

A photograph of a family of three. On the left, a young girl with brown hair and a pink hair clip, wearing a white and blue striped tank top and a white tutu, is smiling and holding a pair of glasses. In the center, a woman with dark hair, wearing a white long-sleeved top, is laughing joyfully. On the right, a man with dark hair, wearing a blue and white checkered button-down shirt, is smiling and looking towards the woman. They are standing in front of a light-colored brick wall.

# Kindred Strategic Plan: 2022 - 2024

# Kindred

Kindred has developed an inspiring community made by families, for families with children with a developmental delay or disability and medical needs. With a focus on peer support, the organisation empowers parents and caregivers to build the knowledge and confidence that will see their families thrive.

This is achieved through a range of programs and supports, including peer support groups, workshops, webinars, and the development of fit-for-purpose educational resources and stories from disabled people and families.

## ● Learning & Development

Kindred offers a range of learning and development opportunities, including a series of practical and interactive workshops, webinars and panel discussions for parents and caregivers to learn from family leaders, people with disability and professionals.

The educational programs cover topics that increase the family's capacity in navigating systems and services, advocating for their child and family, increasing inclusion and community participation, building informal supports and other topics identified by families

Kindred has partnered with Monash University and A/Prof Helen Bourke-Taylor to deliver the evidence-based Healthy Mothers Healthy Families program.

## ● Information & Resources

Informed by the lived experience of our staff and the experiences of our families, Kindred develops and shares practical tip sheets and resources to assist families to navigate the day-to-day realities of their child's disability and family life, supporting them to make informed choices.

The resources cover a range of topics including early childhood education, inclusion, disability, NDIS, school, early childhood developmental support and more. Kindred also shares stories of the Good Life from people with disability.

## ● Peer Support

Kindred's Peer Support programs offer a space for families to come together and learn with and from one another. They are a safe and inclusive space that can help families to navigate (and celebrate) everyday life, as well as the big picture. Collective knowledge is exceptionally powerful. It means families don't have to reinvent the wheel for every decision they make on their journey.

The Peer Support programs include the MyTime peer groups hosted on Zoom, an online moderated community group, and topic-based peer groups hosted each week with topics identified by families. As well as the Kindred Connect, an individual peer support service to help families to find the information and support to guide their journey.

# The process

*By families, for families*

Kindred engaged Social Ventures Australia to help support the development of the organisation's future strategy.

As part of this work, SVA in partnership with Kindred:

- Developed an organisation-level Theory-of-Change that articulates the organisation's desired impact and how it will deliver on this impact
- Assessed Kindred's existing activities and developed an updated set of strategic priorities
- Developed a high-level cost model and implementation plan to understand the estimated cost to achieve the key 2022-2024 strategic priorities and the sequence of activities to achieve these priorities

A range of stakeholders, including key industry players, potential partners, staff, Board members and participating families were engaged to develop this strategy.

As part of this strategic plan, ongoing impact measurement was flagged as a key priority for the organisation, highlighting the importance of adjusting our focus and activities to align with the support that families most need.



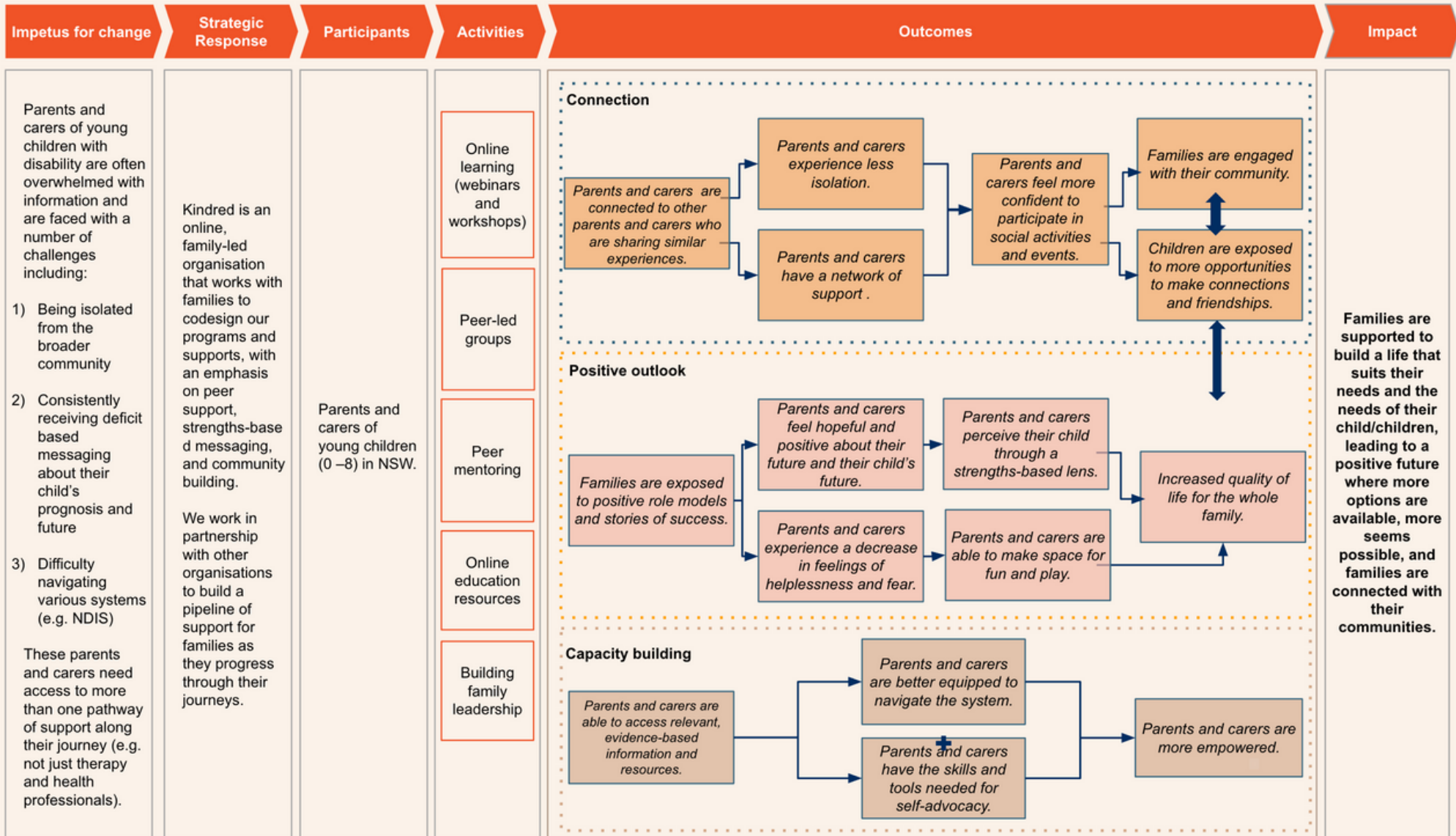
# Strategic Plan

*By families, for families*

<b>Purpose</b>	<b>Families with young children with disability have the support they need early in their journey to create a life that is meaningful and fulfilling to their child and family.</b>					
<b>Guiding principles</b>	We are led by families and value the power of peer support	We believe in a strength-based, evidence informed approach	We believe in the beauty and capability of each child	We respect and uphold the rights and dignity of all people	We believe all families are capable and have the right of self-determination	We believe in inclusion and promote a sense of belonging
<b>Strategic Direction</b>	We will focus on <b>deepening our impact for families with young children (0-8) with disability, developmental delay or medical needs</b> with a focus on peer support, developing evidence based resources, delivering targeted capacity building for families, and sharing the experience of families with professionals who have influence on the family's experience.					
<b>Priority outcome areas</b>	<b>Connection:</b> Families are connected and included in their communities		<b>Positive outlook:</b> Families are less afraid and more optimistic about their child's and family's future		<b>Capacity building:</b> Families have the tools, skills and resources needed to confidently navigate services	
<b>Strategic initiatives</b>	<b>1</b> Customise programs and resources to focus on the experiences of families with young children	<b>2</b> Develop strategic partnerships and referral pathways to increase accessibility and better support families	<b>3</b> Develop an effective funding strategy to support ongoing financial viability			
	<b>4</b> Develop family leadership program	<b>5</b> Establish a new service and set of resources to support professionals engaging with families throughout their early journey	<b>6</b> Establish ongoing measurement and evaluation practices to prove and improve on the impact of our work			
	<b>7</b> Build peer support model					

# Kindred Theory of Change and Priority Outcomes

In order to clearly articulate the organisation's intended impact and the outcomes we aim to achieve for families, we developed the following Theory of Change.



# Kindred Theory of Change and Priority Outcomes

We seek to support families in three key areas: Creating meaningful connections; Developing a positive outlook for the future; Building families' capacity.

Though we seek to achieve all of the outcomes in the Theory of Change, the organisation's priority outcomes include:

## Connections:

- Parents and carers experience less isolation.
- Parents and carers have a network of support.

## Positive Outlook:

- Families are exposed to positive role models and stories of success.
- Parents and carers feel hopeful and positive about their future and their child's future.

## Capacity Building:

- Parents and carers are able to access relevant, evidence-based information and resources.
- Parents and carers are better equipped to navigate the system.
- Parents and carers have the skills and tools needed for self-advocacy.
- Parents and carers are more empowered.

Read the [Kindred Impact Report](#).





Kindred

[www.kindred.org.au](http://www.kindred.org.au)