

WARIDA WHOLISTIC WELLNESS

Our Social Investment and Growth Position

Growing impact without losing purpose, relationship or cultural integrity

Warida Wholistic Wellness is a First Nations led social enterprise grounded in deep listening, cultural safety, relational wellbeing and the belief that healing is reconnection, not correction. Our work brings together wellbeing, empowerment, community strengthening and economic empowerment.

The Social Enterprise World Forum Social Investment Manifesto asks an important question for organisations like ours: how can finance support social enterprises to grow without asking them to behave like conventional businesses whose primary purpose is financial return? Its emphasis on patient finance, investment readiness, community wealth, long term value and trust closely reflects the way Warida thinks about sustainable growth.

For Warida, growth is not simply about becoming bigger. It is about creating the conditions for deeper impact, stronger systems and a ripple effect that can continue without compromising the way we work.

What sustainable growth means for Warida

- Protecting the cultural integrity, relational nature and intellectual property of the Warida Method.
- Building systems and organisational capacity so impact does not depend on one person carrying everything.
- Creating meaningful opportunities for First Nations people, women, communities and aligned businesses through employment, procurement, mentoring and partnership.
- Strengthening the evidence around Deep Listening, Inner Fire and Ripple Effect so our impact can be understood without reducing people and communities to narrow measures.
- Growing in ways that remain respectful, sustainable and accountable to the people and communities our work is intended to serve.



Finance is a tool, not the purpose

Warida does not view social investment as a goal in itself. The right form of finance should serve the work, not reshape the work around the expectations of capital. In many situations, procurement, contracted revenue, grants, sponsorship, research partnerships or capability funding may be more appropriate than debt or equity.

Earned income and procurement

Longer term contracts and values aligned procurement can create predictable revenue while directly supporting the social enterprise economy.

Grants and capability funding

Grant funding can support research, evaluation, innovation, systems development and capability building where those activities create long term value but are difficult to fund from day to day delivery.

Patient and flexible social finance

Repayable finance would only be considered where there is a clear use, a realistic repayment pathway and terms that protect Warida's purpose, cultural integrity and ability to make decisions in the best interests of the work.

What we will protect as we grow

Warida is built on relationship, reciprocity and the understanding that people hold their own answers. Growth should strengthen those foundations rather than dilute them. Any future investment, partnership or growth decision will be considered against the following safeguards.

- Cultural integrity remains central to decision making and delivery.
- The Warida Method and related intellectual property remain protected and are not reshaped simply to meet external commercial expectations.
- People are not treated as units of service or volume targets. Relational quality remains part of how we understand impact.
- Growth does not create unsustainable pressure on the founder, team or community relationships that hold the work.
- Financial sustainability and social purpose are considered together rather than as competing priorities.
- Partnerships are grounded in reciprocity, transparency and shared understanding.



How we understand impact

The Warida Method recognises three interconnected anchors: Deep Listening, Inner Fire and Ripple Effect. This gives us a way to understand impact that goes beyond attendance numbers or short term outputs.

Deep Listening

Do people feel heard, culturally safe and able to reconnect with their own knowing, story and direction?

Inner Fire

Are confidence, agency, boundaries, identity, voice and sense of possibility strengthening?

Ripple Effect

How does change move outward into families, workplaces, communities, leadership, entrepreneurship and systems?

Economic impact also matters. As a social enterprise, Warida is committed to understanding how its work contributes to First Nations economic participation, supplier opportunities, paid work, enterprise capability and the circulation of value within community.

An invitation to funders, procurers and partners

Warida welcomes conversations with organisations that understand that social impact is created through relationship, trust, time and cultural integrity. We are particularly interested in partnerships that strengthen the conditions around the work rather than only funding individual activities.

- Social procurement and longer term service contracts.
- Program partnerships and sponsorship that increase access without compromising delivery quality.
- Research and evaluation partnerships that strengthen Indigenous informed evidence and impact measurement.
- Capability investment in systems, people, digital infrastructure and organisational resilience.
- Values aligned social finance where a clearly defined growth need cannot be met more appropriately through earned income, procurement or grant funding.
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We are interested in growth that allows Warida's impact to travel further while keeping the work grounded in who we are, how we listen and the relationships we hold.



Our continuing commitment

Warida will continue strengthening its governance, impact measurement, financial capability, partnerships and organisational systems so that future growth choices can be made with care. We will remain open to new forms of finance and collaboration, while being equally prepared to say no when the conditions do not align with our purpose and values.

This position was developed in response to the Social Enterprise World Forum, Social Investment Manifesto (2026), particularly its recommendations on mission protection, blended and patient finance, investment readiness, community wealth building, transparent values aligned practice and ecosystem infrastructure. It should be read alongside Warida's published social enterprise purpose, Seven Pillars of Excellence and Warida Method.