

2025 | 2029



THE
LIGHTHOUSE
PROJECT

The Lighthouse Project Foundation CLG

STRATEGIC PLAN 2025-2029

SuccessPro Training
and Consulting



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CEO STATEMENT

I am delighted to share The Lighthouse Project's vision for the next five years, a strategic plan that will guide our work and shape the future for people in our community. This plan sets out a clear path for how we aim to empower people in the community through inclusive and transformative programmes that help them unlock their potential and become active participants in society.

At the heart of this plan is the collective commitment of our Board, staff, and partners to represent the needs and voices of people and to create lasting change.

Over the next five years, our priorities are:

To advocate for policies that support and empower the participants of The Light House Project.

To ensure LHP delivers programmes that are inclusive, relevant, and impactful.

To foster collaboration and partnerships that enhance our collective impact.

To position The Lighthouse Project as a leader in community / youth work, known for its effectiveness and sustainability.

This strategic approach underscores the incredible capacity of The Lighthouse Project to adapt and thrive as we navigate a dynamic social environment. The diversity of our organisation is a key strength, offering a broad spectrum of opportunities for people. It is essential that youth and community work remains inclusive, embracing children, teenagers, adults, parents, volunteers, and staff from all backgrounds.

Additionally, this plan emphasises our dedication to increasing public and political recognition of the value that youth and community work brings to individuals and communities. There is a growing awareness of the essential role our sector plays in nurturing people's growth, and we will continue working to ensure that the voices of people in our community are heard and prioritised in government agendas.

Over the past few years, we've seen first-hand the power of youth and community work in adapting to challenges. This strategic plan builds on that momentum, ensuring we continue to respond to emerging needs while reinforcing the importance of strong partnerships in achieving national youth and community development goals.

Moving forward, we remain committed to advocating for the youth and community sector, championing the needs of people in our community, and empowering our members to continue doing impactful work. We will create spaces for collaboration, knowledge-sharing, and mutual support to ensure that youth and community services are relevant, effective, and far-reaching.

As we move into this new phase, I look forward to collaborating with all those involved with The Light House Project. Together, we will bring this plan to life, ensuring that it shapes a future where every person has access to the opportunities they need to succeed.

Thank you for your ongoing dedication to our shared mission and vision.



Caoimhe Lynch

CEO & Founder

The Lighthouse Project Foundation CLG

Mission Statement

At the Lighthouse Project, our mission is to live by our core values:

L EAD **I** NSPIRE **G** ROW **H** ELP **T** RANSFORM

We are committed to delivering compassionate and inclusive support through a diverse range of charitable services, including music and singing groups, journaling circles, day trips, community events, guest speakers, pilgrimages, and holistic health and well-being programmes and events.

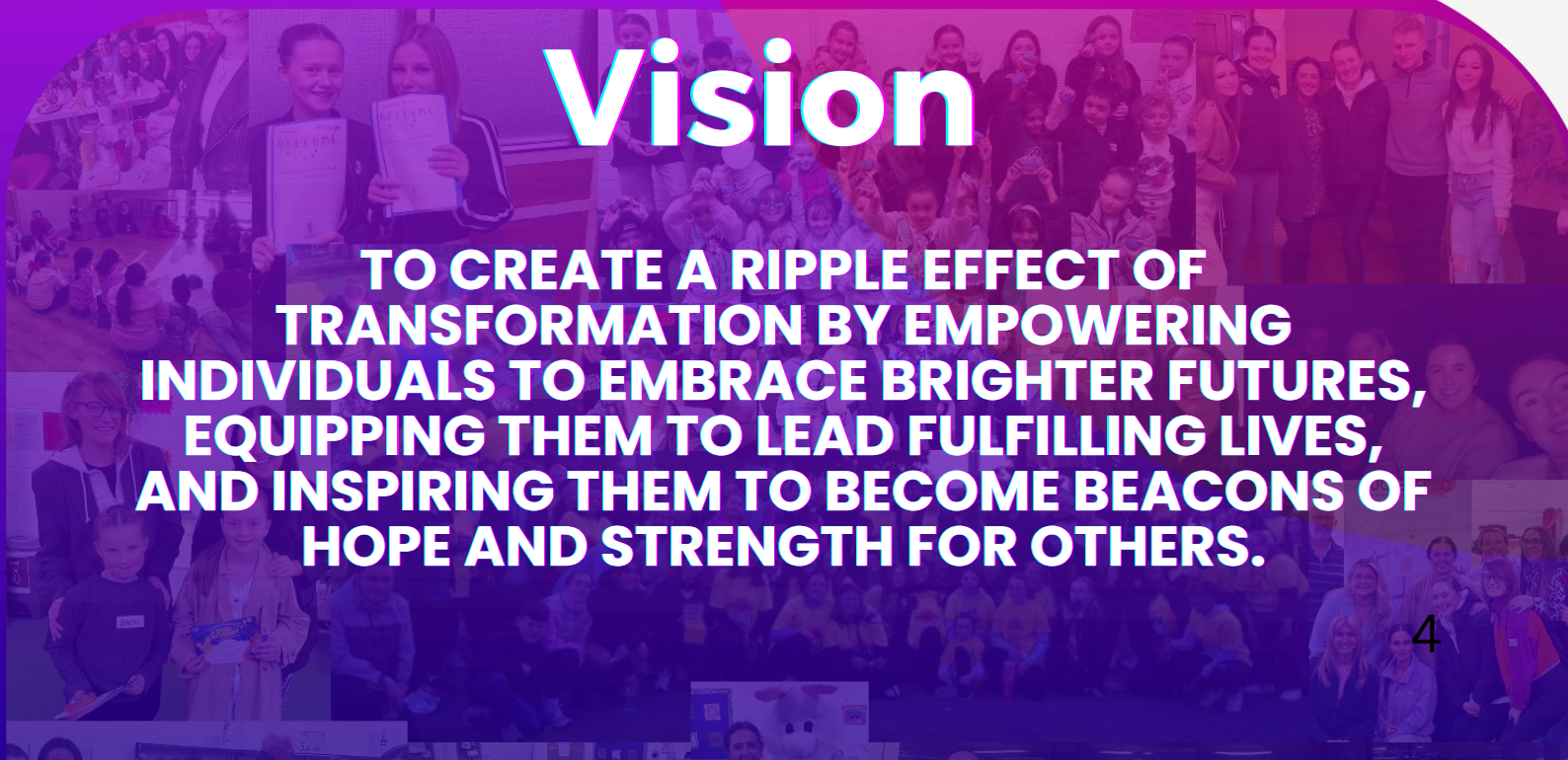
We strive to foster mental, emotional, and spiritual growth, offering essential mental health support and creating welcoming spaces where individuals can find healing, connection, and a sense of belonging. Our guiding theme is one of self-development and empathy, providing opportunities for individuals to nurture their potential, regardless of their background or life experience.

Rooted in hope and guided by love, we empower people to embrace brighter futures, equipping them with the tools and confidence to lead fulfilling lives. By fostering kindness, resilience, and community engagement, we help individuals become compassionate, empowered citizens who contribute positively to society. Our goal is to create a ripple effect of transformation, where each person we help becomes a beacon of hope and strength for others, becoming a Light House for others.

Through our collective efforts, we aim to inspire growth, break down barriers, and build a more inclusive, supportive, and connected community for all.

Vision

TO CREATE A RIPPLE EFFECT OF TRANSFORMATION BY EMPOWERING INDIVIDUALS TO EMBRACE BRIGHTER FUTURES, EQUIPPING THEM TO LEAD FULFILLING LIVES, AND INSPIRING THEM TO BECOME BEACONS OF HOPE AND STRENGTH FOR OTHERS.



ABOUT US

The Lighthouse Project, founded in 2022 by Ballymun teacher Caoimhe Lynch. It is a community-driven organisation dedicated to youth and community development. Recognising the need for meaningful support, Caoimhe created the project to empower young people to reach their full potential. Through innovative programmes and activities, The Lighthouse Project fosters confidence, kindness, and active engagement, shaping a generation of socially conscious young leaders. By providing a safe and supportive space, the organisation equips young people with the skills and opportunities needed to positively impact their communities, ensuring a brighter future for Ballymun and beyond.

WHAT WE DO & WHY WE DO IT

What We Do & Why We Do It – The Lighthouse Project

At The Lighthouse Project, we are dedicated to empowering individuals and strengthening communities through mentorship, education, creative expression, and social engagement. We provide a safe, supportive, and inclusive space where people of all ages can learn, grow, and thrive. Our programmes include youth leadership initiatives, mental health supports, volunteering opportunities, creative arts, personal development workshops, and community outreach projects. We do this because we believe in the power of people to create change—both in their own lives and in their communities. Many individuals, especially young people, face barriers to confidence, opportunity, and social inclusion. Through our work, we aim to break these barriers, foster resilience and self-belief, and inspire active citizenship. By nurturing leadership, kindness, and empowerment, The Lighthouse Project is building a generation of engaged, confident, and compassionate individuals who contribute to a stronger, more connected society.



OUR APPROACH

LEAD

At The Lighthouse Project, LEAD is a guiding principle that shapes our approach to youth and community development. It represents a commitment to fostering growth, resilience, and leadership in individuals of all ages. Through mentorship, education, and active engagement, we empower participants to take initiative, build confidence, and contribute positively to their communities. LEAD encourages continuous learning, meaningful action, and long-term personal and social development. By instilling these values, The Lighthouse Project creates a supportive environment where individuals can thrive, make a difference, and inspire others to do the same.



INSPIRE

At The Lighthouse Project, INSPIRE is a guiding principle that drives our mission to uplift and empower individuals. We believe in leading by example, fostering creativity, and encouraging people to realise their full potential. Through mentorship, education, and meaningful community engagement, we create opportunities for growth, resilience, and leadership. INSPIRE represents our commitment to nurturing confidence, kindness, and active citizenship, ensuring that every individual feels valued and capable of making a difference. By cultivating a supportive and dynamic environment, we ignite passion, motivate change, and help build a generation of empowered, engaged, and compassionate individuals.

GROW

At The Lighthouse Project, GROW is a guiding principle that reflects our commitment to personal and community development. We create opportunities for individuals to strengthen their confidence, resilience, and skills in a supportive environment. Through mentorship, education, and meaningful experiences, we encourage growth in self-belief, leadership, and social responsibility. GROW represents continuous learning, empowerment, and the ability to overcome challenges while making a positive impact. By fostering a culture of encouragement and support, The Lighthouse Project helps individuals and communities flourish, ensuring they reach their full potential and inspire others to do the same.

HELP

At The Lighthouse Project, HELP is a core guiding principle that drives our commitment to community support, kindness, and empowerment. We believe in creating a culture of compassion where individuals uplift, support, and stand by one another. Through mentorship, mental health services, volunteering, and outreach programmes, we provide practical and emotional support to those in need. HELP represents healing, encouragement, leadership, and participation, ensuring that everyone, regardless of their circumstances, feels valued and empowered. By fostering a spirit of generosity and collective action, The Lighthouse Project strengthens communities and inspires individuals to make a lasting difference.

TRANSFORM

At The Lighthouse Project, TRANSFORM is a guiding principle that reflects our commitment to positive change, growth, and empowerment. We believe in transforming lives by providing opportunities for learning, leadership, and self-discovery. Through mentorship, community engagement, and personal development programs, we help individuals overcome challenges, unlock their potential, and create meaningful impact. TRANSFORM represents resilience, progress, and the ability to shape a brighter future. By fostering confidence, kindness, and active participation, The Lighthouse Project empowers individuals to transform not only their own lives but also the communities around them.



OUR APPROACH



JOURNALING

The Lighthouse Project's journaling & poetry writing activities provide a creative and reflective space for children, teens, and adults to express thoughts, build confidence, and develop resilience. Through guided prompts and personal storytelling, participants explore emotions, set goals, and foster self-awareness in a supportive environment.



The Lighthouse Project's Kids Club is a fun, safe, and inclusive space where children can learn, play, and grow. Through engaging activities, games, arts and crafts, and storytelling, the club fosters creativity, confidence, and social skills. Designed to encourage kindness, teamwork, and self-expression, Kids Club helps young participants develop friendships and a sense of belonging. With a focus on personal development and community engagement, children are supported in becoming confident, compassionate individuals while enjoying a variety of interactive and enriching experiences in a nurturing environment.



The Lighthouse Project organises group trips that provide enriching and memorable experiences for participants of all ages.

These outings include an annual pilgrimage to Medjugorje, offering a reflective and spiritual journey, as well as retreats that focus on personal growth, mindfulness, and connection. Fun and social trips, such as visits to the cinema, ice skating, and musicals, create opportunities for bonding, relaxation, and new experiences. Each trip is designed to foster friendship, well-being, and community spirit, ensuring participants enjoy meaningful moments while exploring new places and engaging in uplifting activities together.



MENTORSHIP

The Lighthouse Project's Mentoring Programme provides young people with guidance, support, and encouragement to help them reach their full potential. Through one-on-one and group mentoring, experienced mentors offer advice, motivation, and skill-building opportunities. The programme fosters confidence, resilience, and personal growth, empowering participants to overcome challenges, set goals, and actively contribute to their communities with a strong sense of purpose.

SINGING



The Lighthouse Project's singing groups bring people of all ages together through music. The Kids' Choir nurtures young voices, fostering confidence, teamwork, and a love for singing in a fun, supportive environment.

The Teen and Adult Choirs offer a welcoming space for singers to develop their skills, build friendships, and perform uplifting music across various genres. The Ballad Groups celebrate Irish musical heritage, preserving traditional songs and storytelling through powerful harmonies and heartfelt performances. Each group encourages creativity, self-expression, and community connection, inspiring participants to find their voice and share their passion for music.



VOLUNTEERING

The Lighthouse Project's Volunteering Programme creates meaningful opportunities for people to give back to their communities through acts of kindness and support. Volunteers engage in initiatives such as helping vulnerable individuals, supporting the homeless, mentoring young people, and assisting with community events. By fostering a spirit of compassion and social responsibility, the programme empowers individuals to make a real difference. Whether through small everyday actions or larger community projects, volunteering with The Lighthouse Project strengthens connections, builds empathy, and creates a more supportive and inclusive society where people help each other thrive.

MENTAL HEALTH SUPPORTS



The Lighthouse Project provides comprehensive mental health supports to promote emotional well-being and resilience within the community.

Our services include workshops focused on self-care, stress management, and emotional well-being, equipping participants with practical tools to navigate life's challenges.

We also offer counseling services, delivered by a dedicated team of qualified counselors and psychologists, providing one-on-one support in a confidential and compassionate setting. Whether through group discussions or individual therapy, our mental health supports aim to empower people of all ages with the skills, guidance, and support they need to thrive emotionally and mentally.

EMPOWERMENT



The Lighthouse Project's empowerment approach focuses on building confidence, resilience, and self-belief in individuals of all ages. Through mentorship, skills development, leadership training, and community engagement, participants are encouraged to recognise their strengths, take initiative, and make meaningful contributions. By fostering a supportive and inclusive environment, The Lighthouse Project helps individuals develop the tools they need to overcome challenges, create opportunities, and positively impact their communities. Empowerment is at the heart of every program, ensuring that each person feels valued, capable, and inspired to be the best version of themselves.

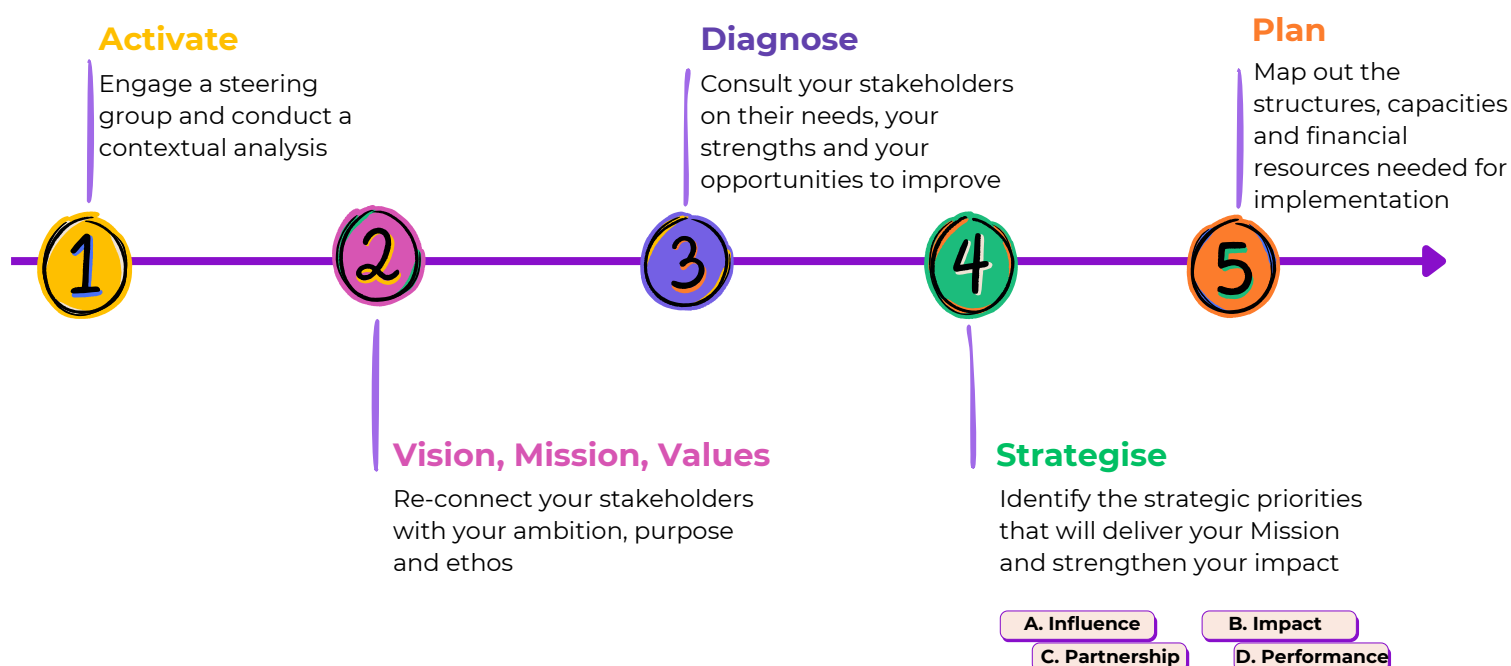
STRATEGIC PLANNING PROCESS

Drawing on our three years of work as The Lighthouse Project, representing and championing the youth & community work sector, we began this strategic planning process by reflecting on our work with members and others across the sector - work which has positively transformed the lives of countless people in the community.

Our vision for the next five years is to build on our collective success and chart a course that addresses the challenges facing young people and their communities in the years to come. To develop this ambitious Strategic Plan, we partnered with SuccessPro and engaged in extensive consultations with a wide array of stakeholders.

Our staff, Board, members, funders and supporters, and other key partners in the youth work sector, civil society, politics and the media all contributed to the process. The strategic planning exercise provided a valuable opportunity to assess our operating environment, examine future trends, and gather important insights and feedback. We are grateful to everyone who gave their time and energy to this process. Together, driven by this shared vision, we will work towards better outcomes for all in the community people.

Strategic Planning Process



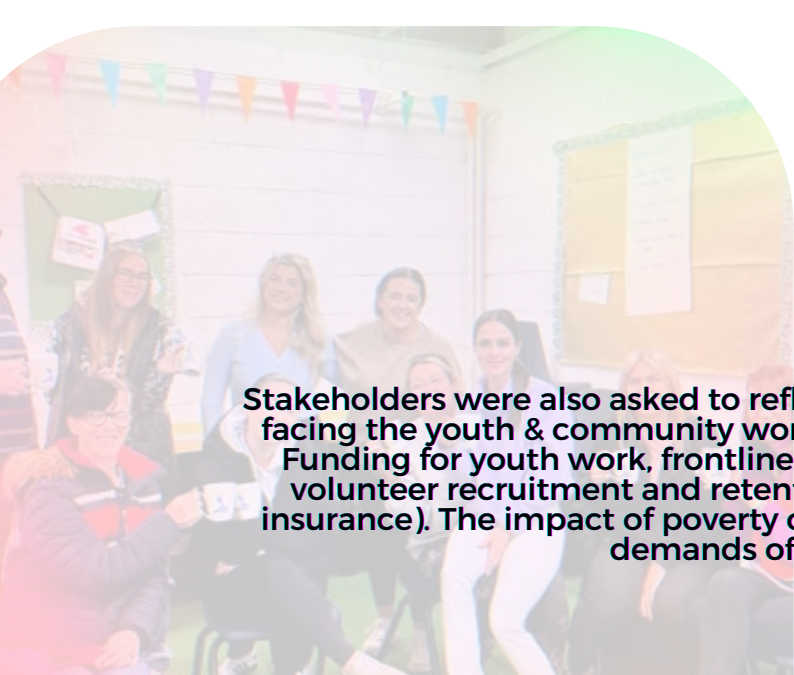
CONSULTATION FEEDBACK

LHP STRENGTHS

- **Access to Professionals** – Trainee psychologists, clinical psychologists, and counselors provide expert mental health support.
- **Trusted Community Volunteers** – A strong volunteer base fosters trust and deep community connections.
- **Holistic Well-being Focus** – Programmes address mental, emotional, and spiritual health.
- **Strong Partnerships** – Collaborations with local organisations enhance impact.
- **Trauma-Informed Expertise** – Leaders are trained in Trauma-Informed Care.
- **Volunteer Development** – 'Be the Light' programme trains and empowers volunteers.
- **Social Inclusion Efforts** – Actively supports marginalised groups, including homeless individuals.
- **Experienced Leadership** – Led by experts in community development and governance.
- **Adaptive Services** – Programmes evolve to meet changing community needs.

LHP OPPORTUNITIES

- **Expand Youth Engagement** – Align with national youth work strategies to enhance participation and impact.
- **Amplify Community Voices** – Create platforms for volunteers and service users to share their experiences and shape services.
- **Strengthen Volunteer Network** – Develop structured training and leadership pathways for volunteers.
- **Enhance Diversity & Inclusion** – Increase outreach to marginalised groups and ensure culturally responsive services.
- **Build Collective Advocacy** – Partner with local and national organisations to champion mental health and social inclusion.
- **Improve Evidence-Based Impact** – Use data and testimonials to demonstrate the effectiveness of programmes.
- **Address Emerging Challenges** – Adapt services to meet evolving community needs, including mental health crises and homelessness.
- **Secure Sustainable Funding** – Advocate for long-term financial support through grants, sponsorships, and public funding.
- **Innovate Service Delivery** – Explore new technologies and approaches to enhance programme accessibility and effectiveness.
- **Strengthen Strategic Partnerships** – Collaborate with education, healthcare, and social services to maximise community support.



Stakeholders were also asked to reflect on the biggest external challenges facing the youth & community work sector. The top responses included: Funding for youth work, frontline services and core services. Staff and volunteer recruitment and retention. Rising overheads (rent, energy, insurance). The impact of poverty on people. Adapting to the increasing demands of young people.

STRATEGIC PRIORITIES

1. INFLUENCE

The Lighthouse Project strives to drive positive change by advocating for mental health and social inclusion. Through awareness campaigns, stakeholder engagement, and policy advocacy, we empower communities and volunteers to become voices for change. By leveraging data and storytelling, we aim to influence decision-making and create lasting societal impact.

Goal	Strategic Action	Outcome
Advocate for policies supporting mental health and social inclusion	Engage with policymakers to drive change	Stronger policy support for mental health and inclusion initiatives
Raise community awareness	Conduct awareness campaigns and storytelling initiatives	Increased public awareness of mental health and social issues
Engage stakeholders in decision-making	Hold consultations and forums with key stakeholders	Greater stakeholder involvement in social change
Empower volunteers and youth with advocacy skills	Provide advocacy training and workshops	More empowered volunteers and community advocates
Use data to showcase impact	Use data to showcase impact Collect and share evidence-based reports on project outcomes	Policy and funding decisions informed by strong data



2. IMPACT

The Lighthouse Project is dedicated to creating meaningful change by expanding therapeutic and creative programmes, strengthening volunteer initiatives, and increasing access to mental health support. Through targeted outreach and measurable programme success, we aim to uplift marginalised communities, promote resilience, and improve overall well-being for those we serve.

Goal	Strategic Action	Outcome
Expand therapeutic and creative programmes	Develop new programmes and enhance existing ones	More individuals benefiting from holistic support programmes
Strengthen the 'Be the Light' volunteer initiative	Recruit, train, and support volunteers	Higher volunteer engagement and participation
Increase access to mental health support	Partner with professionals to provide services	Improved mental health outcomes in the community
Develop metrics to measure programme success	Create evaluation tools and feedback systems	Better-informed improvements and accountability
Enhance outreach to homeless services and marginalised groups	Build relationships with key organisations	Greater inclusion of marginalised populations



3. PARTNERSHIP

Collaboration is at the heart of The Lighthouse Project's mission. By building strong partnerships with schools, businesses, healthcare providers, and non-profits, we enhance our support network. These alliances enable us to provide holistic services, share resources, and create sustainable solutions that empower individuals and strengthen the wider community.

Goal	Strategic Action	Outcome
Strengthen collaborations with schools, businesses, and non-profits	Establish partnerships and joint initiatives	Stronger networks and support systems for vulnerable individuals
Partner with healthcare and social services	Develop cross-referral processes	Improved access to specialised services
Develop referral pathways for crisis intervention	Work with crisis and rehabilitation services	Faster, more effective support for those in crisis
Secure funding partnerships	Build relationships with corporate sponsors and grant bodies	Sustainable funding and resource growth
Share knowledge and best practices	Engage in networking and collaborative learning	Greater knowledge-sharing and innovation in service delivery



4. PERFORMANCE

The Lighthouse Project is committed to excellence through continuous improvement. By investing in staff and volunteer training, strengthening governance, diversifying funding, and leveraging digital tools, we ensure long-term sustainability. Regular strategic reviews and performance evaluations help us adapt to evolving community needs while maintaining accountability and delivering high-quality support.

Goal	Strategic Action	Outcome
Invest in staff and volunteer training	Provide workshops and mentorship programmes	Higher-skilled and more confident staff and volunteers
Diversify funding sources	Develop new income streams and fundraising events	Financial stability and long-term growth
Strengthen governance and accountability	Implement policies and monitoring frameworks	Improved transparency and efficiency in operations
Leverage digital tools for service delivery	Use technology to streamline processes and engagement	Better use of technology to enhance service delivery
Conduct regular strategic reviews	Assess progress and adapt strategies as needed	A responsive, continuously improving organisation



STRATEGIC PRIORITIES TIMELINE

Priority	Year 1 (2025-2026)	Year 2 (2026-2028)	Year 4-5 (2028-2029)
1. Influence – Advocating for Policies Supporting Mental Health & Social Inclusion	-Conduct a baseline assessment of current policies & gaps. -Establish working groups with policymakers & stakeholders. -Develop & launch awareness campaigns on mental health & social inclusion.	-Expand policy engagement by participating in national & local forums. -Strengthen advocacy efforts through research-based reports. -Train community leaders & volunteers in policy advocacy.	-Evaluate policy influence & adjust strategies. -Advocate for funding & legislative changes based on project impact data. -Publish a policy impact report & recommendations for the next strategic plan.
2. Impact – Expanding & Enhancing Youth-Focused Programmes	-Review and enhance existing therapeutic & creative programmes. -Launch pilot mental health & well-being initiatives. -Recruit & train volunteers under the 'Be the Light' initiative.	-Expand programmes based on evaluation & community needs. -Strengthen partnerships with mental health professionals. -Develop digital tools to improve accessibility to support services.	-Scale up successful initiatives nationally. -Publish research on programme effectiveness. -Secure long-term sustainability through diversified funding.
3. Partnership – Strengthening Collaborations for Greater Impact	-Identify & establish partnerships with schools, healthcare providers & non-profits. -Develop referral pathways for crisis & mental health support. -Secure initial corporate sponsorships & grant funding.	-Formalise cross-sector partnerships through MOUs. -Expand volunteer & mentorship programmes in collaboration with businesses & universities. -Host community engagement events to promote partnerships.	-Evaluate partnership effectiveness & refine collaboration models. -Launch a national knowledge-sharing platform for best practices. -Strengthen funding partnerships for long-term sustainability.
4. Performance – Enhancing Organisational Excellence & Sustainability	-Implement training & professional development for staff & volunteers. -Strengthen governance structures & accountability mechanisms. -Develop a digital transformation strategy to enhance service delivery.	-Diversify income streams through social enterprises & fundraising events. -Conduct mid-term strategic reviews & adapt approaches as needed. -Invest in infrastructure & technology to support service expansion.	-Conduct a full organisational impact assessment. -Publish a comprehensive performance & sustainability report. -Define the next phase of strategic growth beyond 2029.

EVALUATION & METRICS

Evaluation Metrics & Performance Tracking

To ensure accountability and progress measurement, The Lighthouse Project Foundation CLG will implement a multi-faceted evaluation framework.

1. Programme Impact

- Tracking participation & diversity: Implement digital registration and data collection tools to capture demographic insights and programme reach.
- Surveying effectiveness: Conduct quarterly online and in-person feedback surveys, ensuring participants can voice their experiences.
- Conducting case studies: Develop long-term participant engagement strategies to track their progress beyond programme completion, allowing deeper insights into personal transformations.

2. Community Engagement

- Monitoring partnerships: Maintain a centralised database to log all partnership agreements, engagement activities, and joint initiatives.
- Tracking volunteer retention: Introduce an annual volunteer satisfaction survey and track volunteer hours, training completions, and leadership progression.
- Evaluating events & campaigns: Use attendance tracking tools, social media analytics, and feedback forms to measure reach, participation, and impact.

3. Financial Health & Sustainability

- Tracking fundraising growth: Develop a financial dashboard to monitor income sources, donor contributions, and sponsorship trends.
- Conducting financial audits: Engage external auditors for annual financial assessments, ensuring transparency and cost-effectiveness.
- Measuring funding sustainability: Assess grant application success rates and evaluate the effectiveness of donor engagement strategies.

4. Organisational Development

- Assessing staff & volunteer growth: Use competency-based evaluations to measure skill enhancement and training effectiveness.
- Monitoring governance efficiency: Implement board performance reviews, leadership evaluations, and governance best-practice audits.
- Reviewing strategic plan progress: Conduct quarterly internal review meetings, adjusting initiatives to meet evolving needs and challenges.

MOVING FORWARD

The next five years represent an exciting opportunity to build on our strengths, innovate, and drive meaningful change. With a clear roadmap and a strong commitment to evaluation, we will ensure The Lighthouse Project Foundation CLG continues to be a leader in youth & community development.

By working together with our stakeholders, we can create a future where every young person has the support, resources, and opportunities they need to thrive.

Thank you for your continued dedication to our shared mission.



CONCLUSION

The Lighthouse Project's Strategic Plan (2025-2029), developed in collaboration with SuccessPro Training and Consulting, provides a structured and forward-thinking framework for fostering meaningful impact in mental health, social inclusion, and community & youth empowerment. By prioritising advocacy, programme expansion, strategic partnerships, and operational excellence, this plan ensures that The Lighthouse Project Foundation CLG remains a leader in community support and development. Our commitment to rigorous evaluation and performance tracking will ensure continuous growth and adaptability. Through targeted influence, impact-driven programmes, collaborative partnerships, and enhanced organisational performance, we will create sustainable and measurable change over the next five years.

As we embark on this journey, we remain dedicated to empowering individuals, fostering inclusivity, and strengthening our community. This strategic plan is not just a roadmap but a commitment to creating a lasting ripple effect of transformation. We look forward to working with our partners, volunteers, and stakeholders to achieve these ambitious goals and build a brighter future for all.

SuccessPro Training and Consulting will continue to support The Lighthouse Project in monitoring progress, refining strategies, and ensuring accountability at every stage of implementation. Together, we will lead, inspire, and transform lives through our collective efforts.

NOTES

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