



Introduction

This three-year strategic plan follows on from our 2022–2024 roadmap, with an emphasis on refining and expanding our services while ensuring sustainability. The core pillars of treatment, prevention, and stability remain central, underpinned by our commitment to understanding, planning, and implementation.

Our priority is to maintain high-quality trauma-focused services, increase outreach sustainably, and strengthen our foundation to adapt to evolving needs.

There is a summary of this plan at the end of this document.

Strategic Mission

To deliver accessible, trauma-focused healing and support services to survivors of sexual violence. We achieve this through individualised and group counselling, crisis intervention, advocacy, education, and prevention initiatives, empowering survivors and fostering community awareness.

Vision

To lead in the provision of trauma-informed services, setting a standard in healing, advocacy, and education while championing a community united against sexual violence.



Strategic Goals

1. Treatment: Supporting Survivors

We will ensure survivors have access to safe, compassionate, and expert support.

Key initiatives include:

- **Service Accessibility:** Maintain and expand counselling and psychotherapy offerings (targeting 1,600 sessions annually).
- **Counselling Options:** Enhance the blend of in-person, online, and phone counselling to suit diverse needs.
- **Support for Waiting Clients:** Provide structured support calls and maintain manageable waiting lists.
- **Expanded Outreach:** Increase counselling services in Cavan County, ensuring sustainable growth based on funding.
- **Group Therapy:** Continue therapeutic group work, ie: writing, art, and yoga programs.
- **Accompaniment Services:** Sustain and collaborate with SATU and court accompaniment for survivors navigating legal or medical processes.
- **Develop a child and adolescent service (for children aged 3 upwards)**
Timeline: Needs assessment by Q4 2025; implementation by Q2 2026 if funded.

2. Prevention: Building Awareness

We will expand our prevention efforts to address the root causes of sexual violence through education and advocacy. Key initiatives include:

- **Consent Education:** Deliver targeted consent and disclosure training until broader initiatives roll out nationally.



- **Community Engagement:** Partner with stakeholders to challenge harmful cultural norms and support survivors through the Third National Strategy on Domestic, Sexual & Gender-Based Violence.
- **Evidence-Based Programmes:** Develop and deliver impactful training, supported by current research and funding.
- **Outreach to Youth:** Strengthen relationships with schools in Sligo, Leitrim, and Cavan, providing workshops and resources to foster a culture of respect and consent.

3. Stability: A Secure Foundation

To ensure the organisation's long-term sustainability and operational strength:

- **Governance:** Regularly review policies and compliance with best practices.
- **Financial Health:** Focus on cost savings, fundraising, maintaining a full-time bookkeeper to support effective administration.
- **Digital Transformation:** Implement software for streamlined record-keeping and administration.
- **Staff and Volunteer Support:** Prioritise well-being, professional development, and evidence-based trauma training (e.g., EMDR, Trauma-Informed Care).
- **Workplace Sustainability:** Improve building energy efficiency and expand services to additional Cavan locations.

Key Stages

1. Understanding

We will deepen our analysis of organisational strengths, challenges, and opportunities to inform decision-making.

2. Planning

Develop clear, actionable strategies with measurable short, medium, and long-term objectives to ensure progress and accountability.

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3. Implementation

Provide the resources, leadership, and flexibility needed to adapt to sector challenges while achieving our goals.

This plan reflects our unwavering commitment to providing essential services to survivors and the community, ensuring sustainability while striving for meaningful progress. Through collaboration, compassion, and resilience, we will continue to be effective in the lives of those we support.

Annual Plan 2025

From the three-year strategic plan 2025 – 2027 come the annual plan. The 2025 plan is set out below under the heading used for the board report.

Here's a breakdown of the SRCC Strategic Plan 2025-2027 into yearly plans, incorporating the current funding landscape.

Year 1: 2025 - Foundation & Enhancement

- **Focus:** Strengthening existing services, building a solid foundation for expansion, and securing funding for future initiatives.

Treatment:

- Maintain and enhance existing counselling and psychotherapy offerings (targeting 1,600 sessions).
- Optimize the blend of in-person, online, and phone counselling.
- Implement structured support calls for waiting clients and manage waiting lists effectively.
- *Funding Dependent:* Begin initial exploration and needs assessment for expanding counselling services in Cavan and Leitrim Counties.
- Continue existing group therapy programs (writing, art, yoga).

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- Maintain accompaniment services and collaborations.

Prevention:

- Deliver targeted consent and disclosure training.
- Begin building partnerships with stakeholders for community engagement related to the Third National Strategy.
- *Funding Dependent:* Develop initial frameworks for evidence-based training programs.
- Strengthen relationships with existing schools in Sligo and Leitrim.

Stability:

- Review and update organisational governance policies and compliance.
- Focus on cost savings and fundraising initiatives.
- Begin research and planning for digital transformation (software for record-keeping and administration).
- Prioritise staff and volunteer well-being and professional development.
- Assess building energy efficiency and explore potential improvements.

Year 2: 2026 - Expansion & Outreach

- **Focus:** Expanding services based on secured funding, increasing community outreach, and implementing digital improvements.

Treatment:

- Continue and expand counselling and psychotherapy offerings, potentially exceeding the 1,600-session target if funding allows.
- Further refine counselling options based on client feedback.
- Maintain support for waiting clients.



- *Funding Secured:* Implement expanded counselling services in Cavan County.
- Evaluate and enhance group therapy programs.
- Strengthen accompaniment services through enhanced training and partnerships.

Prevention:

- Continue consent and disclosure training, adapting based on feedback and evolving needs.
- Actively engage with community stakeholders and participate in initiatives related to the Third National Strategy.
- *Funding Secured:* Develop and pilot evidence-based training programs.
- Expand outreach to schools in Cavan County.

Stability:

- Monitor financial health and implement fundraising strategies.
- *Funding Secured:* Begin implementation of digital transformation software.
- Continue staff and volunteer support and implement trauma-informed care training (EMDR, etc.).
- Implement building energy efficiency improvements.
- *Funding Dependent:* Explore expansion of services to additional Cavan locations.

Year 3: 2027 - Refinement & Sustainability

- **Focus:** Evaluating the impact of expanded services, ensuring long-term sustainability, and planning for future growth.

Treatment:

- Evaluate the effectiveness of expanded counselling services in all locations.

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- Analyse data and client feedback to refine service delivery.
- Ensure ongoing support for waiting clients.
- Maintain and promote all group therapy programs.
- Strengthen partnerships and advocate for continued funding for accompaniment services.

Prevention:

- Evaluate the impact of consent education and community engagement initiatives.
- Refine evidence-based training programs based on evaluation data.
- Develop strategies for long-term sustainability of prevention programs.
- Continue outreach and education in schools.

Stability:

- Review and update governance policies and procedures.
- Ensure long-term financial stability through diversified funding streams.
- Complete implementation of digital transformation software and evaluate its effectiveness.
- Develop a plan for ongoing staff and volunteer support and training.
- Evaluate the impact of building energy efficiency improvements and explore further options.
- *Funding Secured:* Implement expansion of services to additional Cavan locations.

Key Considerations:

- **Funding:** Each year's plan clearly identifies initiatives that are dependent on securing funding. Actively pursuing grant applications, fundraising, and partnerships will be crucial.

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- **Evaluation:** Regularly evaluating the progress and impact of each initiative will be essential for adjusting and demonstrating value to funders.
- **Flexibility:** The plan should be flexible enough to adapt to changing needs and opportunities. Regularly reviewing and updating the plan will be important.
- **Collaboration:** Building strong partnerships with other organizations and stakeholders will be critical for success.

This yearly breakdown provides a roadmap for the SRCC to achieve its strategic goals while remaining adaptable and financially responsible. As a plan the specific activities and timelines can be adjusted, based on the organisation's unique circumstances and available resources.

Summary of Goals and Actions:

1. Treatment: Supporting Survivors

Goal: Ensure survivors receive safe, compassionate, and expert trauma-focused support.

Actions:

- Maintain and expand counselling/psychotherapy (target: 1,600 sessions annually).
- Enhance in-person, online, and phone counselling options.
- Provide structured support calls and manage waiting lists.
- Expand counselling in Cavan County (funding-dependent).
- Continue group therapy (e.g., writing, art, yoga).
- Sustain SATU and court accompaniment services through collaboration.

2 Prevention: Building Awareness.

Goal.: Address root causes of sexual violence via education and advocacy.

Actions.:

- Deliver consent and disclosure training until national initiatives launch.
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- Partner with stakeholders to challenge norms and support the Third National Strategy on Domestic, Sexual & Gender-Based Violence.
- Develop evidence-based training programs (funding-dependent).
- Strengthen school outreach in Sligo, Leitrim, and Cavan for workshops on respect and consent.

3Stability: A Secure Foundation.

Goal.: Ensure long-term sustainability and operational resilience.

Actions.:

- Review governance policies and ensure compliance.
- Focus on cost savings, fundraising, and maintain a full-time bookkeeper.
- Implement digital transformation software for record-keeping.
- Prioritize staff/volunteer well-being and trauma-focused training (e.g., EMDR).
- Improve building energy efficiency and expand services to additional Cavan locations (funding-dependent).

Annual Plan 2025: Foundation & Enhancement

Treatment:

- Enhance existing counselling (1,600 sessions), optimize delivery methods, support waiting clients, assess needs for Cavan/Leitrim expansion (funding-dependent), continue group therapy, and maintain accompaniment services.

Prevention:

- Deliver consent training, build stakeholder partnerships, develop training frameworks (funding-dependent), and strengthen school ties in Sligo/Leitrim.

Stability:

- Update governance, focus on cost savings/fundraising, plan digital transformation, support staff/volunteers, and assess energy efficiency.

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Summary:

This plan builds on prior efforts, emphasising trauma-focused services, prevention, and organisational stability, with phased actions over 2025–2027 and a flexible, funding-conscious approach.

David Madden

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