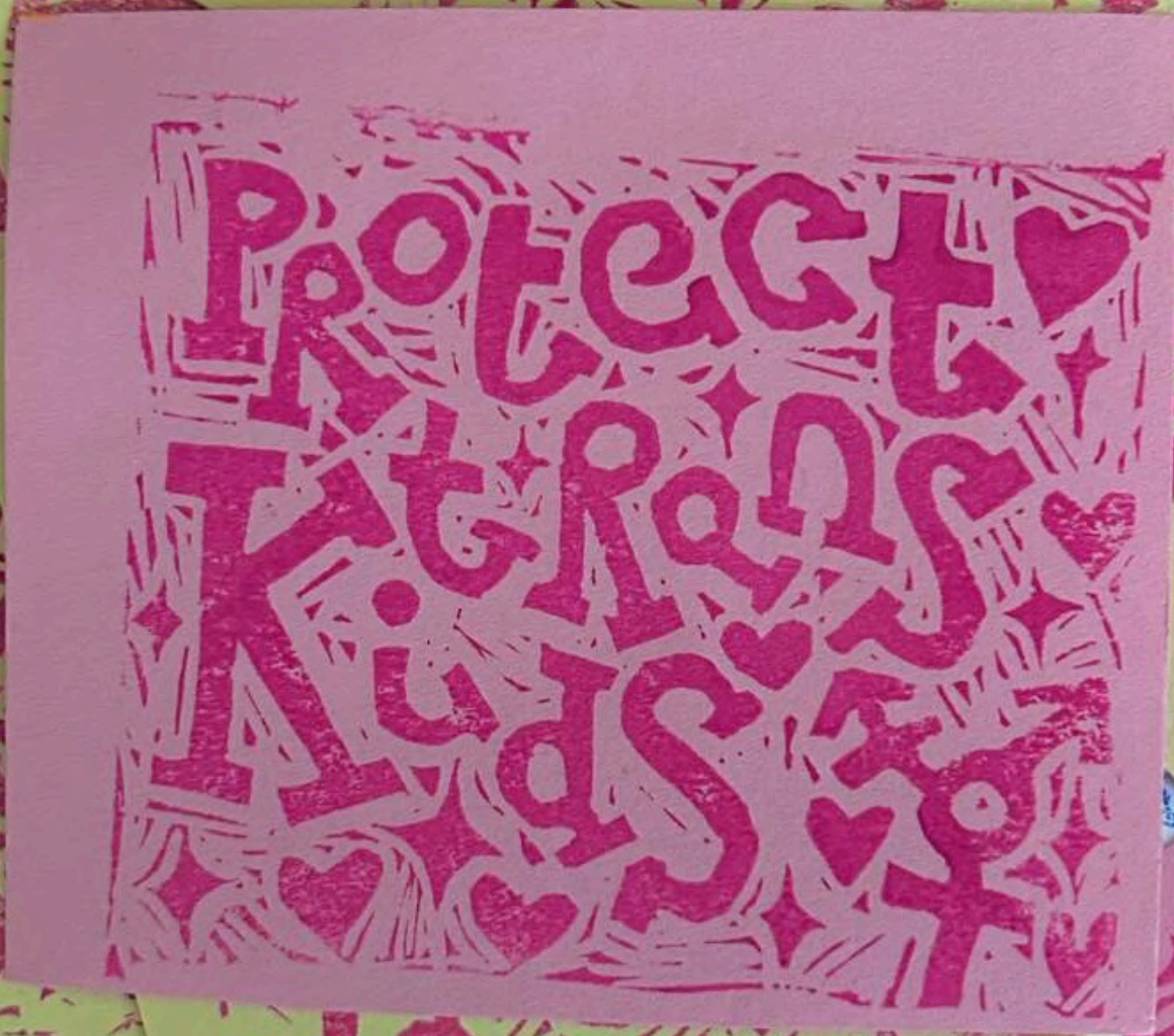




# TRANSILIENCE



# STRATEGY 2026-2029



# INTRODUCTION

Transilience is a non-profit, youth-led organisation supporting the trans and nonbinary community in Devon.

Founded by a trans young person and his mother in 2022, Transilience was born in order to address the breadth of challenges that trans youth currently face, and the stark lack of support services for trans youth in our area. Since then, we have secured over 100k in funding to date, ensuring our stability until 2029.

Our core team currently consists of our two Co-founders, and our nine member Youth Advisory Board (YAB), made up of trans and nonbinary young people from across Devon, aged 16-25.

Our primary focus is the wellbeing of trans young people. As such our work so far has included:

- Employing a nine member youth advisory board to lead our organisation from the beginning
- Producing a resource by and for young people, the Transilience Masterdoc
- Providing 1:1 support to the young people that reach out to us



However, our scope does expand beyond exclusively supporting trans youth themselves, as we recognise how crucial it is to reinforce the entire support systems that they rely on. This work has entailed:

- Collaborating on Bideford Pride 2024 and 2025, strengthening our local LGBTQ+ community
- Training professionals that work with trans young people through our Trans Awareness Training
- Providing 1:1 support for professionals who need guidance on how to support trans clients

Whilst still an incredibly young organization, Transilience is now at the stage where we can begin to think bigger and look further into the future. As such we're hugely proud to be releasing our first strategic plan. As with all our work, this strategic plan was formulated by our Youth Advisory Board, with support from our two Co-Founders. It spans until 2029, in line with our current funding provisions. This strategy does not aim to look like a typical strategy, because we are not a typical organisation. We simply want to share we're where we are, and where we're going.





# CONTEXT

## STRENGTHS

Unsurprisingly, the main strength we identified is lived experience. Our team is majority trans/nonbinary, majority young people, and majority neurodivergent. We hold the value of lived experience at the heart of everything we do, particularly at a time when public conversations around trans identity rarely include us. Crucially we emphasise the urgency of facilitating spaces where (trans) young people are in positions of true, non-tokenistic leadership. We have become recognised for our expertise in the area of youth voice leadership, and we continually argue to other organisations that young people are experts in their own right, who need to be paid for their time. Unfortunately this remains rare, particularly in our local area.



"NOW I HAVE A SUPPORT SYSTEM AROUND ME THROUGH TRANSILIENCE, I KNOW THAT WE ARE EVERYWHERE, WE CAN'T BE SILENCED"

*YAB member*



Our YAB has grown to be an incredible space of empowerment and community, which we credit to the YAB themselves, who have invested so much love into their work with Transilience and into their supportive relationships with each other. Reflecting on the past, we feel proud in particular of the training we have delivered, and the huge investment of work that has gone into our Masterdoc.

"IT WAS ENLIGHTENING... I'VE  
HAD TRAINING BEFORE BUT  
THIS SHIFTED SOMETHING IN  
ME."

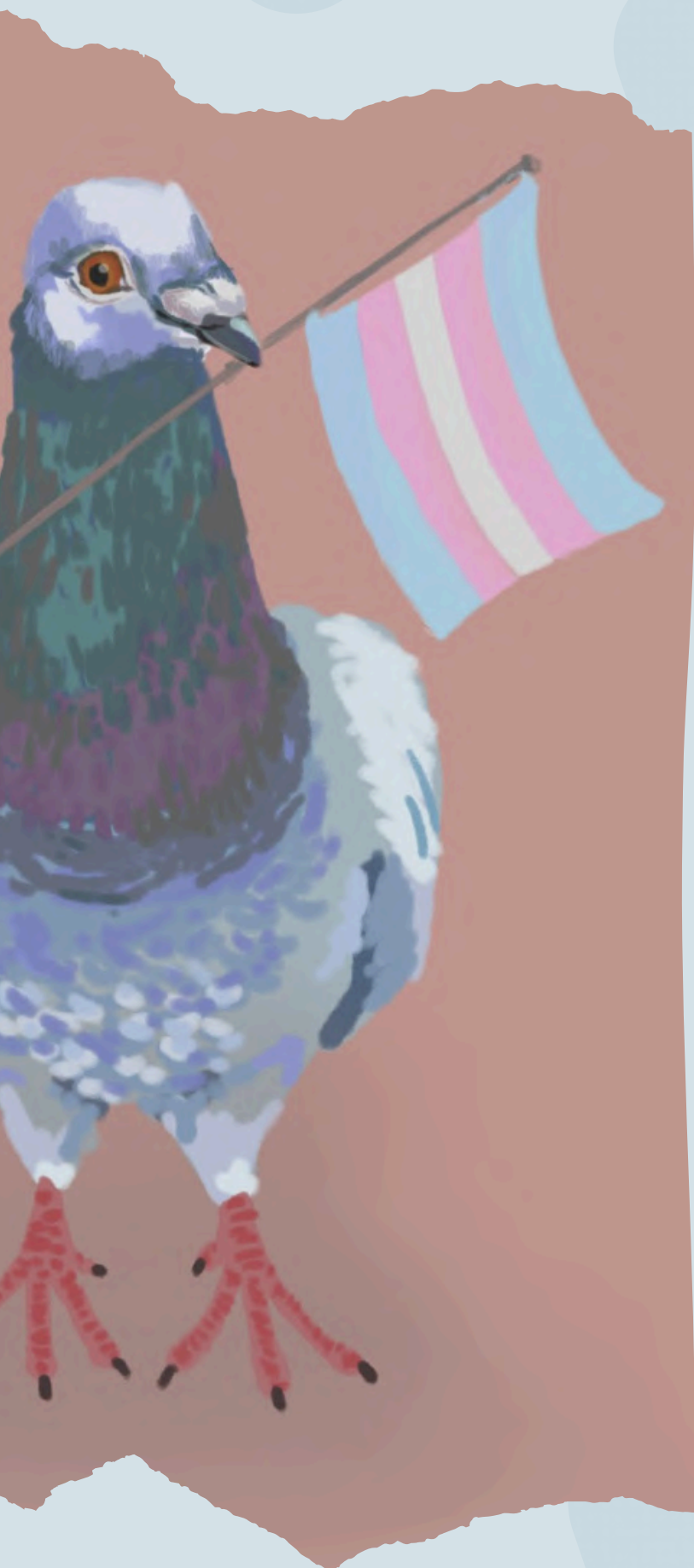
*Training delegate*





## WEAKNESSES

We also have several weaknesses as an organisation, which provide exciting opportunities for development. The first of these is capacity. Like many organisations of our age and size, the needs of our community greatly outweigh our capacity as an organisation. This means that we are not able to complete the work that we wish we could. We all work for Transilience part time, in addition to studies and other full time and part time work. In addition, we lack a dedicated team member to oversee our financial management and governance, for which we will be seeking a Finance Officer to support us in 2026.



Another critical issue for us is the subject of diversity. Two issues stand out in particular. Firstly, our entire team is white British, aside from one of our co-founders. Secondly, the trans people on our team are predominantly transmasculine, with fewer nonbinary and transfeminine representation. It is incredibly important to us that we are taking active steps to diversify our team, whilst not falling into the trap of tokenism. We will therefore focus on removing barriers to joining our team, rather than aiming to fulfill an arbitrary quota. Our current plan involves actively seeking out and offering paid roles to individuals with relevant lived experience expertise throughout 2026, offering alternative application and interview processes. Alongside offering mentorship from relevant members of our team to facilitate confidence building, we hope this will go a long way to address the power imbalances that exist within the trans community, and inevitably, within our community also.



## OPPORTUNITIES

We see several opportunities ahead of us, particularly in terms of partnership working. There are several organisations we have built relationships with over the last several years that we would love to pursue working with more closely. Additionally, we recognise that the NHS 10 year plan to co-design Integrated Neighbourhood Health Plans in partnership with the voluntary sector, offers many opportunities for us to advocate for trans health on a local level.

## THREATS

Our internal threats, like many similar organisations, surround emotional wellbeing and burnout. Whilst we are huge advocates for the value of lived experience, we also recognise that having personal experience of an issue places an additional burden on our team members.



We're always aiming to reduce these risks by ensuring that capacity and wellbeing are always part of our conversations. We take care when deciding which member of the team should attend each event or meeting, conscious of the fact that just because an opportunity exists, does not mean it is a safe and valuable use of our time and emotional energy. We are fortunate to have formed strong relationships both within our team and beyond it, allowing us to take collective responsibility for each others wellbeing and safety.



# PESTLE ANALYSIS

Our PESTLE analysis focused on the external environment that we are working in as a trans organisation, which is, of course, incredibly hostile. As a community we are facing a plethora of attacks to our legal rights, notably the Supreme Court ruling, the EHRC guidance, and far, far more. This is accompanied by rampant misinformation about trans people, and increased incidents of hate crime.



These influences mean that both our team, and the communities we support, are under an immense amount of stress. Trans youth are uncertain about their futures, and parents are concerned for their young people's wellbeing. We're also angry. Angry that we're relentlessly used as a scapegoat, and that our trans women and trans people of colour in particular are faced with such extreme violence globally.

In terms of our training delivery and our partnerships with other organisations, it is a notable risk to our work that the moral panic surrounding the trans community means that some individuals and groups are hesitant to work with us. In addition, certain legal developments go directly against ours, and other organisations recommendations for trans inclusion, putting us, and our training delegates, in a difficult position.

Whilst these factors are important to consider, we will not be compromising on our values nor our commitment to advocating for our community.



# WHO WE ARE

## VISION

Our vision is to ensure a future where trans youth don't feel helpless and have access to the resources that will allow them to live healthy and happy lives.

## MISSION

To establish a hub of information, advice, support, and community for trans youth in Devon.

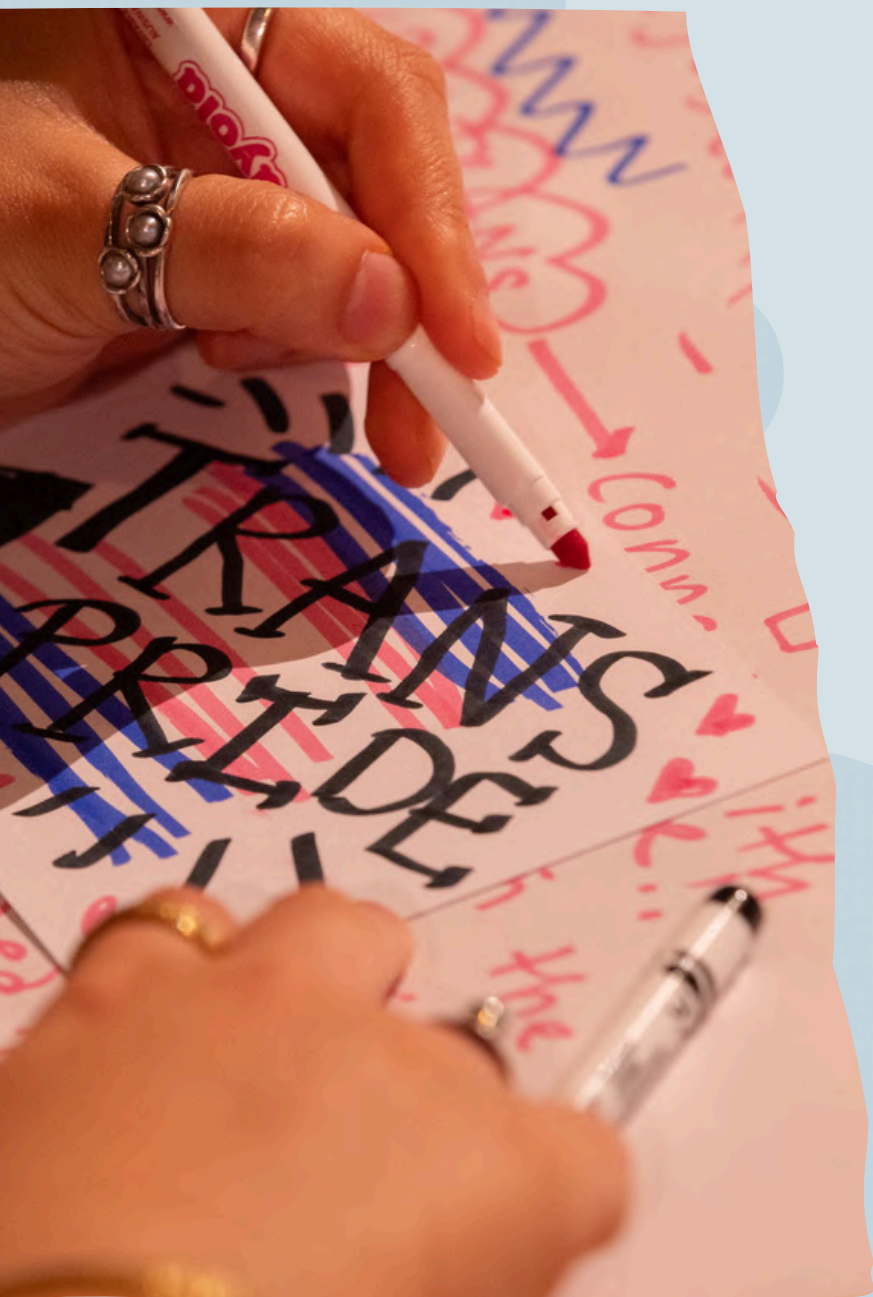
## VALUES

## COMMUNITY

The history of the trans community proves that community is the key to our survival. Every strand of our work at Transilience comes back to strengthening our local trans community, as only by supporting one another can we build our collective resilience. We are committed to ensuring that we promote diverse, inclusive, and strong communities in all of our work, including hosting community events, supporting trans youth and their families, and collaborating with partner organisations. We hope that in time we will be able to say that Devon has a thriving trans community.







## PRIDE

A key priority of ours is acting with pride. We define pride not by what it has become - corporatisation of LGBTQ+ identity and branded pride merch - but by what pride was always intended to be: the fervent commitment to radical systems change that were modelled by our trans kin. To us, pride means refusing to accept injustice against our community or any other, and a collective commitment to doing our part to create change.

## AGENCY

Too much of trans experience, particularly for trans young people, is defined by a lack of agency. Whether it be our countless trans siblings stuck on NHS waiting lists, the constant pressure of transphobia and violence, or pressure from family and parents to hide our true selves, our agency is too often robbed from us. At Transilience we're committed to taking every opportunity to empower trans young people, both within our team and our wider community. At Transilience trans youth are leaders, celebrated for who they are, and supported to create the change they want to see.





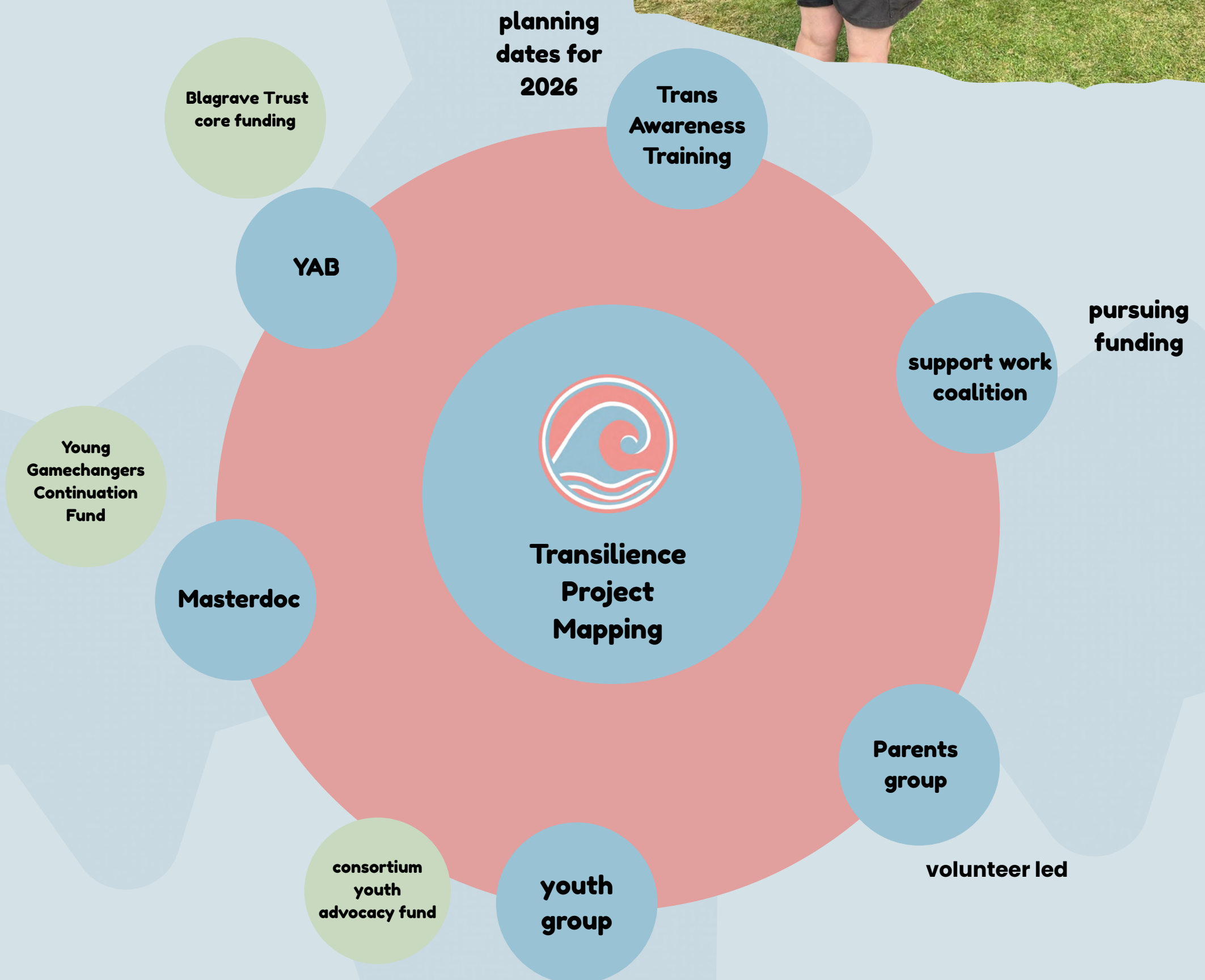
# GOAL SETTING

Goals	Outcomes	Measures
Trans families have the support they need to thrive	Pilot a social group for trans young people in 2026	Attendance and wellbeing self report
	Pilot a social group for parents of trans young people in 2026	Attendance and wellbeing self report
	Pilot support worker provision in 2027	No. of clients supported and youth feedback
Devon becomes a more inclusive place for the trans community	Continue to deliver Trans Awareness training to professionals across Devon	No. of sessions delivered, no. of delegates, and training feedback survey
	Continue to ensure a trans community presence at local events	No. of events attended
Trans youth are supported to lead the change they want to see	Continue to invest in our YABs personal and professional development	No. of speaking/leadership opportunities and YAB feedback
	Diversify our YAB where possible	n/a



# PROJECT PLANS

We have secured core funding for the next three years from the Blagrove Trust, and funding for our youth group from Consortium. At this time our parents group will be volunteer led, and we are in the process of seeking funding for our support worker pilot.





# THANK YOU

Thank you to our incredible team that have made Transilience what it is today.



**Darwin (they/them)**



**Caspar (he/him)**



**Jay (he/him)**



**Bren (he/him)**



**Seraphine (she/they)**



**Elliot (he/him)**



**Drew (they/them)**



**R (he/him)**



**Cat (she/her)**



# THANK YOU

Thank you to our funders that have made our work possible.

HENRY SMITH  
FOUNDATION

Blagrove.  
investing in  
young people





# TRANS ILIENCE



STRATEGY 2026-2029

