



TRIM FAMILY RESOURCE CENTRE

# STRATEGIC PLAN 2023-25

**A DOORWAY TO SO MANY THINGS**



PREPARED BY

CLM CONSULTING & TRIM FRC

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# LETTER FROM OUR CHAIRPERSON & COORDINATOR

Just over two decades ago Trim Family Resource Centre (FRC) was established to address issues of social exclusion and poverty in the immediate area of Trim town and to help foster an understanding of family and community development within the community. Though our main aims and objectives may have changed very little since our inception, the breath and scale of our work has increased considerably in those intervening twenty-one years. This reflects the continued and growing needs of the community, something that has increased acutely in recent times in the face of an unprecedented cost of living crisis; the increase in the level of services we provide on behalf of state body TUSLA; as well as the greater visibility and awareness by the local population of the supports that Trim FRC now offers.

We still focus our work on empowering families and the community to identify their own needs and explore solutions to best address these, and to create successful partnerships between voluntary and statutory agencies at community level. However, where once we may have provided services for residents in the local estates in Trim, now we address the needs of residents across Trim town and rural areas of Summerhill, Rathmolyon, Longwood, Enfield, Dunderry, Kilmessan, Kiltale. While celebrating how the supports expanded what we have achieved, we reflected on the growth of Trim FRC and asked ourselves, what next? How can we continue to support the growing demand for our services in a sustainable way that best serves the needs of the community?

We developed *2023-25 A Doorway to so many things* plan, our Strategic Plan 2023-2025, to lead us in this process and to realise our vision in 2025. To achieve our vision, we have set 5 ambitious strategic goals. Guided by our participatory values, in developing these we engaged with 115 individuals and 13 agencies. Recognising that among some local sectors, while name recognition of Trim FRC is strong, a clear understanding of our work is often lacking, we also aligned the development of this Strategic Plan with the development of a brand identity, which you will see reflected in these pages.



**RONAN  
MOORE**  
CHAIRPERSON



**JUSTYNA  
DOHERTY**  
COORDINATOR



# LETTER FROM OUR CHAIRPERSON & COORDINATOR (CONT.)

In developing our Strategic Plan we wish to thank Christine Nestor in guiding us to create an ambitious plan that reflects our undimmed desire to reach, help and support as many members of our community as possible in line with our mission and values. We also thank all those who lent us their time, their insights and their views to shape title of strategic plan. It is important to mention that we are grateful for advice received from fellow FRCs in North East Region and the additional training received from the Wheel.

At the heart of our new Strategic Plan is the idea that we offer supports and space for the children, families and community members we work with to create opportunities for personal and group development, community integration, lifelong learning, access to employment, community and voluntary participation, so they get to create positive outcomes for our community. This belief is as true today as it was over twenty years ago when a committed group of local activists came together to build something that would support those most in need in our community. We believe that title of the Strategic Plan continues on in this tradition and we are excited to commence the next chapter of Trim FRC's evolution. We hope that many of you reading this might join us on our journey.

While we continue to receive annual funding to employ full time and part time staff, there are additional costs involved in running the Centre and maintaining 2 community buildings that we aim so support through annual Danny O'Brien Memorial Golf Classic and other local fundraising events online and in town through street collections.

Change has been a central feature of our work over the past few years: the influence of Covid-19; the increased adoption of IT to overcome distance and augment our services; the natural flux of staff. We recognise that change will continue to occur especially so as we set ourselves new targets to achieve. Within this plan, we outline key changes to the organisation including new website and upgrade of IT equipment, upskilling staff in the area of IT, expansion of Food Bank, consolidation of funding for Beacon Family Support project.

*Ronan Moore*

*Justyna Doherty*



# SECTION 1 – ABOUT US



## 1.1 History/ Background to the organisation

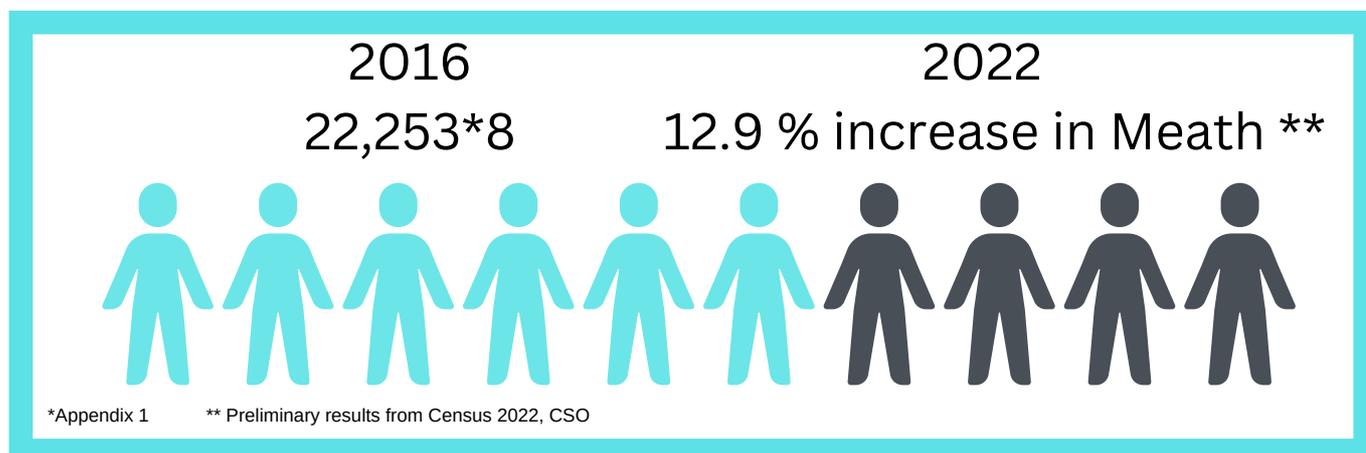
Trim FRC is a locally based family support and community development project, based in the Mornington Estate in Trim. It was established in 2001 in response to a need to tackle disadvantage and poverty in Trim using a community development approach and to improve the functioning of the family unit. The Family Resource Centre (FRC) programme as it stands today, is Ireland's largest National Family and Community-based support programme, core funded by Tusla – The Child and Family Agency.

A central feature of the FRC programme is the involvement of local people in identifying needs and developing needs-led responses. FRCs are participative and empowering organisations that support families while building the capacity and leadership of local communities. FRCs provide a range of universal and targeted services and development opportunities that address the needs of families (<https://www.familyresource.ie/what-is-a-family-resource-centre.php>).

There are 121 Family Resource Centre's in Ireland funded under this programme, and Trim Family Resource Centre is one of 3 FRCs in County Meath covering South Meath area. North Meath area is covered by Kells FRC and East Meath - by East Coast FRC.

## 1.2 About South Meath area

The overall population of Trim, with it's two electoral districts (ED's) has increased steadily between the period 2011 and 2016 There are over 22,000 people within a 15-minute radius. Preliminary results from Census 2022 highlighted that Meath was the county which recorded the highest population growth in Ireland.



\*Appendix 1

\*\* Preliminary results from Census 2022, CSO

### 1.3 Our Catchment Area

Our Catchment Area is extensive and includes:



## Population of Catchment Area

Catchment Area	Population
Trim	9,194
Kildalkey	709
Ballivor	1,809
Hill of Down	166
Clonard	347
Castlejordan	85
Longwood	1,581
Enfield	3,239
Rathmolyon	334
Summerhill	878
Coole	15
Garadice	149
Dunsany	291
Kilmessan	654
Kiltale	177
Dunderry	170
Athboy	2,455
<b>Total Population</b>	<b>22,253</b>
(Census2016)	

### **Ronan Moore (Chairperson)**

Ronan Moore spent several years working with the Irish development agency Trócaire in West Africa, Ronan returned home to Meath and became a second-level school teacher in Navan. Living just outside Trim with his wife and three young children, Ronan got involved with the Trim FRC so he could continue to support community development work. Ronan is currently an elected representative for the Trim municipal district and Meath County Council, as well as an author of a children's book. He is a keen runner, who loves to take a break from everything, striding down long country lanes.

### **Grainne Dunne (Secretary)**

Gráinne Dunne has spent the last 19 years working in Fundraising and Marketing with overseas development agency, Trócaire. Having seen first-hand how communities come together in the worst of circumstances to support each other, Gráinne was eager to become involved with the Trim FRC when approached by a board member. She believes in the power of the human spirit to overcome adversity and that we all have an obligation to our communities to ensure that nobody is left behind. Gráinne has spent most of her life in Trim and enjoys reading, writing and nature.

### **Mark Keane**

Mark Keane is a leader in the aviation industry, and a UK based airline pilot. Experienced in organisation operations and strategy, and with a passion for supporting people and teams, Mark joined the Trim FRC board to support the projects community development objectives. Mark is currently a board member of the British Airline Pilots Association. Having originally lived in Connaught, Mark's time is now split between Meath, London, and Europe. Mark enjoys breaks by cooking dinner for family or walking with either his young family or parents' dog.

### **Jacinta KIELTY**

Jacinta is a senior business executive with over 30 years' experience in the lottery industry. Born in County Sligo, she made the village of Summerhill her home with her family in 2000. She has always been interested in travel and sport in general but walking in particular and has completed numerous half marathons and a marathon, to raise money for charity. Jacinta has always been a strong believer in the importance of supporting charitable initiatives and has a track record in volunteering.

### **Nita Finnerty**

Nita has approximately 10 years of experience managing programmes in three countries while building strategic but meaningful relationships with internal and external stakeholders as well as the broader community across several industries. After spending 6 years in the Middle East, raising a family, she returned to Ireland at the height of the pandemic and made Trim her home.

### **Juracy Antunes Dantas (Vice Chairperson)**

Juracy Antunes Dantas Junyor is a CIPD, NRF, Board member and vice chair, currently the Head of HR at The Irish Tech Society is a solution-focused human resources professional, with a passion for matching individuals' talents & abilities with opportunities that not only optimize their skill sets, but also challenge them to continue to develop and move up in their desired career fields. Juracy has brought a broad educational background in Educational Management and Human Resources Management. He also speaks three languages: Portuguese, Spanish and English!

### **Eoin Forrestal (Treasurer)**

Eoin Forrestal has spent 25 years working in the food service industry, initially training as a chef in leading Dublin restaurants before progressing to senior managerial positions. In recent years Eoin trained as a chartered accountant and is now the finance director for a large business operating across the UK, Ireland and France. Eoin has been living in Trim for 14 years and joined the FRC wanting to get to know more about the locality and to support local projects

### **Charlotte Reilly**

A native of Trim and still lives in the town. Charlotte has set up and managed a number of businesses over the past 28 years. Having worked in the USA, UK and Australia, Charlotte's experience in the latter led to her opening her own Digital Printing Franchise in 1996. Charlotte's most recent enterprise was a Home Care Franchise in Trim employing over 140 people providing care to over 500 families, seniors and people living with a disability in their own homes across counties Meath and Cavan.

### **Matthew Butterly**

Matthew has been with Dublin's Airport Police for the last 24 years. Initially, he was a Police Fire Officer, then progressed into Police training fulltime and now he is the Training Manager. For the last 11 years he has also been a Trustee of an aviation pension scheme. A life long learner, he completed a Diploma in Legal studies and then passed the Barrister at law entrance exams. Matthew commenced his candidacy for Barrister at Law this year and hopes to complete his training in 2024. Matthew joined the board of Trim FRC this year as he has keen interest in social fairness, equality.

### **Andy Ogle**

Andy is originally from Morecambe in Lancashire, but has lived in Trim for 20 years with his family. Having always worked in community development and latterly the addictions field, his current role is focused on supporting services working with people affected by alcohol and other drugs, assisting communities and other agencies to address social exclusion, and develop community and youth projects.

1.5 Our Centre Based Team



**JUSTYNA**  
PROJECT  
COORDINATOR



**CATHERINE**  
ADMINISTRATOR



**CAROLINE**  
COMMUNITY  
DEVELOPMENT  
& FAMILY SUPPORT



**MARYROSE**  
BEACON  
FAMILY SUPPORT



**BRANDON**  
IT & COMMUNICATIONS  
COORDINATOR



**KATHRIN**  
FAILTE ISTEACH  
COORDINATOR



**JACKIE**  
LEVEL UP  
COORDINATOR



**RECRUITING**  
HEALTH & WELLBEING  
COORDINATOR



**ELAINE**  
FOOD BANK  
COORDINATOR



**PADRAIG**  
FOOD BANK  
ASSISTANT



**GERRY**  
FOOD BANK  
DRIVER



**PADDY**  
CARETAKER



**LAURA**  
COUNSELLING  
COORDINATOR



**FIONNULA**  
OFFICE  
HOUSEMAKER



**STEPHEN**  
CARETAKER



**OLLIE**  
CARETAKER



**THERESA**  
COUNSELLOR



**DEARBHAIL**  
PLAY THERAPIST



**URSULA**  
PLAY THERAPIST



**SORCHA**  
COUNSELLOR

.....  
**Vision Statement**

The Centre will be a safe, focal point within the whole community, fostering trust, confidence and development, resulting in a vibrant, self-supporting community and groups that engage in collective action for positive social change.



.....  
**Mission Statement**

Our mission is to provide resources, facilitation & support to individuals, families and groups in an informal, welcoming environment.



### Our Guiding Principles

- Participation – building people's capacity to identify issues and develop solutions to address these
- Working towards equality and where necessary positively discriminating
- Inclusive of all in society
- Respect the individuals, community and society in all its diversity
- Person centered – work with people from where they are
- Children first – the needs of children are at the core of what we do
- Collective action – bringing people together to effect change.



### Our Core Work Aims.

The main aims and objectives of the centre are to identify and address issues of social exclusion and poverty in the immediate area of Trim town and to help foster an understanding of family and community development within the community. The focus of the work is to empower families and the community to identify their own needs and explore solutions to best address these, and to create successful partnerships between voluntary and statutory agencies at community level.





# TRIM FAMILY RESOURCE CENTRE

## Support Services

For further information on any of the activities listed below please phone **046 9438850** or visit [www.trimfamilyresourcecentre.ie](http://www.trimfamilyresourcecentre.ie)

<b>Family Support</b>	Our Family Support worker provides assistance to families in need and links them to long term supports in the community. By referrals only.
<b>Food Bank</b>	Bringing much needed food supplies to local families as well as achieving the objective of reducing food waste in our local supermarkets.
<b>Job Seeker Support</b>	Service offering assistance with job seeking and CV preparation through an online "Skills to Succeed" Community Training Programme.
<b>Drop in Support</b>	Help with a range of queries, such as: telephone support, internet access, form filling, letter writing and photocopying.
<b>Counselling</b>	Our low cost counselling service is a confidential service where you can work with your counsellor to find your own solutions to life challenges.
<b>Play Therapy</b>	Using play, the Play therapist will support children to understand painful experiences and upsetting feelings. For children 3 years +
<b>Women's Health &amp; Development Programme</b>	8 month programme of group sessions and one-to-one support encouraging women to build on their skills and recognise personal strengths.





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For further information on any of the activities listed below please phone **046 9438850** or visit **[www.trimfamilyresourcecentre.ie](http://www.trimfamilyresourcecentre.ie)**

<b>Parenting courses</b>	Support for parents is offered through the Parents Plus suite of programmes, dealing with all age groups. Courses are subject to availability.
<b>Health &amp; Wellbeing</b>	These Workshops covering a wide range of topics eg, Mental Health/WRAP, Mindfulness, Pendulum healing & Singing for Wellbeing.
<b>Senior Alert Scheme</b>	Supporting vulnerable, older people in our community with applications of available grants for personal monitored alarms and pendants.
<b>Faite Isteach</b>	Run by volunteers, welcoming new migrants through conversational English classes.
<b>Rainbows</b>	10 week programme offers small group support to children and young people dealing with family loss through bereavement or separation.
<b>Children's Workshops &amp; Holiday Activities</b>	Offering a wide range of activities & workshops such as Mindfulness, Arts & Crafts, Easter & summer camps and our annual Christmas party.
<b>Coder Dojo</b>	Currently running online, Coder Dojo offers children an opportunity to learn about coding and programming in a relaxed, fun environment.



# SECTION 2– OUR RECENT ACHIEVEMENTS AND CHALLENGES

Trim FRC remained open throughout the Covid pandemic in 2020 and 2021. Early in the pandemic, to prioritise staff and community safety, decisive actions were taken by staff and the Board of Management to reorganise activities and the nature of services offered. Delivery and administration of the service, its activities, and its funding flows, were challenged by remote working, social distancing, and indeed challenges faced by partners including cyber-attacks. Suffice to say staff and volunteers rose to the unusual challenges, delivering their flexibility and unwavering enthusiasm in delivery of services and support to Trim and South Meath. Internally significant work was undertaken to renew membership of the board, terms of reference, risk register, and multiple governance policies. Many of the highlights and challenges are set out for you below.

## 2.1 Recent achievements

### Resources

- Number of funding streams towards IT equipment (LMETB, Community Foundation)
- Improved use of space outdoors and indoors - new storage areas/ Food Bank expansion plus new fridges and freezers/ outdoor roof put in place
- Significant donation from Meta (Facebook)
- Wi-fi and landline phone installed in Bungalow
- Website updated and launched in June 2021
- Trim FRC Instagram, You Tube and Twitter accounts set up
- Mailchimp correspondence set up
- Online sign in developed internally for groups and Covid tracking
- Online collection for Speak developed internally
- Continued dissemination of Trim FRC Community Newsletter
- Additional funding for resources thanks to participation in national review of Community Mothers programme
- New road signs in place in the estate directing people to both FRC buildings
- Trim FRC featured in Our Story National FRC report (October 2020)

- Trim FRC participated in recording a podcast on Isolation and reaching out in partnership with HSE Mental Health Promotion as a part of Meath Talks series

### Events & Services

- TUSLA once off additional funding towards Parent Peer Support Group for parents of children with additional needs
- TUSLA Once off additional funding towards Beacon Family Support hours
- LMETB funding towards CoderDojo Club
- Quarterly contribution towards transport costs for Food Bank confirmed by local charity
- 20th Celebrations events and promotion of Trim FRC in 2021
- Online MABS sessions on budgeting
- Online campaigns developed and promoted (Covid, home schooling, Men's Health, 16 Days of Action, Meaningful May)
- Continued collaboration with Meath Sports Partnership/ GAA/ Music Generation Meath on family/ children's events
- Onsite counselling/ Play therapy
- Onsite weekly Food Bank (delivery of food packages during lockdown)
- Additional food donations thanks to Tesco Food Appeal
- Numerous food and clothes donations received from local families, PROSPER, Meath Women's Refuge, Meath LSP and local schools and shops
- Additional IT equipment for hire (to community members) received as a part of Meath Library Laps4Loan initiative
- Onsite fortnightly Pop Up Bakery
- Onsite and online one to one family support
- Multi agency 4-week food provision scheme for families with children under 6 (June 2020)
- A visit from Minister Joe O'Brien)



## SECTION 2– OUR RECENT ACHIEVEMENTS AND CHALLENGES

- Onsite and online parenting programmes (Parents Plus, NVR)
- Multi agency collaboration to deliver Strengthening Families Programme online
- Outdoor Summer camps
- Online and onsite programmes for adults (MABS budgeting, Mindfulness, Positive Psychology, Stroll for Your Soul, Line Dancing, Fit and Fab, Failte Isteach English classes, Creative Christmas Art, Online and onsite programmes and clubs for children (Mindful Warrior, Santa visits, Creative Mindfulness, Piano classes, CoderDojo Club, Rainbows, Cula Bula Youth Club)
- Easter and Halloween Family Activity Packs
- Online event with Guest Speaker re: parenting children with additional needs
- Community Consultation on community needs launched online (November 2021)
- Parent and Toddler Group set up
- Partnership with Meath Springboard Family Support Services and Youth Work Ireland Meath on two separate funding applications re: counselling for children network LGBTQ awareness building, Communications, Financial Wellbeing, DESSA, Trauma Informed Care, GDPR, Technology Enhanced Learning, TUSLA Child and Youth Participation)
- Additional TUSLA funding towards IT/ GDPR security audit
- Online and onsite annual volunteer appreciation events
- Working From Home policy developed

### Staff and volunteers

- Access to accredited Level 6 and 7 Minor Awards Home visitor training through National College of Ireland for staff and volunteers
- Staff upskilling through access to a variety of online training and webinars (Intercultural Awareness training, First Aid, LGBTQ awareness building, Separation Network, Digital Stepping Stones, Parents Plus)
- Continued collaboration with CFSN, CYPCS, PPN, Regional and National FRC Fora (online)
- Additional funding (Community Foundation) towards supporting volunteers in overcoming the isolation

### 2.2 Challenges faced during the COVID 19 Pandemic

- Ongoing changes to Covid restrictions impacted the planning and took up a lot of staff time in updating the guidelines
- Loss of volunteers during Covid restrictions
- Significant reduction of miscellaneous income from fundraising and room hire
- Limited communication with TUSLA due to cyber-attack on TUSLA's IT system and delay in processing Beacon funding
- Postponement of programmes due to Covid restrictions
- Limited face to face engagement with the community members and groups
- Progression of Social Prescribing proposal



# SECTION 3 – CONSULTATION PROCESS & OUTCOMES

The consultation process to inform the strategic plan was comprehensive and took place between January and May 2022. The process involved the following groups:

- Staff Team
- Board of Management
- Volunteers
- Parents
- Groups
- Community Members
- Interagency Partners & Groups

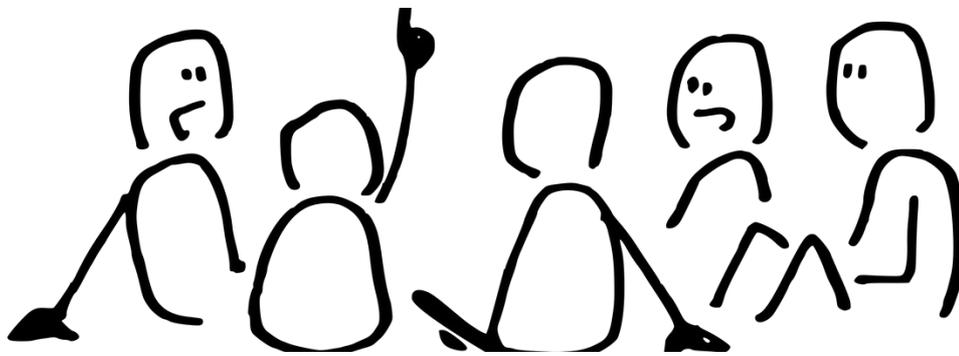
### 3.1 SWOT Analysis for TRIM FRC

A SWOT analysis was conducted as part of the strategic planning process. The four categories explored in a SWOT analysis are Strengths (S), Weaknesses (W), Opportunities (O), and Threats (T). SWOT analysis considers more than just the pros and cons of a situation: typically helping organisations or individuals identify internal and external factors that contribute to or inhibit success. Strengths and Weaknesses are generally considered internal factors, so they are things that an organisation can control or can work to improve. Opportunities and Threats are typically external factors that occur outside the organisation (i.e., things that you cannot control), but they are things that could significantly affect how the operational aspect of undertaken work. Understanding the external factors assists in prioritising and understanding what and how internal capabilities can be best leveraged, or what weaknesses or gaps might need to be addressed.



“ My daughter attended when she was young, now as a grandparent, my grandson attends regularly, they have been a great support to the community for years. ”





SWOT analysis was carried out through in person and online focus groups with Staff team, Board Directors and volunteers. Broadly speaking it is no surprise that funding is a major theme. Trim Family Resource centre is fortunate to have a capable team internally, and multitude of stakeholders externally, who so far have generally been able to generate appropriate levels of funding. However, several funding streams are short-term. This requires the organisation to plan only short-term programmes rather than long-term programmes which we believe would generate greater value and awareness in the community if they were more mainstream and permanent. In turn, there is uncertainty and workload associated with the need to seek further funding rounds, or alternative sponsors.

Elsewhere the organisation recognises the need to continue its focus on supporting people with the increasing cost of living. Demand for the foodbank and its associated services are increasing, and the organisation foresees accommodation and heating costs, combined with uncertain economics, as a major challenge facing the community in the coming months and years. There is a keenness to address Trim FRC's profile to ensure the rural community and the wider community appreciate that the FRC is there to serve much of South Meath and is well positioned to help those in rural areas who may feel otherwise isolated.



Weaknesses, opportunities and threats were identified as outlined below:

Weaknesses	Opportunities	Threats
Insufficient staff resources to meet needs of community resulting in over reliance on volunteers	Enhance profile especially in rural communities to increase impact.	Economic uncertainty and its impact on funding and the community members
Precarious nature of some funding strands	Seek long term funding for projects- move from interim projects to mainstream projects	Reduction in ad-hoc/non-assured funding which would have a serious impact on programme of work
Poor awareness of the breadth of supports available for the wider community	Lobby for additional core funding to recruit more staff resources	Long term impacts of COVID on service users and understanding how to mitigate and work.
Short term funding opportunities create a lack of opportunity to mainstream successful programmes as a result	Source funding to recruit an Outreach worker to work in rural areas	Loss of Community Employment staff
Lack of a formalised Staff Wellness Programme	Support the integration of migrants /new members of the community by working collaboratively with other agencies	Not having sufficient volunteers to support programme delivery, particularly long-term projects
More structured student support & induction programme needed	Further support needs of services users	With only 3 core funded staff – risk of operating beyond capacity
Communications & profile needs attention	by building on existing relationships with other community partners	
Lack of National FRC CRM System		
Measuring the exact impact of significant work volume		

“ Trim FRC is all about people ”

### 3.2 Consultation Process : Needs Assessment

Needs assessment was carried out in a number of ways including an online consultation with community members, focus groups with parents, volunteers and senior members, and a survey with interagency partners. The feedback was extensive and provided staff team and the Board with an up to date picture of the current issues facing the community and the gaps in activities, supports or services within the area. Additionally, valuable comments from the responses will guide Trim FRC in the area of what, as a community based organisation, we could do to improve our services.

Group	Respondents
Parents (Focus Group)	5
Groups (Focus Group)	20
Community Members (Survey)	90
Interagency Partners /Groups	16



“ Provide activities for older men, particularly men in rural areas, very isolated, loneliness is a big issue ”

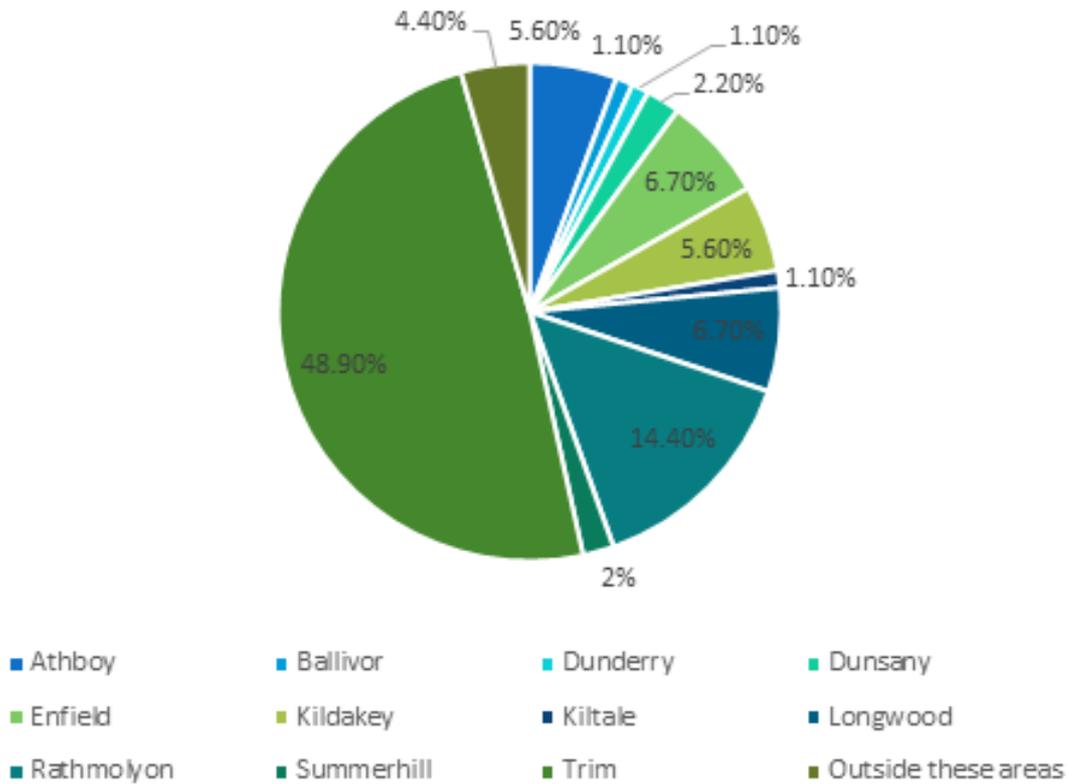
There were 91 responses received via community consultation with slightly over half of those who engaged living in rural areas of South Meath, and the remaining families living in Trim.

Almost half of respondents were living in a household of between 4 and 5 people. Every third person was either in full time employment, part time employment or classified themselves as homemakers. Nearly 75% engaged with Trim FRC 6 months previous to the survey and every fourth person availed of Summer Camps or other activities for children. Other respondents came to FRC for Food Bank, family support, parenting courses, adult courses, counselling or signposting. Almost half of the group expressed interest in volunteering. Half of respondents achieved 3rd level education and one fourth Leaving Cert/ Level 6 education.

While nearly third of the group stated that they were living in private properties, there is no indication from the survey to confirm how many respondents owned properties, and how many took out loans to finance purchasing their properties. Additionally, it should be highlighted that there were 2 respondents who had mortgage arrears, 13 who struggled with access to housing, and 5 who lived in an overcrowded accommodation. One single parent family was negotiating an unsustainable mortgage.

It was not unexpected that the cost of living including home heating, accessing health services, car use, back to school and Christmas was noted by respondents as pressing issue. Almost 1 in 4 respondents struggled with low wages or unemployment.

### Where do you live?



“

I live in Athboy and I really did not know about the FRC. Another parent mentioned it to me, I was so glad because it has been a great support to me with young children.

”

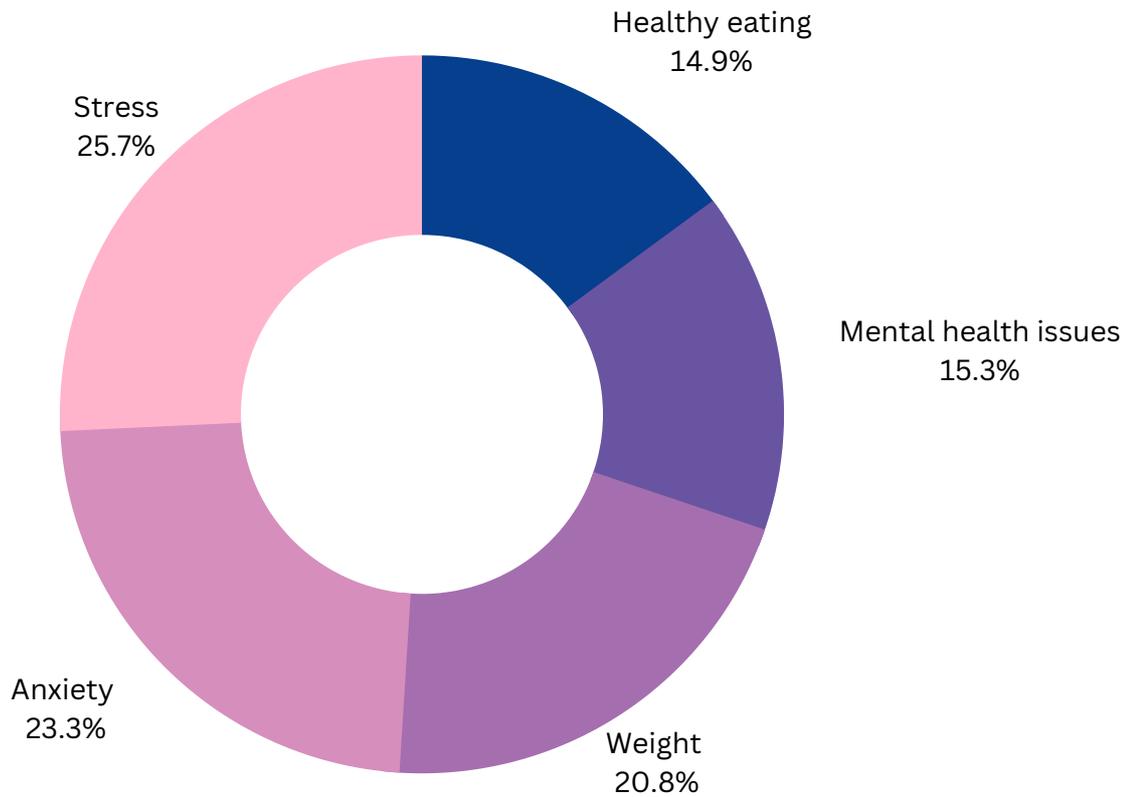
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My child has special needs but I was getting very little support or help. I contacted the FRC and they have been a massive support. They organised a Meitheal, it is making a huge difference to all our lives.

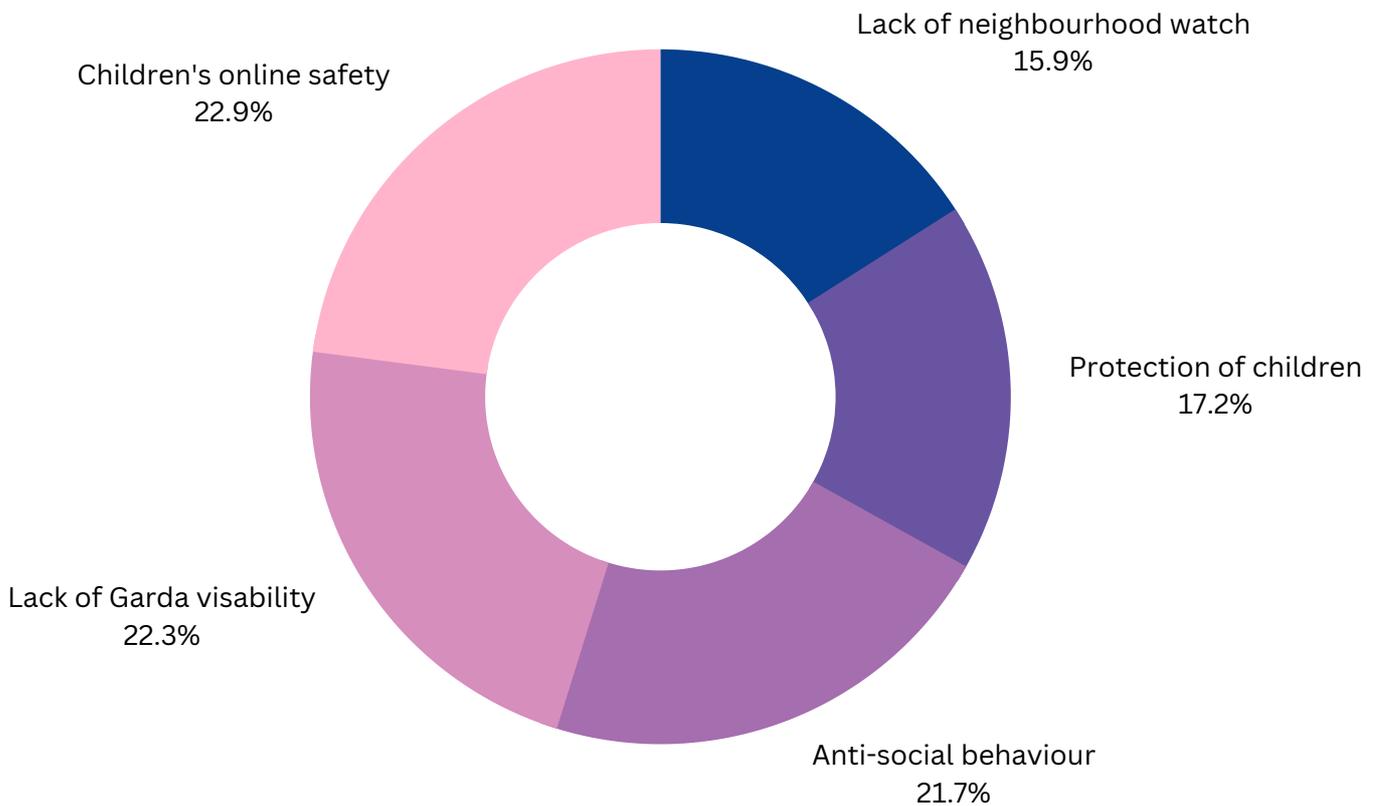
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# Top 5 most pressing issues in each category

## Health - physical and mental issues

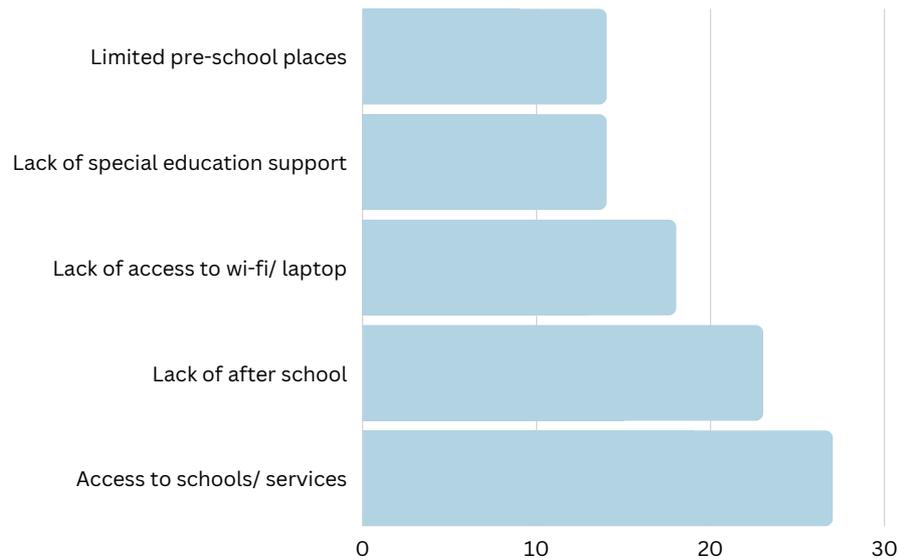


## Most common issues around safety

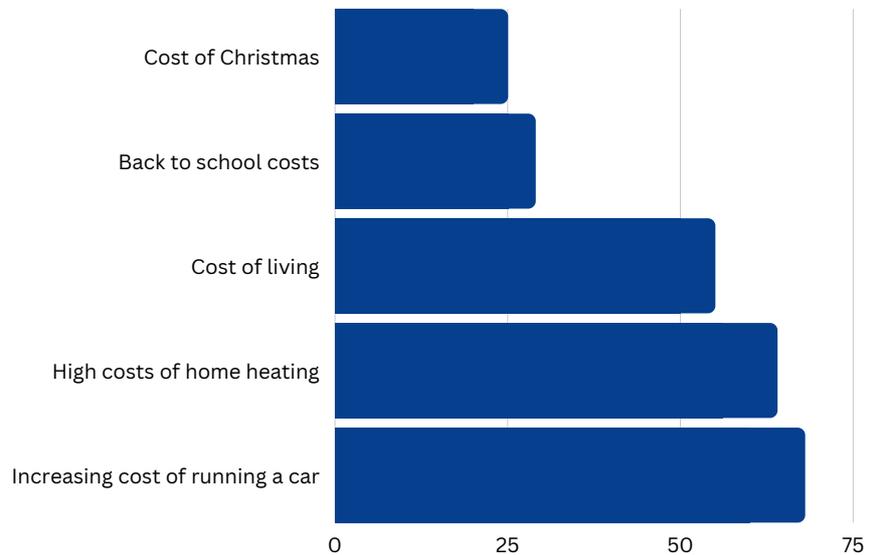


# Top 5 most pressing issues in each category - cont.

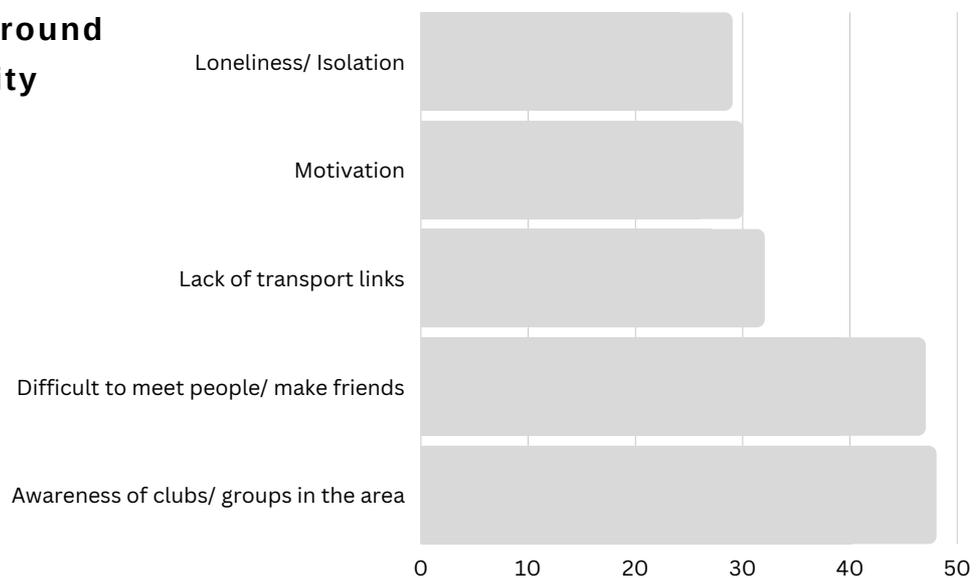
## Most common issues around education



## Most challenging financial issues



## Most common issues around networks and community



### 3.3 Consultation Process - focus groups

Focus groups allowed to gather more personal insight into what works in the community and where the gaps are. The feedback provided showed that while FRC is a good support for those already connected and attending groups or meetings, there might be lack of awareness in the community about the range of services organised by Trim FRC, or indeed about the existence of those services.

Parents spoke highly of activities for children like Summer Camps or Halloween/ Christmas events organised in Trim FRC at low cost. Also easy access to Play therapy and counselling is appreciated with those services being very limited in the local area or available at unaffordable cost. Some parents made a point of Trim FRC serving number of generations in same families - some respondents who attended Trim FRC in their childhood were now coming back with their own children to attend events or programmes.

Feedback from older members in the community indicated that FRC is one of few community spaces available for use by community groups in the area. They also commented on friendliness of staff members who were always ready to help or assist. Interest groups like singing, dancing or painting served as a social connection for older community members reducing feelings of isolation as many of those might be living alone.



“ I seen on Facebook that the FRC had a group, so I contacted them. This has helped not just my daughter but also me as her Mam. ”

“ FRC singing, craft and painting groups is an invaluable resource for older people in the community ”

“ We like working with the young people in the community -knitting the community together ”



### 3.4 Consultation process - survey with interagency partners/ groups

Trim FRC prides itself in connecting the community to resources that they would otherwise not have access to or simply not be aware of. In some cases, Trim FRC acts as a signpost to partners and agencies in the locality of South Meath, but also nationally, one such example being Food Cloud and Fead programmes. In other cases, Trim FRC is involved in coordination and facilitation of partner service delivery, or coordinating collaboration of multiple parties seeking to better serve the community.

Meitheal is an important process we coordinate on behalf of TUSLA. Focused on children, when individuals, or individual families, find themselves in difficult circumstances the necessary support is often found across multiple organisations intervention. Different agencies can have different thresholds for different services, different expertise, and skills. At the best of times navigating multi-agencies can be complex and overwhelming, and without support people can find themselves alone or facing deeper crisis. Getting multi-parties around a table provides an immense opportunity to overcome bureaucracy and enhance communication in a way that unlocks new solutions and significant progress, tailored around the young person involved, and preventing deeper crisis. Trim FRC is proud to enhance awareness, give access, and coordinate this process. Agencies involved have included schools, SMART Youth Project, TUSLA, Children's Disability Network Teams, Child and Adolescent Mental Health Services (CAMHS), Education Welfare Officers (EWOs), Primary Care Child Psychology Service.

The food bank is another example of a service requiring multi-stakeholders' engagement and support. Starting with the local supermarkets partnered with Food Cloud and Neighbourly platforms - Lidl, Aldi, Tesco and M&S, local charities contributing towards our transport costs, local schools, community groups, and public members coming forward with multiple non-perishable food donation and volunteers helping at operational level on a weekly basis.



A theme we wish to take forward into our strategic plan revolves is strengthening and building new relationships with agencies that can support our mission. The challenges of housing, parental support, food poverty and safety in the local area can only be resolved with inter-agency and community cooperation and structures. We keep this firmly in our mind as we will develop our annual plans for the next 3 years.

“ Friendly accessible point for people to initiate contact when seeking help ”

“ Having a hub in the community that is visible, welcoming and supportive is so important. ”

### 3.5 Themes that emerged from the consultation process

Numerous issues facing the community were identified during the consultation process. Many of the issues are not new, faced by most communities across Ireland. Others were appearing in discussion for the first time, or the first time in some time. Two such issues included a perception of a slight increase in drug use amongst young people, and more generally some anti-social behaviour with limited or no garda visibility.

The issues are summarised below, and have led Trim FRC to identify 5 themes to carry forward in our strategic plan.

Issues facing community identified during the process:

- No shared community purpose built space available
- Poverty
- Food poverty
- Poor transport links
- Lack of available low cost supports for families and children
- Lack of affordable housing for rent
- Serious issues with lack of GPs
- Drug activity amongst young people
- Lack of youth services
- Isolation - particularly in rural communities
- Isolation post Covid
- Cost of living increases
- Lack of Garda visibility
- Not feeling safe in the community
- Anti social behaviour
- Lack of access to appropriate school places
- Lack of support for parents of children with additional needs



“ Huge lack of community space in the town ”

“ I would like some advice/support around financial issues & concerns ”

“ Provide activities for older men, particularly men in rural areas, very isolated, loneliness is a big issue ”

# SECTION 4 – STRATEGIC PRIORITIES 2023 -2025

## 4.1 Our Strategic Priorities 2023 -2025

The community led nature of our strategy saw TFRC conclude with 5 strategic priorities for the next 3 years. Each year Trim FRC will produce its annual plan keeping in mind these 5 strategic priorities as part of, or in addition to, the business-as-usual workstreams.

The 5 themes identified:

### 1. Wellbeing

Wellbeing underpins everything we do at Trim FRC and will continue to do so. It is critical that Trim FRC's activities seek to enhance individual and community well-being. We expect significant trends will need to be considered and addressed post Covid.

### 2. Connection.

Building community is at the centre of what Trim FRC does, and along with wellbeing it underpins everything Trim FRC sets out to achieve. Whether it is sharing a problem, or building sustainable solutions, Trim FRC recognises the importance of bringing people and stakeholders together. Trim FRC is also cognisant that an increasingly digitalised and online world brings many benefits but also many challenges for people, across all generations.

### 3. Services & Awareness.

There is a wide breadth of services available to the community. We are intent to enhance awareness of these, and of the extensive geographical catchment area catered for.



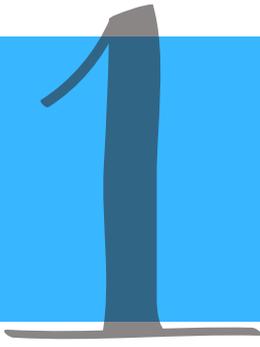
### 4. Targeted Collaboration

Trim FRC wants to enhance engagement with current and new agencies and partners to further enhance our impact on the community. One example may be a workstream around community gardai and rebuilding visibility, confidence, and ensuring any negative trend in a sense of safety is reversed.

### 5. Sustainability

In this context, sustainability for Trim FRC will revolve around effective delivery of rural services and leveraging of enhanced IT. Under this theme Trim FRC will consider workstreams which seek to mitigate rural isolation and support the rural communications. These may include a focus on outreach, and how best and where it can be provided. Following a donation from Meta Trim FRC intend to update their IT systems and hardware. Additionally, we believe synergies can be leveraged from a more collective approach to IT at the Family Resource Centre National Forum level.

To give further insight into how Trim FRC can execute and deliver on these 5 themes, below are some tasks to be discussed and likely to feature in our upcoming annual plans.



## Support Wellbeing

**Focus on continuing the supports in the area of mental health, particularly stress, anxiety & depression**

**Organise events for parents with a focus on stress management, wellness, social interaction**

**Support community members with healthy eating, fitness & weight management**

**Support promotion of positive mental health for older people**

**Develop a formalised staff wellness programme**

**Support older men in the catchment area**

# 2

## Increase Connection

**Change perception that the FRC is for people from Trim only**

**Raise profile of the FRC throughout the wider catchment area**

**Raise awareness of what the FRC does in the community**

**Increase overall levels of engagement and connection**

**Develop a communications plan including rural areas**

**Advertise services & activities more: develop new community newsletter**

# 3

## Strengthen Services

**Review current & emerging needs in the community**

**Provide practical IT advice and courses**

**Continue to provide group and one to one work, and source relevant external facilitators to support parents, older people, children, men and women**

**Support community members around financial concerns due to cost-of-living increases; workshops, support groups, signposting, interagency projects**

**Develop a plan for staff & volunteer support, mentoring & training**

**Support parents of children with special needs in terms of access to supports, resources & education**

# 4

## Focus on Targeted Collaboration

**Work in collaboration with interagency partners to develop sustainability of Food Bank**

**Work collaboratively with other agencies in relation to the integration of new members of the community**

**Work collaboratively with local partners to establish Social Prescribing in the area**

**Advocate for increased Garda presence in the community through interagency working**

**Work collaboratively with youth work providers to engage young people**

**Develop targeted programme to address fears for safety in the community**

# 5

## Invest in Sustainability

**Understand FRC capacity and how to expand it**

**Review outreach work in rural areas & develop outreach plan**

**Enhance and streamline our IT and Data Management Systems & Procedures**

**Work with National Forum to develop IT Platform to effectively capture and record the work of the FRCs to ensure continuity of current and new sources of funding**

**Secure additional core funding and identify new funding streams**

**Assess suitability of social enterprise community projects to areas of FRC work**

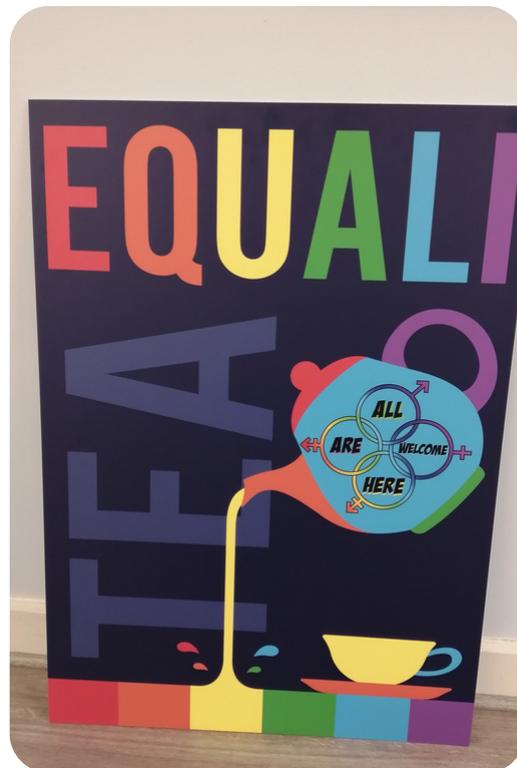
# SECTION 5 - MEASUREMENT & EVALUATION

## 5.1 Measurement, Monitoring & Evaluation Process

Trim FRC recognises the importance of measuring the impact and effectiveness of its programmes. We utilise a 'learning by doing' approach in all of our work. Our team members are trained in measurement and evaluation methods which are built into how the Trim FRC team do the work.

This Strategic Plan will be measured and evaluated in the following ways:

- The Strategic plan will be broken into annual plans which will run from Jan -Dec each year.
- The annual plan will be built using the 5 key headings and the strategic priorities within each of the headings.
- All of the programmes and activities within the strategic priorities will be planned using logic models which enables the team to identify the desired short-, medium- and long-term outcomes.
- This method of planning ensures that desired outcomes are identified in advance and, after the programme or activity, measured using agreed metrics and evaluated as to how these outcomes were achieved.
- Trim FRC will engage with academic institutions where possible throughout the strategic plan period to conduct research into particular programmes or issues facing the community. This research and other relevant evaluations will be widely disseminated throughout the organisation.
- In addition to the above, the Coordinator will report to the Board of Directors at the scheduled Board Meetings on the performance of the organisation in relation to the Strategic Priorities.
- The performance, measurement and evaluation aspect of the strategic plan and priorities will also be captured on the SPEAK Online portal which is the system used by the core funder, Tusla, to track and monitor performance and service delivery.



# SECTION 6 - APPENDICES

## Appendix 1 - Profile area

### Population Profile

The overall population of Trim, with its two electoral districts (ED's) has increased steadily between the period 2011 and 2016. There are over **22,000 people** within a 15-minute radius.

ED Name	ED ID	Total Population 2006	Total Population 2011	Total Population 2016
Trim Rural (Pt.)	11092	6,731	8,005	8,793
Trim Urban/Rural (Pt.)	11003	1,166	1,269	1,386
<b>TOTAL</b>		<b>7,897</b>	<b>9,274</b>	<b>10,179</b>

### Population of Children & Adolescents aged 0 -18 years

ED Name	ED ID	Total 0-4 yr. olds 2016	Total 5-9 yr. olds 2016	Total 10-14 yr. olds 2016	Total 15-18 yr. olds 2016
Trim Rural (Pt.)	11092	705	732	661	518
Trim Urban/Rural (Pt.)	11003	87	65	62	52
<b>TOTAL</b>		<b>792</b>	<b>797</b>	<b>723</b>	<b>570</b>

Appendix 1 - Profile area (continued)

**Population of Adults aged 19 - 34 years**

ED Name	ED ID	19 yr. olds 2016	20-24 yr. olds 2016	25-29 yr. olds 2016	30-34 yr. olds 2016
Trim Rural (Pt.)	11092	88	393	439	645
Trim Urban/Rural (Pt.)	11003	11	66	115	131
<b>TOTAL</b>		<b>99</b>	<b>459</b>	<b>554</b>	<b>776</b>

**Population of Adults aged 35 - 54years**

ED Name	ED ID	35-39 yr. olds 2016	40-44 yr. olds 2016	45-49 yr. olds 2016	50-54 yr. olds 2016
Trim Rural (Pt.)	11092	824	736	648	587
Trim Urban/Rural (Pt.)	11003	114	79	78	94
<b>TOTAL</b>		<b>938</b>	<b>815</b>	<b>726</b>	<b>681</b>

**Population of Adults aged 55 - 74 years**

ED Name	ED ID	55-59 yr. olds 2016	60-64 yr. olds 2016	65-69 yr. olds 2016	70-74 yr. olds 2016
Trim Rural (Pt.)	11092	497	380	303	241
Trim Urban/Rural (Pt.)	11003	88	76	78	76
<b>TOTAL</b>		<b>585</b>	<b>456</b>	<b>381</b>	<b>317</b>

**Population of Adults aged 75 – 85+ years**

ED Name	ED ID	75-79 yr. olds 2016	80-84 yr. olds 2016	85+ yr. olds 2016
Trim Rural (Pt.)	11092	153	119	124
Trim Urban/Rural (Pt.)	11003	44	44	26
<b>TOTAL</b>		<b>197</b>	<b>163</b>	<b>150</b>

## Parents & Groups Questions Asked

- What are the reasons that you attend Trim FRC?
- What are the benefits for taking part in activities and courses run by Trim FRC?
- How often do you use Trim FRC?
- Are you satisfied with the service you receive from Trim FRC?
- How do you hear about courses and activities available through Trim FRC?
- What are the following courses/programmes you or your family attend or would consider attending?
- Do you think Trim FRC are meeting the needs of the community?
- What could we do better?

## Community Members: Questions Asked

- Where do you live?
- How many people live in your household?
- What education level have you attained?
- Which type of housing do you live in?
- What is the age profile of your household?
- What is your economic status?
- What are the most common issues facing your family in relation to physical & mental health?
- Issues around education?
- Issues around safety?

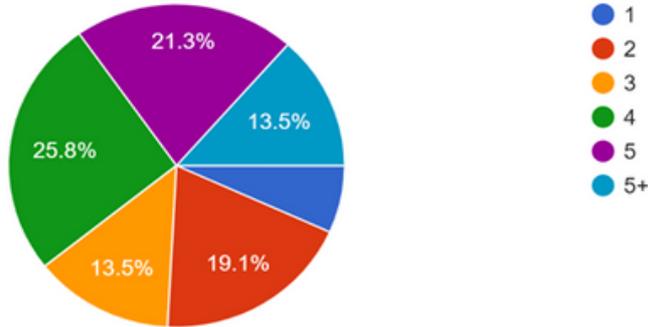
## Community Members: Questions Asked

- What issues do you or your family experience while trying to access supports in the community?
- Have you or your family engaged with Trim FRC in the past 6 months?
- Would you like to get involved in the community by volunteering?
- What additional services would you like to see Trim FRC providing?
- If yes, which services did you avail of?
- Most common issues around networks and community?
- Most common financial concerns?

## Appendix 3- Responses from community members

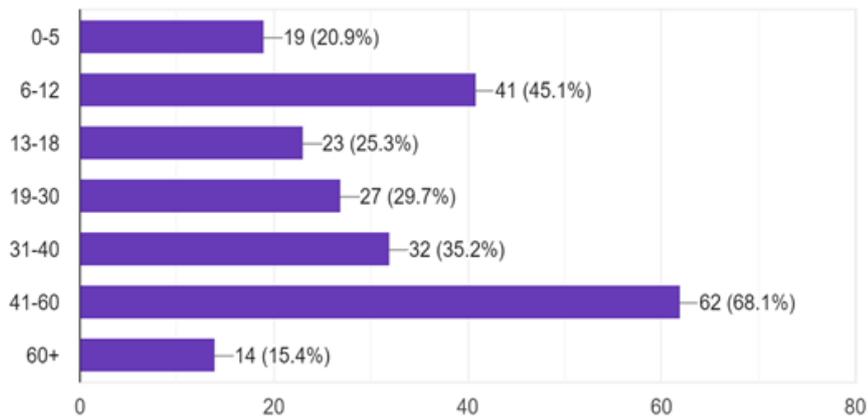
### How many people live in your household?

89 responses



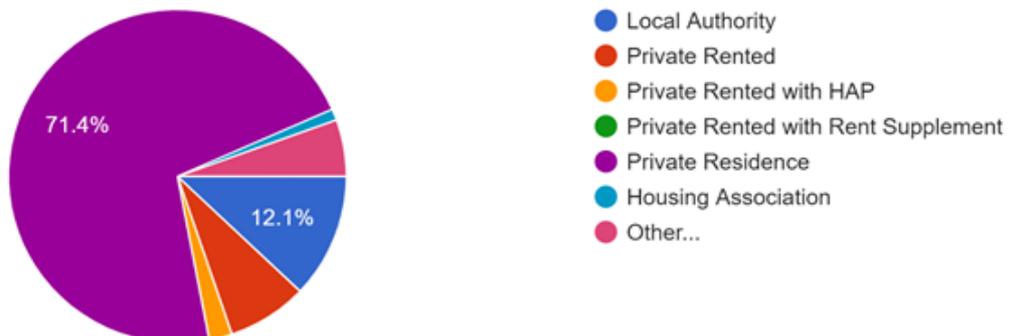
### What is the age profile of your household? Please tick ALL that apply.

91 responses



### Which type of housing do you live in?

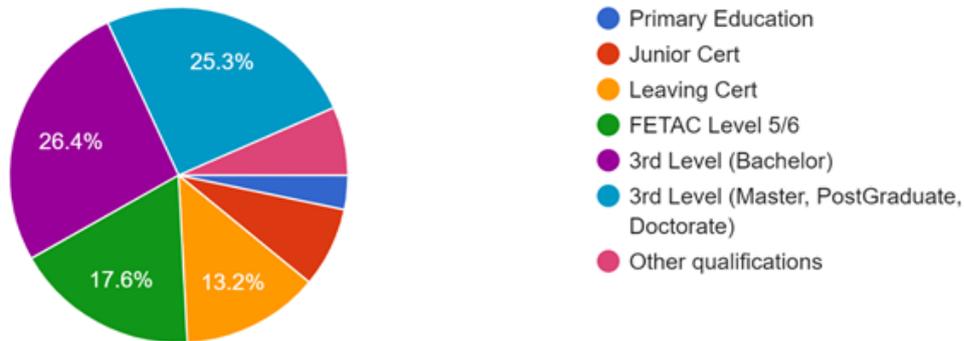
91 responses



## Appendix 3 - cont.

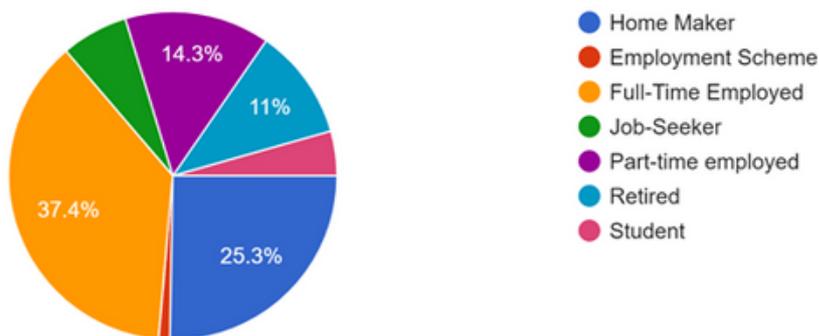
### What education level have you achieved?

91 responses



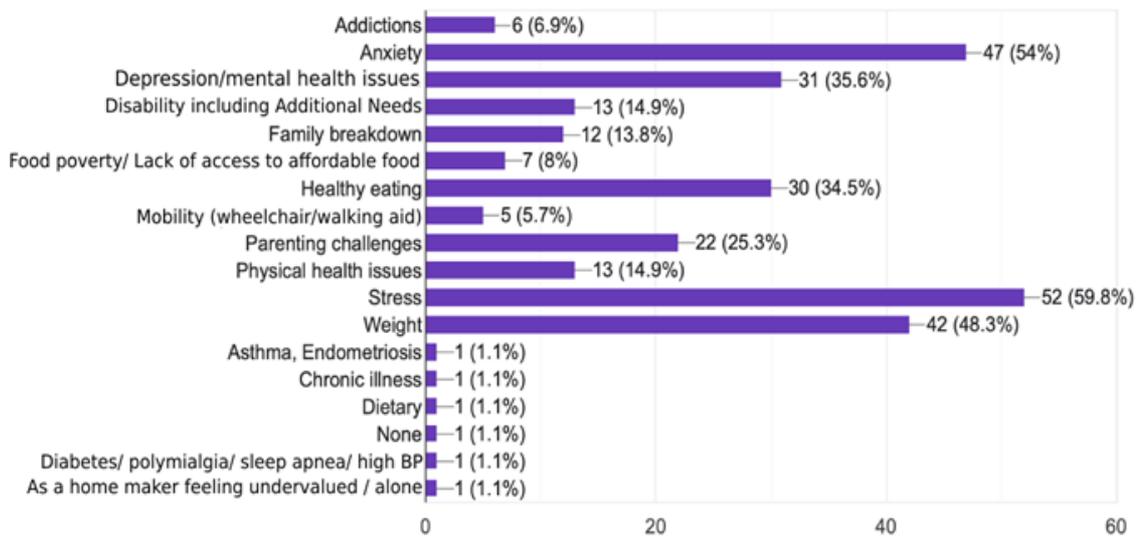
### What is your economic status?

91 responses



### What are the most common health (mental and physical) issues for you and your family?

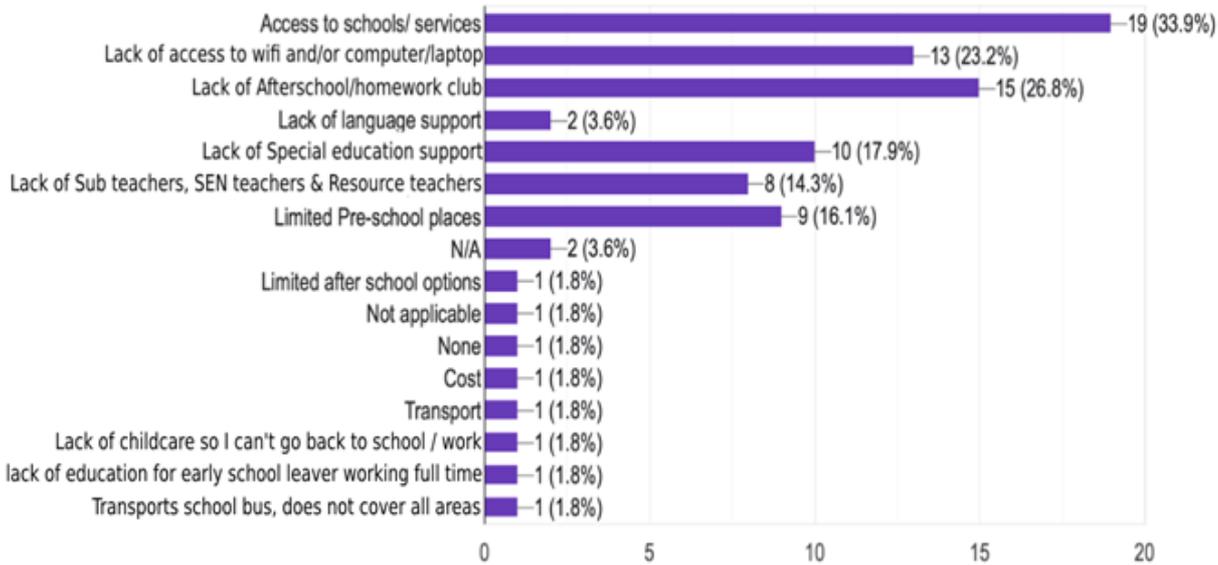
87 responses



Appendix 3 - cont.

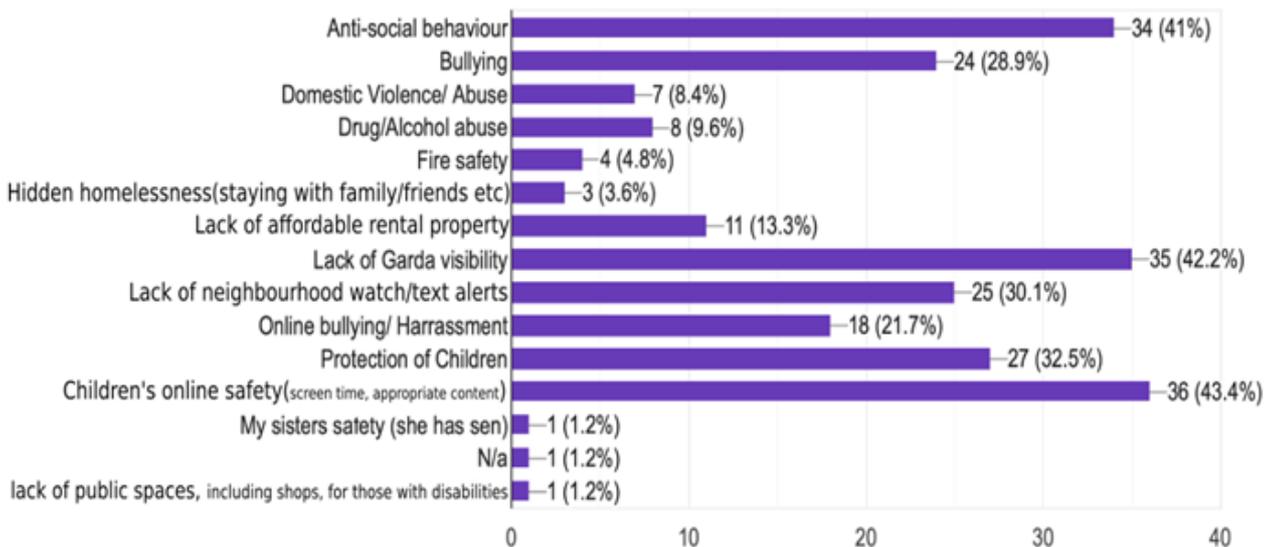
What are the most common issues around education for you and your family?

56 responses



What are the most common concerns around safety for you and your family?

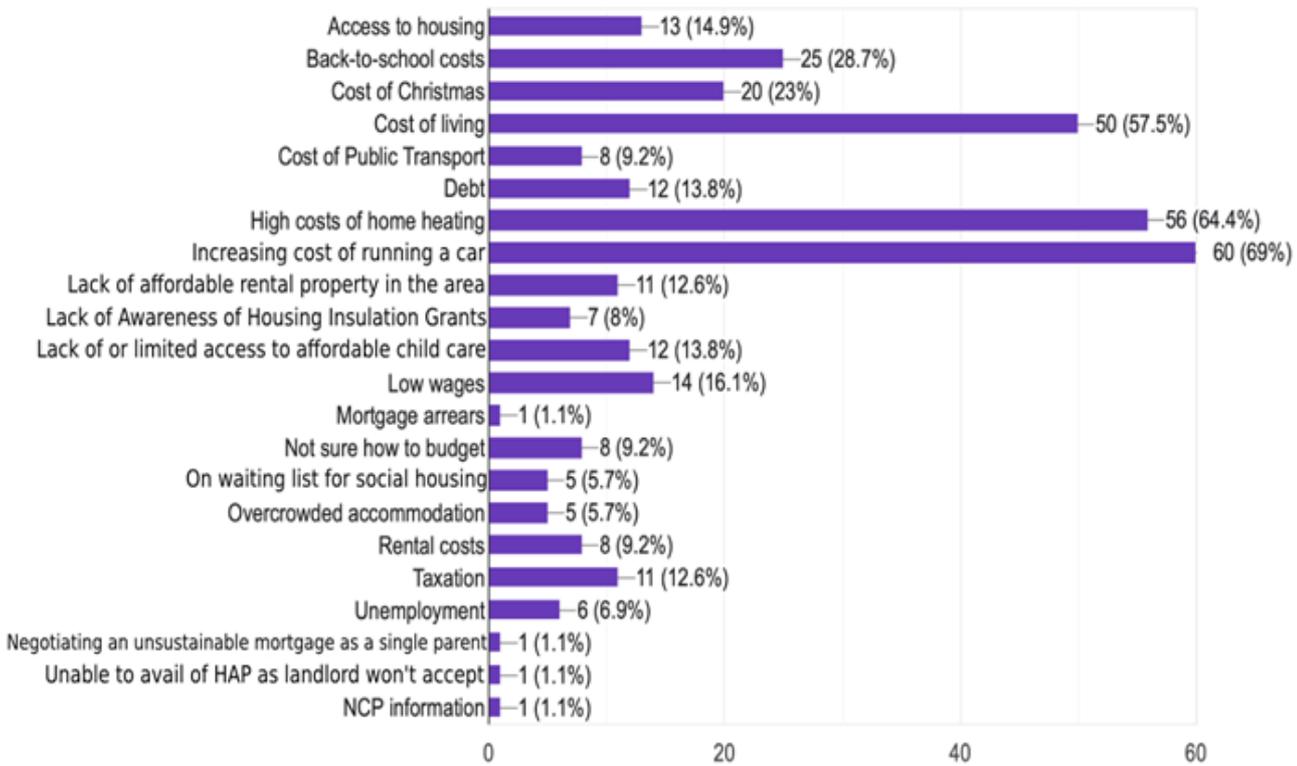
83 responses



Appendix 3 - cont.

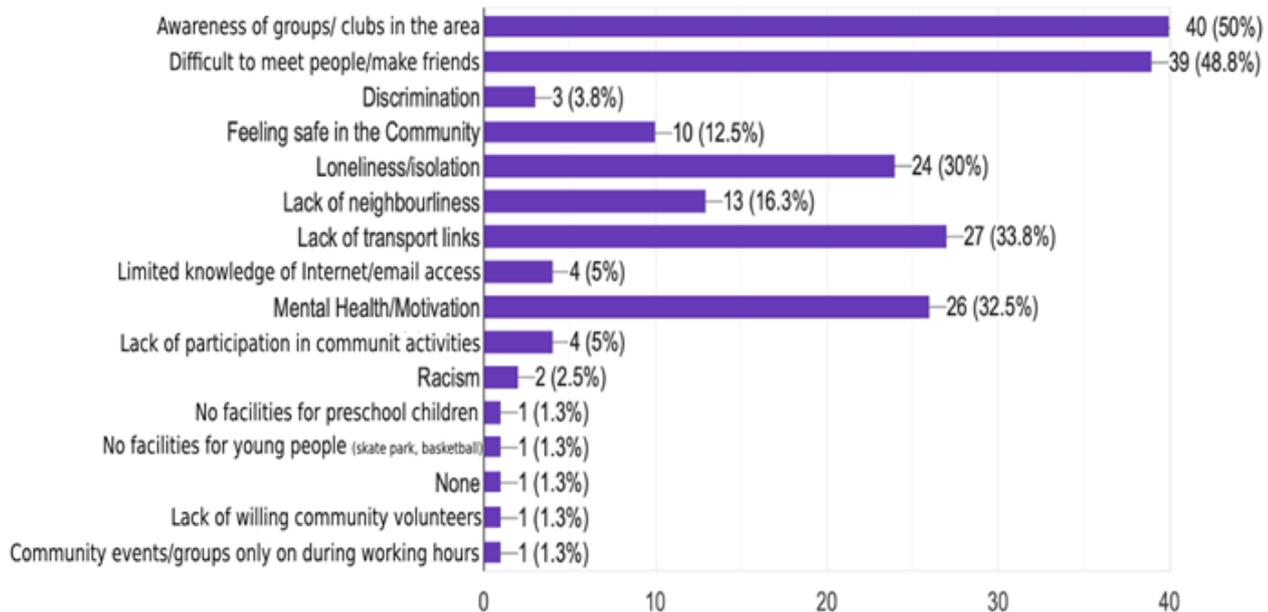
What are the most common financial issues impacting you and your family?

87 responses



What are the most common issues around networks and community for you and your family?

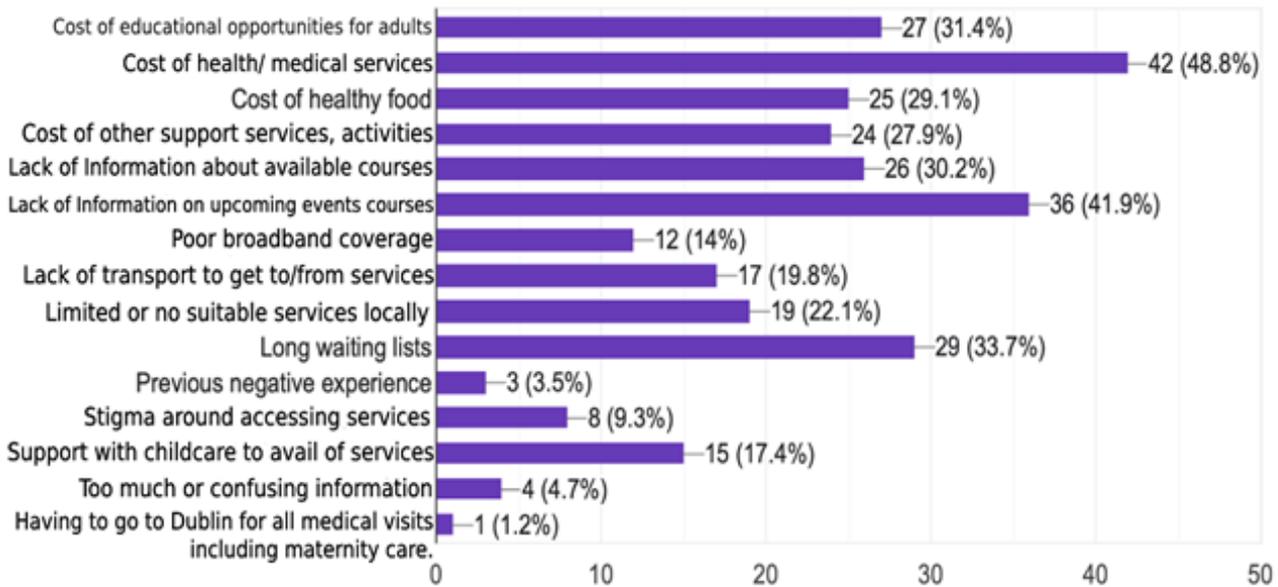
80 responses



Appendix 3 - cont.

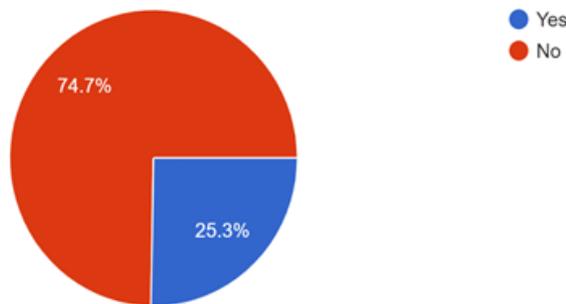
While there might be support services available in our community, accessing those services might be challenging for various reasons. Which issues ... when trying to access supports in our community?

86 responses



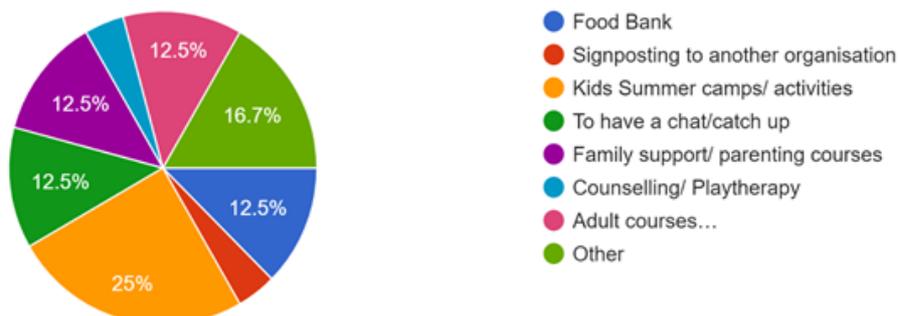
Have you engaged with Trim FRC in the past 6 months?

91 responses



If you answered yes, tick which services you availed of?

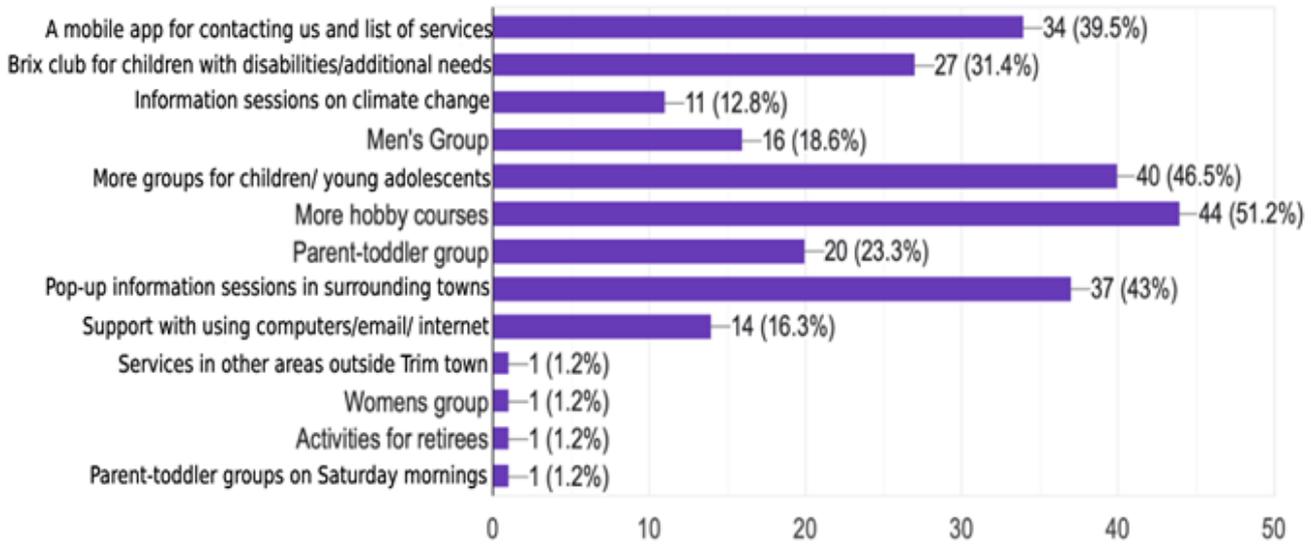
24 responses



Appendix 3 - cont.

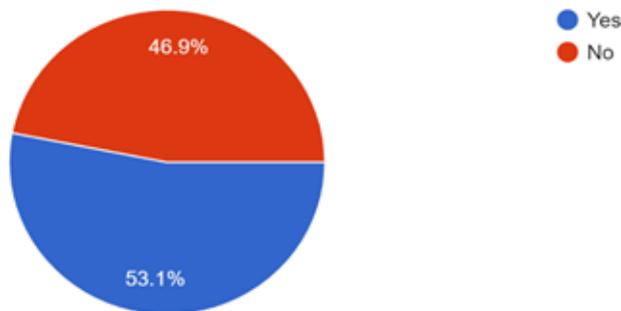
Would you like to see Trim FRC provide any of the following (pick a max of 5).

86 responses



Would you like to get involved in helping the community via volunteering?

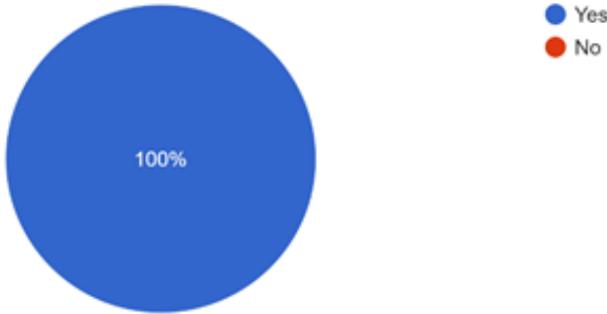
81 responses



Appendix 4- Responses from the interagency survey

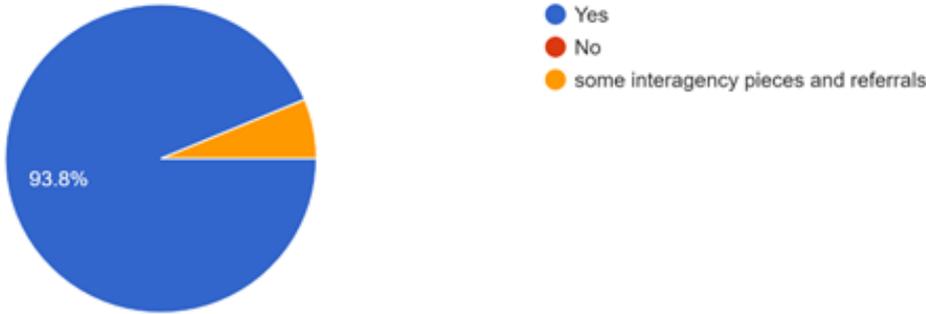
Are you familiar with the work of TRIM FRC?

16 responses



Does your agency work with TRIM FRC?

16 responses



## Appendix 4- Responses from the interagency survey (continued)

### In what capacity does your agency work with TRIM FRC?

- ❖ We refer families to Trim FRC
- ❖ Interagency pieces, Meath SFP and referrals
- ❖ Co -deliver courses, pass and accept referrals to and from each other.
- ❖ Work on some joint initiatives together
- ❖ As part of the Level Up management committee.
- ❖ Currently provide driver for Food Bank Pick up in Navan 9 hours weekly
- ❖ Referrals are made, clients are updated on activities ran by the FRC
- ❖ We sit on the North East FRC Regional Committee and we liaise on a range of projects including funding applications, Beacon, policy support etc
- ❖ Networking and collaboration on common areas of work and shared opportunities
- ❖ PPFs Referrals are made to Trim FRC through the Beacon Project
- ❖ Refer to groups/activities and group work facilitation.
- ❖ We are cooperating community organisations
- ❖ We link in through the CFSN Coordination team and supporting Trim FRC e.g. Meitheal
- ❖ Liaises via social housing supports
- ❖ At times we link in together to coordinate programme delivery and we are a part of the CFSN on Youth related issues, in particular Traveller Youth

### What you do you believe are the main issues for the community of Trim & surrounding areas?

- ❖ Poverty, mental health, lack of youth support,
- ❖ A lack of services given its population
- ❖ in the current climate fuel and energy poverty are huge issues which will directly hit less well off families with children, and also the elderly. it is a national issue but impacts urban areas in all counties.
- ❖ Lack of housing & community spaces
- ❖ I believe the main issues presenting to FRC's are family supports, parenting programmes, increased requirement for counselling and Foodcloud services and re-establishing connections for community members post covid
- ❖ Rising cost of living, parents under pressure, need for peer support and community connectivity, support for families
- ❖ Housing/financial for parents, anxiety & school refusal in young people.

## Appendix 4- Responses from the interagency survey (continued)

- ❖ youth participation and learning in all areas of development. Parent support and learning. Parent to parent support.
- ❖ Access to medical facilities, access to schools, access to affordable housing.
- ❖ Activities for teens/ supports for children and young people not attending school/ parent supports via groups/drop in and online.
- ❖ Increasing cost of living, lack of affordable accommodation and lack of available housing
- ❖ Unemployment, anti social behaviour

### **Can you tell us what you feel are the benefits of having a Family Resource Centre based in this community?**

- ❖ Great support to families in the community and its community based so people access it
- ❖ Access to so much information and support for the community. Opportunity for linking with supports, new skills through courses and education pieces
- ❖ Friendly accessible point for people to initiate contact when seeking help, Support groups run by Trim FRC
- ❖ Access to knowledge/ guidance, support, groups to partake in, positive mental health
- ❖ It is part of the community and in a central location of need.
- ❖ Having a FRC in the community provides a bottom up support network for struggling families and individuals. It is usually underfunded and therefore a greater understanding of working to very tight budgets and using cross sector collaboration to deliver essential services to its users leave it best placed to support and advise as necessary
- ❖ It gives people something to belong to.
- ❖ Professional family & community based supports within a welcoming, non formal environment which responds to the needs of the community where the FRC is based
- ❖ Trim FRC is responsive to changing needs of children, families and community and best placed to identify needs, and provide support
- ❖ Allows parents access parenting supports in their local area.
- ❖ Provides much needed counselling and therapeutic supports to families and children.
- ❖ Provides supports to parents of children with additional needs/disability.

## Appendix 4- Responses from the interagency survey (continued)

- ❖ Provides a community space for all members of the community to access peer support, training etc.
- ❖ Supports families and their children who are experiencing financial difficulties through their weekly food bank programme.
- ❖ Provides a hub/confidential space in the community that is available to all when any difficulties or challenges arise where they can seek support.
- ❖ Central point of learning and development. Nearby access to programs/group.
- ❖ They tend to provide access to services to vulnerable people.
- ❖ Trim FRC is vital to the community. Having a hub in the community that is visible, welcoming and supportive is so important. Trim FRC fulfils this brief and has thrived and developed to meet the needs in it's community.
- ❖ FRC is a local first point of contact for families who need support and who can provide direction for families who are unsure of supports available
- ❖ It provides a space for coordinated and structured supports to the community, targeting areas of need. It fosters a sense of community and of communities coming together to look after each other.
- ❖ The centre is a great asset to the community, they connect well with the community and provide the community with amazing opportunities and activities.

### **Can you tell us what impact TRIM FRC has on the community?**

- ❖ A very positive impact. It creates a positive friendly support to everyone in the community
- ❖ A doorway to so many things. A first point of contact.
- ❖ Supported families/individuals/community via 1-1 support, group work, education, events,
- ❖ The scope of Trim FRC is very wide and varied and caters for all needs
- ❖ Trim FRC provide essential family supports and guidance to alleviate issues that impact their area, e.g. providing support, food hampers, information.
- ❖ It plays a pivotal role in sustaining inclusivity and well being.
- ❖ Building resilience, enhanced family supports, access to mental health and physical health programmes, increased accessibility and opportunity for participation in a wide range of programmes
- ❖ Trim FRC has addressed social and community issues, supported children and their families through a range of difficulties and challenges and provided a warm friendly space to access information and support to address the needs of local families and community.

## Appendix 4- Responses from the interagency survey (continued)

- ❖ Very positive impact on families and children, especially those involved in Meitheal processes TFRC are supporting families to make meaningful beneficial change in both their own and their children's lives.
- ❖ Brings parents/young people together promoting connection. local people delivering to local people support.
- ❖ Really hard for me to quantify since I don't have to use their services but I firmly believe that there is a need for them.
- ❖ Trim FRC is vital to the community. The work you currently carry out with children, young people and families is so important. Your engagement in the CFSNs and in supporting families through Meitheal processes is very much valued.
- ❖ It is a trusted first point of contact and support for local families
- ❖ It provides opportunities for connection, development and belonging to marginalised people in the community

### What could we differently or better in your opinion?

- ❖ I feel that you are doing a fantastic job doing what your doing.
- ❖ Doing a good job and to keep the supports in place while responding to new community needs that present
- ❖ unsure
- ❖ I dont think you could do anything different or better
- ❖ No changes - remain responsive to the community you serve so well
- ❖ this as always depends on resource's.
- ❖ Again, this is very difficult for me to say as I do not have a need to use their services.
- ❖ I feel Trim FRC is working effectively. Feedback from services and families influence workplans to provide a needs led service. Links to local supports and networks is evident.
- ❖ No I think Trim FRC do a fantastic job

### What you believe are the possible gaps in supports or services within the community at present?

More play therapy and child counselling. Family Therapy

- ❖ Lack of resources in agencies leading to agencies not actually being able to provide identified needs from referral from one agency to another. The service user can slip between the cracks here.

## Appendix 4- Responses from the interagency survey (continued)

- ❖ unsure
- ❖ Mental health services for adults and young people. Youth Projects offering activities and programmes for young people.
- ❖ Linkage with Meath Partnership SICAP team and some EU projects might be beneficial
- ❖ Housing and areas for teens (Skate Park)
- ❖ strained resources
- ❖ Adequate resources to provide responsive supports as needs arising and/or change

### **Do you have any suggestions on how we might link with your agency to be of greater benefit to the children, young people, families and community members?**

- ❖ Excellent links already in place.
- ❖ Good working relationship with Trim FRC
- ❖ Links are working well and have improved in the last 2 years, keep up the good work.
- ❖ share information and resources via committees, groups, funding applications,
- ❖ More funding for the Level Up project has greatly assisted former students in finding an alternative to school. If the project could be reinstated and more funding got that would be great.
- ❖ The level of engagement is satisfactory
- ❖ Co-facilitation of online parenting programmes, continue to create an environment of shared learning
- ❖ Already linking very well
- ❖ Increased funding for more FS workers so that many more families in the community can avail of the fantastic Family Support that is provided to families by TFRC Staff.
- ❖ Presentation of service at our dept meetings perhaps.
- ❖ Continued cooperation between our two organisations will be beneficial to the entire community, I believe.
- ❖ No . Trim FRC links very well with Tusla PPFS and the Meath CFSN Coordination Team / CFSNs
- ❖ While I am not a member of the CFSN for your area I believe this is the way for agencies to connect and work together
- ❖ More local agency meetings as we did before Covid.