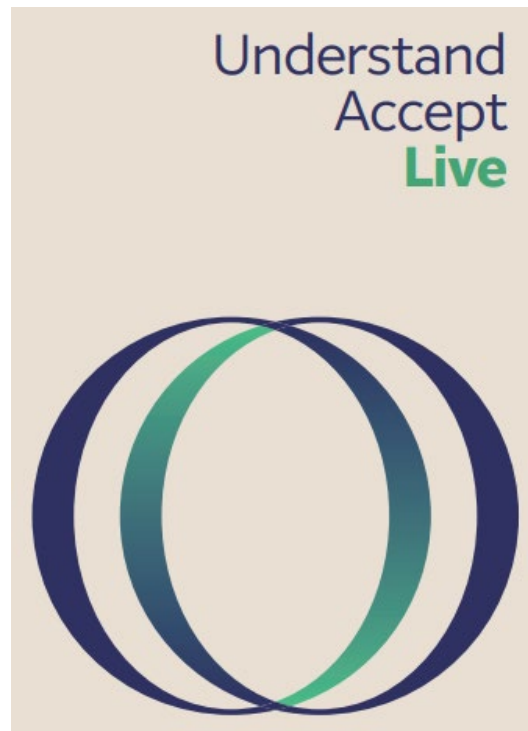


SharingPoint



Strategic Plan 2024 - 2029

Introduction

As Chairperson for SharingPoint CLG, it gives me great pleasure to present our strategic plan for 2024 to 2029. Guided by our vision '**to help people to connect with themselves**' this five year plan sets out our ambition to continue to deliver SharingPoint's much needed services to our clients and to support them on their inward journeys to self-realisation.

In setting SharingPoint's key strategic priorities, a bottom-up / top-down approach was taken by the Board. An initial planning workshop was held with a representative group of SharingPoint clients and facilitators. As the ultimate users of its services, the Board sought their inputs to better understand what about SharingPoint's existing client proposition works well. Equally, the Board sought to identify potential opportunities for improvements. This was a hugely important step in terms of maintaining the connection between the Board and the clients it serves and in providing insights as to how SharingPoint's services can expand and improve.

Separately the Board, supported by the CEO (Padraig Langan), held a number of strategic planning sessions, the outcome of which, was to agree a strategy of continued, steady growth for SharingPoint over the next five years. We believe that it will be through this slow, organic growth that we can best serve our community in a manner that will allow us to deliver our services to those who need it most. We are extremely lucky to have a high calibre of Facilitators who will work with us to deliver this plan. On behalf of the Board, I would like to thank them and everyone else involved in supporting SharingPoint in the development of this plan to date and in its future delivery.

Aidan Horgan
Chairperson
31st Mar 2024

About SharingPoint

SharingPoint is a registered Irish charity (CHY 15156) which was established in 2002, to directly support people with addictions to alcohol, drugs or compulsive gambling. Over time, in line with the charities emerging support model, SharingPoint expanded its customer proposition to support people both directly and indirectly affected by any addiction. Now, 22 years on, we believe that SharingPoint's current support model is perfectly positioned to support a broader range of people affected not just by addiction, but by the various disconnection issues that can be experienced throughout their lives.

SharingPoint has grown over the years. Initially it ran one weekly therapy group on a voluntary basis. However, through word of mouth the demand for SharingPoint's services grew requiring it to open up new groups and to subsequently recruit its first full-time employee in 2008. Since then, it has opened up at least one new therapy group every year together with offering one-to-one counselling to an increasing client base. At the time of writing (January 2024), SharingPoint delivers one-to-one counselling to approximately 25 to 30 clients per week and has 15 different therapy groups.

SharingPoint's clients range in age from 18 up to late 70s and travel from as far away as Newry in the North to Galway in the west to access its services. SharingPoint's clients are very diverse and include; mothers, fathers, brothers, sisters, CEOs, teachers, lecturers, therapists, nurses, solicitors, barristers, and people who are unemployed. We support clients from diverse ethnic and cultural backgrounds such as people from the travelling community, people from various nationalities such as Lithuania, Albania, Japan, China, England, and Northern Ireland. We provide our services to people with various disabilities, people affected by different types of addiction, and those affected by other people's addictions. We see the person, not the addiction. The common bond between all of our clients is their determination to move away from persistent self-destructive behaviours and to want a better understanding and relationship with themselves.

Our services are available to all adults who:

- **are committed to moving away from persistent self-destructive behaviours; and**
- **undertake a slow journey of inward understanding and acceptance.**

SharingPoint is led by a full-time CEO / Clinical Director with over 30 years' experience and extensive expertise in counselling / group facilitation. Our staff are past clients who continue in various ways on their own journeys of growth and development. They have a range of experiences, educational qualifications and accreditations. They are all committed to stringent ongoing self-development, clinical supervision and adherence to a range of ethical practices, policies and controls in line with best practice for counselling and group facilitation.

SharingPoint is governed by an independent Board of Non-Executive Directors. All Board members are answerable to SharingPoint's members and are bound by a Code of Conduct which sets out the standard of behaviour expected. No Director receives any remuneration for their work with SharingPoint.. We pride ourselves on our robust governance structure and are fully compliant with the

Charities Governance Code. We also comply with the Guidelines for Charitable Organisations on Fundraising from the Public.

Our Philosophy

The SharingPoint model for recovery / discovery is unique in that it has been building for over two decades and takes elements of multiple treatment models, psychotherapeutic and counselling techniques together with other recovery approaches and practices.

We believe that the inward journey to self-realisation is framed through four key psychological levels in which we mediate our lives and two key paths. There is much written about the issues caused by disconnection but interestingly not nearly as much around the countermeasure and how a person reconnects. The four psychological levels are physical, mental, emotional and spiritual. While most people have a conception of what these are, there is a very wide variety in terms of definition, understanding and therefore application. This gap is at the heart of the disconnection issues suffered by many people in society today.

The only one of the four psychological levels for which there is any common definition, understanding and application, is the physical level, which is the area that most people, particularly in the Western world concentrate their lives in. Unfortunately, it provides us with our lowest level of happiness and the more a person searches for happiness in this level the less they will find it. It has as its core principle, as you need more and more you will get less and less from it. It is however, very well marketed and the level at which society principally promotes for happiness.

Mental health and emotional health are oftentimes confused with each other. This may sound very small but in truth, we in SharingPoint believe is an error of gigantic proportions. The last time I googled the words 'mental health' I got 239 million responses in 0.43 of a second and when I googled 'emotional health' I got 266 million responses in 0.45 seconds. In all the discourse surrounding mental health in the world today, there is no universally accepted definition of what it is. The same is true for emotional health. Mental health more often than not, is seen as being very different to emotional health. Why else do we call them by different labels?

If there are the same, let's call them including emotional health both at a National and International level.

Although, SharingPoint treats both mental health and emotional health the same, we recognise that they are different. **A critical distinguishing factor is that our mental health many times works contrary to our emotional health!** Our heads do not want our hearts to open up. Our heads (minds or whatever you want to label it as) love the control it has over us and tries to avoid physical sensations (emotions). It is also true that peace of mind is an oxymoron, you will not find peace in your mind, the only place that can be found is in your body or in your heart.

The two key paths that we refer to above are whether we focus our lives predominantly inward or outward in our search for meaning and happiness.

Our Recovery Model

The uniqueness of SharingPoint's model for recovery / discovery centres around four key principles;

1. **We have no control over anything outside of ourselves.** We must accept this vulnerability and learn to respond to life's challenges in a healthy manner.
2. There are different elements to who we are with very different characteristics. **If we manage ourselves as 'one' we will get lost and most likely be dominated by our most controlling element i.e. our minds.** Our minds naturally search externally for answers and are incessant, oftentimes negative and false in the information they provide us with. **Our ultimate happiness depends on where we apply our consciousness within ourselves.**
3. **The root of our greatest disconnect happens at an emotional level (our biggest blindspot) within ourselves.** The more we operate from our minds, the less we operate from our hearts. The more we avoid the painful emotions, the more we shut off the positive ones. **Emotional wellbeing is critical to healthy living but requires consciousness, trust and openness in order to understand and grow.**
4. **Addiction and dysfunctional behaviours do not exist when we operate from our highest selves but thrive when we operate from our lowest.**

SharingPoint's clients are slowly led to achieve an understanding, appreciation and experience of how they can attain mental well-being through the use of various practices and strategies. This is further developed to support them to achieve the same results at an emotional level. SharingPoint's programme is centred on what is happening for clients today, the past is used to understand but never to blame. There is an emphasis on developing personal understanding and living according to our true selves, the necessity to open up, to trust and be vulnerable, whilst learning to live in the present.

SharingPoint views addiction / dependency as a symptom of pain regardless of what form the addiction or dependency takes e.g. alcohol, drugs (legal or illegal), sex, gambling, work etc. The development of an addiction or dependency does not indicate that there is anything intrinsically wrong with the person caught up in it. The root cause likely stems from a loss of personal identity and a deep sense of disconnection from oneself and consequently others. This pain and disconnection can equally be experienced by any other significant person in their lives, now or in the past. SharingPoint believes that living true to oneself is incompatible with addiction / dependency and therefore recovery is possible by undertaking a slow journey of self-awareness and inner growth.

SharingPoint supports clients in the achievement of real and long-lasting results. We charge a nominal fee for attendance at a group meetings or one-to-one counselling sessions. We are proud to say that SharingPoint is founded on the principle of never turning away a client, who is committed to their growth

and development, because of an inability to pay. Wherever possible, revenues generated by the charity will be used to subsidise services for those clients who cannot afford to pay.

Our Vision, Mission and Values

Our vision: To help people to connect with themselves

Our mission: To support people who are affected (directly or indirectly) by addiction, dependency and/or persistent self-destructive behaviours and who are serious about helping themselves.

Our values: SharingPoint actively promotes and lives by an ethical culture, through which its agreed values are reflected in everything it does. These are:

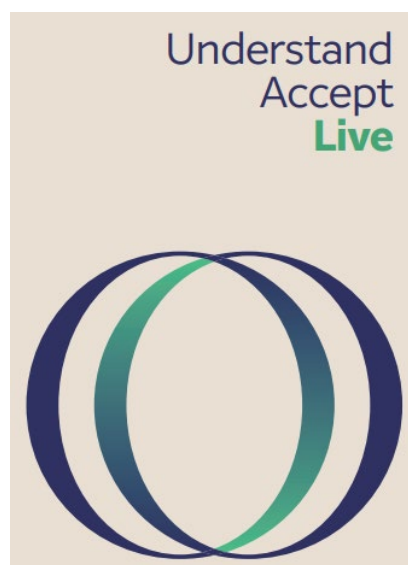
Honesty: We commit to transparency, integrity and respect for all those who engage with us.

Trustworthiness: We provide a nurturing organisation that allows clients to rebuild their lives.

Kindness: We act with openness, generosity and consideration for others.

Responsiveness: We will be part of the solution to the growing issue of addiction.

Quality and Excellence: We strive for quality and excellence in everything we do.



Strategic Objective 1 – To grow the SharingPoint Model

With over 20 years experience in developing its support model, SharingPoint has a proved methodology centred around clients developing and understanding, acceptance and respect for themselves. It is a key objective of our 5-year plan to look to build our operational capacity, which will allow us to continue to grow the SharingPoint Model in a steady and safe manner. We will do this by:

- Building on SharingPoint's existing organisational structure of Voluntary Facilitators and Senior Facilitators to develop a forward-looking resource plan and recruiting new staff members to enhance the charity's operational capacity to enable us to continue to meet our client needs into the future;
- Reviewing SharingPoint's processes and procedures to identify opportunities for enhanced effectiveness and sustainability to ensure the provision of relevant, quality services with great client experiences and outcomes;
- Identifying and exploring potential opportunities to establish strategic partnerships with external stakeholders that add real value to our clients and meet their broader needs (e.g. specialist training courses, workshops etc.);
- Consider opportunities for expansion into new locations, where doing so will to extend our ability to ensure that any adult seeking help in dealing with the effects of addiction can do so through SharingPoint and will not negatively impact SharingPoint's ability to support continued growth in its Coolock location.

Strategic Objective 2 – To develop our most important assets - our people

SharingPoint recognises that our people are our greatest asset. Attracting the best people in terms of Board members, Voluntary and Senior facilitators and support staff who are capable of making a difference is crucial to the delivery of our vision and mission. We see the development of our people as critical to our success and to the success of our clients. Throughout the next 5 years we will develop this valuable resource by:

- Developing an internal communications plan to make sure that all employees and volunteers fully understand SharingPoint's mission, visions and strategic objectives to ensure that all those involved with SharingPoint find meaning in, and commitment to the work we do.
- Exploring opportunities for training and development to compliment SharingPoint's organisational structure of Voluntary Facilitators and Senior Facilitators to allow them to develop to their greatest potential.

- Reviewing SharingPoint's medium to long-term succession plans and developing individual development plans to address potential gaps identified, where appropriate.
- Building on SharingPoint's organic approach to inclusion and diversity through the development of supporting policies and procedures.
- Seeking out ways to enhance interactions between Board members, employees and client groups to ensure that the connection between the Board and the clients it serves is maintained and that our clients needs and insights are appropriately considered as SharingPoint continues to grow.

Strategic Objective 3 – To increase the benefit that SharingPoint provides to our clients and the community

A key objective in growing SharingPoint's services over the next five years will be to ensure that any planned growth in new clients will be achieved to maximise the overall benefit provided to the community. Central to this will be maintaining SharingPoint's ability to continue to provide meaningful and relevant services to its clients, not just in the area of addiction but also for those clients seeking to improve their general emotional and mental wellbeing and to move away from persistent self-destructive behaviours. We will do this by:

- Continuing to focus on the SharingPoint's core competencies in the areas of one-to-one and group counselling in the provision of services to those clients who need it most;
- Building on our existing services to offer not just therapeutic solutions, but to also offer wider social supports as we continue to develop the community of SharingPoint;
- Exploring opportunities to improve our existing client experience, with a focus on delivering the best outcomes for our clients in a transparent manner;
- Exploring new channels and new methodologies in the delivery of SharingPoint's services, such as the introduction of specialist focus groups and workshops catering for different types of client needs, specific client circumstances etc. and/or the use of digital channels (e.g. zoom, online etc.) as complimentary client support tools;

Strategic Objective 4 – To continue to apply governance best practice in everything we do

SharingPoint prides itself on complying with good governance practice and standards. We believe that setting and maintaining these high standards is a key element in demonstrating accountability to our clients, volunteers, funders and the community. One of the key objectives of this strategic plan is to ensure that an appropriate control environment is maintained and that SharingPoint continues to

operate within the letter and the spirit of all relevant regulatory and compliance requirements at all times.
This will be achieved by:

- Proactively sourcing and appointing suitably qualified and experience Board members to enhance diversity of membership and ensure that the charity is governed in a safe and effective manner;
- Reviewing and updating SharingPoint's constitution to appropriately reflect its charitable purpose;
- Reviewing and maintaining SharingPoint's ongoing compliance with all relevant regulatory and legislative requirements, including the Charities Governance Code 2018 and Guidelines for Charitable Organisations' on Fundraising from the Public;
- To review SharingPoint's pricing model and explore funding opportunities for maintaining a sustainable, long-term funding model for future development
- Achieving the Charities Institute Ireland Triple Lock Standard.

Concluding Note

We will measure the success of this plan by.....

Measures

- 10% increase in number of clients availing on services every year
- 1 group per year
- Recruitment cycle (every second year)
- Continue to fund services for those who can't afford it
- Reduce or maintain dependency on external sources of funding to existing level (66% self- funding) Broadened fundraising – reduce dependency on small number of donors.