



Cabra for Youth CLG

STRATEGIC PLAN 2025-2030





Cabra for Youth CLG

Introduction from the Chair

At Cabra for Youth, we believe that investing in young people is investing in all our futures. When young people feel supported and connected to their community, they feel empowered to thrive not only as individuals but as contributors to a stronger, more inclusive society. Our objective at Cabra for Youth is to ensure that every young person in Cabra is supported and connected to their community. Through our work, we aim to support every young person to achieve their full potential. We create safe and inclusive spaces where young people can grow, learn, and develop, and where their voices are heard and respected.



Our team of trained and professional youth workers work every day with young people, families, teachers, and community partners to ensure that young people in Cabra have access to the resources and guidance they need to thrive. In both our UBU funded Youth Service and our Department of Justice funded Step Up Youth Diversion Programme, our staff work to provide responsive, people centred supports to young people and their families.

On behalf of our community, I want to express our appreciation to our funders, the Department of Justice, the Department of Children and the City of Dublin Youth Services Board whose support ensures that we can continue to grow and sustain our services for the Cabra community.

I want to acknowledge the vital role played by our stakeholders: schools, sports clubs, the Gardaí, Dublin City Council, HSE and the many other voluntary and non-voluntary organisations that collaborate with us. Your partnership is essential to the successes we have achieved and the goals we are setting for the future. The strong collaborative working relationships we practice as adults are powerful inspiration to young people. Together, we can continue to make a meaningful difference in the lives of young people in Cabra.

Finally I want to thank Mary Carroll, our project leader, along with our incredible staff and volunteers, whose dedication and passion make everything we do possible. Their hard work and commitment inspire us daily.

As we move forward into this new strategic cycle, let us remember the power and potential of youth. By working together, we can ensure that every young person in Cabra has the opportunity to lead, achieve, and shine.

Mol an óige agus tiocfaidh sí. Encourage young people and they will succeed.

Thank you for your continued support.

Yours Sincerely,

Mary Fitzpatrick.
Chair of Cabra for Youth.



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CABRA FOR YOUTH

Cabra For Youth is a community based independent youth service founded in 2008 working directly with young people living in the greater Cabra area.

We are funded by the City of Dublin Youth Services (CDYS) and by the Department of Justice, to provide targeted services to young people in Cabra most at risk from the consequences of social and cultural disadvantage. The key services offered include Youth Services; Step Up Youth Diversion Programme and the Listen Project.

Our priority at Cabra For Youth is to promote and encourage active participation of young people from the Greater Cabra Area who are deemed to be at risk, vulnerable, and/or marginalised within our community.

Cabra For Youth Clg operates primarily from two locations: Parkside Sports & Community Centre, Ratoath Road and Bernards Youth Hub, located on Faussagh Avenue.

VISION AND MISSION



OUR VISION

Cabra For Youth envisages a society where all young people are valued, included, and supported to achieve their fullest potential. We want to see a society where young people have equal access to opportunities to grow, learn, have fun, feel safe, respected and that they matter.

OUR MISSION

Our mission at Cabra for Youth is to make a positive impact on young people, their families, and the wider Cabra community. We support and encourage young people to achieve their full potential through respect, trust, empathy and collaboration. We create a warm, inclusive environment where everyone feels supported and heard. By collaborating with other agencies, we provide a holistic response to community needs. We pride ourselves on offering reliable, flexible and person-centred support to those who need it most.

Values



OUR VALUES

Our core values are the bedrock of who we are as an organisation, and we aim to live out these values on a daily basis.

RELATIONSHIPS

Community is at the heart of all we do here at Cabra for Youth. We are focused on fostering and building excellent relationships with young people, their families and the wider Cabra community. For us, excellent relationships are built on a foundation of respect, trust, empathy, compassion and collaboration. We offer a warm, inclusive welcome, with a desire to create an environment where young people and their families feel supported, encouraged and listened to. We seek to collaborate with other agencies and services, to provide a holistic community response to the needs of young people and their families.

IMPACT

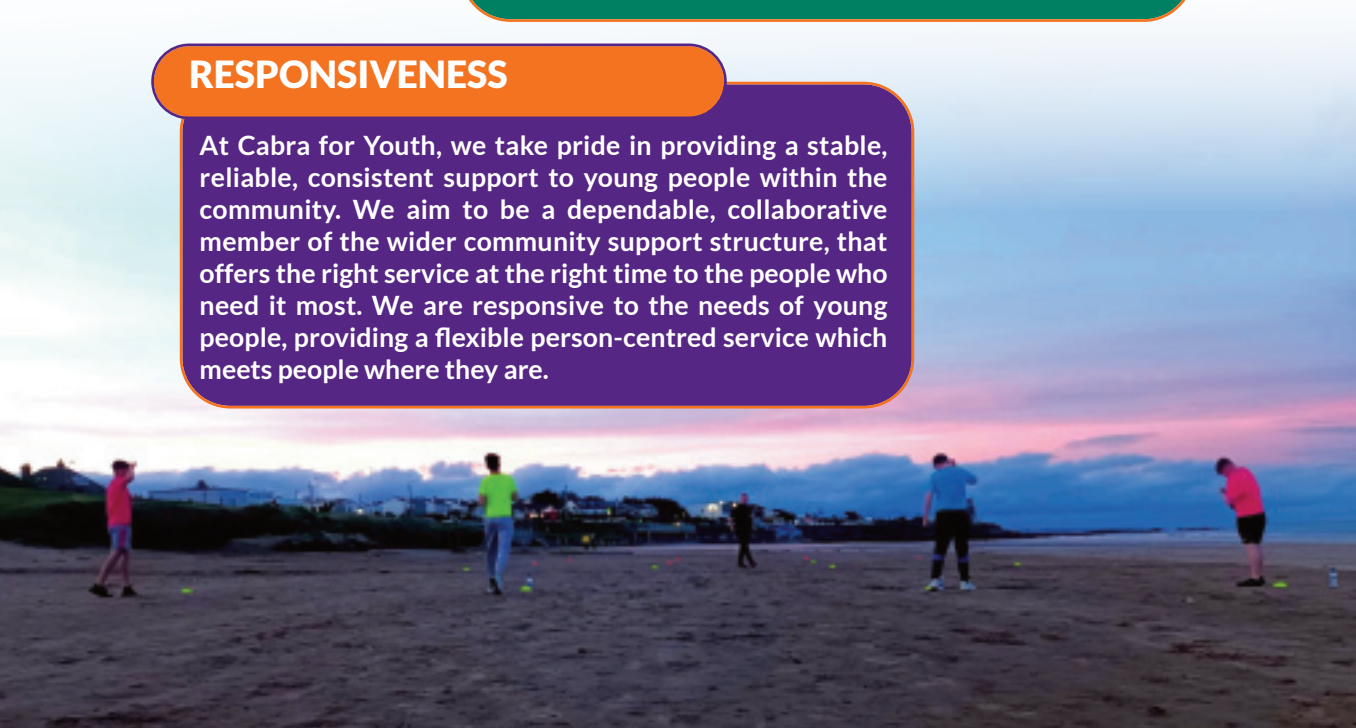
Making a positive impact on young people, their families and the wider community within Cabra is our core purpose as an organisation. We seek to support and encourage young people to achieve their full potential and to reach for their goals.

INNOVATION

Providing consistent quality and excellence are core to who we are as an organisation. To do that we combine our extensive experience working within the community with an innovative, creative mindset. We build resilience through flexibility, adaptability and resourcefulness.

RESPONSIVENESS

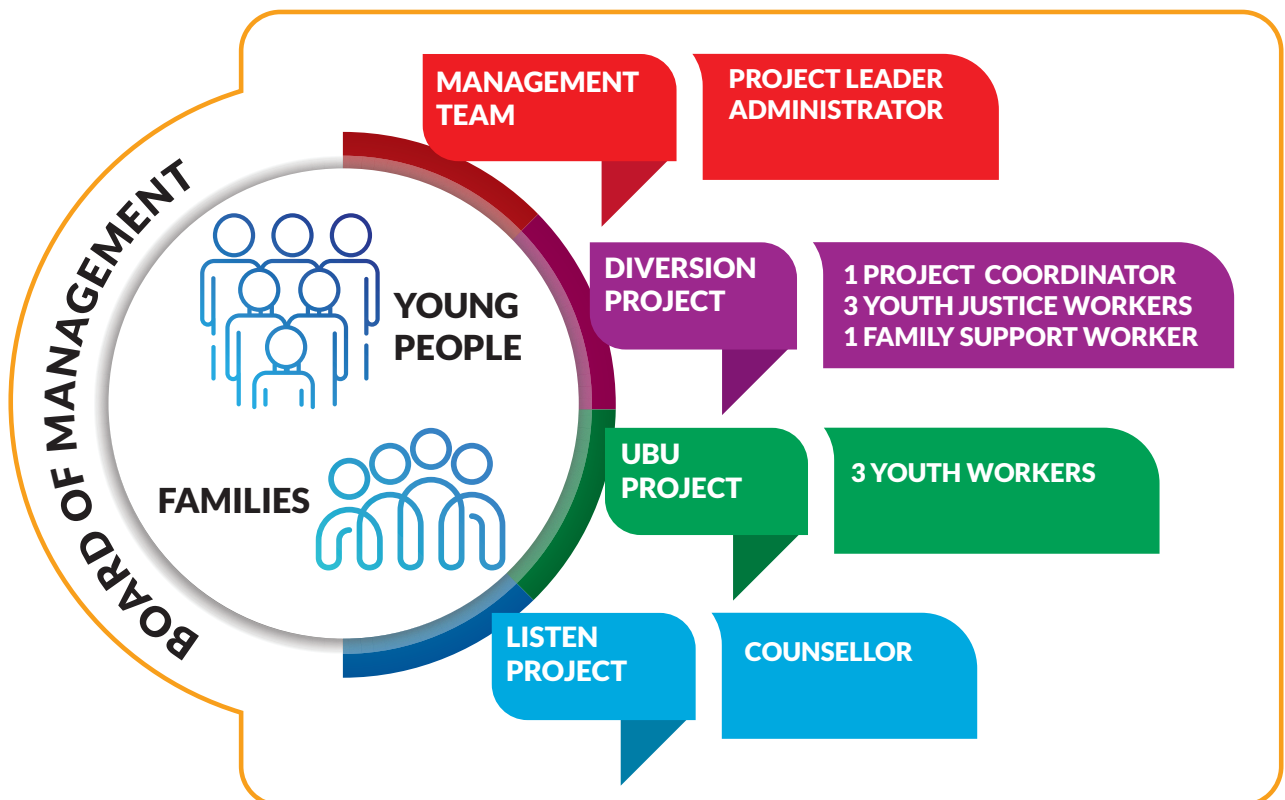
At Cabra for Youth, we take pride in providing a stable, reliable, consistent support to young people within the community. We aim to be a dependable, collaborative member of the wider community support structure, that offers the right service at the right time to the people who need it most. We are responsive to the needs of young people, providing a flexible person-centred service which meets people where they are.



Our Approach

- We are a community based youth project. We provide a fun, safe and supportive environment where young people and families can voluntarily engage in programmes and activities based on their needs and interests.
- Our programmes are evidenced-based and outcomes-focused.
- We incorporate both a Critical Social Education Model (CESM) and Person Centred Planning approach to how we work with young people and families.
- We aim to achieve outcomes for young people in key areas of their personal and social development with particular emphasis on communication skills, relationships, problem-solving and planning, resilience and determination, emotional intelligence, confidence, creativity and imagination.
- We provide professional services, by qualified and vetted staff.
- Our programmes are also supported by external volunteers, partners and facilitators.

Structure of organisation.



Our Work with Youth

Cabra for Youth is made up of our mainstream UBU Youth Service and our Step Up Youth Diversion Project.

UBU- this team works with young people aged 10-24yrs. This service is funded through the City of Dublin Youth Services by the Department of Children, Equality, Disability, Integration and Youth. We work with young people based on target groups identified.

Step Up- our Youth Diversion Programme works with young people aged 8 -17 years old from Cabra and surrounding areas on a referral basis. The aim of Step Up is to divert people living in Cabra away from crime/anti-social behaviour and support wider preventative work within the community and with families at risk.

As part of our Youth Diversion Programme, we also have a family support worker. Our dedicated family support worker provides support to families who are working with the Step Up Project.

Both teams employ similar methods to engage young people and families in our community. We engage young people and their families in a variety of different ways to ensure that they have access to suitable youth service supports to fulfil their potential.

Group work-Programmes and Issue Based Work

Scheduled sessions with specific young people are organised to undertake structured work to address specific educational / developmental needs or interests that young people have identified. The groups typically run for a specified period, and they are targeted at specific ages or groups of young people with similar interests/needs.

Group work and programmes facilitated by the teams aim to be youth-led/ person led and focused on the needs and interests of young people.

These programmes have an informal education focus and are based on themes such as mental health, sexual health, inclusion and diversity, drug awareness and substance misuse, environmental sustainability. It also includes a variety of fun and creative activities including art projects, outdoor pursuits and water-sports. All of this aims to build confidence, and to support personal development and capacity building.

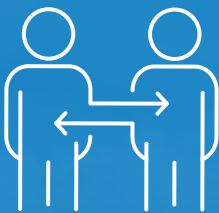


Engaging People & Families



Drop-Ins

These are age specific drop-in sessions that run several times a week in our two youth spaces. During drop-in time, our door is open for young people to call in, catch up, hang out with other young people, see what's happening in the service, and seek support or a listening ear if they need it. For parents there is a dedicated parents group drop-in once a week.



One to One Support

We offer a one-to-one service to young people outside of group activity, providing information, support and advocacy appropriate to their individual needs.

This is also provided for parents involved in our Step Up Project



Outings

Cabra For Youth organises a variety of trips to engage young people at times of the year when they are not in school and have more time to spend on activities that they might enjoy. Young people are involved in all aspects of the design, preparation and running of these events.



Events

Several times a year we organise one-off events, often in collaboration with other groups, to provide young people and families with an opportunity to have fun and get creative. As with the outings, young people are again involved in all aspects of the design, preparation and running of these events.

Additional supports



The Listen Project

The Listen Project is a counselling service for young people. Young people are provided a safe space with a qualified counsellor to talk to, feel heard, and reflect on issues that are important for them. The counsellor supports young people to recognise their own strengths and learn new coping skills.

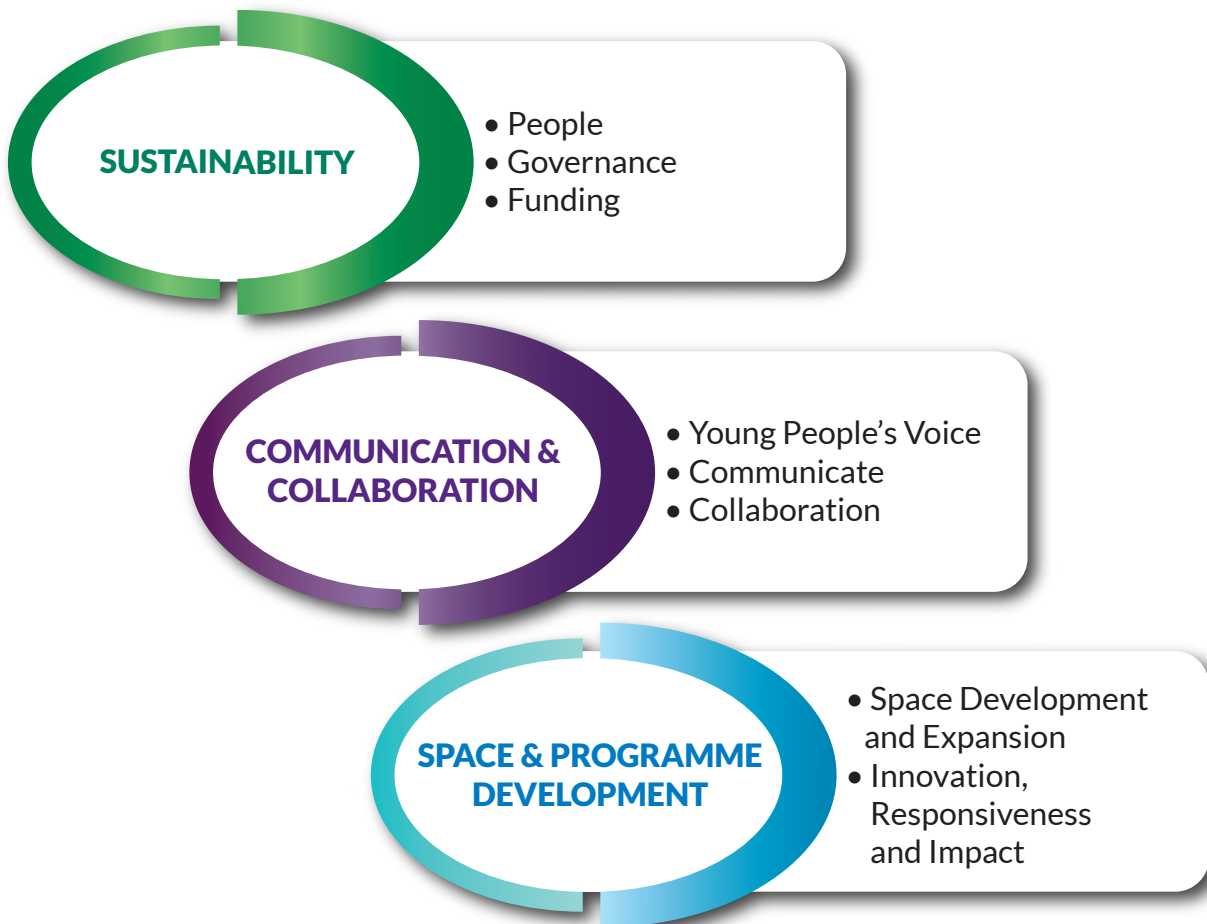
STRATEGIC OBJECTIVES

Within this strategic planning cycle, Cabra For Youth are moving from a period of significant expansion and growth to a period of consolidation and sustainable development.

We want to understand and respond to the changing needs of our community, ensuring all we do is relevant, has positive impact, is young-person-centred and is supported by the highest standards of people and governance.

We have identified three over-arching strategic objectives – Sustainability, Communication and Collaboration, and Space and Programme Development.

Within these three areas we have identified eight key action areas and 12 goals which we aim to focus on in the coming five years – our ability to do this is underpinned by the critical success factors of time, people and financial resources.



ACTION AREAS

SUSTAINABILITY

People

Throughout the community consultation which we undertook as part of this strategic planning process, the skill, expertise and kindness of the Cabra For Youth members of staff has been continually and consistently highlighted. We pride ourselves on being committed, passionate and responsive to the needs of young people in Cabra. To ensure that excellence is maintained, we need to focus on nurturing, developing and supporting our people.

Governance

We have recently added several new members to our Board of Directors, broadening and deepening the overall governance skill-set. Over the past number of years we have also embedded a very high standard of professionalism in terms of how the organisation is governed and managed with regard to policies and procedures, ensuring we are in line with best practice in the sector. Our goal for this coming strategic planning cycle is to ensure the sustainability of this governance and administrative capacity and capability within the organisation.

Funding

As outlined in the objectives related to programme development and community responsiveness, we are aware that the community needs more support than we currently can offer within the scope of our current funding model. We currently are supported via two annual governmental funding models, and our aim is to move towards a more sustainable multi-year funding model approach.



GOAL #1:

Nurture and develop our people and support their health and well-being. Ensure staff levels and work-loads are managed so that staff can flourish and continue to excel in their roles.



GOAL #2:

Consult with young people within our community to explore ways in which they would like to have their voices heard on a more formal basis within the organisation.



GOAL #3:

Develop and implement a plan to recruit and train a community of volunteers, and co-design a series of volunteer-led programmes.



GOAL #4:

Succession-planning – focus on ensuring that the administrative team and the Board of Directors is adequately resourced so that we can ensure resilience and sustainability within the organisation.

ACTION AREAS

COMMUNICATION & COLLABORATION

Young people's voice & influence

While we have worked hard to ensure that young people using Cabra For Youth's services are at the centre in terms of all that we do, including the services we develop and programmes we offer, in this next phase of our development as an organisation we aim to formalise the voice of young people within the organisation. This will include the setting-up of a youth committee and/or the appointment of a young person representative onto our Board.

Communicate clearly who we are and what we do

Through the Strategic Plan consultation process with community stakeholders, the need to better communicate the exact remit, limitations and boundaries of the work we are funded to do was highlighted. In order for us to work collaboratively and get the most out of our resources for the young people of Cabra, we must articulate clearly and communicate effectively with our community partners.

Collaboration

Work with our community partners across the statutory, non-statutory and voluntary sectors to identify areas of better and more effective collaboration in service of young people in the area. Youth services remain an under-funded sector, so collaboration is vital to ensuring we can leverage the best resources for our community.



GOAL #5:

Establish a dedicated sub-committee to explore new and diversified models of funding – particularly those which provide multi-year funding cycles.



GOAL #6:

Develop and implement ways in which we can systematically capture the voice of young people in all we do.



GOAL #7:

Clearly communicate the remit of the service we are funded to provide so that we can collaborate effectively and efficiently with our community partners. This will include a review and update of our website and social media strategy, and the development of a holistic stakeholder engagement and communications plan for the organisation.



GOAL #8:

Build on existing collaborations and identify areas where innovation and expansion is possible.

ACTION AREAS

SPACE & PROGRAMME DEVELOPMENT

Space development & expansion

Cabra For Youth CLG operates from two main locations in Dublin 7 - Dublin City Council's Cabra Parkside Sports and Community Complex, Ratoath Road, and St. Bernard's Youth Hub, rear of 36 Faussagh Avenue.

While we make the most of both spaces and appreciate both, neither are fully fit-for-purpose. Throughout our Strategic Plan consultation young people, external community stakeholders, staff, Board members and management consistently expressed dissatisfaction with the physical limitations of our dedicated youth spaces and saw this as a key barrier to growth and development of the service. In this next phase of our strategic plan as an organisation we aim to explore options to enhance and improve the spaces available to us.

Innovation, responsiveness & impact

It is vital to us that we respond to the changing needs of our community and that we do so in a way that has a significant and positive impact. To ensure that we can do this, we need to;

- Understand the demographic landscape of the Cabra area,
- Consult consistently and effectively with young people, their families and our community partners,
- Innovate creatively in our service and programme design and
- Assess the impact of our work in a way that is meaningful and systematic.
To do this we have identified the following four goals.



GOAL #9:

Identify funding and development opportunities to enhance and expand the facilities available to Cabra for Youth.



GOAL #10:

Review current programmes, in the context of updated census data, using young people and community feedback to identify potential areas in need of change/innovation.



GOAL #11:

A young person is part of a wider family system and supporting parents, caregivers and guardians is a key part of supporting a young person. We would like to expand our offering in this space, in collaboration with other agencies and organisations in the area.



GOAL #12:

Develop a systematic approach to assessing, evaluating and communicating our impact as an organisation.

DEVELOPING THIS PLAN

Cabra For Youth aimed to develop a strategic plan in a way which was inclusive, participatory, and values-centred.

The plan was developed through consultation workshops and surveys with staff, management, young people and parents who we work with, the Board of Directors, and other community stakeholders. The process also included a review of our values as an organisation.

The plan reflects the variety of perspectives which make up Cabra For Youth, and also reflects the current phase in our development as an organisation.

Facilitated by Maria Quinlan



COMPANY INFORMATION

Cabra For Youth is a charity registered with the Charities Regulatory Authority, Registered Charity Number (RCN): 20070540.

Address

Parkside Sports & Community Centre,
Room 13, 1st Floor, Ratoath Road, Cabra, Dublin 7.

Locations

We have two youth spaces located in
Dublin 7 - the Cabra Parkside Sports and Community Complex, Ratoath Road,
and
St. Bernard's Youth Hub, Rear of 36 Faussagh Avenue.

Funding

We have two main sources of funding - our general youth services are funded by the Department of Children Equality, Disability, Integration and Youth (DCEDIY), through the City of Dublin Youth Services, and our Youth Diversion Programme is co-funded by the Irish Government (via the Department of Justice) and European Social Fund as part of the ESF+ Programme 2021-2027





Cabra for Youth CLG

Website & Information

For more information on the organisation and the services we provide see:

www.cabraforyouth.ie

or check out our social media pages.



<https://www.instagram.com/cabraforyouthclg/>

<https://www.facebook.com/cabra4youth>