,010
Interest income	\$11,362
Other revenue	\$346,328
Total Revenue	\$2,812,969
Less: expenses	
Cost of sales - bikes	(\$24,828)
Employee benefits expense	(\$132,399)
Occupancy expense	-
Donations and grants expense	(\$148,623)
Provision for non-recover of loans	(\$91,306)
Other expenses	(\$91,306)
	(\$400,054)
Profit/Loss before income tax expense	\$2,412,915
Other comprehensive income for the year	-
Total comprehensive income / (loss)	\$2,412,915

Statement of financial position as at 30 June 2024	Total
Current assets	
Cash and cash equivalents	\$829,936
Receivables	-
Inventories	\$17,939
Total current assets	\$847,875
Investments	\$4,529,800
Total non-current assets	\$4,529,800
Total assets	\$5,377,675
Current liabilities	
Payables	\$25,758
Total current liabilities	\$25,758
Total liabilities	\$25,758
Net assets	\$5,351,927
Equity	
Retained earnings	\$5,351,927
Total equity	\$5,351,927

Statement of cash flows for the year ended 30 June 2024	Total
Cash flow from operating activities	
Donations received	\$817,758
Receipts from sale of bike racks	\$47,653
Payments to suppliers and employees	(\$502,136)
Dividends and options received	\$208,010
Interest received	\$11,362
Net cash provided by operating activities	\$582,647
Cash flow from investing activities	
Proceeds from sale of investments	\$2,213,803
Payments for investments	(\$2,252,499)
Net cash provided by / (used in) investing activities	(\$38,696)

Reconciliation of cash	Total
	2024
Cash at beginning of the financial year	\$285,985
Net increase / (decrease) in cash held	\$543,951
Cash at end of financial year	\$829,936

Statement of changes in equity for the year ended 30 June 2024	Retained Earnings	Total equity
Balance as at 1 July 2022	\$2,941,678	\$2,941,678
Loss for the year	(\$2,666)	(\$2,666)
Balance as at 30 June 2023	\$2,939,012	\$2,939,012
Balance as at 1 July 2023	\$2,939,012	\$2,939,012
Profit for the year	\$2,412,915	\$2,412,915
Balance as at 30 June 2024	\$5,351,927	\$5,351,927



**KINDRED
SPIRITS**
enterprises



[@KindredSpiritsEnterprises](https://www.facebook.com/KindredSpiritsEnterprises)



[@kindredspiritsenterprises](https://www.instagram.com/kindredspiritsenterprises)



[@kindred-spirits-enterprises](https://www.linkedin.com/company/kindred-spirits-enterprises)



info@kindredspirits.org.au

