Innovate for Impact

Ignite ideas, spark change, transform the Kootenays.

STABILIZE AND THRIVE PROGRAM

IMPACT REPORT

Spring 2026 Cohort

Community Futures East Kootenay

IMPACT TOOLBOX

OUTPUTS AT A GLANCE

Metric	Program Information
Participants & Organizations	5 organizations total
Cohorts	1 cohort
Countries / Regions Represented	Kootenay Region, BC, Canada
Program Duration	March 2026 – June 2026 (4 months)
Total Live Sessions Held	5 live group coaching sessions total
Coaching Hours Delivered	Group Coaching: 7.5 total hours (1.5 hours per session, 5 sessions) 1:1 Private Coaching: Up to 2 hours allocated per organization
Coaches Involved	3 coaches (Segun David Fatudimu, Natalia Hahn, Alyssa Tataryn)
Funders & Partners	Community Futures East Kootenay (CFEK), Impact Toolbox, Government of BC & Ministry of Jobs and Economic Growth through the Rural Economic Diversification and Infrastructure Program (REDIP)

WHY **STABILIZE & THRIVE** MATTERS

Advancing organizational sustainability in the Kootenays by supporting community leaders and social entrepreneurs with the clarity, tools, and decision-making frameworks required to transition from short-term daily hustle to long-term resilience. When local organizations build steady operations and strong systems, rural communities thrive.

THE PROGRAM AT A GLANCE

The Stabilize and Thrive Cohort Program is an in-depth 4-month guided learning experience combining self-paced online courses, expert group coaching, 1:1 mentorship, and peer collaboration. From March to June 2026, leaders across the Kootenay region stepped back from daily urgency to build systems, refine pricing structures, and institute decision-making habits that support grounded growth.

Delivery Method: Online learning modules, required homework exercises, virtual live group sessions, and private 1:1 coaching.

Courses Completed: 4 core modules covering Foundations for Long-Term Sustainability, Scalability & Predictability, Scaling, Strengthening & Innovating for Sustainable Impact, Organizational Decision-Making, and Financial Foundations.

MEET THE PARTICIPANTS

Trails to the Boundary Society: A non-profit expanding its economic development impact by purchasing cycle tour assets to sustain regional accommodation and tourism service providers.

Community Connections Society of SE BC: A community organization strengthening its operational model, decision-making filters, and capacity to deliver steady community impact.

Kootenay Connex: A social enterprise evaluating project opportunities, optimizing service models, and restructuring pricing structures to drive long-term sustainability.

The Neighbourhood Kitchen/Community Connections Revelstoke Society: The Neighbourhood Kitchen is a Community Outreach & Development project by Community Connections

Kootenay Outdoor Recreation Enterprise Society: KORE Outdoors is a grassroots, non-profit organization based in the Kootenay region of British Columbia that supports makers, creators, and the supporting ecosystem involved in the outdoor gear sector. We're also helping drive investment, foster innovation, and strengthen the unique cultural and economic landscape of the Kootenays, and the country for that matter.

MEASURING IMPACT:
OVERVIEW OF IMMEDIATE OUTCOMES

Program Value & Overall Satisfaction

- **Expectations Met:** 100% of participants reported that the program delivered value equal to or greater than expected, citing critical business insights and practical tool applications.
- **Direct Operational Changes:** 100% of respondents implemented immediate operational shifts, including pausing misaligned client engagements, repricing tour offerings/services, using internal staff instead of contractors, and establishing financial review rhythms.
- **Tool Adoption:** Participants actively used key frameworks with real organizational data, including the *Weighted Decision Matrix*, *Pricing & Costing Tools*, *Stability & Fragility Checks*, and *Safe-to-Fail Experiments*.

Numbers & Organizational Shift Overview

- **Operational Decision Filters:** 100% of participants have established or are actively developing a shared set of criteria for deciding which opportunities to pursue, pause, or decline.
- **Financial Alignment:** Participants instituted program-level financial reporting and costing/pricing tools accounting for indirect overheads, enabling them to confidently say no to unfunded or misaligned projects.
- **Resource Optimization:** Organizations successfully transitioned from reactive growth to strategic alignment, restructuring offerings to avoid team burnout.

Program Feedback

- **What Participants Enjoyed Most:** Participants valued the interactive live sessions for peer reframing, real-world case discussions, and applied learning. The live group dynamics provided accountability and invaluable perspective on navigating similar rural social enterprise challenges.
- **Challenges Faced:** Time management and balancing intensive course assignments alongside daily operational work were primary hurdles. Some participants noted screen-reading fatigue from dense online text and requested clearer assignment flow between modules.
- **Post-Program Continuity:** Participants expressed high enthusiasm for continuing to apply the frameworks, with 67% explicitly requesting follow-up check-ins and post-program support.

WHAT WE'VE LEARNED
& WHAT'S NEXT

Key Takeaways

Peer Learning is Essential: Hearing real-life applications from other local leaders reinforced confidence in applying strategic frameworks.

Tactical Frameworks Drive Action: Concrete tools like decision matrices and costing models enabled leaders to make immediate, tough operational cuts and repricing decisions.

Time & Capacity Realities: Balancing program exercises with high-workload non-profit demands requires streamlined materials and clear homework expectations.

What's Next

Enhance Multi-Media Learning: Incorporate video summaries and fillable exercise templates alongside text materials to improve accessibility for visual and auditory learners.

Clarify Assignment Workflows: Dedicate specific live session segments to reviewing frameworks prior to submission deadlines to optimize clarity.

Structured Follow-up Support: Maintain structured 30-day check-ins and ongoing 1:1 advisory access to support post-program implementation.

VOICES **FROM THE PROGRAM**

"The learnings and tools we acquired through Stabilize & Thrive are helping us to focus on what we need to, to better evaluate our tour offerings and to think like a business... The tools we've received through this program are helping us see why some decisions were successful and others were not."

— **Vicki Gee, Trails to the Boundary Society**

"The Innovate for Impact: Stabilize to Thrive program is a great opportunity for social entrepreneurs looking to take their businesses to the next level. It provides a solid introduction to the tools, strategies and ways of thinking needed to build a stronger, more sustainable social enterprise... The program gave me practical tools I can continue to draw on as my business grows."

— **Anonymous Participant**

"I need the expectation and space to do the work... It gave us the ability to look at decisions with a better business lens."

— **Anonymous Participant**

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Community Futures East Kootenay

Community Futures East Kootenay (CFEK) is a non-profit that supports entrepreneurs and local development in BC's East Kootenay region. They offer business loans, training, and lead regional economic initiatives.

IMPACT TOOLBOX

Impact Toolbox (ITB) is a British Columbia-based social enterprise and registered charity that equips youth with the training and resources to turn their passion for social change into impactful and sustainable enterprises.