

# Sligo Family Resource Centre

# **FIVE YEAR STRATEGIC PLAN**

2022 - 2026



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## 1. CONTEXT

Ireland now has a national programme of 120 Family Resource Centres (FRCs) based in both rural and urban areas of which Sligo FRC is one.

The Family Resource Centre Programme's role is outlined in the Strategic Framework for Family Support within the Family and Community Services Resource Centre Programme<sup>1</sup> based on community development; providing an accessible, open-door service at no or low cost; universalism with targeting; working with the local community; proximity services as a gateway to mainstream ones; with a focus on poverty and social inclusion. <sup>2</sup>

Today, the work of FRCs including Sligo FRC is underpinned by two key documents: Better Outcomes, Brighter Futures, 2014-2020 (2014) and First 5 (2018).

Established in 1995, Sligo FRC is a Company limited by guarantee, a condition for the funding; a registered charity and comply with the governance code for community, voluntary and charitable organisations. <sup>3</sup>

Sligo FRC is a locally managed with a voluntary board of directors which are drawn from members of the local community who have first-hand experience of living in the area, and have experience in various areas of life (e.g., human resources, health, parenting, disability, education etc.) and supplemented by professionals with specific skills to run the FRC

Sligo FRC model of work is very much based on the model of FRCs throughout the country as outlined below.

<sup>&</sup>lt;sup>1</sup> McKeown, Kieran: Strategic framework for family support within the family and community services resource centre programme. Dublin, Family Support Agency, 2011, revised 2013 (2nd edition).

<sup>&</sup>lt;sup>2</sup> Our Story: Family Resource Centre National forum https://www.familyresource.ie/uploadedfiles/FRCNF-Our%20Story%202020-final\_web\_4.pdf

<sup>&</sup>lt;sup>3</sup> https://www.governancecode.ie/



Source: The Family Resource Centre National Forum (2020), Strengthening and empowering children, families and communities through the Family Resource Centre Programme

## **RATIONALE**

Being strategic gives a sense of confidence, stability and direction to a Family Resource Centre (FRC). The development of the Sligo FRC Strategic Plan will help this organisation to remain proactive rather than re-active irrespective of whatever changes may take place.

## **VISION STATEMENT**

Our vision is an inclusive society where everyone reaches their full potential.

## MISSION STATEMENT

Our mission is to work with and support individuals, families, and communities in a welcoming, friendly, inclusive and open environment

## **VALUES**

The Sligo FRC, through the staff and Voluntary Board of Directors will be a place that will support and enable:

**Inclusion:** be inclusive of volunteers, staff and service users and encourage participation, volunteerism, and a sense of belonging

**Equality and Human Rights:** operate on community development principles of social justice, self-determination, working and learning together, sustainable communities, participation, and reflective practice.

**Diversity:** encourage diversity and creativity in thought and action

**Participation:** Our work is underpinned by a commitment to equal participation of all those involved

**Community Wellbeing:** supporting the wellbeing of the local Sligo community through services and interventions that seek to address key societal factors that are known to have a negative impact on peoples physical and mental health

Climate Change and Climate Justice: our work is informed by the challenges faced by climate change and climate justice, and we endeavor to be mindful in all our actions of the implications of what we do on future generations.

## PRACTICE PRINCIPLES

Sligo FRC aims to act from the following principles:

**Child Centred**: to consider the views of the child in accordance with their capacity, age and maturity keeping in mind that all participation is voluntary and ensuring that participation is comfortable for them

**Transparency and Accountability**: act in a fully transparent way and be accountable to its service users and funders in line with good practice

**Collaboration:** work in collaboration and partnership with its service users where it will encourage participation and a sense of ownership, funders and other local, regional, and national community and statutory agencies

**Creating a supportive environment**: ensure that those who come into our building feel, welcomed, respected and heard.

Operate on **community development principles** of social justice, self-determination, working and learning together, sustainable communities, participation and reflective practice.

Promote social inclusion while encouraging diversity and creativity in thought and action

**Be realistic and resourceful** in working within the constraints of the resources that are available to the Centre

## **GOALS**

## **GOAL A:**

Promote and support active and healthy lifestyles.

## Goal D:

Support to attain economic security and opportunity

## Goal B:

Promote and support learning and development

Health & Wellbeing

Goal F: Ongoing work of the FRC

## **Goal C:**

Support and enable safety and security

## **Goal E:**

Provide opportunities to be connected and respected

#### 1.1 HISTORY OF SLIGO FRC

The Sligo Family Centre was established in 1995 following a series of events organised for the International Year of the Family (1994). In 2003, the Sligo Family Centre was accepted onto the Family Resource Centre's National Programme and was renamed the Sligo Family Resource Centre (FRC).

The Sligo FRC has moved premises within Sligo town three times since 1995 and grown from a staff of five Community Employment participants in 1995 to twenty-six (of which eleven are CE participants) in January 2021.

The areas of work carried out to-date include:

- Providing family support to parents directly in their own homes through the Tusla, Prevention Partnership and Family Support (PPFS) funded Family Support Service and home support workers through the Community Employment scheme, Parents Plus parenting programmes, Footprints crèche for children aged 0-6 years as well as facilitating access visits at the FRC;
- Parenting seminars/workshops and webinars in collaboration with other agencies including the Parenting Support Champions, CYPSC, and Sligo Education Centre
- Supporting adults with learning disabilities living independently in the community, through one-to-one support work, a lunch-time club every Thursday, social integration of residents in Cregg House, healthy living programme on zoom, one-to-one support for a trainee based in a HSE training centre and employing the supervisors in the Countess Cafe in the Markievicz House who work with adults with learning disabilities as well as those with mental health issues to run the Cafe;
- Supporting the inclusion of new communities in Sligo through the befriending service, annual St Patrick's Day and International concerts, workshops and events to highlight and enable inclusion.
- Responding to community needs through short-term funded projects such as;
   workshops for locally based disadvantaged groups; integration and befriending supports for asylum seekers/refugees, programmes for parents and children, family days etc;
- Supporting parent groups in the form of the adoptive parents' group, the birth parents support group (Danú), parents of children with disabilities and support to parents of children with dyslexia, and breast feeding mothers.
- Community Education for adults programme (MSLETB) and afterschool classes for children;
- Training people for employment through the Community Employment scheme;
- Addressing issues of poverty through the FEAD programme, School kits and baby/children's clothes and equipment exchange

- Provision of an information service, administrative support, meeting rooms, counselling rooms and kitchen facilities for groups including in the evenings and weekends;
- Fund-raising events such as raffles, quizzes, races, carol singing and special events to raise funds for the Centre's programmes and overheads,
- Representation and lobbying work to represent the needs of disadvantaged groups with whom we work and to devise joint initiatives with other voluntary and statutory organisations in the community.

Today, the Family Support Service works directly in the home with on average 60-70 families each year and delivers the Parents Plus programmes to an additional 25-30 parents on a one-to-one basis or in a group format. In addition, Footprints crèche offers childcare to up to 30 children from 25 families.

The Disability Support Service has increased its capacity to working now with 9 individuals, 18 trainees in the Coffee Dock, up to 20 adults with ID availing of the Thursday Social Club and 40 took part in the zoom Healthy Ireland funded programme Good4You.

The Intercultural Work now supports 11 volunteers in the Syrian Family Befriending Service and has operated the Annual St Patricks Day Intercultural Event and the Autumn International Concert for the past 8 and 5 years respectively. In addition, workshops/information events and other social events have been organised over the past number of years to promote inclusion in our society.

The past two years 2020 and 2021 has proved challenging for all with Covid 10 restrictions preventing much face-to-face contact and the doors to the FRC were closed from16 March 2020 to 28 July 2021. On the positive side, staff adapted exceptionally well to working from home, funding was made available by various funders to make this possible with the purchase of additional laptops and mobile phones, staff were offered vaccinations from March 2021. In addition, Sligo FRC received funding to put Perspex on all desks and the reception area, hand-sanitising points throughout the building, masks, additional work spaces and additional cleaning equipment. This enabled the FRC to open its doors to the public once again in June 2021 and by 22 October 2021 all work returned to the FRC.

## 1.2 DESCRIPTION OF THE AREA

## Socio-Economic Snapshot of Sligo Town<sup>4</sup>







4,323 families

5,313 children







29% women parenting alone

3.3% men parenting alone

19.02% born outside Ireland







17.5% over 65 years

14.6% with a disability

14.2% nor formal education or primary education only





Male unemployment

Female unemployment

Sligo FRC generally operates within Sligo Town, North Sligo and North Leitrim which includes the Tusla PPFS Child and Family Services Network Area 1

<sup>&</sup>lt;sup>4</sup> Central Statistics Office 2016

**Sligo** is the county town and the most populous urban area in County Sligo. With a population of 19,199 in 2016, it is the second-largest urban centre in the province of Connacht, after Galway, and the twenty fourth overall in Ireland. Sligo was formerly a major commercial port on the west coast of Ireland, and is now a major economic, educational, administrative and cultural centre of Ireland's Border Region.

The town is also an important tourist destination, owing mainly to the renowned natural beauty of the surrounding countryside and its literary and cultural associations. The following statistics are for Sligo Town only and taken from the 2016 CSO census.

| Size of family | No of families | No of persons in families | No of children in families |
|----------------|----------------|---------------------------|----------------------------|
| 2 persons      | 2,047          | 4,094                     | 663                        |
| 3 persons      | 1,040          | 3,120                     | 1,303                      |
| 4 persons      | 751            | 3,004                     | 1,600                      |
| 5 persons      | 333            | 1,665                     | 1,040                      |
| 6 or more      |                |                           |                            |
| persons        | 152            | 997                       | 706                        |
| Total          | 4,323          | 12,880                    | 5,312                      |

|                                 | Couples with |                  |                  |
|---------------------------------|--------------|------------------|------------------|
| Age of children                 | children     | Mothers/children | Fathers/children |
| Number of families              |              |                  |                  |
| All children under 15           | 941          | 404              | 31               |
| All children 15 and over        | 657          | 442              | 96               |
| Children both under and over 15 | 263          | 100              | 5                |
| Total                           | 1,861        | 946              | 132              |
| Number of children              |              |                  |                  |
| All children under 15           | 1,799        | 635              | 45               |
| All children 15 and over        | 982          | 603              | 116              |
| Children both under and over 15 | 808          | 308              | 16               |
| Total                           | 3,589        | 1,546            | 177              |

| Family cycle | No of families | No of family members | Marital Stats | Male  | Female | Total  |
|--------------|----------------|----------------------|---------------|-------|--------|--------|
| Pre-family   | 423            | 846                  | Single        | 5,611 | 5,688  | 11,299 |

| Empty nest     | 480   | 960    |
|----------------|-------|--------|
| Retired        | 481   | 962    |
| Preschool      | 442   | 1,344  |
| Early School   | 498   | 1,808  |
| Pre adolescent | 436   | 1,644  |
| Adolescent     | 527   | 2,000  |
| Adult          | 1,036 | 3,316  |
| total          | 4,323 | 12,880 |

| Married incl   | 2,936 | 2,928 | 5,864  |
|----------------|-------|-------|--------|
| same sex/civil | ·     |       |        |
| Separated      | 262   | 358   | 620    |
| Divorced       | 223   | 285   | 508    |
| Widowed        | 206   | 702   | 908    |
| TOTAL          | 9,238 | 9,961 | 19,199 |
|                |       |       |        |
|                |       |       |        |
|                |       |       |        |

| Location      | Birthplace | nationality |
|---------------|------------|-------------|
| Ireland       | 14649      | 15,525      |
| UK            | 1227       | 375         |
| Poland        | 831        | 886         |
| Lithunia      | 112        | 119         |
| Other EU (28) | 596        | 590         |
| Rest of       | 1269       | 753         |
| World         |            |             |
| Not stated    |            | 436         |
| Total         | 18684      | 18,684      |

| Ethnic/cultural       | Persons |
|-----------------------|---------|
| Background            |         |
| White Irish           | 14,373  |
| White Irish Traveller | 169     |
| Other White           | 1,983   |
| Black or Black Irish  | 379     |
| Asian or Asian Irish  | 715     |
| Other                 | 339     |
|                       |         |
| Not stated            | 726     |
| TOTAL                 | 18,684  |

## 1.3 LOCAL COLLABORATIONS

Sligo FRC works collaboratively with other agencies, service providers, funders community groups in the area. The collaborative work adds an enormous value to the work we do.

| Name of Body   | Purpose               | Value to the FRC work   |
|--|-----------------------|---|
| <ul> <li>Aremoja,</li> <li>Diversity Sligo,</li> <li>Globe House,</li> <li>Sligo/Leitrim Fillipino Association,</li> <li>Sligo Indian Association,</li> <li>Sligo Pakistani Community,</li> <li>Sligo PPN</li> <li>Sligo Travellers Support Group</li> <li>Sligo Volunteer Centre</li> </ul> | Intercultural<br>work | We engage with new communities and ethnic minorities linking in with these groups |

|   | Avalon Community Centre, Caltragh Residents and Interagency Group, Cranmore Co-op, Merville Community Centre, Mail Coach Road Community Centre, Sligo Northside, Sligo Abbeyquarter, The Crib, Sligo Social Services, Sligo Family Support Limited with Lifestart, Springboard Project Resource House, St Michaels' Family Life Centre, Home School Liaison Service, Centre. Foróige, | Other community and voluntary groups in the area                                  | We liaise with these groups to share information, refer families/individuals to their services, work together on projects/initiatives |
|---|---|---|---|
| • | Child and Family Services Network (CFSN) areas (Area 1 and 3)   | Coordinated by<br>Tusla   | We play an active role in these Networks sharing information etc.   |
| • | Sligo Leitrim Children and Young People's Services Committee (CYPSC),   | Coordinated by<br>Tusla   | Sligo FRC is represented on this committee and sits on the Learning and Development subgroup  |
| • | Sligo Community Childcare Company Ltd.,<br>Childcare Managers Network,  | Childcare issues in Sligo   | The manager sits on the board of the CCC, the creche supervisor attends the Manager's Network   |
|   | Department of Social Protection, Dept of Justice, Sligo County Council, MSL ETB, Programme (SICAP), Gardaí, Local Community Development Committee (LCDC), National Lottery Sligo LEADER Partnership with Social Inclusion Community Activation  | Funding sources<br>and some<br>collaborative<br>work with SICAP<br>and the Gardaí | MSL ETB runs some of its programmes from the FRC, we use the PPN to disseminate information on our services/programmes                |
| • | Disability Services HSE, Health Promotion HSE Túsla PPFS, Markievicz House, Parenting Support Champions (PSC)   | Funding sources<br>and<br>collaborative<br>work                                   | We have rolled out a number of seminars/webinars as part of the PSC   |

| <ul> <li>Domestic Viol</li> </ul> | lence Advocacy Service, | Collaborative   | The Sligo FRC Intercultural  |
|-----------------------------------|-------------------------|-----------------|------------------------------|
| <ul><li>Sligo Rape Cri</li></ul>  | sis Centre              | working with    | Project has worked on events |
|                                   |                         | women           | with this both               |
| <ul><li>Sligo /Leitrim</li></ul>  | FRC Managers Network,   | The six FRCs in |                              |
|                                   |                         | Sligo Leitrim   |                              |
|                                   |                         | meet to share   |                              |
|                                   |                         | information and |                              |
|                                   |                         | ideas           |                              |

## 2.0 CONSULTATION

## 2.1 PROCESS USED FOR CONSULTATION

The consultation process to compile the Plan included:

- Training undertaken by some staff and board members in May/June 2021 in how to write a strategic plan facilitated by Liam Scollan. This was organised in collaboration with the other five FRCs in Sligo / Leitrim
- Team planning meeting regarding the plan with supervisory staff of the Centre;
- Consultation meeting with all staff of the Centre took place on 16 June 2021 by Zoom.
   23 staff members attended
- Survey Monkey online survey of users of the Centre early June 2021 114 people took part.
- Consideration of the consultation data from the County Sligo Vision for Community Wellbeing document 2019-2020 (Sligo PPN)

## 2.2 PRESENTATION OF RESULTS OF CONSULTATION

Sligo FRC presents here the results of our consultation.

#### The Voluntary Board of Directors:

The BOM discussed future planning at a number of board of management meetings which took place in

- Sligo FRC needs to create greater awareness of its services in the community to generate more local engagement and highlight the many opportunities to engage in active learning and development at the Centre and with partner organisations.
- The Centre requires a marketing strategy to highlight the Centre's services, in particular Footprints crèche, services to parents, parent and toddler groups, access visits, once-off events and the various training we provide under our the community education brief.
- The Centre staff require continuous professional development to ensure the community receive quality interventions and development opportunities.

#### **Consultation with staff Sligo FRC:**

Focus group discussions took place with the staff of each of the services/areas within the FRC. The following issues were raised as needing a response from the centre:

#### Internal:

- The upcoming end of lease and the sale of the building is worrying
- The condition of the building damp, cold, roof needs replaced etc.
- Lack of adequate physical space for groups using/hiring the FRC;
- Lack of disability access in the building (we only have the ground floor which is limited).
- Pressure to fundraise to cover overheads and reach fundraising targets for building works to make it accessible to all user-groups

#### **External:**

- The need to market the Centre's services in order to target families/individuals who are most disadvantaged and could avail of our services;
- Continue to address the limited integration between ethnic minorities including
   Travellers living in Sligo and the general community;
- Continue targeting the more disadvantaged families with services we provide such as the crèche, the parent support groups, access visit facilities and family support;
- Continue to provide the family support project including the crèche which has been successful in reaching out to disadvantaged families
- Continue the work we do in collaboration with the HSE is addressing the issue of social
  isolation of adults with learning disabilities living independently. The feedback from
  clients and the HSE on the service to adults with intellectual disabilities has also been
  very positive and the increase in the number of referrals to this service is a good
  indicator of the need for this type of work in the community.

Survey Monkey Consultation with Both Users and Non Users of the Sligo FRC May/June 2021 – see Appendix A.

## 2.3 SUMMARY OF KEY ISSUES FROM THE CONSULTATION

# SUGGESTED NEW AREAS OF WORK THAT HAVE BEEN PRIORITISED DURING CONSULTATION

**ADULT GROUPS:** Evening groups for adults with additional needs/ Most events are between 9-5 – an evening knitting/crochet/sewing group would be nice – could make it

intercultural – language no issue for crafts/ Irish language events/ Art workshops/ Men's groups/ Women's groups/Women's courses/Afterschool/ Parent meetups/ Parenting alone support group

**SUPPORTS WITH CHILDREN:** Helping our children get ready for college and what supports there are for child and parent/ Mindfulness groups – parenting teenagers/ Camps for preteens – 10=-12/ Children and young people's Digital Space/ Mental health supports for young children and adolescents – diagnosis and referrals/ Things for early teenagers that do not involve football/ Afterschool groups providing friendship skills/ Afterschool in the morning and after school ..my current provider no longer offers 8am school start – its stressful

**COUNSELLING/MENTAL HEALTH:** Couple's counselling/Support loneliness/ Phone advice and information/ Counselling services for teenagers due to family passing/ Bereavement support/ Counselling and more cultural morning activities when allowed after Covid./ Mental Health Counselling

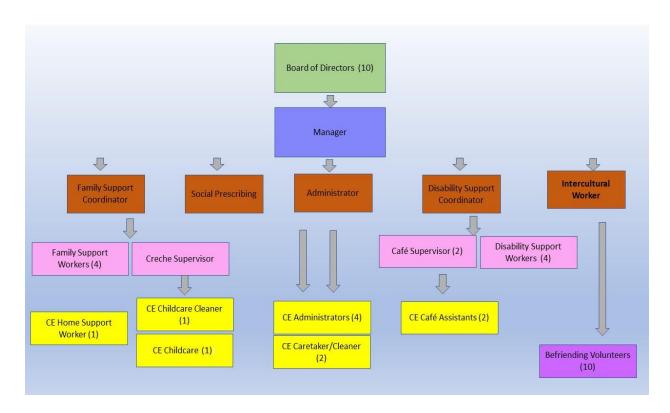
IT SUPPORT: Internet access and printing/ access to Broadband or a digital Library

**PHYSICAL EXERCISE**: Exercise class and yoga/ parent and child coding class, parent and child cooking class family challenges get country/city families involved in fitness challenges – meet other parents in the county

**OTHER:** Improved building/ Café/Doulas. /bedwetting – 9-year-old still wet not sure who to contact re this/Babies and children's equipment for sale or free /Pro-life group and help for crisis pregnancies

# 3.0 MANAGEMENT STRUCTURES

## 3.1 INTERNAL MANAGEMENT STRUCTURES

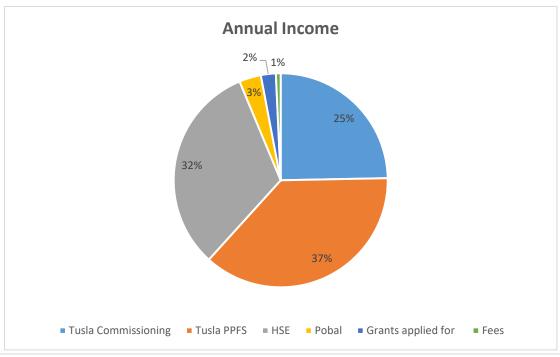


## 3.2 SLIGO FRC BOARD OF DIRECTORS

| Role                        | Name           | Skills/experience                |
|-----------------------------|----------------|----------------------------------|
| Chairperson                 | John Burows    | HR                               |
| Secretary                   | Padraic Cuffe  | Education                        |
| Treasurer                   | Michelle Lally | Community Development/Housing    |
| <b>Outgoing Chairperson</b> | Sonya Coffey   | Education                        |
| <b>Committee Member</b>     | Ada Cunningham | Early years                      |
| <b>Committee Member</b>     | Phil Brennan   | Community Development/Disability |

**Committee Member** Sarah Wetherald Community and Rural development Shona Gallagher **Health Promotion Committee Member** Michelle Doherty **Committee Member** Early years **Committee Member** Michael Yewlitt Young people

# 4.0 INCOME AND EXPENDITURE (2020)





## 5.0 PLAN

| GOALS                                    | OBJECTIVES   | MEASUREMENT                                   |
|--|--|---|
| GOAL A                                   |  | No of parents and children                    |
|  | OBJECTIVE 1:   | attending.                                    |
| Individuals and families                 | Parents and toddlers will easily access the weekly facilitated parent and  | No of sessions in the year                    |
| will be more active and have a healthier | toddler group  | Feedback from parents using comment box       |
| lifestyle                                | OBJECTIVE 2:   |   |
|  | Members of the community will be able to access the various Walking Groups established by the FRC  | No of people who avail of these walks         |
|  | OBJECTIVE 3  Mothers who breast feed will have space to feed their babies, an opportunity to meet other breast-feeding mothers and receive relevant information and signposting                    | No of mothers who avail of these services     |
|  | OBJECTIVE 4 Birth mothers through the support group Danu will have a confidential space to speak about their experience of adoption and the effects it has had on their physical and mental health | No of women attending.<br>Feedback from women |

| GOALS  | OBJECTIVES  | MEASUREMENT  |
|--|---|--|
| GOAL B  That people actively avail of a variety of community-based learning and development opportunities. | OBJECTIVE 1: Provide a warm learner-friendly environment for young people to learn  | No of programmes run   |
|  | OBJECTIVE 2:  To facilitate community education in cooperation with MSLETB including crafts   | No of programmes run annually  |
|  | OBJECTIVE 3 To support those with intellectual disabilities (one-to-one support)  | No of people supported one-<br>to-one and number of hours<br>for each service user   |
|  | OBJECTIVE 4 Provide learning opportunities for parents through parenting programmes (Parents Plus), seminars, webinars                | No of parents/carers who attend these annually. No of programmes/ seminars run. No of collaborations with other agencies in running these. |
|  | OBJECTIVE 5 Ensure parents are aware of learning opportunities by sharing information with those who drop-in and through social media | No of those who accessed information (SPEAK records) No of engagements with social media/text/email  |
|  | OBJECTIVE 6 Providing space and opportunities for work experience (Coffee Dock and students)  | No of students/trainees availing of work experience  |

| GOALS  | OBJECTIVES  | MEASUREMENT  |
|--|---|--|
| GOAL C  That children's holistic development is        | OBJECTIVE 1:  To provide low-cost childcare to parents in the area (Footprints crèche)  | No of families and children who avail of the service |
| nourished in a safe, comfortable, and fun environment. | OBJECTIVE 2: To provide support to families in the North Leitrim, North Sligo and part of Sligo Town (CFSN area 1) directly in their own homes (Family Support Service) | No of families and children who avail of the service |
|  | OBJECTIVE 3  To provide space for access visits and to enable these visits to be as pleasant as possible  | No of families and children who avail of the service |
|  | OBJECTIVE 4  To support families and children by working closely with other organisations using the Meithal system of working.  | No of families and children who avail of the service |

| GOALS                             | OBJECTIVES   | MEASUREMENT   |
|-----------------------------------|--|---|
| GOAL D                            | OBJECTIVE 1  | No of participants on the scheme  |
|                                   | To support participants on the CE  | Training completed by CE participants   |
| Economic security and opportunity | OBJECTIVE 2 To support people who are struggling financially by providing food parcels   | No of individuals, children, women, migrants, those with disabilities and homeless who avail of this initiative |
|                                   | OBJECTIVE 3  To support people who are struggling financially and to encourage recycling by providing a second-hand clothes exchange service | No of individuals who donate and families who receive clothes   |

| GOALS                              | OBJECTIVES  | MEASUREMENT  |
|------------------------------------|---|--|
| OUTCOME E  Connected and respected | OBJECTIVE 1: Social Prescribing   | No of those who received a social prescription. No of engagements with other organisations /services etc where people are referred |
|                                    | OBJECTIVE 2:  To engage with families and individuals from ethnic and cultural minorities – intercultural events  Objective 3  Social media campaigns | No of intercultural events taking place No of people who engage with these initiatives   |

| GOALS  | OBJECTIVES   | MEASUREMENT  |
|--|--|--|
| Public have a Centre where they can avail of | OBJECTIVE 1:  To recruit staff as required to carry out the work of the FRC and to support and supervision their work                | No of staff No of support and supervision sessions Policies in place for employing staff |
| services they need                           | OBJECTIVE 2: Ensure adequate finances are in place to carry out the work of the FRC  | Budgets balance  |
|  | Objective 3 Policies and procedures are in place, relevant and up-to-date  | Document relevant, reviewed and easily accessible  |
|  | Objective 4 Participation in local regional and national networks  | No of meetings/ no of networks   |
|  | Objective 5 Continuous Professional Development training and team building events are organised to create a good working environment | No of training/team building events  |
|  | Objective 6 Admin support and space is provided  | No of people / groups availing of these (SPEAK stats)                                    |
|  | <b>Objective 7</b> Services users are support by Informing directing and referring them as appropriate                               | No of people availing of this (SPEAK stats)  |

## **APPENDIX 1**

# Sligo Family Resource Centre Annual Plan 2022

## Sligo Family Resource Centre - Annual Plan

#### Describe your charitable purpose:

Our mission is to work with and support individuals, families, and communities in a warm, friendly, inclusive and open environment

## Planning period: 01 January - 31 De3cember 2022

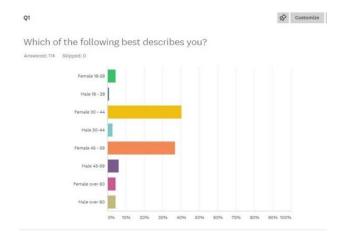
| Goals  | Objectives   | Time | efram | e  |    | Owner      | Annual  |
|--|--|------|-------|----|----|------------|---------|
| (Describe what<br>you plan to<br>achieve)                            | (Set out specific steps or actions you take to reach your goals) | Q1   | Q2    | Q3 | Q4 |            | Budget  |
| Goal 1:  | 1. Weekly P&T  | х    | Х     | Х  | х  | admin      |         |
| Individuals and  | 2. Walking groups  | Х    |       | х  |    | IDW        |         |
| families will be   | 3 Breastfeeding support  | Х    |       | х  |    | Manager    |         |
| more active and  | 4.Danu birth mothers support                                     | х    | Х     | X  | Х  | manager    | 500     |
| lifestyle  | 5.   |      |       |    |    |            |         |
|  | 6.   |      |       |    |    |            |         |
|  |  |      |       |    |    | Sub-total: | 500     |
| Goal 2:  | 1.community education  | Х    | х     | х  | Х  | Admin      |         |
| That people actively avail of  | 20ne-to-one support to adults with ID                            | х    | Х     | Х  | Х  | DSS        | 110,000 |
| a variety of community-based learning and development opportunities. | 3.Parenting Programmes   | х    |       | х  |    | FSS        |         |
|  | 4 coffee dock  | х    | х     | х  | х  | DSS        | 50,000  |
|  | 5.information  | Х    | х     | х  | х  | Admin      |         |
|  | 6.   |      |       |    |    |            | 160,000 |

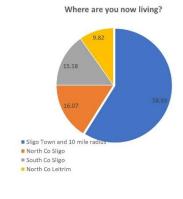
|  |  |   |   |   |   | Sub-total         |         |
|--|--|---|---|---|---|-------------------|---------|
| Goal 3   | 1 Footprints creche                                      | х | х | х | х | FSS               | 12,000  |
| That children's  | 2 Family support   | Х | Х | Х | Х | FSS               | 170,000 |
| holistic   | 3 Access visits  | Х | х | Х | Х | Admin             | 0       |
| development is   | 4 Meithals   | х | х | Х | х | FSS               |         |
| nourished in a safe,                                       | 5  |   |   |   |   |                   |         |
| comfortable,<br>and fun<br>environment.                    | 6  |   |   |   |   |                   | 182,000 |
|  |  |   |   |   |   | Subtotal          |         |
| Goal 4   | 1 CE scheme  | Х | Х | х | х | All               |         |
| Economic Security and                                      | 2 FEAD   | х | Х | Х | Х | Admin             | 0       |
| opportunity  | 3 Clothes exchange                                       | Х | Х | х | х | Admin             | 0       |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   | Subtotal          | 0       |
| Goal 5   | 1 social prescribing                                     | Х | х | Х | Х | SPS               | 20,000  |
| Connected and respected                                    | 2 intercultural events                                   | X |   | Х |   | IP                | 10,000  |
| respected  | 3 social media campaigns                                 | Х | Х | Х | Х | Admin             |         |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   |                   |         |
|  |  |   |   |   |   | Subtotal          | 30,000  |
| Goal 6   | 1 Recruit staff as required                              |   |   |   |   | manager           |         |
| Public have a Centre where they can avail of services they | 2 Ensure adequate finances are in place                  | Х |   |   | Х | Admin/<br>manager |         |
|  | 3 Policies in place and reviewed                         |   |   | х |   | manager           |         |
| need   | 4 Participation in local, regional and national networks | х | х | х | Х | Manager           |         |
|  | 5 CPD  | Х |   | Х |   | all               |         |

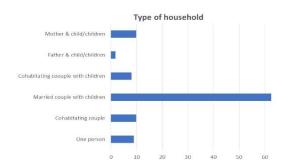
|            | 6 Admin support and space provided                      | x | X | x | X       | admin   |  |
|------------|---|---|---|---|---------|---------|--|
|            | 7 Inform, direct and refer service users as appropriate | X | X | Х | Х       | all     |  |
|            |   |   |   |   |         |         |  |
|            |   |   |   |   |         |         |  |
|            |   |   |   |   |         |         |  |
|            |   |   |   |   |         |         |  |
| Sub-total: |   |   |   |   |         | 125,000 |  |
| TOTAL:     |   |   |   |   | 497,500 |         |  |

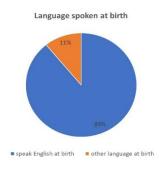
## **APPENDIX 2**

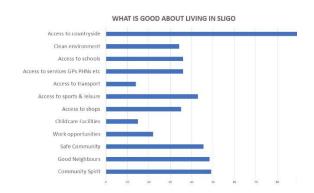
## **Survey Monkey June 2021 Questionnaire**

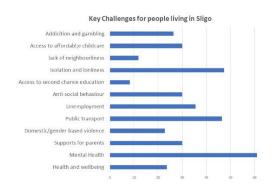


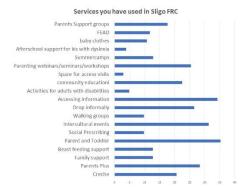












#### Name a support not already listed that you would like to see available in FR

ADULT GROUPS: Evening groups for adults with additional needs/ Most events are between 9-5 evening knitting/crochet/sewing group would be nice – could make it intercultural – language no for crafts/ Irish language events/ Art workshops/ Men's groups/ Women's groups/Women's courses/Atterschool/ Parent meetups/ Parenting alone support group

SUPPORTS WITH CHILDREN: Helping our children get ready for college and what supports there a child and parent/ Mindfulness groups – parenting teenagers/ Camps for preteens – 10=-12/ Chil and young people's Digital Space/ Mental health supports for young children and adolescents diagnosis and referrals/ Things for early teenagers that do not involve football/ Afterschool gro providing friendship skills/ Afterschool in the morning and after school..mycurrent provider no l offers 8am school start – its stressful

# If you have used the FRC how were you treated 70 60 40 30 20 Poor Fair Good Very good Excellent

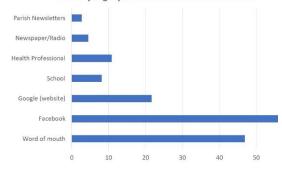
COUNSELLING/MENTAL HEALTH: Couple's counselling/Support loneliness/ Phone advice and information/ Counselling services for teenagers due to family passing, Bereavement support/ Counselling and more cultural morning activities when allow after Covid./ Mental Health Counselling

IT SUPPORT: Internet access and printing/ Access to Broadband or a digital Library

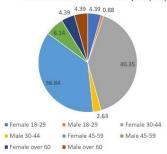
PHYSICAL EXERCISE: Exercise class and yoga/ Parent and child coding class, parent a child cooking class family challenges get country/city families involved in fitness challenges – meet other parents in the county

**OTHER:** Café/Doulas./Bedwetting – 9-year-old still wet not sure who to contact re this/Babies and children's equipment for sale or free /Pro-life group and help for cri





#### Breakdown of those who took part (114)



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