



Connecting People, Transforming Communities

**Our 10 Year Strategy
2024 - 2034**



The
ResurgamTrust
*Connecting Individuals
Transforming Communities*



Our ambitions

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Connecting People

Words of welcome from our Chair



Philip Dean
Chairperson

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The journey travelled by working class Loyalist communities in Lisburn over the past 20 years has at times been quite difficult. However, the transformation of Old Warren Estate from an area of dereliction and a place where nobody wanted to live, into one of the most desired social housing communities in Northern Ireland has been remarkable. The process adopted is a prime example of what can be achieved when dedicated people put their mind to something.

Councillor Uel Mackin, Mayor of Lisburn & Castlereagh City Council (2018-19)

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On behalf of the Board of Resurgam Community Development Trust, I am delighted to publish our new 10-Year Strategic Plan: **‘Connecting People, Transforming Communities’**. The plan sets out an ambitious roadmap for the next decade as we strive to meet the needs of the community as well as create a sustainable environment within which all are proud to live, learn, play, and work.

We’ve learned so much on our journey of transformation that began in 1996. At times it was a difficult journey, and we were unsure whether we would succeed. However, we knew failure was not an option as our community needed support. Thankfully, through determination, hard work, building strong partnerships and connecting people we transformed our community into a place where people could feel safe. A place they were proud to raise a family. A place they could call home.

We’ve come a long way, but there’s still so much to do. The global events of the past few years present large challenges for local communities. Equally, there are many local challenges, challenges such as the spiralling energy costs and the cost-of-living crisis as well as the suspension of the Northern Ireland government and the ongoing political instability. These challenges will impact on our environment, on our local economy and socially they will impact on community cohesion and integration. But we know that the community spirit and leadership that rebuilt communities within the Resurgam area will rise to meet these challenges.

Now, more than ever our vision of connecting people and transforming communities is so important. To do this, we have set five big ambitions. In the next 10 years we will:

1. help all people to thrive.
2. build safe and connected communities.
3. regenerate lives and communities.
4. become self-sustaining.
5. use knowledge to drive change.

These ambitions may seem simple, but we know much work will be required to succeed. Central to achieving our ambitions is the importance of connecting people. We’ve learned first hand how detrimental it can be for individuals and society when people are isolated and feel ignored. We also know how essential to society it is to have open and honest conversations. At the heart of all our work will be the importance of championing inclusion. People thrive when they can participate and feel valued. We will endeavour to make sure everyone’s

voice is valued as we strive to ensure all our ambitions are fulfilled.

In conclusion, we are hugely grateful to everyone who has helped us shape this strategy, including our members, board, staff, and volunteers. In addition, we would like to thank the local community for participating in the community survey. We had over 400 responses and we have listened to your feedback and this evidence-based need has helped us to develop both our big ambitions as well as identify what are the most important areas we need to focus on first.

We would also like to thank all the statutory and voluntary organisations for participating in our strategic conversation. These constructive conversations have helped us establish new connections as well as build on existing partnerships. The insights gathered from all our connections will form the bedrock of the work we plan to take forward across health and wellbeing, education, community safety, good relations, and community development.

We look forward to connecting with people to transform communities in the years to come.

Transforming Communities

An introduction from our Trust Director



Adrian Bird
Trust Director, Resurgam Trust

Our new strategy is simply about transforming our community and ensuring people have the right support to make it happen.

We are extremely proud of the transformational work we have undertaken since 1996, however, we cannot be complacent as it is the future, and not the past, that we must now focus all our resources on as there is so much work to do.

Prior to the pandemic, there was so much energy and hope. We were about to launch our book: 'Conflict to Peace – Our community transformation' and we were working hard on progressing our strategic plan. Unfortunately, our priorities needed to shift along with the services as we needed to ensure we could meet the needs of the community during the pandemic.

Fortunately, the community spirit that transformed Resurgam communities over the years enabled us to be flexible and adapt all our services to ensure the thousands of local people were supported during the pandemic's darkest days.

Our community has changed and is continuing to change, and we want to make sure that everyone benefits from our transformational journey over the next ten years. To do this, we are keen to spend the first few years of our strategy gaining a better understanding of what are the current and future needs of the community and establishing and strengthening community relationships. This will provide the evidence we need to identify what

services are required and how the community can be supported to ensure people can thrive.

As such, between 2024 and 2027 we will focus on three core goals:

1. Thriving people - everyone reaches their full potential.
2. Strong, stable, and sustainable communities - we want regenerated and connected communities.
3. A resilient Resurgam - a robust and resilient organisation

We have many plans already underway to ensure **everyone reaches their full potential**. These include operating as a trauma informed organisation. We will continue to strive to make sure our services are designed around the person, in the family and in the community. We also wish to expand our services, but to do so, we need to make our key programmes more sustainable. Our overall aim is to advocate for and provide a holistic approach that meets people where they are and improves their health and wellbeing.

In terms of supporting **strong, stable, and sustainable communities**, over the next three years we will continue to build on our good relations work, advocating for more comprehensive support for minority ethnic communities and for more inclusive

communities for all marginalised groups. We will also focus on successfully regenerating communities and we are looking forward to revitalising Hilden Primary School. We will also strive to support the further development of community infrastructure. We are also committed to protecting and enhancing our natural environment and extending our community garden initiative.

The above goals are only possible if we can **create a more resilient organisation**. Our organisation is flexible; however, we are keen to ensure there is focus on sustaining the core work of Resurgam as well as building long term financial sustainability in all areas of our work. We will review our social enterprises and strive to develop more innovative approaches to both service delivery and income generation. Approaches such as launching our new community led housing model, which aims to transform how we support homeless people in the area.

As we embark on the next chapter for Resurgam Trust, we strive to ensure our values of inclusion, collaboration, leadership, and integrity are at the forefront of everything we do. We know we cannot do this alone and we look forward to working with communities, our members, other community and voluntary partners, businesses, and government to continue to transform communities in which we live.











Why we are here

We believe in creating social, cultural, financial, and physical sustainability for the communities we serve. This can be done by connecting people and transforming communities to create a sustainable environment within which all are proud to live, learn, play, and work.

Working alongside our membership and in partnership with our social enterprises and other partners, in the past five years we've had a huge impact on the communities we serve. We've connected people and transformed communities in many ways. Outlined below is a brief overview of what our impact has been in the last five years:

Our impact

<p>Supporting over</p> <p>1,000</p> <p>members</p>	<p>Creating employment for over 130 people</p>  <p>130</p>	 <p>Donating over 400,000 volunteer hours to our boards, services, and projects</p> <p>400,000 hrs</p>
 <p>Recruiting and supporting 550+ volunteers</p>	 <p>7 social enterprises powering our work.</p>	 <p>Securing over £1,350,000 over 5 years to support our member organisations.</p>
<p>Donating over £142,000 to support</p> <p>40 local charities</p>	<p>Providing support to over 15,000 local people each year through Resurgam Healthy Living Centre</p> 	 <p>Resurgam Youth Initiative has contributed to the 12.5% reduction in anti-social behaviour incidents between April 2022 - March 2023.</p>
<p>In over 12 months, the Resurgam Healthy Living Centre Community Fridge has prevented</p> <p>25,300.64KG of food from going to waste.</p>	 <p>98% of our social prescribing clients increased or improved their wellbeing.</p>	<p>Our social prescribing programme resulted in 20% reduction in visits to GP and 58% reduction in visit to A&E /ED departments & 45% reduction in visits to hospitals.</p>

Our transformational journey over 20 years

Key milestones to a

Community Programmes

2000

Lisburn Community Self Build

Business experience and catalyst for new social enterprise's, youth training and employment.

2001

New Horizons Credit Union

Responding to lack of access to finance for community including ex-prisoners and their families.

2007

Lisburn Community Inns

Secured bar as a community hub, renamed as The Highway Inn.

2008

Laganview Enterprise Centre

A community, social enterprise in the heart of Old Warren providing accessible and affordable facility hire as well as workspace to lease.

2010

Relationship building with PSNI

Created a cohesive community safety partnership between community and the police - **Lisburn SAFE.**

2011

Resurgam Youth Initiative

Delivering EA Area-Based provision in 4 areas
 Youthbank
 Outreach Provision
 Inclusion Programme
 OCN Training Centre

Lisburn SAFE

Community Safety Project
 Volunteer led service
 Safe And Friendly Environment

2012

Early Intervention Lisburn

Best for Every Child
 Help Kids Talk
 Connected Minds
 Connected Minds Empowering Youth

2015

Resurgam Healthy Living Centre

Social Prescribing
 Mind Matters (SE Trust Area)
 Community Fridge
 Integrated Care Partnerships
 Healthy Living Centre Alliance
 Health Inequalities Programme for Lisburn
 Mental Health Hub Development (South East)

2017

Community Academy NI

Building resilient and kinder communities.

Who We Are & What We Do

Our Vision

Connecting People, Transforming Communities

Our Mission

To create a sustainable environment within which all are proud to live, learn, play, and work.

Who we are

Incorporated in January 2011, Resurgam Trust is a Development Trust. As a community owned and led organisation, the Trust encompasses the principles of community development, capacity building, community engagement, personal development, trading and ownership of buildings and land to bring about long-term health, social, economic, and environmental change with a focus on reducing inequalities in the City of Lisburn.

With over 1,000 members, including 40 member groups, 7 Community Associations and community programmes as well as 7 social enterprises, the Trust aims to provide employment opportunities, address inequalities in health and education and help to deliver better outcomes for children, young people, and their families.

“

“I have worked closely with the Resurgam Trust since their inception and have been greatly impressed by the positive impact that their various projects and initiatives have had across many communities in the Lisburn area. Resurgam work right at the heart of the community, and they have been hugely successful in bringing various agencies and departments together in joint endeavour to improve the quality of life for local people and enhance the level of provision in housing, education, healthcare and so much more. The Resurgam Trust offers an effective model of community empowerment and transformation that ought to be replicated across Northern Ireland and beyond.”

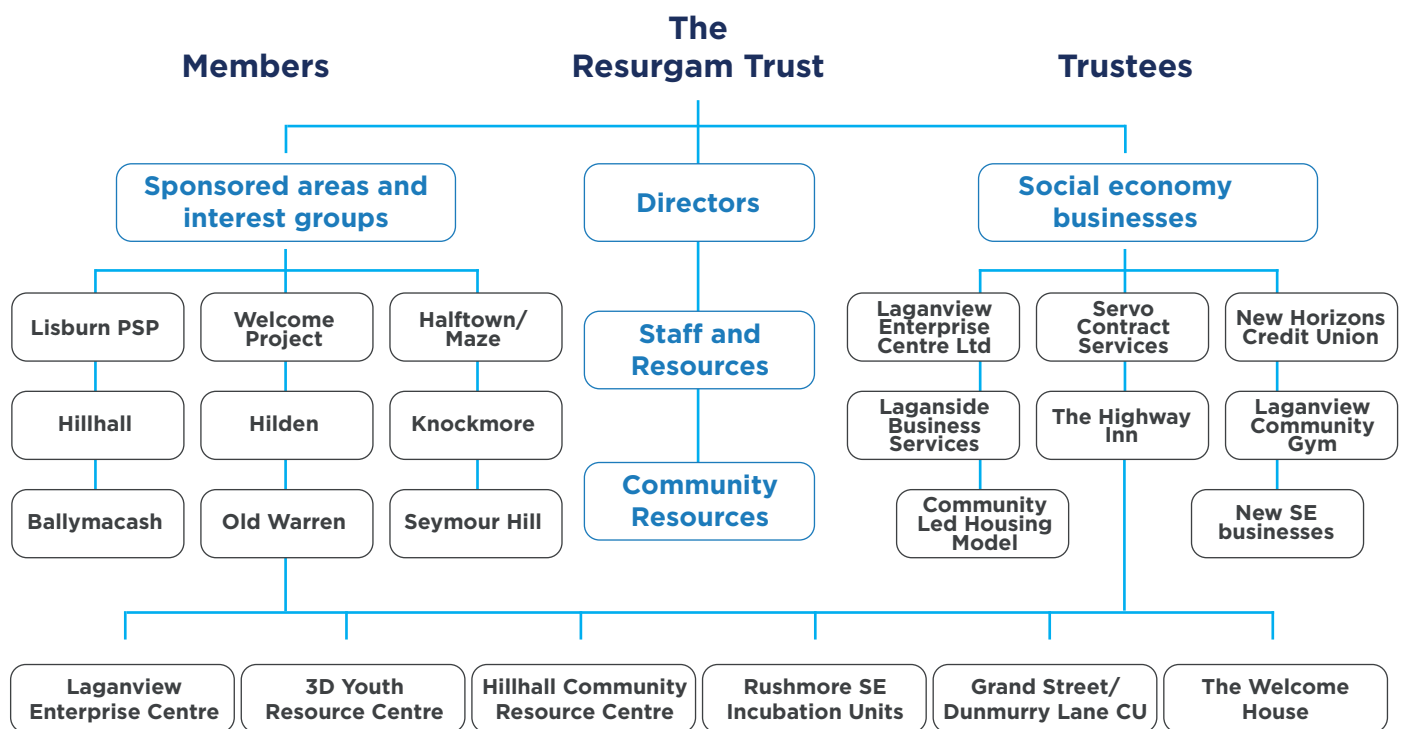
Sir Jeffrey Donaldson MP (Lagan Valley)

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Who We Are & What We Do

Outlined below is a brief overview of the Trust:

ORGANISATIONAL STRUCTURE



A full list of all Member Groups will be provided at the end of this strategy.



What we do

Powered by our social enterprises, we work alongside our membership and external organisations who share our values to connect people and transform communities and we:

- Physically regenerate community facilities to create a sustainable environment.
- Provide information and support to ensure people can physically and mentally flourish.
- Provide education and training opportunities.
- Create meaningful employment opportunities.
- Develop social enterprises that empower people and communities.
- Champion good relations to ensure there are stable and safe communities for everyone to thrive.
- Consolidate peace by easing community tensions.

How we are making a difference

We take a trauma informed approach to our work, and we focus on delivering real outcomes for individuals, their families and the wider community. Outlined on this page are two examples of how our work has made a difference at an individual level.

Resurgam Trust connects individuals and groups to transform communities to create a sustainable environment within which we are all proud to live, learn, play, and work.

'An effective and transferable model that builds sustainable communities'

Good health is no longer dependent on where we live or your income. There are skilled workers and volunteers within communities and strong community management structures. We help residents, professionals and politicians develop an accurate and shared understanding of local issues, assets and how best to move things forward. People and communities have access to support and/or services to meet their needs and participates proactively in shaping their future.

People are proud to live here, and everyone does their bit. We share our learning about building a sustainable infrastructure with communities in other areas across Northern Ireland and beyond.

This leads to an effective and transferable practice model - a strong and sustainable support infrastructure that builds effective working relations resulting in safer, peaceful communities.

At an individual level we are making a difference:

'A truly outcomes-based approach' - A staff member's story

"I left Lisnagarvey High school in 1990 at the age of 15 with no qualifications. Although I always worked, in low paid and menial jobs, I had no ambition in life and couldn't wait until the weekend to go out drinking with my friends. I was very sectarian in my views which got me into a lot of trouble with the police for fighting every weekend.

In the mid 1990s a friend of mine told me about a new organisation that had started called the Lisburn Prisoners' Support Project offering various educational courses and programmes within the local community. I enrolled in the EU PEACE 1 Community Leadership Programme they were running for young men. This programme gave us an insight and developed skills in all forms of community development.

The programme created in me an interest in my community and the issues it faced as well as building my confidence and self-esteem which gave me an interest in education for the first time in my life. After completing the programme, I helped form

a young men's group in Hillhall in 1998. The group was made up of young men like me who had no qualifications, from areas of deprivation, and at risk of being involved in crime and anti-social behaviour.

After the community association in Hillhall dissolved, our group formed Hillhall Regeneration Group in 1999. Over twenty years later we have our own resource centre, which serves as a hub for community projects. I also went back to college and did night classes and got essential skills qualifications in Maths and English. I also volunteered in the community at nights and through the support of the Lisburn PSP, I went to university to complete the Diploma in Community Youth Work.

Many years later, I am the Manager of Resurgam Youth Initiative which works with over 500 young people every week in all the Resurgam Trust areas.

Joining the Lisburn PSP programme back in the late 1990s changed my life and view of the world by providing me with opportunities I would never have had and introduced me to people and organisations I would never have met, giving me the confidence and self-belief to make the most of the opportunities they provided."

Powered by our Values

Inclusion, Collaboration, Leadership & Integrity

We are driven by our values, and they shape the decisions we make, and how we behave and treat each other and those we work alongside. We believe in:

Transformative Collaboration

Informed by the voice of lived experience and community needs, we will advocate as well as create and strengthen partnerships that addresses inequalities and helps transform lives.



Championing Inclusion

People thrive when they can participate and feel valued. We will celebrate and champion diversity in everything we do.



Strength through Integrity

With a strong, trusted, and independent voice, we will be open, honest, and respectful as we aim to live our values everyday.



Compassionate Leadership

Placing people first, we will invest in people, influence for positive change, and collaborate with others to create a sustainable environment where everyone can thrive.



Our big ambitions

To help chart our progress over the next decade, we have developed **five big ambitions** that aim to drive our collective impact working alongside our community partners. Working in partnership we will:

1. **Help all people to thrive.**
2. **Build safe and connected communities.**
3. **Regenerate lives and communities.**
4. **Become self-sustaining.**
5. **Use knowledge to drive change.**

1

We will help all people to thrive.

We will be trauma informed by seeking to create physical and psychological safety across all our communities. We will understand and seek to reduce inequalities, promote healing, and support people to live their best lives.

By 2034:

- We want to have sustainable services in place, delivering a wide range of community-based interventions in health, early intervention, and youth development. Services that really make a difference in areas such as mental health. Services like Connected Minds:

My Youth Committee Experience (Connected Minds)

Connected Minds is just one of many services and projects that are helping to provide a safe space for people to improve their health and wellbeing. Here's the experience of one young person:

"I joined the Connected Minds Youth Committee, and my only regret is that I didn't join it sooner. I've always been passionate about mental health and have always wanted to do something to make a positive impact within our community.

I struggled with my mental health since I was

a young child, but I've refrained from asking for support and it festered into something I still struggle to manage today. The stigma, and low self-worth I had for myself had made me struggle and fear the idea of asking for help which had a huge impact on my present situation. That is why I fell in love with the youth committee who work to erase stigma, promote youth voices, and increase mental health awareness – it's something that my younger self would have extremely benefitted from.

The training I got was super beneficial. It helped me support my friends, my peer mentees at school and reminded me of the ways I can support myself. After just a few months in the committee, I mustered up the courage to apply for counselling, which was a big achievement for me. I grew in confidence and strengthened the support systems around me.

I'm also just grateful to be surrounded by people who have similar passions to me, and I love how collaborative everyone is. We listen to each other, all ideas and opinions are considered, and there is no judgement at the table. I've managed to work together with the team to organise some amazing events. I've learned so much during my time here and gained skills like organisation, management, communication, public speaking and so much more.

Before the committee, I was hopeless about my future, especially my career prospects; I was hopeless about my mental health and had thought I'd hit a dead-end in life. **Now I'm gaining a little more hope everyday whilst giving hope and support to others too. I couldn't have asked for anything better!"**



Our big ambitions...

- We want to secure existing evidence-based core service provision and also expand our capacity to ensure we can meet the increasing needs/ demands across Lisburn and surrounding areas and continue to provide an all ages, population wide service. We pride ourselves on our person centred, flexible approach to providing support that journeys with a person at their pace. Providing more services - services such as our SEMM Project:

Building Community Resilience - Our SEMM Project

The South East Mind Matters (SEMM) project is a partnership between the four healthy living centres in the South Eastern Health and Social Care Trust (SEHSCT) area. The project was funded by the Community Foundation Northern Ireland on behalf of the Department for Health to address post covid mental health issues across Northern Ireland.

The development of SEMM involved several focus groups involving adults, young people and professionals, a survey receiving over 200 responses testing the model that was developed and building on the experience across our centres, our partners, and our communities on the unmet needs currently.

The four-part project provided support for young people (from age 5), adults and families who were experiencing difficulties with their mental wellbeing. We provided access to counselling,



access to therapeutic support, social prescribing (from age 14) and increased access to evidence based, trauma informed training and development opportunities (Community Resilience Model© and Compassionate Inquiry©) across all partners in all sectors including staff and volunteers.

We hosted a shared learning event to mark the 18 months of the project which reflected on the integrated, person centred, flexible approach that was meeting the needs of children, adults, and families in the challenging context of long waits for a wide range of statutory services. Capacity has been built within the PSNI, SEHSCT, community and voluntary sector with participants reporting an improvement in their skills and practice. Feedback from parents have said:

"This has been the only resource we found that helped us. We were lost until we were referred to mind matters. It is a priceless source of help and support, and we are just so grateful."

A parent from Resurgam Healthy Living Centre.

"This is an invaluable service and has literally been life saving for myself and my daughter."

A parent from Resurgam Healthy Living Centre.

"My child loves coming to you to do the gardening. You have taken the time to know him and I'm grateful for everything you have done for us. You were the first person, outside of the family that he spoke to in a very long time and that means so much to me, thank you."

A parent of a teenager.

"I have found the Community Resilience Model (CRM) Training to be beneficial in recognising the mental and physical signs of stress and trauma. I have a better understanding of how to remain in my resilience zone which in turn helps me to be able to make clear decisions. In policing we encounter people with stress / trauma for a number of different reasons."

In several incidents since receiving this training I have found that I have been able to notice in others the subtle gestures that they display so I can get an early indication of how they are feeling. I have found this has given me a great advantage to try and calm people and bring them back closer to their resilience zone. CRM has helped me to assist people feeling stress in my community."

Neighbourhood Constable Lisburn Station

Our big ambitions...

2 We will build safe and connected communities.

We want to make sure that everyone can live and work in attractive, resilient and people friendly places.

By 2034:

- Engaging with all political parties, we will continue to build community cohesion and integration through our peacebuilding and good relations work.
- We will continue to work in partnership to reduce crime and anti-social behaviour.
- We will continue to strengthen the voice of young people to ensure it is heard and valued in a meaningful way by politicians and professionals.
- We will continue to develop relationships and support collaboration between the community, our members, community groups, statutory and other partners to enhance the environment and create opportunities which ensure a safe, vibrant, sustainable place for all to live, work, play and grow. Collaborations such as Lisburn SAFE and developing a new model for community led housing:

'We will provide more than homes for the homeless'

For many years Resurgam Trust has been striving to build safe and connected communities across the greater Lisburn area. Lisburn SAFE has played an important role in making this a reality.

Lisburn SAFE is a community safety volunteer project that aims to create a community environment which is safe, free from criminality, and anti-social behaviour, and a connected community in which we can all respect each other's core values and be proud to live, work, socialise and play. Over 100 skilled and vetted volunteers work in partnership with the PSNI, Lisburn & Castlereagh PCSP and elected politicians to make this a reality.

Lisburn SAFE is the conduit but it is supported by the Resurgam Trust, the Resurgam Healthy Living Centre, Early Intervention Lisburn, and the Resurgam Youth Initiative and through collaboration, we have provided thousands of support packages across Lisburn including distribution of emergency aid.

We are excited to build on this work by developing our **community led housing model** over the next few years. This model will utilise our commercial and residential property, including 17 units which will provide temporary accommodation for those at risk of homelessness. Speaking about the benefits of our new approach, our Regeneration Manager Denis Paisley said: *"Important as providing a home is, our community led housing model is much more, we support our tenants by proving a wrap-around support structure to build up their resilience and ensure their wellbeing needs are met to thrive and reduce isolation and loneliness".*

3 We will regenerate lives and communities.

People can thrive when their neighbourhoods are designed and regenerated to promote wellbeing and there is fair access to essential services. This instils a sense of pride, ownership, and confidence.

By 2034:

- We will support the regeneration of much needed community infrastructure across all our communities.
- We will actively engage in the development of the Maze, Long Kesh site to ensure the local community benefits socially, economically, and culturally from the regeneration of the site.
- Working in partnership with the local community, we will continue to address dereliction, protect the natural environment, and enhance community places through projects such as the Hilden School refurbishment:



Our big ambitions...

‘Creating new business and bringing much needed new services to the Hilden Community’.

Hilden Integrated Primary School closed in 2008 and it was derelict for years. In 2016 Lisburn and Castlereagh City Council acquired the site and following public procurement the Resurgam Trust was appointed by Lisburn and Castlereagh City Council as their Development Partner for the Regeneration of the school.

Working in partnership and with extensive community engagement the site will be refurbished and revitalised, once again placing the school at the centre of the community. Working alongside Lisburn Museum and many other community partners, plans are in place to:

- Create a heritage exhibition in the school celebrating the history and heritage of the area.
- Establish a new childcare business creating up to 30 new jobs for the local area.
- Establish a new café/tearoom which will add value to the building and generate employment.

Speaking about the exciting regeneration work, Trust Director, Adrian Bird said: “We have been supporting Hilden Community Association for many years to bring the Hilden Integrated Primary School back to life and I am delighted that funding has been secured and plans are in place

to refurbish the building, create new business and bring much needed new services to the community in Hilden.

This is an excellent example of what can be achieved when community, political representatives and the Local Authority come together in a partnership approach to community regeneration. We look forward to playing our part in supporting the regeneration of the Hilden community.”

4 We will become self-sustaining.

Our innovative income generation approach will be self sustaining to ensure we can focus our resources on our core mission as well as remain resilient to meet future community needs.

By 2034:

- We will actively seek opportunities to deliver more health and wellbeing, education, youth development and community safety work.
- We will continue to plan and manage organisational finances effectively and efficiently.
- We will continue to grow and diversify our voluntary income, alongside our commissioned work.
- We will take all opportunities to make our work sustainable by growing our social enterprises. Opportunities such as making our community assets work better:

Our big ambitions...

'Thinking outside the box on social value!'

Given the current economic situation, a sustainable future lies in our ability to develop and strengthen social enterprises, create social value partnerships with organisations, and robustly manage our assets. Going forward, we plan to maximise income in all three areas.

In the area of developing our social enterprises and creating a powerful social value partnership with a company, we developed Servo Contract Services. Once known as Lisburn Community Self Build, Servo Contract Services, employs three members of staff from the local community and is linked to social value contracts and supported by Northern Ireland Housing Executive.

Servo Contract Services is a local ground maintenance social enterprise working within the greater Lisburn area.

Servo Contract Services was formed following negotiations between the Resurgam Trust and Idverde, an international ground maintenance company who currently have a regional contract with the Northern Ireland Housing Executive.

This collaboration between the Resurgam Trust and Idverde has many benefits including the establishment of a new social enterprise and the creation of employment for local people. It has also assisted idverde deliver on their commitment to social value.

'Working with the Resurgam Trust has helped to create positive change within our teams whilst helping boost our business success. We have been able to align profit with purpose to deliver a model that is sustainable and of benefit to everyone. The future should involve more collaborations like this to reduce inequalities and allow organisations to tap into pools of talent they didn't recognise before.'

Gemma Fawcett Sustainability Manager - Idverde

In the area of managing our assets, we currently have 17 residential units dedicated as temporary accommodation supporting people at risk of homelessness.

This community led housing model is an excellent example of what can be achieved when community, voluntary, and statutory sectors come together and support each other in a common cause. The Resurgam Trust has invested in our Community Led Housing Model and the development of social enterprise which generates local employment.

Our Social Enterprise Manager, Jason Abraham states: ***"The social and economic return on investment of social enterprises is huge. Social enterprises generate employment, ensure money is reinvested in the local economy and improves health and wellbeing. It is an economic game changer and one we will continue to champion going forward."***

5 We will use knowledge to drive change.

Informed by communities, we will learn from local, national, and international evidence as well as share our learning to ensure everyone benefits and thrives.

By 2034:

- We will continue to champion co-design and co-production to ensure the lived experience of people and communities are included in all areas of our work.
- The Community Academy will share knowledge and provide support to communities across Northern Ireland, the Republic of Ireland and the UK. Helping local organisations like Pro Kick and Donegall Pass - who are just two of many organisations we are helping to support.

Providing mentoring support and guidance to ProKick Gym

For 25 years ProKick's fighters have been performing at prestigious venues across the country and worldwide. It has engaged with the Peace Fighters Initiative, a worldwide good relations initiative for many years. However, the journey towards a new gym had been years in the making, until ProKick discovered the vision of Urban Villages aligned with its vision.

Our big ambitions...

ProKick was supported by the Community Academy in many ways including a site visit to both Fermanagh Trust and Resurgam Trust. It also included advice on governance, organisational development, and income generation. The Community Academy through Fermanagh Trust assisted ProKick to secure new premises in Laburnum Street which enabled ProKick to expand its activities as well as make a positive impact on the physical and mental wellbeing of people in East Belfast.

The Community Academy made such a big difference for ProKick as they referred to the Academy's support: **"It is a safety net."** The knowledge and understanding of social enterprise has helped to increase ProKick's confidence and has opened a new window of opportunity for ProKick as they realise they are a social enterprise. The support was viewed as inspiring, encouraging, helpful, impactful, and transformative for the sport and finance of the group.

'Supporting the community to regenerate Donegall Pass'

The Community Academy has been supporting the new group, Donegall Pass Community Enterprises (DPCE) as it aims to regenerate the former PSNI Station site as well as create a fully shared and inclusive Good Relations Hub. The

Academy provided support including helping the group to develop their strategic plan as well as provide advice and guidance on governance and organisational development matters.

The group visited sites at both Fermanagh Trust and Resurgam Trust and as the group was new, the Academy focused a lot on building relationships, exploring challenges and how to maximise the vast experience of board members.

The Community Academy has made a difference in many ways. One of the key messages learned from the programme was that communication is key. Equally, the hands on informal yet practical approach was crucial to the success of the project. **A representative of DPCE stated:**

"Community Academy goes the extra mile and issues are brought down to our level in plain English."



“

Professor Peter Roberts, Chair of the Northern Ireland Housing Executive reported at the official opening of the new Community Garden at Avonmore Park:

"it is not just a place for reflection and contemplation, it is also living proof of the determination of the local community to embrace hope and respect."

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Making it happen

A roadmap for the first three years of our strategy

We recognise that to achieve the big ambitions outlined in our strategy, we need to spend the first few years reviewing our services, with the aim of refocusing and reprioritising our work as well as

strengthening the organisation. Between 2024 and 2027, we will support the delivery of our strategy by focusing on the following three themes:

1. **Thriving People**
2. **Strong, stable, and sustainable communities**
3. **A resilient Resurgam**

1

Thriving People:

We want everyone to reach their full potential.

We will help everyone reach their full potential by:

AIM 1: Championing prevention and early intervention in all areas of our work.

AIM 2: Providing opportunities and support for people to thrive through health, education, housing and employment.

AIM 3: Working in partnership to maintain and strengthen good relations and community safety.

AIM 4: Advocating with and for people to access, influence and transform their local community.

2

Strong, stable, and sustainable communities:

We want regenerated and connected communities.

We will help regenerate and connect communities by:

AIM 5: Addressing dereliction and supporting our membership to further enhance community assets and infrastructure.

AIM 6: Strengthening environmental sustainability and community resilience through place shaping.

AIM 7: Sustaining and further developing community based social enterprise.

3

A resilient Resurgam:

We want a robust and resilient organisation.

To make Resurgam more robust and resilient:

AIM 8: We will support our staff and volunteers to ensure both the people and the organisation can reach their full potential.

AIM 9: We will further develop sustainable income generation models to support the long-term delivery of our vision and strategy.

AIM 10: We will strive to ensure our governance, operating model, risk, safeguarding and health and safety is robust and resilient.

AIM 11: We will ensure our work is informed by the needs and experiences of local people and communities.

AIM 12: We will communicate our story of impact and transformation to inform, involve and inspire.

Transforming Together

A Strategic Alignment


We are passionate about taking an outcomes-based approach in all areas of our work as we strive to connect people and transform communities. Outlined below is how our current and planned work will align within the draft 2021 Programme for Government* and with local community planning:



A Strategic Alignment

* Please note, at the time of developing this strategy, the draft 2021 Programme for Government outcomes have never been formally agreed, but this document remains the core policy document from which other government strategies and actions plans align to.

A Strategic Alignment

PfG Outcome	The following work aligns with the PfG outcome:
 <p>Our children and young people have the best start in life.</p>	<ul style="list-style-type: none"> • Through Early Intervention Lisburns prevention and early intervention work in the community. • Through our Help Kids Talk - this project will result in a positive impact across all areas of a child's life including educational attainment, mental health and wellbeing, social relationships, and employability later in life.
 <p>We live and work sustainably - protecting the environment.</p>	<ul style="list-style-type: none"> • Developing the Honeybee Apiary. • Maintaining the Community Fridge and reducing food waste. • Through protecting and promoting natural environment such as developing community gardens. • Through 'Place Shaping' with Lisburn & Castlereagh City Council and the Northern Ireland Housing Executive. • Reducing Carbon Footprint through literacy in community resources and projects.
 <p>We have an equal and inclusive society where everyone is valued and treated with respect.</p>	<ul style="list-style-type: none"> • Championing good relations work through Lisburn People's Support Project (LPSP) Welcome Project. The main aim is to create a truly inclusive community which welcomes all regardless of difference. We work towards achieving community transformation and community cohesion, sharing and integration by support and signposting, tackling racism, promoting tolerance and challenging stereotypes. Celebrating culture and tradition of the diverse range of identities in Lisburn City is key, especially relevant for Newcomer families including Asylum Seekers and Refugees. • Furthermore, we are taking this approach across all our services and throughout Resurgam Trust.
 <p>We all enjoy long, healthy, active lives.</p>	<ul style="list-style-type: none"> • We deliver programmes which adopt a social prescribing model. • We embed the South East Mind Matters (SEMM) of trauma informed support for people experiencing mental health issues across the population (including children). • We continue to provide support to the 1 in 5 people in Northern Ireland who live with chronic pain through delivery of Better Days Pain Support programme, • We sustain the community fridge. • We provide innovative approaches to engage and support people who are most excluded from accessing health and other wellbeing supports. • We maintain a focus on the social determinants of health to understand and seek to reduce health inequalities through integrated working.
 <p>Everyone can reach their potential.</p>	<ul style="list-style-type: none"> • Providing employment opportunities for over 130 people through our seven social enterprises. • Providing one to one mentoring and support to empower children, young people and individuals. • Providing training and employability skills across our social enterprises and Resurgam Youth Initiative.

A Strategic Alignment

PfG Outcome	The following work aligns with the PfG outcome:
 <p>Everyone feels safe – we all respect the law and each other.</p>	<ul style="list-style-type: none"> • Providing support to Perfectly Prideful – LGBTQIA+ Support Group for young people. • Maintaining good relations and community safety in communities through the management and delivery of Lisburn SAFE which aims to create a community environment which is safe, free from criminality, anti-social behaviour and a connected community in which we can all respect each other's core values and be proud to live, work, socialise and play. • Promote our centres as Safe Places for anyone experiencing risk including domestic and sexual violence.
 <p>We have a caring society that supports people throughout their lives.</p>	<ul style="list-style-type: none"> • We provide innovative approaches to engage and support people who are most excluded from accessing health and other wellbeing supports. • We promote our social café, youth drop in's and other informal opportunities and spaces for people to connect and socialise in a safe place. • We promote a 'no wrong door' approach across all our businesses, services, projects and membership ensuring people can be supported at the right time and the right place as their needs change across their life journey. • We maintain a non-stigmatising approach to supporting people in poverty by providing non judgemental support in the form of initiatives addressing food, fuel poverty and other financial stresses faced by people in our communities. • We build capacity across our communities to seek to achieve zero suicides across our communities • Providing support to Mens Groups, Women's Groups, Senior Groups and Youth Groups.



A Strategic Overview

PEOPLE, TRANSFORMING COMMUNITIES RESURGAM TRUST CONNECTING



Our Vision

Connecting People, Transforming Communities



Our Mission

To create a sustainable environment within which all are proud to live, learn, play, and work.



Our Big Ambitions

1. We will help all people to thrive.
2. We will build safe and connected communities.
3. We will regenerate lives and communities.
4. We will become self-sustaining.
5. We will use knowledge to drive change.



Our Goals

- Everyone reaches their full potential.
- Strong, stable, and sustainable communities.
- A robust and resilient Resurgam.



Our Values

Championing Inclusion
Transformative Collaboration
Compassionate Leadership
Strength through Integrity

Appendix: Membership

Meet our group members:

Resurgam Youth Initiative
 The Resurgam Trust
 Lisburn PSP
 Early Intervention Lisburn
 Welcome Project
 Resurgam Healthy Living Centre
 Old Warren Community Association
 Hillhall Regeneration Group
 Hilden Community Association
 Halftown Residents Association
 Ballymacash Regeneration Network
 Lisburn Versus Arthritis
 Seymour Hill and Conway Residents Association
 Knockmore Community Association
 Lisburn SAFE
 Lisnagarvey Friendship and Support Group
 Lisnagarvey Beekeepers Association
 Lisnagarvey Men's Shed
 Lisnagarvey Hen's Shed
 Resurgam Women's Network

Resurgam Community Fridge
 Connected Minds
 Perfectly Proudful
 South Lisburn Community Church
 Resurgam Youthbank
 Sunset Dollies
 Saturday Night Senior Citizens
 Maze Mavericks
 Highway Inn NI Supporters Club
 Lisburn Fusiliers FB
 Highwaymen MCC
 Resurgam Cultural Association
 Highway Inn Dart Team
 Manor Inn Dart Team
 Lisnagarvey Pool League
 Hilden Great War Historical Society
 Lambeg Orange and Blue FB
 LOL 1981
 Hillhall Junior Orange Lodge
 Warren Young Men FC



HELP US TRANSFORM COMMUNITIES

Help us work today and plan for tomorrow!

We've come a long way together, but there's still a long way to go.
 There are several ways to help us to connect people and transform communities, including:



Donate

No matter how big or small the donation, giving a regular or one-off gift to help fund our vital services, projects and programmes will help us connect people and transform communities.



Volunteer with us

Whether you help us in the office, help at an event or provide support across one of our groups or projects you will be helping us deliver our mission.



Raise funds

Whether you make a cuppa or run a marathon for us, giving your time and energy to raise vital funds will always make a difference.



Partner with us

We are proud to work with companies and organisations who share our passion for connecting people and transforming communities. Let's get together, create social value, and help make a difference.



Resurgam Trust is a charity registered in Northern Ireland (NIC 101054) and a company limited by guarantee (NI605696).