



Strategic Direction 2022–2025



Through my Kilfinan mentor, I was able to take a step back and develop our organisation's capability and capacity. By the end of my first year with Kilfinan, I was able to double the funding and number of staff of the organisation, which of course meant we were able to support double the amount of people who reached out to our service. This would not have been possible without the help and support of my mentor and the outstanding Kilfinan team.



Elisa Buggy
CEO Flat Out Inc.



Executive Summary

When social purpose leaders thrive, their organisations and communities thrive too.

Kilfinan Australia is the leading social purpose executive mentoring community. We partner with over 200 senior business leaders across Australia to deliver free mentoring to social purpose leaders.

Over the past eight years, we have curated over 450 bespoke mentorships for leaders across Australia as they work toward strategy, delivery, transformation, innovation, and systems shaping.

Together, these great business minds and purpose-driven leaders are building a stronger social sector and creating profound social and economic value.

Our unique matching service and personalised approach sets us apart. Our goal is to see the social sector and communities thrive in an increasingly demanding and complex world.

Over the next three years, Kilfinan Australia plans to grow our impact by supporting more leaders in underserved locations and sectors, including regional Australia. We will expand our network of skilled business mentors. We will partner with others to amplify efforts. And through our array of services, we will create opportunities for professional and personal development, boost innovation, and nurture collaboration.

Our Vision

Kilfinan Australia weaves together the best minds of the social, public and private sectors. When leaders come together to address challenges, the social sector and communities thrive.



My mentor gave me all the time I requested to review business analysis and test assumptions. Critically, he advised on the expectations of a Board being asked to make decisions on significant investments into transformation and business growth. He gave great advice, expanded my skill and also provided me with the confidence that I was driving the strategy, financials and governance in the right direction.



Maggie Dowling
CEO Bedford Group



Our Purpose

Kilfinan Australia creates executive-level mentorships with the purpose of sparking knowledge, connections, and growth. We match social purpose leaders with mentors through a process that begins with genuine empathy and deep understanding.



With guidance from my Kilfinan mentor, I have been able to put forward a case for our organisation to not only survive, but hopefully thrive over the years to come. This means thousands of disadvantaged young people will continue to be able to access our life-changing programs.



Kim Larochelle
CEO The Helmsman Project

Our Values

Integrity and Trust

We do what we say we will do. We act with thoughtfulness and respect for our community and colleagues alike.

Excellence

We pursue excellence in projects, programs, and processes. We take pride in our work, have high standards, and we follow through.

Value Creation

We value the talent, time, and intentions of our community and colleagues. We add value to lives and livelihoods to create a lasting, positive impact.

Collaboration and Support

We create an encouraging, caring, and supportive environment. We are generous with our time, our knowledge, and our work.

Leadership

We demonstrate leadership in our field, take ownership in our work, and have pride in what we deliver as a team. Our focus is on a successful outcome for all.



As I've said to a number of people, there is an equal flow of value across the table. Whatever benefit my mentee got, I got an equal amount coming back the other way. The program is a great credit to Kilfinan Australia.



Tim Poole
Kilfinan Mentor



My mentor is providing me with knowledge and coaching in an area I know little about – Australian politics. His advice has been instrumental in aiding me to lead twenty charities to advocate and lobby the NSW government to extend state care from 18 years old to 21 years for youth in foster and residential care.

When we secure this reform, it will have a profound impact with 300 fewer youth becoming homeless each year in NSW and a further 300 avoiding teenage pregnancies, unemployment and incarcerations.

Jason Juretic
CEO Stepping Stone House



Strategic Goal

Growing Leadership Capability

Our vision

Our mentees are high calibre social purpose leaders who are better positioned to realise their goals and have a deepened confidence in their own capabilities.

Our commitment

We will match social purpose leaders into transformational high-value mentorships.

We will deliver skill-building workshops for our community.

We will build a bank of mentoring resources to share with our community.

What we do

Executive Mentoring Program

Annual Events Program

Future initiatives

Mentoring resources

Strategic Goal

Supporting Social Purpose Organisations

Our vision

Social purpose organisations are resilient and sustainable. They are effective in delivering their missions and achieving outcomes for communities and causes.

Our commitment

We will deliver specialist mentoring and advisory support to our mentee community.

We will offer mentoring opportunities to emerging leaders.

We will provide networking and peer group opportunities leaders.

What we do

Emerging Leaders Program

Mentee Peer Groups Program

Future initiatives

Specialist Advisor Program

Alumni Advisor Program

Corporate partnerships

Social purpose collaborations

Strategic Goal

Strengthening the Social Sector

Our vision

Our mentors and mentees bring unique experience, expertise and perspectives, paving the way for connection and growth and breaking down barriers to change.

Our commitment

We will continue to grow the reach of our mentoring community.

We will work toward greater understanding of sector and leadership challenges.

We will work toward building a coalition of organisations that collaborate to amplify our collective efforts, lifting the capability of the sector together.

What we do

Mentee and Mentor Forums

Mentee Peer Groups Program

Future initiatives

Regional Leaders Program

Business development partnerships

Sector research

Strategic Focus

YEAR 1

Focus on brand positioning and funding:
Build on our strengths

YEAR 2

Focus on partnerships:
Partner with others to amplify impact

YEAR 3

Focus on impact:
Grow services and reach





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My mentor is clear and kind. She doesn't shy away from giving feedback in an honest but respectful way. She challenged me to be uncomfortable and step into challenge. She helped me become a more structured leader, navigate a lot of very tricky situations, become more assertive, and have better boundaries than I did in the past. She helped me find my voice and believe in myself and my intuition.

It's an amazing program and I am so privileged to have been a part of it. My mentor was an excellent and considered match for me and we developed strong and honest rapport quickly. She went over and above to make herself available and I learnt so much from her experience and expertise. I am so grateful to have had this opportunity.

Annabelle Chauncy,
CEO School for Life Foundation

Operational Goals

1 Service Excellence

Our commitment

We will deliver our services to a high standard, creating high levels of value for our community.

We will develop and deliver services and programs bespoke to our community's needs.

We will maintain a rewarding, flexible work environment to assist with attraction and retention of staff in pivotal roles.

2 Funds Diversification and Sustainability

Our commitment

We will secure our future to ensure our ability to continue to deliver and grow our services.

We will strengthen our financial resilience.

3 Brand Awareness and Trust

Our commitment

We will raise Kilfinan's profile nationally with a view to attract funding, mentee participants, and high calibre mentors.

We will be recognised as the social sector's preeminent executive mentoring community.

Operational Focus

Kilfinan will continue creating high value, bespoke experiences for our mentoring community, and be known as the preeminent organisation working in this space.

We will keep our focus on securing long-term sustainability to ensure we can deliver into the future.

1 Brand Awareness	Brand development and awareness		
2 Funding Diversification	Government funding	Philanthropic partners	Corporate partners
	Community giving	Social enterprise	DGR Status
3 Funding Sustainability	Sustainable and diversified financial model		
4 Service Excellence	Building leadership capacity	Supporting charities	Growing reach and impact
5 Social Impact	Communities better served		



My Kilfinan mentorship came at a time when we first received Australian government funding, and I worked with my mentor to build up our risk management, policies, governance, and board skills, along with the effectiveness of our committees.

The flow-on effect from this meant that our organisation became more accountable and resilient, and ultimately delivered our program on-time and on-budget with complete adherence to our organisational policies and Australian regulation.



Adam Hegedus
CEO Educating The Future

How You Can Help

Support Kilfinan

A mentorship is a gift that keeps giving over a lifetime, building the leadership skills and resilience needed to drive change in an increasingly demanding and complex world. If you would like to contribute to our ongoing sustainability and vision, please consider making a regular donation to Kilfinan Australia.

Become a mentor

Our mentors come from many fields, but their main qualifications are a breadth and depth of experience, wisdom, an open mind, and a commitment to support social purpose leaders. Get in touch. We welcome expressions of interest from people who wish to join as a Kilfinan mentor.

Partner with us

Kilfinan Australia is open for business. While mentors donate their time and experience, investment is needed to grow our reach and impact. This report is the tip of the iceberg. If you're interested in learning more about our plans and exploring opportunities for partnership, please contact us directly at admin@kilfinanaustralia.org.au.





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