

GOAL	STRATEGIC ACTIONS	KPIs
4. Establish ourselves as an independent young person-centred charity	<ul style="list-style-type: none"> Review and update our Constitution and Memorandum of Association Rebrand KDYS to align with our new Mission and strategic goals Establish youth advisory group to input into management decisions Diversify our income, particularly relationship-based fundraising and from unrestricted sources 	<p>Hold a minimum of 3 x youth consultations per year</p> <p>10% of our income is unrestricted</p>
5. Strengthen our governance, management and internal coordination	<ul style="list-style-type: none"> Recruit new Board members in line with our updated Constitution Comply with the Charities Governance Code and Charities Statement of Recommended Practice (SORP) Board to lead and monitor quality assurance and improvement plan Embed integrated operational and financial planning, including financial plans and performance indicators for each KDYS centre Review existing and develop new organisational policies (for example, Youth Participation, Social Enterprise) Establish sub-group to establish consistent targets for KDYS centre branding 	<p>Each KDYS centre to have and meet their performance targets</p> <p>Implementation of youth participation policy</p>
6. Be an organisation of choice for employees and volunteers	<ul style="list-style-type: none"> Ensure that HR & Operational policies, procedures and practices reflect our values, organisation needs, legislation, and market trends <ul style="list-style-type: none"> Strengthen Equality, Diversity, Inclusion (EDI) and access across our organisation Cultivate a training organisation which invests in employee and volunteer development and growth Participate in national planning with Member Youth Services of Youth Work Ireland Develop systems to recognise and appreciate individual, team and organisational accomplishments and achievements Improve employee engagement and internal communications 	<p>Data gathered from employee feedback is used to inform changes and developments in the organisation</p> <p>Increase access and EDI at all levels</p>



KDYS Strategic Plan 2023 to 2026

KDYS STRATEGIC PLAN 2023 TO 2026

VALUES

Young-person centred

Inclusive

Rights Based

Respectful

Empowering

Non-judgemental

VISION

For all young people to be valued and supported to achieve their full potential as participating members of the community.

MISSION

KDYS is a community-based youth work organisation committed to serving all young people in a safe, fun and positive environment, through the provision of youth spaces, services, mentoring, training and ongoing opportunities for their holistic development, and by advocating for their needs.

GUIDING PRINCIPLE

Youth Participation is at the heart of everything we do with and on behalf of young people.

GOALS

1. Support young people in Kerry to reach their full potential.
2. Establish ourselves as an independent young person-centred charity.
3. Provide targeted and integrated supports for young people and their families in Kerry.
4. Be recognised as a centre of excellence for youth work.
5. Strengthen our governance, management and internal coordination.
6. Be an organisation that enables staff and volunteers to deliver and to develop.

GOAL	STRATEGIC ACTIONS	KPIs
1. Support young people in Kerry to achieve their full potential	<ul style="list-style-type: none"> • Expand our universal youth work programmes and opportunities • Recruit Youth Workers and volunteers to deliver universal youth work • Invest staff time in community outreach and engagement • Strengthen our links with schools and local organisations • Conduct needs analysis: what do young people and parents want? • Increase funding for our universal youth work, including from our social enterprise income 	<p>Increase in income for our universal youth work</p> <p>Increase in young people engaged through our universal youth work</p>
2. Provide targeted and integrated supports to meet the needs of young people in Kerry and their families	<ul style="list-style-type: none"> • Continue to deliver excellence in our targeted programmes • Establish an integrated pathway and internal referrals system to enable young people to access KDYS supports as and when they need to • Invest in our Customer Relationship Management (CRM) infrastructure • Work with partners and agencies to expand the referrals pathways to KDYS • Secure multi-agency funding and support for new programmes focussed on early intervention, prevention and unmet needs • Work closely with our funders to ensure our existing programmes are effective, responsive and meet the needs of young people • Develop a European Youth Work strategy that integrates eurÓg within our broader programme offer 	<p>Establish a single KDYS referral pathway</p> <p>Increase in sources of referrals to KDYS</p>
3. Be recognised as a centre of excellence for youth work	<ul style="list-style-type: none"> • Establish an organisation-wide monitoring and evaluation system for our youth work • Remain responsive to best practice, including by identifying 'what works' in terms of interventions to respond to needs and by becoming a trauma-informed organisation • Establish a communications sub-group • Develop and maintain a young person-friendly and up-to-date website • Integrate communications outputs into project and people workplans • Retain our Council of Europe Quality Label for Youth Centres and achieve new international and national Quality Labels • Contribute to third level courses and wider training for the sector • Align with, and contribute to, the development of international and national strategies and policies • Participate in key strategic umbrella organisations and networks to share information and best practice, and to continue to advocate for youth work 	<p>Increase in communications outputs across the organisation</p> <p>Achieve 3 Quality Labels (one x international, two national)</p>