

Cherish CLG t/a One Family

A Company Limited by Guarantee

Directors' Report and Financial Statements

for the year ended 31 December 2018

Registration Number 45364

**84 Northumberland Road
Ballsbridge
Dublin 4**

**Duignan Carthy O'Neill Limited
Chartered Accountants
Registered Auditors**

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Company Information

Directors	Sinead Gibney (Chairperson) (Appointed 20 June 2018) Katriona O'Sullivan (Vice Chairperson) Jennifer Good Helen Hall John-Mark McCafferty Ronan O'Dalaigh (Treasurer) Grahame Toomey (Appointed 17 April 2018) Nuala Haughey (Appointed 17 April 2018) Oonagh Buckley (Appointed 8 January 2019) Claire McGrade (Resigned 31 January 2018) Anne-Marie McGauran (Resigned 1 November 2018) Andrew Petherbridge (Resigned 31 January 2018) Jacqueline Campbell (Resigned 31 January 2018)
Secretary	Jennifer Good
Company Number	45364
Charity Number	CHY 6525
Charities Regulatory Authority Number	20012212
Registered Office	8 Coke Lane Dublin 7
Auditors	Duignan Carthy O'Neill Limited Chartered Accountants & Registered Auditors 84 Northumberland Road Dublin 4
Business Address	8 Coke Lane Dublin 7
Bankers	Bank of Ireland 2 College Green Dublin 2
Solicitors	Shannon & O'Connor Solicitors 6 Hatch Street Lower Dublin 2

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Directors' Report For the year ended 31 December 2018

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1. One Family's Objectives and Activities

1.1 Introduction

One Family provides specialist family support services to people parenting alone, sharing parenting, separating, and experiencing crisis pregnancy. We also deliver research, policy analysis and campaigns on issues affecting one-parent families so that Ireland can become a better place for all children to grow up in. There is a strong need for One Family's services.

In 2016, 1 in 4 families with children in Ireland is a one-parent family (Census 2016) and over half a million people live in one-parent families. Once again, according to the most recent available figures regarding income and living conditions, lone parent households are identified as the demographic most negatively positioned. They again have the lowest disposable income out of all household groupings, with EU-SILC findings showing them over €5000 poorer than the next demographic per annum (EU-SILC, 2017). The report findings also show those living in households with one adult and one or more children aged under 18 had a consistent poverty rate of almost 21%, the highest among all household types. Research from St Vincent de Paul (2019) shows that lone parents are the only type of household not to recover following the financial crisis and in fact their recorded income level in 2017 was lower than in 2007.

This research also highlights the position of lone parents in Ireland in a European context. It shows that lone parents in Ireland have a household income which is fourth lowest among the EU-15 countries and they were also the worst off among EU-15 and EU-28 countries in terms of difficulty in meeting unexpected expenses, with 84% found to be experiencing difficulty in this area. Housing costs and homelessness also continue to significantly affect lone-parent households in Ireland. 45% of lone parents experienced financial burdens due to housing costs, while the proportion of lone parents in arrears on their rent or mortgage repayments was 18% in 2017. These figures, although concerning when viewed in isolation, also show how lone parent households are disproportionately affected when compared to other households with children, at 30% (housing costs) and 8% (arrears) respectively (St Vincent de Paul, 2019).

Another factor which seriously impacts lone parent households is childcare. Research by the ESRI (2019) found that 91% of lone-parent households had unmet childcare needs due to an inability to afford services. St Vincent de Paul (2019) cite research which found that labour market attachment does not reduce poverty risk for lone-parents, due to a range of factors including childcare costs. While there was a rise, in 2017, in employment rates among lone-parents since 2012 (46% to 58%), there has also been a rise in working poverty among working lone-parents (8.9% to 20.8%) over the same time period; with the rate of in-work poverty five times higher for lone-parents than for other households with children. Consequently, there needs to be a greater awareness regarding policy approaches which account for other relevant factors.¹

¹ References:

EU-SILC (2017) Survey on Income and Living Conditions, CSO. Accessed on 14th April 2019. Available at <https://www.cso.ie/en/statistics/socialconditions/surveyonincomeandlivingconditionssilc/>

Grotti, R., Maitre, B. & Watson, D. (2019) Technical Paper on Social Inclusion and Access to Care Services in Ireland, ESRI. Accessed on 19 April 2019. Available at

<https://www.esri.ie/system/files/publications/BKMNEXT371.pdf>

St Vincent de Paul (2019) Working, Parenting and Struggling? An analysis of the employment and living conditions of one parent families in Ireland. Accessed on 19th April 2019. Available at

<https://www.svp.ie/getattachment/6cd5834e-a8cf-48bf-b14c-82227aa5bc61/Working,-Parenting-and-Struggling-Full-Report.aspx>

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1.1 Introduction (Contd...)

One Family works in partnership with many voluntary sector and statutory service providers to ensure that families all over Ireland receive the expert family support services that they require. Most of our funding comes from statutory funders through service agreements and we have worked hard in recent years to continue all services in the face of decreases in income. We were established in 1972 as Cherish and in 2018 we enjoyed our first full year in our new premises in Dublin 7.

1.2 Vision | Mission | Values

Our Vision

One Family believes in an Ireland where every family is cherished equally, and is enabled to enjoy the social, financial and legal equality to create their own positive futures.

Our Mission

One Family is working to ensure a positive and equal future for people parenting alone, sharing parenting, and separating – changing attitudes, policies, services and lives. Together with these one-parent families, we are committed to achieving equality and respect for all families.

In addition to striving for fundamental attitudinal and structural change in our society, our services support individual families through times of change and difficulty, as well as those experiencing a crisis pregnancy. We know that every family is unique, and so we work in a family-centred way to bring about better lives for parents and children.

Our Values

Respect, compassion for and acceptance of the parents, children and organisations that we come in contact with are at the heart of what we do. We connect with others in a relationship of equals and are completely non-judgmental. We believe that we can hold the hope for the families we work with, especially when they are unable to. We achieve this through innovation, excellence, accountability and our family-centred approach.

Since being founded as Cherish in 1972, One Family has been an organisation of determination, passion and courage, working with integrity towards achieving equality for all families in Ireland.

1.3 Strategy 2016-2018

Every three years, One Family sets out its aspirations and objectives for the short-term future in a strategic plan. Our current strategy runs until the end of 2018. It can be read or downloaded on www.onefamily.ie. Annual work plans are devised for each service of the organisation based on the strategy and staff are monitored according to these work plans.

We organise our strategy into three ambitious aspirations, because by 2020 One Family would like to have achieved the following:

- The Constitution and legislature will have recognised and afforded respect to all family forms and structures including one-parent families;
- Poverty rates for one-parent families will be significantly lowered and will be comparable to that of the general population; and
- One-parent families will be widely recognised, understood and celebrated as positive family forms.

In order to achieve these ambitious objectives we have organised our work into the following strategic areas:

- Family Support Services Strategy;
- Policy & Legal Change Strategy;
- Attitudinal Change Strategy;

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- Supporting Strategies including:
 - Funding, finance and governance
 - Evaluation, monitoring and research
 - Partnership working
 - Organisational Membership
 - Knowledge transfer and training
 - Communications, media and online engagement
 - Facilities fit for purpose.

1.4 Progress towards these Strategic Areas in 2018 includes the following:

- **Family Support Services Strategy:** we are Ireland's leading provider of specialist family support services to people parenting alone, sharing parenting, separating and experiencing unplanned pregnancy. We provided 8,430 services to 685 parents and children in person and 1,685 on our national helpline. These overall figures represent a massive 82% increase in services offered and accessed when compared to 2017.
- **Policy & Legal Change Strategy:** it is of critical importance to us that we translate the experiences of the families we work with into positive policy and legal change to improve the lives of one-parent families in Ireland. In 2018 we made 11 submissions to Government and statutory agencies on a range of topics and we held 65 meetings and representations on policy issues. We continued our focus on ensuring the Government reaches its target on reducing child poverty rates through our participation in the National Advisory Council on *Better Outcomes, Brighter Futures*² and our CEO now chairs the Council's sub-group on this critical issue. Family law continues to be another major issue of concern to us and we now represent courts users on the Board of the Courts Service and on the Family Law Development Committee.
- **Attitudinal Change Strategy:** we know that many of the families, parents and children we work with continue to experience negative stereotypes and attitudes. We were delighted to again host our annual *Family Day* celebration event in May in the lovely Smithfield Square in Dublin; we continue to represent the realities of one-parent families in media and we seek positive role models for people parenting alone in our services and social media.

More information on our Family Support Services and Policy work can be found in Section 2: Achievements, Outputs & Impact.

Progress on our Supporting Strategies include:

- **Funding, finance and governance:** we ended the year with a balanced set of books; and ongoing full compliance with the Governance Code. We managed the financial monitoring requirements of 17 different funders. Compliance with GDPR was a significant and worthwhile piece of work for the organisation with all staff trained in the new policies and procedures.
- **Evaluation, monitoring and research:** we commenced the process of transferring all our service evaluation and monitoring data to a new streamlined system.
- **Partnership:** We continue to utilise strategic partnerships to effectively deliver our strategy. We actively collaborate with other organisations across our services, policy and attitudinal change work. We now deliver parenting support services in 12 community settings around Dublin and Ireland depending on local need, requests and resources. We have strengthened our work with other service providers situated in Dublin 7 and we actively collaborate through the local ABC Programme. We deliver more effective policy interventions through partnership with others including the Children's Right Alliance and its members; the European Anti-Poverty Network (Ireland) and members; St Vincent de Paul; the Vincentian Partnership for Social Justice and all the members of the

² *Better Outcomes, Brighter Futures*: The national policy framework for children & young people 2014 – 2020.
https://www.dcv.gov.ie/documents/cypp_framework/BetterOutcomesBetterFutureReport.pdf

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National Advisory Council on *Better Outcomes, Brighter Futures*. We also sat on 30 different committees and Boards to represent issues affecting one-parent families.

- **Membership:** we continue to engage, listen to, and communicate with our membership through our monthly ezines, social media engagement and services.
- **Knowledge transfer and training:** we delivered six Master Classes on crisis pregnancy and abortion related issues in partnership with Maynooth University; as well as a 3-day parenting programme training. We continued to partner with Ballsbridge College of Further Education in the delivery of their Options programme.
- **Communications, media and digital engagement:** our Communications Service promotes One Family across a broad spectrum of traditional and new media to achieve engagement and understanding of our core services and messages. The service promotes our family support services, ensures the issues affecting the families we work with are widely understood, organises our events, as well as managing our digital engagement including websites and social media; the service also manages all our publications. In 2018, 16 press releases were issued; we had 49 interviews and placements across print, radio and television; 53, 439 visits were made to onefamily.ie; followers on Facebook and Twitter increased by 20%; and we issued 11 e-zines to a pre-GDPR audience of 4,200 subscribers (post GDPR this number was 1,138)
- **Facilities fit for purpose:** we had our first full year in our new premises in Coke Lane, Dublin 7 which greatly enhanced our ability to deliver more services to more people. We were also delighted to welcome many other service providers into our new building on our Open Day.

In developing the 2019 Work Plan, cognisance has been taken in relation to previous challenges from 2018, our annual risk analysis, staff succession plans and we reprioritised key goals accordingly.

1.5 Challenges in 2018:

2018 was a particularly busy year for One Family as we grew significantly with additional investment from Tusla for a new service called *Separating Well for Children*. This resulted in increasing engagement with families who have additional needs, requiring more detailed assessments and greater interaction with external agencies. Through this project we have found ourselves frequently bridging gaps in services that exist for vulnerable parent and their children.

The trauma experienced by many women and couples who accessed abortion services was increased as a result of the negative campaigning in the referendum on the 8th amendment and our post-abortion counselling services became busier as a result.

In compliance with our good governance procedures on Board tenure, three long term Board members stepped down and were replaced with new highly experienced external members.

Some of our services remain chronically underfunded, specifically our Early Years Intervention Service which continues to experience referrals of high-needs children but the funding of this supportive model of service does not fit with current government schemes. This looks likely to continue into the future as the new National Childcare Scheme again does not appropriately deal with the families and children that we support.

It is also a continuing challenge to find funds to fulfil the ever increasing governance requirements particularly when the conditions attached to some funding mean that it is not possible to cover the overhead costs arising from implementing that funding.

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1.6 Future Developments:

We began work on our next Strategic Plan in 2018 and this will be finalised and implemented in early 2019.

We established our new Tusla-funded *Separating Well for Children* project and it has resulted in a massive increase in parents and children accessing therapeutic, parenting and mediation services. We look forward to continuing this service into 2019.

We successfully bid to deliver the MyOptions crisis pregnancy counselling service on behalf of the HSE and developed the policies, staffing and ICT requirements in advance of opening this important service on 1 January 2019.

2. Outputs, Outcomes & Impacts

2.1 Family Support Services Overview

One Family wishes to positively support as many people parenting alone, sharing parenting, and separating as possible. Our services have been designed, delivered and evaluated so that they support people who parent in very specific contexts to be the best possible parents they can be. Challenging contexts can include higher levels of poverty and homelessness, lower levels of workplace participation and educational achievement, domestic violence, family conflict, communication challenges in shared parenting, as well as the usual problems that all parents and families face from time to time. We also provide counselling and other support services to women and couples who experience unplanned or crisis pregnancy.

In addition to these services, we provided parenting programmes and/or parent mentoring services around Dublin and Ireland in the following local family support organisations:

- Aftercare Recovery Group, Dublin 1
- An Tús Nua Support Service, Clondalkin, Dublin 22
- Ballymun Family Resource Centre, Dublin 9
- Kells Family Resource Centre, Co. Meath
- Local school community in Dublin 7
- Parents Network in Dublin 8
- Quarryvale Family Resource Centre, Dublin 22

Parent mentoring services were provided in private practices in two Dublin locations as well as Galway and Cork.

2.1.1 Counselling & Creative Therapies

Counselling is a key service provided by One Family; we support parents and children from families where peoples parent on their own and in shared parenting situations including separation and divorce. We see the positive impact of the various types of counselling we provide when clients move forward with their lives.

We provided 1,841 counselling sessions to 275 clients in 2018, an increase of 49% on the previous year.

We expanded our Counselling team to a full-time Counselling Manager, three part-time Counsellors including one who is experienced working with adolescents and couples, a Counselling Support Worker and two part-time Creative Therapists for working with children and young people. This facilitates several people from the same family being able to access therapeutic services from us.

In 2018 we saw figures for our post-crisis pregnancy counselling for women who are parenting and for post-abortion counselling increase significantly, by over 100%. We believe that this is due to the new microsite for counselling which we developed and the social media campaign we ran in tandem with the referendum campaign to provide support to women who have experienced unplanned pregnancy.

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Clients accessed the following types of counselling from us:

- Crisis pregnancy counselling (3 options)
- Post-abortion counselling
- Solution-focussed counselling
- General long term counselling for adults and adolescents
- Play and Creative therapies for young people and children
- Supports for young people with care experience who are pregnant or parenting.

2.1.2 Parenting Service

One Family provides a range of specialist parenting programmes to people living in one-parent families as well as individual parent mentoring, mediation supports with a specialised focus on parenting plans, social group events and workshops.

These services were delivered across a number of locations as need arises in partnership with Family Resource Centres, community services and other partner agencies. We also offer two online parenting courses with support through email and certified completion with journal submission. In total we provided over 1,000 parenting services in 2018 to 279 mothers, fathers, step-parents and foster-parents.

We are always pleased to see more fathers engage with our parenting service and in 2018 40% of parenting participants were men. In 2018 we also provided Tusla funded workshops to foster parents in Ballymun Family Resource Centre.

In 2018 we introduced Signs of Safety Assessment and started to work with some families using the Parents under Pressure Assessment tools.

The Parenting Service provided the following 8 week group-based programmes:

Positive Parenting Through Family Change (also provided online)

Family Communications: Coping With Family Life And Communication With Teenagers (also provided online)

Family Communications: Parenting When Separated

Self-Care And Personal Growth When Parenting Alone

Parenting Through Stressful Times

Positive Parenting and Family Communications are also available online

We provided workshops on the following topics:

Exploring Behaviour And Emotional Needs of Children;

Parenting Styles And The Impact On Parent-Child Relationships; and

Managing Stress Within The Family.

We also provided the following individual services:

Parent Mentoring

Parents under Pressure (PuP) assessments

Signs of safety assessments

Key-working

Family mediation

We measure the impact of our Parenting Services using TOPSE³ which is an internationally recognised tool to specifically examine the impact of parenting interventions. The impact of these services is to increase parental skills and confidence.

³ TOPSE is a Tool to Measure Parenting Self-Efficacy <http://www.topse.org.uk/site/>

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Through our Student Learner programme we supported 9 students over the year on placement with us from Tallaght IT, Blanchardstown IT, Trinity College Dublin and Boston College.

We also continued to run the Family Social Group offering parents the opportunity to combat social isolation with subsidised family outings and activities.

2.1.3 Separating Well for Children Project

This new project funded by Tusla has enabled us to provide focussed support to separated families who are working to share parenting of their children. We have developed a holistic approach to working with the entire family to bring about positive change for children as well as parents. In order to achieve this we have developed and expanded our therapeutic services for children and young people as well as adults. We have expanded our parenting service and provide assessments and key-working to parents where needed. Through our case management policy we have developed a robust referrals pathway whereby we assess families as they come through to One Family, ensuring we are offering the appropriate services to them, developing care plans for each family and reviewing the interventions offered throughout the family's time with us.

2.1.4 Early Years Intervention Service

Our Childcare Service has evolved in recent years into an Early Years Intervention Service in order to meet the evolving needs of vulnerable young children and parents. We provide parenting and family support services to parents through this service and this year we introduced our specialist Parent & Toddler Support Group. Most of our places are accessed by children younger than 2 years, 8 months as there is very little public funding to support these babies and toddlers. In 2018 we provided over 1,200 childcare places to over 100 children. The impact of this service is that families who are very vulnerable have managed to progress into mainstream services within One Family and externally.

2.1.5 Adult Education Service

Our Adult Education service provides bespoke training programmes for people parenting alone and sharing parenting who wish to progress into education, training or employment. By successfully achieving European Structural Funds (ESF) funding we were able to expand our service offerings. These programmes provided the following services to parents in 2018:

- ☑ Sixteen parents completed our QQI accredited *New Futures* programme which is delivered twice per week over 24 weeks with a further 24 parents commencing the programme in September
- ☑ We undertook 49 Needs Assessments with 27 clients
- ☑ We provided 221 1:1 key working sessions to 24 parents
- ☑ Seven parents accessed our *New Steps* course which ran over 8 weeks
- ☑ Seven parents took part in our eight week college preparation programme *Pathways*.
- ☑ Four parents completed the *Options* training programme with a further five parents starting in September, in partnership with Ballsbridge College of Further Education, City of Dublin ETB
- ☑ A further ten parents progressed into further education and training courses in September and four parents progressed into employment following completion of one of our programmes.
- ☑ Our Erasmus+ project '*Achieving work-family balance for single parents*' finalised two online learning programmes for parents in work and employers.

The impact of these training programmes is to increase participants' skills, confidence and career planning capabilities. We continued to run the New Futures, Pathways, and New Steps programmes.

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2.1.6 askonefamily Helpline Service

Nearly 1700 people were in touch with the askonefamily service in 2018. The vast majority call the helpline; more than 75% called us for information and listening support with the remainder contacting us by email and social media. Over 20% of calls were 30 minutes or longer, with more than 400 people calling us for 'listening ear' support. People call us following the breakdown in their relationship, looking for support with finances or childcare as well as how to talk with their children about their separation.

A key part of the service is providing information on a wide range of issues. In 2018 legal issues continue to present as a key information need with more than 700 queries regarding family law issues, mostly about access arrangements. Social welfare queries account for nearly 20% of contacts, with the majority seeking information on the One Parent Family Payment and the Working Family Payment. Just under 500 people contacted the helpline to find out more about One Family's services including our parenting and counselling services. The service receives calls from all over the country and we continue to signpost callers to local services for parenting support, legal advice and financial support.

Quotes from Professional Training Participants

'I have gained good practical experience and can go home and practice'.

'One Family is very supportive and inclusive. Very good delivery of course and very accessible'.

'so much taken into account and executed very well'.

Quotes from our Parenting Service Evaluations

"I really felt that the facilitator gave me the confidence to put into practice what I learned on the course with my children she gave me hope"

"Really comfortable to ask questions and give my own experience"

"The facilitator was experienced and knew what she was talking about"

"the facilitator was very approachable easy techniques at me understanding what she was teaching me. Reliable, kind. Very friendly, very good at helping me with my children's issues"

'The course was excellent very informative and helpful. I received great insights and tips. The course was presented very well and everyone's opinion was valid and really added to the course. Thanks a million, and well done.'

'I really enjoyed the course and I learnt something new every week. It helped me come to terms with my own emotions & feelings. I feel less worried and more able to deal with stress'

Quotes from New Futures Programme Participants (new)

'I know I have a future now and I have choices'

'My kids are proud of me and my achievements, here I am starting third level'

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2.2 Policy

2.2.1 Policy, Research & Submissions

Whilst we focus our policy work on two main areas which are Child Poverty and Family Law – we also respond to opportunities to participate in changing policy on many other issues. We have a practice to policy model which means that we gather data on the issues impacting the families we provide services to and raise them to national and international policy level through submissions, representations and advocacy.

Some highlights of the year have been our participation in the government-organised Open Policy Debates on Prevention & Early Intervention as well as Parenting. The outcomes from this latter meeting have now formed the basis of the new Parenting Policy Support Unit in the Dept of Children & Youth Affairs.

We were active members in the Together for Yes campaign seeking the abolition of the 8th amendment and we provided evidence of the negative impact of the law on many of the women and parents whom we have worked with over decades.

In 2018 we made 11 submissions solely or in partnership to a range of government departments, agencies and committees on issues ranging across the National Anti-Poverty Strategy; the National Reform Programme; the Low Pay Commission; School Costs; Barriers to Education for Lone Parents; as well as our annual Pre-Budget Submission.

We are aware that a number of these submissions provided impactful and relevant data and case-studies which resulted in improved policies for people parenting alone and sharing parenting. We note that were positive changes in Budget 2019 which were a direct result of our work and submissions in partnership with other organisations in the sector through our work with the National Advisory Council on *Better Outcomes, Brighter Futures*. Whilst the Budget could have gone further in protecting Ireland's poorest children and families, we will build on this in 2019 so that the Government is held accountable for their child poverty target.

2.2.2 Representation

One Family invests the time of our staff team in a wide range of committees, Boards and advisory groups so that we can ensure that issues affecting one-parent families are represented in appropriate fora. The impact of this work is that services, policies and research have been positively influenced by our service experience, data and case-studies.

In 2018 we sat on 30 committees including the following:

- Advisory Council on Better Outcomes, Brighter Futures (BOBF)
- Advisory Council on BOBF Sub-committee on Child Poverty
- Advisory Council on BOBF Sub-committee on Governance
- ABC Grangegorman consortium member
- Affordable Childcare Scheme Business & Systems Consultative Group, chaired by Department of Children & Youth Affairs
- Affordable Childcare Scheme Communications Consultative Group, chaired by Department of Children & Youth Affairs
- Aontas Community Education Network
- CORU's Social Care Worker's Registration Board
- Court's Service Board
- Children and Youth Action Sub Committee Dublin 7 & 1
- Dublin City Childcare Committee
- Dublin Circuit Family Court Users' Group

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- Early Years Advisory Group, chaired by the Children's Rights Alliance
- European Anti-Poverty Network (Ireland) Policy Working Group
- Family Law Development Committee
- HSE's Sexual Health & Crisis Pregnancy's Advisory Group
- Legal Aid Board's External Consultative Forum
- Migrant Consultative Forum, chaired by the Department Employment Affairs and Social Protection
- NoChild2020 Advisory Group
- Social Policy Network, rotating chair by various NGOs and Government agencies
- Research Advisory Group on Minimum Essential Standard of Living, chaired by Vincentian Partnership for Social Justice & St Vincent de Paul
- Steering Committee for Parental Participation Research in conjunction with Tusla and University College Dublin
- South Dublin Voluntary Group Board
- School Completion Board Dublin 1 & 7
- The Parenting Network
- Together for Yes NGO Platform
- Tusla's Parenting Working Group
- Tusla's Parenting 24/7 Group
- Tusla Parenting Champion and related events
- Working Group on Child Care (Amendment) Bill, chaired by the Children's Rights Alliance.

In 2018 we attended approximately 130 meetings and conferences to make representations relevant to the families we work with.

We also hold organisational memberships in the following organisations:

- Aontas
- Children's Rights Alliance
- Early Childhood Ireland
- European Anti-Poverty Network (Ireland)
- Irish Association for Counselling and Psychotherapy (IACP)
- Irish National Organisation of the Unemployed (INOUE)
- The Wheel

2.3 Communications & Events

Our Communications Service plays a pivotal role in promoting our family support services and ensures the issues affecting the families we work with are understood by the general public and key stakeholders. The service manages and delivers our events calendar, as well as managing our digital engagement on social media, websites and all our publications. In 2018, 16 press releases were issued; we had 49 interviews and placements across print, radio and television; 53,439 visits were made to onefamily.ie; followers on Facebook and Twitter increased by 20%; and we issued 11 e-zines to a pre-GDPR audience of 4,200 subscribers (post GDPR this number was 1,138)

One Family (OF) events help to disseminate our message to a wider audience, provide an example of an inclusive society and help to break down the social isolation of the families we represent:

- 2018 was the second year Family Day was held in Smithfield Square and took place on 19 May. In glorious sunshine, we had a wonderful, fun filled, family event that was well attended by a diversity of families.
- The One Family Graduation event took place on 6 September at the Irish Human Rights and Equality Commission in Dublin. The event was attended by a large number of graduates, their families, funders and colleagues. During the event parents and OF board members shared their inspirational stories on the value of education and how they personally overcame adversity.
- We held an Erasmus dissemination event on June 20 with colleagues from Ireland, Czech Republic, Germany, Italy and Scotland to mark the co-ordinated development of two professional programmes. The

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programmes promoted work-family balance and the support of parents entering and staying in employment. The event at the European Commission office in Dublin was a great success with delegates and funders enjoying an insightful and educational afternoon.

- The One Family summer social trips were well attended. These events provide networking opportunities for parents who may be socially isolated within their own communities.

2.4 Facilities

In 2018 we enjoyed our first full year in our newly refurbished premises in Coke Lane, Smithfield in Dublin 7. Whilst we have more space which is more accessible to clients, we are again experiencing a shortage of rooms for client work due to the growth in the volume of services we now provide. So we undertook an extensive rearrangement of our space to facilitate this and we continue to collaborate with colleague organisations to ensure services are provided in suitable premises.

We completed the redesign of our Early Years service in order to meet the requirements of the babies and younger children who are our service users. We created a 'living space' that is designed to support children's development and learning; we bought additional equipment including a projector for sensory experiences and changed the lighting system.

Cherish CLG t/a One Family

**Directors' Report
For the year ended 31 December 2018**

3. Funding

One Family received the following grants in 2018 and they are disclosed in line with circular 13/2014 issued by the Department of Public Expenditure and Reform.

Name of Grantor and amount of the grant taken to income	Name of Grant	Purpose of Grant	The amount and term of the grant
HSE Sexual Health and Crisis Pregnancy Programme (SHCPP) €405,000	Funding via a HSE Service Arrangement to provide family supports in Counselling, Information, Adult Education, Reception and Childcare.	Salaries, training, events and overheads	€405,000 12 months
Department of Rural and Community Development €90,000	Funding via Pobal under the Scheme to Support National Organisations (SSNO) contract. This core grant is restricted to part-fund Administration, Policy and Communications	Salaries	€270,000 over a three-year period from July 2016 – June 2019
TUSLA Child and Family Agency €180,000	Separating Well grant To provide family supports in Counselling, Parenting and Play & Creative therapies for children	Salaries, overheads	€180,000
TUSLA Child and Family Agency HSE South Western €37,843	This funding contributes towards the cost of overheads, office administration and staff salaries.	Salaries, overheads	€37,843
TUSLA Child and Family Agency €3,800	Child Counselling Services. A grant to support the delivery of Play Therapy to children ages 4 – 10 years.	Salaries	€3,800
European Commission €20,341	Funding via Leargas; under the Erasmus+ Key Action 2014 Programme. Funding via a trans-national partnership for <i>Achieving work-family balance for single parents</i> , a two-year project to develop and disseminate new learning products and opportunities in the field of Adult Education, with particular emphasis on single parents and employers.	Salaries, training, events	€175,415 over a two-year period from September 2016- August 2018
European Commission Department of Justice and Equality €97,346	New Futures for Lone Parents. This project is co-funded by the Irish Government and the European Social Fund as part of the Programme Employability, Inclusion and Learning 2014-2020.	Salaries, training, events and overheads	Grant awarded €290,000 for a 3-year project commencing in June 2017.

Cherish CLG t/a One Family

Directors' Report

For the year ended 31 December 2018

Name of Grantor and amount of the grant taken to income	Name of Grant	Purpose of Grant	The amount and term of the grant
Department of Children & Youth Affairs €19,479	The Community Childcare Subvention Scheme (CCSS). The CCSS Programme supports disadvantaged parents and provides support for parents in low paid employment and training or education by enabling qualifying parents to avail of reduced childcare costs at participating community childcare services. This grant is restricted and used to fund Childcare staff salaries.	Salaries	€19,479 12 months
City of Dublin Education Training Board (CDET B) SOLAS Department of Education & Skills €10,100	Programme Funding, for the payment of Tutors to deliver a suite of parenting courses, designed by One Family, to parents living in diverse and one-parent families.	Salaries	€10,100 12 months
Dublin City Council Community Grants and Festival and Events Programme €10,000	Funding to support our annual Family Day event held in Smithfield Square, Dublin 7.	Event costs	€10,000 12 months
Dublin City Council Community Grants Programme €1,000	Funding to support family Social outings	Event costs	€1,000 12 months
The Community Foundation for Ireland €16,607	Funding for equipment for the Early Years Intervention Unit; the Play Therapy service and associated storage and IT.	Equipment	Grant received in December 2017; project completed in December 2018.
Dublin Bus €4,217	Community Spirit Award	Redesign and fit out of Crèche	€5,000 Grant awarded, project commenced in December 2017 and completed in June 2018

DUIGNAN CARTHY O'NEILL LIMITED

Cherish CLG t/a One Family
Directors' Report
For the year ended 31 December 2018

4. Governance

4.1 Organisation and Governance

Cherish CLG trades as One Family and is registered in Ireland at 8 Coke Lane, Dublin 7 as a company limited by guarantee without a share capital. One Family is governed by the companies Constitution. One Family has been granted charitable status, CHY 6525 and is registered with the Charity Regulatory Authority under number 20012212.

4.2 Board of Directors

4.2.1 Board Overview

The Directors are elected at the AGM and operate under the One Family Board Policy Handbook. Board members are recruited according to the One Family Board Recruitment Policy which ensures a team of people with a diverse mix of professional skills and personal experiences.

In order to ensure good corporate governance, it has been decided that the Board of Directors of One Family needs to have representation from the following types of people:

- Legal: a legal generalist with operational experience on such issues such as Company Law, Corporate Governance, Employment.
- Legal: experience in policy issues such as Family, Constitutional, Immigration Law, or practitioner in family law.
- Social Policy: a background in Irish, International social policy / political literacy / research / analytical skills.
- Organisational Development and Change Management: experience in the areas of HR, processes, strategy, development and management.
- Finance: experience in financial and asset management.
- Communications: experience in the areas of communication, PR, marketing, campaigns etc.
- Service provider: experience in the delivery of frontline human services.
- Networker/Renaissance person: wide circle of key influencers.
- Business: experience in private sector business world.
- Former clients of One Family.

Board succession is of constant importance to us in One Family and in 2018 we recruited four new Board members/observers with specific skills in social policy, law and communications. Recruitment is undertaken through a number of channels including profiling, open calls, advertisement and word of mouth. Interested candidates are briefed by the CEO on the organisation and role and invited to apply. Following a review of their application they meet with the Chair and another Board member. Following this meeting they may be invited to attend a Board meeting where they will be an observer for six months before signing a B10 for Directorship. This ensures there is a good match between the new Board member and One Family. New Board members have a 'buddy' drawn from the Board and will attend induction meetings with Board members, the CEO and staff.

Cherish CLG t/a One Family

Directors' Report For the year ended 31 December 2018

4.2.2 Board Transitions in 2018

There were a number of Board membership and Officer transitions in 2018 which are detailed below:

Director	Role at 1 January 2018	Change	Role at 31 December 2018
Andrew Petherbridge	Board member	Resigned 23 rd January	Not on Board
Dr. Anne-Marie McGauran	Chair	Resigned 24 th October	Not on Board
Claire McGrade	Board member & Chair of Operations & Governance Committee	Resigned 23 rd January	Not on Board
Grahame Toomey	Board Observer	Appointed 17 ^h April	Board member and member of the Finance Committee
Helen Hall	Board member, member of Finance Committee and Support & Supervision Committee	No change	Board member and member of Finance Committee and Support & Supervision Committee
Jackie Campbell	Board member	Resigned 23 rd January	Not on Board
Jennifer Good	Board member and Company Secretary, member of Operations & Governance Committee	Appointed Chair of Operations & Governance Committee in April	Board member and Company Secretary, Chair of Operations & Governance Committee
John-Mark McCafferty	Board member and Social Policy rep	No change	Board member and Social Policy rep
Dr. Katriona O'Sullivan	Board member, Vice Chair and member of the Finance Committee	Stepped down from the Finance Team in October	Board member
Nuala Haughey	Board Observer and member of the Operations & Governance Committee	Appointed 17 th April	Board Member and member of the Operations & Governance Committee
Rónán O'Dalaigh	Board member and Treasurer	No change	Board member and Treasurer
Sinéad Gibney	Board member from 17 th June	Appointed 17 th June, appointed Chair 24 th Oct	Chair and Board member
Oonagh Buckley	Board Observer from 31 st May		Board Observer and member of the Operations & Governance Committee

Full biographical information on the Board members is available online at www.onefamily.ie

4.2.3 Board Meetings

One Family Board agendas include a standing item on conflict of interest. The Board of One Family has delegated day to day management of the organisation to the CEO and maintains an oversight and monitoring

Cherish CLG t/a One Family

Directors' Report

For the year ended 31 December 2018

role. There are strong communication systems between staff and Board, policies are regularly reviewed and updated by Board and the strategy is developed jointly and approved by Board. A Head of Service attends the beginning of each Board meeting in rotation to brief Board members on their service, to take questions and develop a working relationship independent of the CEO. The Board receives reports from staff in relation to surveys, and consultations undertaken with the public. The Board is kept aware of key relationships with funders and policy makers and as appropriate, attend some events and meetings with same.

Board sub-committees include the **Finance Committee** (includes responsibility for typical audit committee functions); the **Operations & Governance Sub-Committee**; as well as the **Support & Supervision Sub-Committee**. These sub-committees have approved Terms of Reference under which they operate and they report regularly to the full Board on activities, decisions and proposals for approval.

The Board operates in accordance with the One Family Board Handbook. The Board meets up to eight times per year and holds an annual away day. As with good practice in charities, Board members are voluntary and do not receive remuneration. The CEO reports to the Board but is not a member. She participates on sub-committees as appropriate and as requested. She reports to the Board at regular meetings.

This table details attendance by each Board member and observer for 2018:

Name	Dates of Meetings							Total
	23 Jan	27 Feb	31 May	17 June	1 Aug	5 Sept	24 Oct	
Anne-Marie McGauran	√	x	√	√	√	√	√	6/7
Andrew Petherbridge	√	-	-	-	-	-	-	1/1
Claire McGrade	√	-	-	-	-	-	-	1/1
Jackie Campbell	x	-	-	-	-	-	-	0/1
Katriona O'Sullivan	x	√	x	√	x	√	√	4/7
Rónán O'Dalaigh	x	√	√	√	√	x	√	5/7
Helen Hall	√	√(By phone)	√(By phone)	x	√	√	x	5/7
John-Mark McCafferty	√	√	√	√	√	√	√	7/7
Jennifer Good	x	√(By phone)	x	√	√	√	√	5/7
Nuala Haughey	√	√	x	√	√	√	√	6/7
Grahame Toomey	√	√	√	√	x	√	√	6/7

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Directors' Report For the year ended 31 December 2018

Oonagh Buckley	–	–	√	x	√	√	x	3/5
Sinead Gibney	–	–	–	√	√	√	√	4/4
Karen Kiernan	√	√	√	√	√	√	√	7/7

4.2.4 Matters specifically reserved for the Board include:

GENERAL

- Policies and practices relating to accounting and management control
- CEO appointment, removal, terms and conditions
- Disposal or acquisition of major assets
- The entering into of major contracts
- Approval of Authority levels
- Budgets, strategies, mission and vision
- Settlement of litigation involving material sums
- Internal control arrangements
- Health and safety policy
- Environmental policy
- Risk Management Policy
- Major investments or disposals

COMPANIES ACT REQUIREMENTS

- Approval of interim and final financial statements
- Approval of any significant change in accounting policy
- Appointment or removal of the company secretary
- Remuneration of auditor and appointment or removal of auditor
- Approval of the organisation's annual operating budget
- Approval of the organisation's annual capital expenditure plan
- Approval of the organisation's commercial strategy
- Major changes to the organisation's management and control structure

BOARD MANAGEMENT

- Board appointments and removals
- Terms of reference of CEO
- Terms of reference and membership of Board committees.
- Directors' and officers' liability insurance
- Appointment and resignation of Director

4.3 Risk Management

One Family has a Risk Management Policy and undertakes an annual risk analysis under the following headings:

- Financial
- Governance/Legal
- Operational
- Technological
- Physical
- Intangible

Cherish CLG t/a One Family

Directors' Report For the year ended 31 December 2018

- Compliance
- External risks

Risks are prioritised based on likelihood of occurring and potential impact, and a risk register is drawn up which is regularly reviewed by staff and Board at meetings. The purpose is to identify, manage and mitigate risks as they arise. All new projects and activities review risk as part of planning. A specific Financial Risk Register is also maintained and monitored by the Finance Team. We are in the process of reviewing how we manage risk and wish to develop a Risk Appetite Statement.

4.4 Remuneration and Performance

One Family has a staff grade and salary scale system in place that was devised according to role size and was aligned to the lowest quartile of the public and private sector in 2007. In 2009 One Family staff lost 5-10% of salary and all pension contributions. We are currently in the process of benchmarking current staff salaries with similar organisations as well as developing a comprehensive Pay Policy.

The CEO receives a salary in line with the grade for the role and no other benefits. She is the only person to receive a salary over €65K.

All staff receive monthly support and supervision from their line managers. In addition, certain roles attend external clinical and role clarification supervision. Staff that work directly with service users but who do not require clinical supervision participate in a monthly group-based reflective practice process facilitated by a group therapist.

All staff work under a service and/or individual work plan which is devised based on the Strategic Plan 2016-2018. Performance is regularly reviewed through this system and all staff undergo an annual review in Q1 with their line manager. All staff work in accordance with One Family's Employee Handbook; the One Family Manual and their individual service policies and procedures.

4.5 Quality Standards

One Family has signed up to a number of voluntary and required quality standards including the following:

- Governance Code
- Statement of Guiding Principles for Fundraising
- SORP
- Compliance with QQI Quality Assurance Standards as a Registered Provider
- Siolta: the National Quality Framework for Early Years Services
- Aistear: the Early Childhood Curriculum Framework
- HSE Sexual Health & Crisis Pregnancy Programme's Governance Framework
- Underwent PQASSO self-assessment framework which was very useful but did not go forward for accreditation do to the onerous requirements which we did not have resources to meet

4.6 Employees and Volunteers

As of 31 December 2018, One Family had 30 full and part-time staff, four contract workers, as well as three volunteers, excluding the Board of Directors.

The Heads of Service team at staff level work closely with the CEO on planning, delivery and accountability ensuring that the strategy is delivered through work plans. Staff members work to a wide range of policies and procedures ensuring accountability, high quality services and regulatory compliance. All staff and their work are managed through a line management system with regular individual support and supervision sessions. There are a number of staff-based teams that are organised to ensure delivery of the strategy, these include the Heads of Service team; Services Team; Policy & Communications team; as well as a number of departmental and project-based teams.

Cherish CLG t/a One Family

Directors' Report For the year ended 31 December 2018

5. Financial Review

5.1 Results for the year ended 31 December 2018

The financial results for the year ended 31 December 2018 are set out on pages 28 and 31 of the Financial Statements. These results show a net surplus of €22,569 (2017 – surplus €12,534).

Income totalled €998,142 up 28% on 2017 (€780,073). Total resources expended amounted to €975,573 (2017: €767,539).

5.2 Principal Funding Sources

A full list of funders is available on page 35 of the Financial Statements.

In common with other companies operating in Ireland in this sector, One Family is dependent on both voluntary income, donations and income from state organisations. The directors are of the opinion that the company is well positioned to manage the costs of running the company.

5.3 Internal Controls

The risk of fraud is mitigated by maintaining segregation of duties for receipt of funds, and the payment of creditors. The directors have put processes and controls in place to ensure that detailed checking is carried out at all stages to ensure the accuracy and validity of all transactions.

5.4 Principal Risks and uncertainties

The directors of One Family are aware of the statutory obligations in relation to providing a fair review of the company's development and performance. The directors are satisfied that the principal financial risk facing the company is the availability of continued funding from the government. The directors have addressed this risk by competent spending of the funds received.

5.5 Reserves policy

Reserves of at least one month and up to 3 months of the estimated running costs will be held in liquid funds in bank accounts. All funds held are unrestricted. Reserves will be used to fund asset replacement, shortfalls in income or unexpected expenditure.

The Finance Team and CEO will be responsible for monitoring and maintaining the reserves at the agreed level. The Reserves policy is reviewed and approved annually by the board of Directors. One Family's reserves held on deposit at 31 December 2018 are €156,760.

5.6 Investments

A portion of the above reserves are held on deposit with Bank of Ireland, the balance at 31 December 2018 was €106,762 (2017: €94,228).

5.7 Tax Clearance

One Family complies with all relevant circulars, including Circular 44/2006 'Tax Clearance Procedures Grants, Subsidies and Similar Type Payments'.

5.8. Research and Development

There were no research and development costs during the year.

5.9 Political Contributions

No political donations were given by the company during the year.

Cherish CLG t/a One Family

**Directors' Report
For the year ended 31 December 2018**

5.10 Events since the year end

There have been no important events affecting the company since the year end that would impact the financial statements.

5.11 Accounting Records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 regarding adequate accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise, and the provision of adequate resources to the financial function. The accounting records are maintained at 8 Coke Lane, Dublin 7.

5.12 Statement on relevant audit information

Each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as the director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director in order to be aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

5.13 Auditors

Anne Brady McQuillians DFK resigned as auditors during the year and the members appointed Duignan Carthy O'Neill Limited to fill the casual vacancy. The auditors, Duignan Carthy O'Neill Limited, have expressed their willingness to continue in office in accordance with section 383(2) of the Companies Act 2014.

On behalf of the Board

Sinéad Gibney
Director

Rónán O'Dálaigh
Director

Date: 27 May 2019

Cherish CLG t/a One Family

**Directors' Report
for the year ended 31 December 2018**

Directors' Responsibilities Statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations. Irish company law requires the directors to prepare financial statements for each financial year.

Under the law, the directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (Irish GAAP, including Charities SORP (FRS 102) giving a true and fair view of the state of affairs of the company and the surplus or deficits of the company for each financial year. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.
- observe the methods and principles in the Charities SORP (FRS 102)

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

Sinead Gibney
Director

Ronan O'Dalaigh
Director

Date: 27 May 2019

Cherish CLG t/a One Family

Independent Auditors' Report to the members of Cherish CLG t/a One Family

Opinion

We have audited the financial statements of Cherish CLG t/a One Family for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Changes in Funds, Statement of Cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the company's members as a body in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters that we are required to state to them in the audit report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company or the company's members as a body for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2018 and of its result for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' ; and
- have been prepared in accordance with the requirements of the Companies Act 2014

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs(Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the directors' report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Cherish CLG t/a One Family

**Independent Auditors' Report to the members of
Cherish CLG t/a One Family (continued)**

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report this fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Respective responsibilities

Respective responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement on page 24, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

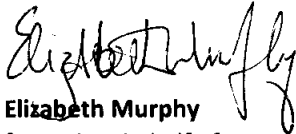
Cherish CLG t/a One Family

**Independent Auditors' Report to the members of
Cherish CLG t/a One Family (continued)**

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). The description forms part of our Auditor's Report.



Elizabeth Murphy

for and on behalf of

Duignan Carthy O Neill Limited

Chartered Accountants

& Registered Auditors

84 Northumberland Road

Dublin 4

Date: 27 May 2019

Cherish CLG t/a One Family

**Statement of Financial Activities
(Including Income & Expenditure Account)
for the year ended 31 December 2018**

	Notes	Restricted funds 2018 €	Unrestricted funds 2018 €	Total funds 2018 €	Total funds 2017 €
Income from:					
Donations		-	3,064	3,064	3,562
Charitable Activities:					
- Charges for services		-	79,768	79,768	48,590
- Statutory grants	4	875,174	-	875,174	663,643
- Other grants	4	36,943	-	36,943	39,740
Other activities		-	3,193	3,193	24,533
Investments		-	-	-	5
Total Income		<u>912,117</u>	<u>86,025</u>	<u>998,142</u>	<u>780,073</u>
Expenditure on:					
Raising funds, Events and campaigns		-	-	-	(1,768)
Charitable activities	5	(910,848)	(64,725)	(975,573)	(765,771)
Total Expenditure		<u>(910,848)</u>	<u>(64,725)</u>	<u>(975,573)</u>	<u>(767,539)</u>
Net Income/(expenditure)	6	<u>1,269</u>	<u>21,300</u>	<u>22,569</u>	<u>12,534</u>
Transfer between funds					
		-	-	-	-
Net movement in funds		<u>1,269</u>	<u>21,300</u>	<u>22,569</u>	<u>12,534</u>
Reconciliation of funds					
Total funds brought forward		(492)	1,082,576	1,082,084	269,738
Gain/(losses) on revaluation of fixed assets		-	-	-	799,812
Total funds carried forward		<u>777</u>	<u>1,103,876</u>	<u>1,104,653</u>	<u>1,082,084</u>

DUIGNAN CARTHY O'NEILL LIMITED

Incoming and outgoing resources relate to continuing operations.

The company has no recognised gains or losses other than the movement in funds for the year.

The notes on pages 32 - 42 form part of these financial statements.

Cherish CLG t/a One Family

A Company Limited by Guarantee and not having a Share Capital

**Balance Sheet
as at 31 December 2018**

	Notes	2018 €	€	2017 €	€
Fixed Assets					
Tangible assets	9		918,483		931,481
Current Assets					
Debtors	10	73,420		71,160	
Cash at bank and in hand	11	288,900		356,648	
		362,320		427,808	
Creditors: amounts falling due within one year	12	(143,714)		(233,567)	
Net Current Assets			218,606		194,241
Total Assets Less Current Liabilities			1,137,089		1,125,722
Creditors: amounts falling due after more than one year	13		(32,436)		(43,638)
Net Assets			1,104,653		1,082,084
Funds of the Organisation					
Restricted funds			778		(492)
Unrestricted funds			1,103,875		1,082,576
Total Funds			1,104,653		1,082,084

The notes on pages 32 - 42 form part of these financial statements.

The financial statements were approved by the Board of Directors on 27 May 2019 and signed on its behalf by:

Sinead Gibney
Director

Ronan O'Dalaigh
Director

Cherish CLG t/a One Family

**Statement of Changes in Funds
for the financial year ended 31 December 2018**

	Reserves	Revaluation Reserve	Total Equity
	€	€	€
At 1 January 2018	282,272	799,812	1,082,084
Surplus for the year	22,569	-	22,569
At 31 December 2018	<u>304,841</u>	<u>799,812</u>	<u>1,104,653</u>

In respect of prior year:

	Reserves	Revaluation Reserve	Total Equity
	€	€	€
At 1 January 2017	269,738	-	269,738
Surplus for the year	12,534	-	12,534
Revaluation	-	799,812	799,812
At 31 December 2017	<u>282,272</u>	<u>799,812</u>	<u>1,082,084</u>

The notes on pages 32 - 42 form part of these financial statements.

Cherish CLG t/a One Family

**Statement of Cash Flows
for the year ended 31 December 2018**

	2018	2017
	€	€
Reconciliation of operating surplus/(deficit) to net cash and cash equivalents		
Cash flow from operating activities		
Operating surplus	22,569	12,529
Depreciation	16,048	13,143
(Increase) /decrease in debtors	(2,260)	48,220
(Decrease) /increase in creditors	(101,055)	46,618
(Gain)/ Loss on tangible fixed assets	-	(14,907)
Net cash flow from operating activities	<u>(64,698)</u>	<u>105,603</u>
Statement of Cash Flows		
Net cash flow from operating activities	(64,698)	105,603
Cash flows from investing activities		
Interest receivable	-	5
Capital expenditure	(3,050)	(932,905)
Acquisitions and disposals	-	867,858
Net cash flow from investing activities	<u>(67,748)</u>	<u>(65,042)</u>
Cash flows from financing activities		
Net cash flow from financing activities	<u>-</u>	<u>-</u>
Net (decrease) in cash and cash equivalents	<u>(67,748)</u>	<u>(65,042)</u>
Net (decrease)/increase in cash and cash equivalents	(67,748)	40,561
Cash and cash equivalents at 1 January	356,648	316,087
Cash and cash equivalents at 31 December	<u>288,900</u>	<u>356,648</u>

The notes on pages 32 - 42 form part of these financial statements.

Cherish CLG t/a One Family

Notes to the Financial Statements for the year ended 31 December 2018

1. General Information

These financial statements comprising the Statement of Financial Activities, Balance Sheet, Statement of Changes in Funds, Statement of Cash Flows and the related notes constitute the individual financial statements of Cherish CLG t/a One Family for the financial year ended 31 December 2018.

Cherish CLG t/a One Family is incorporated in the Republic of Ireland. The company is a company limited by guarantee and was incorporated in Ireland on 18 December 1973. The company's registered number is 45364 and its registered office is located at 8 Coke Lane, Dublin 2. The nature of the company's operations and its principal activities are set out in the Director's Report.

2. Accounting Policies

2.1. Basis of Preparation

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Act 2014, and the Charities SORP (FRS 102).

Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council.

Cherish CLG t/a One Family is constituted under Irish company law as a company limited by guarantee and is a registered charity and has adopted and reported its performance in accordance with the format provided for in the Charities SORP and in particular reports its performance for the financial year in the format of the SORP's Statement of Financial Activities (SOFA).

2.2. Company Name

The company received approval under Section 1180(1) of the Companies Act 2014 to omit the word 'Company Limited by Guarantee' from its name.

2.3. Grants

Grants are accounted under the performance model as permitted by FRS 102. Grants relating to expenditure on tangible fixed assets are credited to the Statement of Financial Activities at the same rate as the depreciation on the assets to which the grant relates. The deferred element of grants is included in creditors as deferred income.

Grants of a revenue nature are recognised in the Statement of Financial Activities in the same period as the related expenditure.

2.4. Trade and other creditors

Trade and other creditors are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

2.5. Functional and presentation currency

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ("the functional currency"). The financial statements are presented in euro, which is the company's functional and presentation currency and is denoted by the symbol "€".

Cherish CLG t/a One Family

Notes to the Financial Statements
for the year ended 31 December 2018

..... continued

2.6. Tangible fixed assets and depreciation

All tangible fixed assets are recorded at historic cost less accumulated depreciation.

Freehold land and buildings are revalued on the basis of open market value. Revaluation gains are recognised in the statement of financial activities to the extent that they reverse previously recognised revaluation losses on the same assets. All other gains are recognised in the statement of total recognised gains and losses.

Depreciation is on all tangible fixed assets in use at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows:

Land & Buildings	-	1% Straight Line
Fixtures, fittings & equipment	-	20% Straight Line
Computer equipment	-	25% Straight Line

2.7. Trade and other debtors

Trade and other debtors including amounts owed to group companies are recognised initially at transaction price. Subsequently these are measured at amortised cost less any provision for impairment. A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. All movements in the level of provision required are recognised in the statement of financial activities.

2.8. Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as a finance cost.

2.9. Deferred Income

Income earned through donations, service fees and fundraising is eligible for deferral on approval by the Board when associated expenditure will be incurred in the following year.

Cherish CLG t/a One Family

Notes to the Financial Statements for the year ended 31 December 2018

..... continued

2.10. Financial Instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

The company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable.

Debt instruments like accounts receivable and payable are initially measured at present value of the future payments and subsequently at amortised cost using effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables and receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

2.11. Reserves

Restricted Funds represents donations and grants which have been received and recognised in the Financial Statements and are subject to specific conditions imposed by the donors or grant making bodies.

Unrestricted Funds are funds which are expendable at the discretion of Cherish CLG t/a One Family in furtherance of the objectives of Cherish CLG t/a One Family.

2.12. Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance Sheet date.

3. Judgements and key sources of estimation uncertainty

The directors consider the accounting estimates and assumptions below to be its accounting estimates and judgements:

Going Concern

The directors have prepared budgets for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

4. Income

Income represents the total of grants related to the year.

The company adopts a policy of deferring grant income in accordance with Charities SORP (FRS 102). This policy ensures that income received for future grant projects is deferred in the financial statements, and offset against the future expenditure associated with that particular project.

Income/cash received from Grant Funders	Deferred to 2019 €	Per Financial Statements 2018 €	Per Financial Statements 2017 €
CDETB/SOLAS/Department of Education & Skills	-	10,100	10,100
Tusla Child & Family Agency/Child Counselling	-	3,800	6,391
Tusla Child and Family Agency/Separating Well Pro.	-	180,000	-
Dept. of Children and Youth Affairs/CCSS	-	19,479	13,643
Pobal Dept. of Rural and Community Affairs	-	90,000	90,000
HSE - Sexual Health and Crisis Pregnancy	-	405,000	421,906
HSE - Sexual Health and Crisis Pregnancy Amortisation (note 14)	-	10,720	900
HSE East Coast National Lottery grant	-	-	5,000
HSE Dublin South Central National Lottery grant	-	-	6,014
Tusla Child and Family Agency/HSE South Western	-	37,843	37,843
DCYA- Early Year Capital Grant Amortisation (note 14)	-	545	2,089
ESF Peil (refer to note 12)	44,859	97,346	31,796
Erasmus EU	-	20,341	37,962
	<u>44,859</u>	<u>875,174</u>	<u>663,643</u>
 <u>Other Grants</u>			
Dublin Bus	-	4,217	740
Dublin City Council	-	11,000	9,000
DSP Job Plus	-	5,000	5,000
Tusla Child & Family Agency Seed Funding	-	-	20,000
Community Foundation for Ireland	-	16,607	-
DCCC Parent & Toddler Group (refer to note 12)	755	119	-
Katherine Howard Foundation	-	-	5,000
	<u>755</u>	<u>36,943</u>	<u>39,740</u>
 <u>Other</u>			
Service fee/Charges/Training (refer to note 12)	49,400	79,768	-
	<u>49,400</u>	<u>79,768</u>	<u>-</u>

Cherish CLG t/a One Family

Notes to the Financial Statements
for the year ended 31 December 2018

..... continued

5. Analysis of Expenditure

	Restricted Funds 2018 €	Unrestricted Funds 2018 €	Total Funds 2018 €	Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total Funds 2017 €
Charitable Activities:						
Family Support Services	877,999	57,328	935,327	668,299	55,306	723,605
Campaigns, Events, Policy & Research, Pro. Development	32,849	7,397	40,246	37,827	6,107	43,934
	<u>910,848</u>	<u>64,725</u>	<u>975,573</u>	<u>706,126</u>	<u>61,413</u>	<u>767,539</u>

	Direct Costs 2018 €	Support Costs 2018 €	Total Costs 2018 €	Direct Costs 2017 €	Support Costs 2017 €	Total Costs 2017 €
Charitable Activities:						
Family Support Services	714,020	221,307	935,327	461,189	242,181	703,370
Campaigns, Events, Policy & Research, Pro. Development	29,526	10,720	40,246	64,169	-	64,169
	<u>743,546</u>	<u>232,027</u>	<u>975,573</u>	<u>525,358</u>	<u>242,181</u>	<u>767,539</u>

	Charitable Activities 2018 €	Cost of raising funds 2018 €	Total 2018 €	Charitable Activities 2017 €	Cost of raising funds 2017 €	Total 2017 €
Total Support Costs by Activity:						
Staff and related costs	157,346	-	157,346	176,835	-	176,835
Office and Administration costs	54,660	-	54,660	41,971	-	41,971
Governance costs	4,519	-	4,519	4,667	-	4,667
Depreciation	15,502	-	15,502	18,708	-	18,708
	<u>232,027</u>	<u>-</u>	<u>232,027</u>	<u>242,181</u>	<u>-</u>	<u>242,181</u>

Support Costs:

Included in Support costs are the costs of general management, finance, IT maintenance, support and licenses, facilities, utilities, governance costs (annual audit and board meeting costs).

Support costs are apportioned across the charitable activities based on the number of staff employed within the activity.

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

6. Operating surplus	2018	2017
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	16,048	13,143
Loss on disposal of tangible fixed assets	-	5,794
Auditors' remuneration	3,838	3,548
Auditors' remuneration from non-audit work	-	-
	<u> </u>	<u> </u>

7. Taxation

The company is exempt from taxation due to its charitable status (Charity tax number: 6525) and maintains a valid Tax Clearance Certificate, in compliance with tax Clearance procedures.

8. Employees**Number of employees**

The average monthly numbers of employees (excluding the directors) during the year were:

	2018	2017
	Number	Number
Family services	21	14
Administration/Communications	10	6
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Employment costs

	2018	2017
	€	€
Wages and salaries	725,992	516,855
Social welfare costs - PRSI	74,286	52,743
Employer Pension Contribution	-	-
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

The number of employees whose employee benefits (excluding employer pension costs) were:

	2018	2017
	€	€
€60,000 - €70,000	-	-
€70,000 - €80,000	-	1
€80,000 - €90,000	1	-
€90,000+	-	-
	<u> </u>	<u> </u>

Key management personnel only includes the CEO, who received remuneration of €80,656 in 2018 (2017: €77,430).

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

9. Tangible assets	Land and buildings freehold	Fixtures, fittings equipment	Computer equipment	Total
	€	€	€	€
Cost				
At 1 January 2018	914,837	18,367	20,112	953,316
Additions	-	-	3,050	3,050
At 31 December 2018	<u>914,837</u>	<u>18,367</u>	<u>23,162</u>	<u>956,366</u>
Depreciation				
At 1 January 2018	4,574	6,530	10,731	21,835
Charge for the year	9,148	2,676	4,224	16,048
At 31 December 2018	<u>13,722</u>	<u>9,206</u>	<u>14,955</u>	<u>37,883</u>
Net book values				
At 31 December 2018	<u>901,115</u>	<u>9,161</u>	<u>8,207</u>	<u>918,483</u>
At 31 December 2017	<u>910,263</u>	<u>11,837</u>	<u>9,381</u>	<u>931,481</u>
10. Debtors: amounts falling due within one year			2018	2017
			€	€
Trade debtors			64,320	63,920
Other debtors			274	274
Prepayments and accrued income			8,826	6,966
			<u>73,420</u>	<u>71,160</u>
11. Cash at Bank and in Hand			2018	2017
			€	€
Cash at bank			288,900	356,648
			<u>288,900</u>	<u>356,648</u>
Current Account			176,710	255,703
Current Account 2			3,620	3,546
Current Account Childcare			1,743	3,164
Deposit Account			106,762	94,228
Petty cash account			65	7
			<u>288,900</u>	<u>356,648</u>

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

12. Creditors: amounts falling due within one year	2018	2017
	€	€
Trade creditors	6,779	17,015
Other creditors (a)	13,453	58,525
Other taxes and social security costs	19,509	12,716
Deferred Income (b)	95,014	121,196
Accruals	8,959	24,115
	<u>143,714</u>	<u>233,567</u>
 Other taxes and social security costs include: PAYE/USC & PRSI	 <u>19,509</u>	 <u>12,716</u>

(a) Other creditors includes amounts of capital grants received but unused at the year end. Refer to Note 14.

(b) Deferred Income relates to grants received, where the related performance was not completed at year-end, in accordance with company policy. Refer to Note 2.3.

Included in deferred income above are the following:

	2018	2017
	€	€
Erasmus+	-	22,448
Service Fees/Charges/Training	49,400	26,937
ESF Peil	44,859	55,204
The Community Foundation of Ireland	-	16,607
DCCC Parent & Toddler Group	755	-
	<u>95,014</u>	<u>121,196</u>

13. Creditors: amounts falling due after more than one year	2018	2017
	€	€
Capital grant (refer to note 14)	<u>32,436</u>	<u>43,638</u>

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

14. Capital Grants

HSE - Sexual Health and Crisis Pregnancy	2018	2017
	€	€
At 1 January 2018	52,700	53,600
Released in year	(10,720)	(900)
At 31 December 2018	<u>41,980</u>	<u>52,700</u>

This capital grant was received from the HSE in 2017 for the fit-out and refurbishment of the new premises. The balance remaining in this fund will be amortised to the financial statements in future years.

DCYA- Early Year Capital Grant	2018	2017
	€	€
At 1 January 2018	2,203	2,433
Released in year	(545)	(230)
At 31 December 2018	<u>1,658</u>	<u>2,203</u>

These capital grants were received from the Department of Children & Youth Affairs under the Early Years Capital Grant Programme. €500 was received in 2015 to purchase IT equipment, and this grant has been amortised over 4 years. €3,959 was received in 2017 to purchase creche equipment, with a balance remaining of €2,100 to be amortised to the financial statements in future years.

Diclosure of Capital Grant	2018	2017
	€	€
Creditors due within 1 year	11,202	11,265
Creditors due after more than 1 year	32,436	43,638
	<u>43,638</u>	<u>54,903</u>

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

15. Financial Instruments	2018	2017
	€	€
Financial Assets		
Financial assets that are debt instruments measured at amortised cost	353,494	420,842
	<u>353,494</u>	<u>420,842</u>
Financial Liabilities		
Financial liabilities measured at amortised cost	29,191	99,655
	<u>29,191</u>	<u>99,655</u>

Financial assets measured at amortised cost comprise cash and trade debtors.

Financial Liabilities measured at amortised cost comprise creditors and accruals.

16. Capital commitments

The company had no capital commitments at 31 December 2018.

17. Contingent liabilities

As outlined, the company has received government grants for revenue purposes. Should these grants not be used for the purpose specified, the grants will become repayable in whole or in part.

18. Related Party Transactions

Directors are reimbursed for travel expenses incurred during the course of carrying out their duties. During the year ended 2018 the total expenses reimbursed amounted to €Nil (2017: €Nil). No other related party transactions took place during the year.

19. Post Balance Sheet events

There were no significant events post the balance sheet date.

20. Ultimate parent undertaking

The company is controlled by its Members and the Board of Directors.

Cherish CLG t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2018**

..... continued

21. Pobal Grant

During the financial year, Cherish CLG t/a One Family received a grant from Pobal, for the period from 1 July 2016 to 30 June 2019. The grant is for the Scheme to Support National Organisations (SSNO). The total monies awarded in respect of the grant are €270,000 of which €90,000 was in respect of the current year. In addition, Cherish CLG t/a One Family received another grant from Department of Children and Youth Affairs - CCSS which is also administered by Pobal.

The grant has been awarded to assist with staffing and is not capital in nature.

Cherish CLG t/a One Family have obtained an up to date Tax Clearance Certificate as in compliance with the relevant circulars, including circular 44/2006.

22. Approval of financial statements

The financial statements were approved by the Board of Directors on 27 May 2019 and signed on its behalf by:

Sinead Gibney
Director

Ronan O'Dalaigh
Director

Cherish CLG t/a One Family

**The following pages are for the directors only
and do not form part of the statutory financial statements**

Cherish CLG t/a One Family

**Detailed Expenditure
for the year ended 31 December 2018**

	Restricted €	Unrestricted €	2018 €	2017 €
Expenditure on Raising funds				
Fundraising, events and campaigns	-	-	-	1,933
Expenditure on Charitable Activities				
Wages	762,920	37,357	800,277	569,597
Staff Training	11,184	1,000	12,184	9,140
Events	17,714	1,416	19,130	13,849
Security	837	(40)	797	1,343
Insurance	8,159	240	8,399	6,175
Light & Heat	4,878	-	4,878	5,244
Cleaning, Repairs & Maintenance	12,798	5,639	18,437	7,982
Printing, Postage & Stationery, other Office expenses	26,169	7,174	33,343	27,538
Office move transport	-	-	-	2,698
Advertising	4,072	807	4,879	1,865
Telephone & Computer, Website costs	19,359	2,086	21,445	17,970
Health & Safety	1,729	-	1,729	1,502
Travel, Subsistence & Volunteer costs	1,671	1,026	2,697	4,729
Legal & Professional and contract staff	5,496	7,889	13,385	53,898
Accounting	9,675	-	9,675	14,220
Audit	3,838	-	3,838	3,548
Bank Charges	391	1	392	395
Subscriptions	3,908	130	4,038	4,975
Depreciation	16,047	-	16,047	13,144
Sundry	3	-	3	-
Loss on disposal	-	-	-	5,794
Total	910,848	64,725	975,573	767,539