



– 3 YEAR –

# Strategic Plan

2026 - 2029

- Our Mission
- Strategic Goals
- Priorities



“I’ve dreamed of something like this for years”

## Our priorities for success

### This three-year strategic plan marks an important step for Noa’s Place.

It is shaped by our own experience of seeking early support for our son, Noa, and the emotional toll of feeling unheard. We believe no family should have to struggle alone or wait for crisis before support is offered. Our mission is to create a welcoming, sensory-first space where families can feel understood, accepted, and connected. Over the next three years, we will focus on four key priorities:

### Create an inclusive hub:

Secure and open a dedicated, calm, and family centred space where children, adults and caregivers can gather safely.

**Bring families together:** Offer meaningful groups, sessions, and activities that build relationships, reduce isolation, and create a sense of belonging.

### Build strong relationships with families and partners:

Ensure families help shape our services, and work alongside local professionals to be recognised as a trusted, collaborative support hub.

**Ensure the hub is sustainable for the future:** Establish strong governance, complete charitable status, and ensure our operations are financially stable and transparent.

**Joshua Barnes,**  
Founder



# “Together we make space for every family to shine.”

At Noa's Place, our vision and mission serve as the guiding principles for all decisions we make. Below is a summary of what our strap line means:

**Together** This means no one has to manage things alone. We walk alongside each other so that nobody feels isolated, lifting the weight when support is hard to find.

**We** This means everyone is part of this community, including people with lived experience, neurodivergent adults, parents

and professionals. There is no “us and them” we learn from and respect each other as equals.

**Make** This means we take action and build what is needed. We do not wait for systems or diagnoses to catch up; if something is missing or too hard to reach, we create and make it accessible.

**Space** This means a safe, calm, and accepting place to simply be yourself. Whether someone communicates with words, movement, or silence, there is

space for them here to take things at their own pace.

**Every Family** This means every person and every life situation is included. You do not need a diagnosis, label, or referral to belong; we accept people as they are.

**Shine** This means we recognise and celebrate the unique strengths in every person. We don't try to change people to fit the world; we create places where their light is seen and supported.



Kindness



Belonging



Listening



Calm



Growth

## Our Values

Our five core values; Kindness, Belonging, Listening, Calm, and Growth are more than just statements, they are the living code of Noa's Place. Rooted in our personal experience and commitment to support before crisis, these values define how we show up every day. They ensure that all our interactions, decisions, and the environment we create are consistently empathetic, inclusive, and truly welcoming for every family.



## Four Priorities

-  **Create an Inclusive Hub**
-  **Provide opportunities that bring families together**
-  **Build strong relationships with families and partners**
-  **Ensure the hub is sustainable for the future**



**“This sounds brilliant, and just what we need”**

# Priority One

## Create an inclusive hub

The primary focus of this strategic priority is to secure and establish Noa's Place in a dedicated, welcoming, and sensory-first physical facility. This hub will be a safe, calm, and inclusive place for families to come together. To achieve this, our work is driven by three essential initiatives over the next three years.

### Key Initiatives and Timeline

Our first initiative is to lay the groundwork by producing a formal Strategic Plan and a 12-month Delivery Plan in Year 1. Simultaneously, we must secure

the funding necessary to open and operate our own hub space. This involves creating and approving a comprehensive Fundraising Strategy and developing a compelling Case for Support in Year 1.

The critical physical work begins by agreeing on property criteria at a board level and conducting a local building search in Years 1-2. Once a site is chosen, we will prioritize safety and inclusion: completing risk assessments, ensuring compliance with safeguarding

and accessibility standards, and co-designing the layout and sensory environment with families and professionals. The goal is to move from planning to a phased opening programme within Year 1-2.

	Initiative	What will we do?	Outcomes by 2029
1.1	Produce a strategic plan for the charity	We will create a clear plan that guides our work and priorities.	Everyone involved will understand our direction and how we support families.
1.2	Secure funding to establish Noas Place in a dedicated facility	We will raise funds to open and operate our own hub space.	We will have the financial resources needed to run the hub confidently and sustainably
1.3	Create Noas Place as a physical facility	We will find and set up a welcoming building for families.	Families will have a safe, calm and inclusive place to come together.

## Priority Two

# Provide opportunities that bring families together

This priority is driven by the goal of ensuring families experience meaningful connection and a sense of belonging. Once the inclusive hub is established, this work will bring the space to life by delivering groups, sessions, and activities.

The initial focus is on developing resources and co-designing the programme. We will first listen to families to understand exactly what

resources are needed, then create simple sensory support tools and information packs in Year 1. These resources will be shared online and during sessions, and continuously updated based on feedback.

To launch the activities, we will co-design a programme with families to ensure it is truly inclusive and responsive. After the building layout is confirmed, the programme structure will be finalized (Year 2), and essential

policies, staff support, and safety measures will be prepared (Year 2-3). The sessions will launch gradually once the hub is open, ensuring a safe and manageable growth for the community.

	Initiative	What will we do?	Outcomes by 2029
2.1	Develop resources to support our families	We will create simple resources to support families in daily life.	Families will feel more confident, informed and supported.
2.2	Create and deliver a programme that brings the Hub to life.	We will offer groups, sessions and activities once the Hub is open.	Families will experience meaningful connection and a sense of belonging.

## Priority Three

# Build strong relationships with families and partners

This priority ensures that the community is at the heart of Noa's Place. Our goal is for families to feel heard, valued, and genuinely part of the charity's journey, and for the organisation to be recognised as a trusted partner.

This is primarily driven by co-design and collaboration. To involve families, we will establish a Family Forum and

hold regular listening and co-design sessions throughout the three years. We will consistently share updates to show how family input directly shapes our services.

To build partnerships, we will actively build links through SEND networks, local forums, and outreach conversations. This will lead to developing shared referral/signposting

pathways and collaborating on joint support sessions and training opportunities. This collaborative approach will solidify Noa's Place's role in supporting families well.

	Initiative	What will we do?	Outcomes by 2029
3.1	Community is at the heart of Noas Place	We will involve families in shaping what we do and how we do it.	Families will feel heard, valued and part of the charity's journey.
3.2	Develop collaborative partnerships	We will work alongside local organisations, schools and services.	Noa's Place will be recognised as a trusted partner supporting families well.

# Priority Four

## Ensure the hub is sustainable for the future

This priority is critical for establishing the long-term credibility, financial security, and professional operation of Noa's Place. The core goal is to establish the charity on strong foundations with clear governance.

The immediate focus is on achieving registered charity status in Year 1. This involves recruiting a professional board with a range of experiences and skills, registering as a CIO

with the Charity Commission, and setting up a charity bank account and finance controls. We will also finalize governance documents and set up a regular governance rhythm for meetings and decision-making.

Sustainability also means sound management. We are committed to following charity regulations, keeping clear annual accounts, and maintaining up-to-date policies

and procedures to be transparent and trusted. Finally, we will establish an inclusive staff community by developing a supportive volunteer programme and creating meaningful work and training opportunities for SEND individuals in Years 2-3.

	Initiative	What will we do?	Outcomes by 2029
4.1	Achieve charity status	We will complete the steps needed to become a registered charity, have a professional board and bank account set up.	Noa's Place will be established on strong foundations with clear governance.
4.2	Ensure the charity is financially sustainable	We will follow charity regulations, keep clear annual accounts, and maintain up-to-date policies and procedures.	The charity will be well-managed, compliant, transparent, and trusted to use funds responsibly
4.3	Ensure the charity operates	We will put clear policies in place and establish a regular governance rhythm for how meetings run and decisions are made, including safeguarding and health & safety.	The charity will run safely, confidently and consistently, with everyone understanding their role and responsibilities.



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