

Registered number: 45364

CHERISH T/A ONE FAMILY

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 DECEMBER 2019

**84 Northumberland Road
Ballsbridge
Dublin 4**

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

CHERISH T/A ONE FAMILY

COMPANY INFORMATION

Directors	Sinead Gibney (Chairperson) Katriona O'Sullivan (resigned 21 September 2019) Oonagh Buckley (appointed 8 January 2019) Jennifer Good Nuala Haughey Helen Hall (Treasurer) John-Mark McCafferty Ronan O'Dalaigh (Treasurer) (resigned 14 January 2020) Grahame Toomey
Company secretary	Jennifer Good
Registered number	45364
Charity number	CHY 6525
Charities Regulatory Authority Number	20012212
Registered office	8/10 Coke Lane Dublin 7 D07 EN2Y
Independent auditors	Duignan Carthy O'Neill Limited Chartered Accountants & Registered Auditors 84 Northumberland Road Ballsbridge Dublin 4
Bankers	Bank of Ireland 2 College Green Dublin 2
Solicitors	Shannon & O'Connor Solicitors 6 Hatch Street Lower Dublin 2

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Cherish CLG t/a One Family
Directors' Report
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1. One Family's Objectives and Activities

1.1) Welcome to One Family

One Family is Ireland's organisation for one-parent families. We were established in 1972 as Cherish and we now provide a range of 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.

One-parent families consistently experience much higher rates of poverty than other families; most poor children in Ireland live with one parent; and despite significant research detailing what is required to combat this, no government has implemented the policies, services and laws required to support one-parent families to be successful. This is in the context of a country that locked up unmarried mothers, illegally removed their children and stigmatised them for many decades.

One Family is based in Dublin 7 but has several national services. We have a staff team of 35 people and a voluntary Board of Directors who oversees our high levels of governance. The bulk of our funding is from a range of statutory sources and we have high levels of associated reporting and compliance.

We work in partnership with other organisations where possible and we represent the issues affecting one-parent families on many committees, Boards and membership organisations.

We work to a three-year Strategic Plan and in 2019 launched our most recent one which was developed in consultation with a wide range of our stakeholders.

Ireland in 2019

1.1.1) Demographics: (Census 2016) A very significant proportion of the Irish population live in a one-parent family.

- 218,817 (25.4%) of family units with children (of any age) are headed by a lone parent.
- 1 in 4 families with children in Ireland is a one-parent family.
- 1 in 5 people in Ireland live in a one-parent family
- 356,203 children lived in one-parent families, representing more than one in five or 21.2% of all children in family units.
- 84% of lone parents are female, 13.6% are male.

1.1.2) Housing and homelessness: (Department of Housing, Planning and Local Government, Focus Ireland, Dublin Region Homeless Executive 2018) One-parent families have less secure housing tenure than other families.

- 45% of one-parent families are in private rented accommodation.
- 60% of homeless families are lone mother families.
- 65% of Dublin homeless are one-parent families.
- 3,689 children were homeless.

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- 1.1.3) Poverty rates:** (Survey on Income and Living Conditions 2018 (SILC) One-parent families experience much higher rates of poverty than other families.
- Deprivation Rates:
 - 42.7% for one-parent families, 14.3% for two-parent families.
 - Consistent Poverty Rates:
 - 19.2% for one-parent families, 5% for two-parent households.
 - 130,000 children living in consistent poverty in Ireland, more likely to be in one-parent family.
 - At Risk of Poverty Rates:
 - 33.5% for one-parent families, 9.9% for two-parent families.

- 1.1.4) Social welfare & employment rates:** (Department of Employment and Social Protection Statistics November 2018) People parenting alone are more reliant on social welfare and are more likely to be in part-time precarious employment than other families.
- National Employment Rates: 63% of lone parent families. 78.5% of two-parent families.
 - Working Family Payment Recipients: 24,000 one parent families. 54,000 two parent families
 - One-Parent Family Payment (OFP) Recipients: 36, 792. OFP Employed: 39% (14,349)
 - Job Seekers Transition Allowance (JST) Recipients: 14,418. JST Employed: 27% (4,037)

1.1.5) Report from our Chairperson – Sinéad Gibney:

2019 was an exciting year for One Family. We worked at the coalface of the new legislation on abortion services by providing the MyOptions telephone counselling service on behalf of the HSE.

Our policy and advocacy work continued to gain momentum. Several of the asks from our Pre-Budget Submission 2020 were acted upon in the Budget. We continue to spend time and resources on dealing with child poverty and all its associated issues. An important way in which we do so is through our membership of the National Advisory Council on Better Outcomes, Brighter Futures (BOBF) and our CEO, Karen Kiernan's chairing of the Child Poverty group, which has grown significantly in scale. A key policy area we continue to focus upon is family law as we launched our paper on Child Maintenance in July and spoke at several events on this critical issue. We were pleased to see subsequent government funding committed to the research of a statutory Child Maintenance system in Budget 2020. There was of course another referendum of great importance to some of the families we represent – the divorce referendum. We campaigned vigorously for a Yes vote whilst also calling for greater investment in family law services in Ireland.

The Board has maintained great oversight and ensured full compliance on all governance requirements. We bid farewell to our colleague Dr Katriona O'Sullivan whilst welcoming Oonagh Buckley as a new Director. However, it is also a continuing challenge to find funds to fulfil the ever-increasing governance and administration requirements. This is particularly true when the conditions attached to some funding means that it is not possible to cover the overhead costs arising from implementation of that funding.

As always, our staff and volunteers deliver a committed and professional service, and it has been a privilege to oversee the organisation for the past year. Karen Kiernan, as CEO, continues to lead and grow the organisation; developing the team, innovating with the programme of work and maintaining a client focused approach to everything we do.

Finally, sincere thanks to the funders, supporters and policy makers who trust in us to work in the best interests of the wide diversity of one-parent families in Ireland.

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1.1.6) Statement from Chief Executive Officer – Karen Kiernan

As we reflect on the year, our thoughts and sympathies are with the family and friends of our colleague Patricia O'Reilly, a member of our receptionist team, who passed away in March. Despite this loss we were able to welcome new staff members to our Counselling, Administration and Adult Education teams.

The organisation grew rapidly again in 2019 with our ten-strong team of MyOptions counsellors who worked incredibly hard to deliver this new demanding service with 16,000 calls in the first year. This new legislation and the accompanying services also led to a greater demand for our face to face crisis pregnancy and post-abortion counselling services.

We were delighted that our New Futures Employability Programme won the Special Recognition Award for an ESF Initiative at the Aontas Star Awards for making an outstanding contribution to adult learning. We also had another moving Graduation day where we highlighted the amazing outcomes from this programme with 95% of graduates progressing to further or third level education. We have also been successful in the next ESF round of the Programme for Employability, Inclusion & Learning to test the roll-out of New Futures around the country through an online platform.

There was massive demand for our Separating Well for Children service and this work requires additional investment to at least meet the need in Dublin. It is a service that is required all over Ireland and we will be working to try to provide this in 2020 with its funder Tusla.

The new National Childcare Scheme continues to be very challenging both for us as a provider of Early Years Education and Care, as well as the families we serve as it does not yet accommodate very vulnerable children and their parents but is more focussed on meeting employment needs.

I look forward to continuing the important work with children and parents we undertake on a daily basis and again thank the parents and families who place their trust in us. It is always a privilege to work with such an amazing team of staff and volunteers as well as a Board committed to excellent governance and oversight.

1.2 Vision | Mission | Values

1.2.1) 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.

1.2.2) Our Mission

One Family is working to ensure a positive and equal future for people parenting alone, sharing parenting and parenting around separation – changing attitudes, policies, services and lives. We are committed to achieving equality and respect for all families. While acknowledging that every family is unique, we will endeavour to bring about better lives for these parents and children.

In addition to striving for fundamental attitudinal and structural change in our society, our services offer support in a family-centred way to individual families through times of change and difficulty, as well as supporting those experiencing a crisis pregnancy.

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1.2.3) 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 2019

In 2019 we launched our new three-year strategic plan and we want Ireland to have achieved the following by 2030:

1. **Child poverty** rates in Ireland will be dramatically reduced as Government reaches its child poverty target through a range of universal and targeted services; targeted income transfers; inclusive employment and educational opportunities; and the necessary targeting of one-parent families for additional supports based on available evidence.
2. **Family support services** will be available for people parenting alone, sharing parenting, and separating so that conflict and disruptions are minimised for children. This includes the development of a new Court Welfare Service including a statutory Child Maintenance Service; accessible services for separating families and people who are sharing parenting of their children; and targeted family supports for vulnerable one-parent families.
3. **One-parent families** will be widely recognised, understood and celebrated as positive family forms. The marginalisation of diverse families needs to end and all families need equal access to statutory services, policies and laws. We would like this reflected in our Constitution so that all families are protected and respected.

In order to achieve this, we will fearlessly name the challenges faced by the families we represent and work with. We will speak out and challenge laws, policies and services so that we can all do better. We will work with others to strategically achieve shared goals, while continuing to be accountable to all our stakeholders, uphold excellent governance standards and deliver quality specialist services.

There are three pillars in our Strategy 2019-2021 and we made great progress on these in 2019:

- 1 **Family support services:** We will work directly with families parenting alone, sharing parenting and separating by providing specialist family support services that improve the lives of children and their parents. Children are at the centre of our work and we seek to improve the lives of all members of one-parent families by empowering, supporting and up-skilling parents so that they, and their children, can reach their potential.
- 2 **Represent, champion and celebrate:** We will fearlessly represent, champion and celebrate the realities and needs of one-parent families to Government, policy makers, media and wider society in order to bring about positive change in policies, laws and attitudes.
- 3 **Sustaining a strong organisation:** Our ability to deliver strong outcomes depends on the strength of our supporting strategies and systems. We will continue to be a trustworthy and accountable partner to funders and policy makers, and an honest and fearless voice for the families we work with and represent.

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1.4 Challenges in 2019:

The single biggest challenge for many of the families we work with continued to be homelessness as we increasingly work with children and parents who are living long term in emergency accommodation.

2019 was an incredibly busy year as our staff team expanded significantly with the addition of the MyOptions telephone counselling service. We adapted our premises to facilitate this helpline and worked hard to induct, train and support a new team of staff.

Our Early Years Intervention Service remains chronically underfunded and does not fit with the new National Childcare Scheme. This is not a mainstream service as we continue to experience referrals of very young high-needs children from vulnerable families.

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.

In terms of policy it was disappointing that the new Parental Leave Benefit Act which was introduced to promote gender equality for parents actually discriminates against single mothers and their babies as they lose out on paid leave compared to two-parent families.

1.5 Future Developments:

In early 2020 we will launch the Sherie de Burgh Memorial Fund in honour of our late colleague at an event in partnership with Trinity College's School of Social Work and Social Policy.

We will continue to retain our focus on working to improve family law provision in Ireland with a seminar planned for 2020.

We will migrate the organisation to a new database system that will streamline processes associated with the delivery of our services, enable enhanced data analysis and service impact assessment.

The directors are not expecting any significant changes in the nature of the services provided by One Family or its associated revenue in the near future. At the time of approving the financial statements, the company is exposed to the effects of the Covid-19 pandemic which has resulted in changes to our operations since March and has resulted in some increased costs together with an increased demand for its services. The Directors assess that funding sources are reasonably reliable for the foreseeable future and in planning its future activities, the directors will seek to develop the company's activities whilst managing the effects of this outbreak.

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2. Outputs, Outcomes & Impacts

2.1 Our Family Support Services in 2019

In 2019, service provision and use increased again. We provided over 9,500 services to 900 parents and children in-person, as well as on-line and 1,768 on our askonefamily national helpline. When we include the MyOptions service in the figures that adds an additional 16,000 service interactions with the public.

2.2 askonefamily helpline

The askonefamily helpline provided:

- Extensive information provision on a wide range of issues and listening support for callers.
- Support, information, signposting and a listening ear via our website, information hub, social media contacts as well as email.
- 1,768 individual calls, emails or social media messages. 25% of these contacts were family law-related with issues such as access arrangements, maintenance and guardianship being the three top queries, followed by mediation. 24% of queries related to social welfare issues.
- Responses to 3,376 queries across the various platforms of askonefamily. 24% of queries related to social welfare and finances; 31% were looking for support and information on family life and parenting; 17% of queries were for listening support.
- 84% of askonefamily services were used by mothers and 16% from fathers. 290 calls lasted longer than 30 minutes.

2.3 MyOptions Helpline

In January 2019, we successfully rolled out and delivered the MyOptions unplanned pregnancy support helpline on behalf of the HSE. This significant service saw our staff numbers increase as ten MyOptions counsellors joined the team. The counselling teams worked incredibly hard to deliver this new demanding service with 16,000 calls and web chats in the first year. MyOptions worked to assist a range of stakeholders in the early months of the service to streamline the entire service including GPs, the HSE, the public, the hospital service and our delivery partner CareDoc.

2.4 Parenting

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 2019 to 323 mothers, fathers, step-parents and foster-parents.

The Parenting Service provided:

- Specialist parenting courses for people parenting alone and sharing parenting after separation, included *Positive Parenting for Changing Families; Family Communications – Parenting when Separated; Family Communications - Parenting Teens, Self Care & Personal Growth when Parenting; and Parenting through Stressful Times*. Courses are provided in the One Family premises Dublin 7, in partnership with local community services or online through our website.
- Our 3-day professional development trainings to 22 professionals.
- Employee wellbeing seminars to three corporate and state organisations.
- Our Social Group programme to 134 families. This service offers family activities and social interaction for people in one-parent families and is a key component in combating social isolation.

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- Parenting services for Dads, Mams as well as many step-parents and grandparents who also care for children.
- Parenting supports to people who are using the family law courts and who would like to improve their parenting skills and keep a strong focus on their children through separation.

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'

2.5 Counselling & Creative Therapies

One Family provide a wide range of therapeutic services to people living in one-parent families ranging from young children, to adolescents to adults. We are increasingly working with people who are trying to share parenting after separation but we also experienced a massive demand for our crisis pregnancy and post-abortion counselling in 2019 as a result of the new legislation.

We provided 2,874 counselling sessions to 347 clients in 2019, across all the different types of therapies:

- Crisis pregnancy counselling
- Post-abortion counselling
- Solution-focussed counselling
- General long term counselling for adults and adolescents living in one-parent families
- Play and Creative therapies for young people and children
- Supports for young people with care experience who are pregnant or parenting.

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2.6 Adult Education Service

Our Adult Education service was recognised as our flagship New Futures Employability Programme won the Special Recognition Award for a European Social Fund (ESF) Initiative at the Aontas Star Awards for making an outstanding contribution to adult learning. The service also received another round of 3-year funding from ESF and Dept of Justice & Equality.

The outcomes for parents who complete New Futures are excellent with 75% of those starting the course progressing to further education. This course has been externally evaluated and is proven to help lone parents on social welfare develop the skills, confidence and career planning to move into education, training or employment.

In May 2019, 18 women took part in the New Steps programme with 60% progressing on to New Futures in September 2019.

We are calling for the government to mainstream this programme so that parents all over Ireland can access it.

Quotes from New Futures Programme Participants

'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'

2.7 Early Years Intervention Service

Our Childcare Service has evolved in recent years into an Early Years Intervention Service in order to meet the emerging needs of vulnerable young children and parents. We provide parenting and family support services to parents through this service and in 2019 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 2019 we provided over 1,351 childcare places to 123 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.

2.8 Separating Well for Children Service

The Separating Well for Children service, funded by Tusla, is a specialist support service for families experiencing conflict as they move through family separation into shared parenting and new family forms. The service 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.

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2.9 One Family Policy

2.9.1 Policy & Advocacy

In 2019 we made twelve submissions and over 65 representations to Government and statutory agencies on a range of topics, we sat on 20 committees and we attended 120 policy meetings and conferences.

2.9.2) Policy & Legal Change Policy

As we have limited resources for our policy and advocacy work, we focus the majority of our attention in two main areas which are Child Poverty and Family Law but 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.

We continue to engage directly with policy makers, politicians and other influencers, focusing our message through joint campaigns with congruent organisations on ending child poverty and ensuring the new affordable childcare scheme supports lone parents into education or work.

Highlights of 2019 include our participation in the successful NoChild2020 campaign as part of the Children's Rights Alliance which ran in partnership with the Irish Times.

We also participated 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.

In 2019 we made twelve submissions solely or in partnership to a range of government departments, agencies and committees on issues ranging from Child Maintenance to the DEASP's Pathways to Work programme 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 2020 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*.

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*¹ 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.

¹ *Better Outcomes, Brighter Futures*: The national policy framework for children & young people 2014 – 2020. https://www.dcyh.gov.ie/documents/cypp_framework/BetterOutcomesBetterFutureReport.pdf

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2.9.3) Representation - Partnership Strategy 2019

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 2019 we sat on 27 committees including the following:

- Advisory Council on Better Outcomes, Brighter Futures (BOBF)
- Advisory Council on BOBF sub-committee on Child Poverty (Chair)
- Aontas Community Education Network
- Child & Family Support Network Grangegorman Parenting Sub Group
- College Connect Regional Steering Group in Maynooth University
- CORU's Social Care Worker's Registration Board
- Court Service Board
- Dublin City Childcare Committee
- Dublin Circuit Family Court Users' Group
- Early Years Advisory Group, chaired by the Children's Rights Alliance
- EAPN Policy Forum
- Family Law Development Committee
- Family Support Network Dublin 7
- Labour Market Access Network | APT Project
- Legal Aid Board's External Consultative Forum
- Migrant Consultative Forum in the Dept of Employment Affairs and Social Protection
- NoChild2020 Advisory Group | Children's Rights Alliance and Irish Times
- Period Poverty group in Dept of Health, representing the Community Pillar
- Social Policy Network
- Research Advisory Group on Minimum Essential Standard of Living, chaired by Vincentian Partnership for Social Justice & St Vincent de Paul
- Research on Abortion Services Advisory Group for HSE
- School Completion Board Dublin 1 & 7
- The Parenting Network
- Tusla's Parenting Working Group
- Tusla Parenting Champion and related events
- Working Group on Child Care (Amendment) Bill, chaired by the Children's Rights Alliance
- Young Women's Education Group, An Cosán.

In 2019 we attended approximately **120** meetings and conferences to make representations relevant to the families we work with. We also instigated several informal groupings to examine relevant issues including roundtable meetings on Child Maintenance and the Parental Benefit Leave Act.

We also hold organisational or individual staff memberships in the following organisations:

- Aontas
- Children's Rights Alliance
- Early Childhood Ireland
- European Anti-Poverty Network (Ireland)
- International mediators institute
- Irish National Organisation of the Unemployed (INOUE)
- PRII - Public Relations Institute of Ireland
- The Wheel.

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2.10 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 2019, 13 press releases were issued; we had 82 interviews and placements across print, radio and television; 66,379 visits were made to onefamily.ie; followers on Facebook and Twitter increased by circa 20%; and we issued 11 e-zines to 1,307 subscribers.

2.11 Facilities

Due to assuming responsibility for an additional two services since moving into our new premises, we are again tight for space. We are responding to this through rigorous scheduling of rooms, more evening provision of services and more service delivery in other organisations. We are continually in the process of upgrading our ICT equipment.

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3. Funding

One Family received the following grants in 2019 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 €270,000 over a three-year period from July 2019 – June 2021
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

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Name of Grantor and amount of the grant taken to income	Name of Grant	Purpose of Grant	The amount and term of the grant
European Commission Department of Justice and Equality €100,753	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.
European Commission Department of Justice and Equality €1,691	NewHorizons 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 €315,450 for a 3-year project commencing in October 2019.
Department of Children & Youth Affairs €18,479	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	€18,479 12 months
City of Dublin Education Training Board (CDETB) SOLAS Department of Education & Skills €14,609	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	€14,609 12 months

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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 Memorandum and Articles of Association. One Family has been granted charitable status, CHY 6525 and is registered with the Charity Regulatory Authority under number 20012212. We meet all our annual filing requirements to the CRA and the CRO. We completed our Register of Beneficial Owners as required in 2019.

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.

Board succession is of constant importance to us in One Family. 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. 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.

4.2.2) Board Transitions in 2019

There were a number of Board membership and Officer changes in 2019 which are detailed below:

Director	Role at 1 January 2019		Change	Role at 31 December 2019
Oonagh Buckley	Board Observer and member of the Operations & Governance Committee		Appointed 8 th January 2019	Board member and member of the Operations & Governance Committee
Sinéad Gibney	Chair and Board member		No change	Chair and Board member
Jennifer Good	Board member and Company Secretary, member of Operations & Governance Committee		No change	Board member and Company Secretary, Chair of Operations & Governance 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

Cherish CLG t/a One Family

**Directors' Report
For the year ended 31 December 2019**

Director	Role at 1 January 2019		Change	Role at 31 December 2019
Nuala Haughey	Board member and member of the Operations & Governance Committee		No change	Board Member and member of the Operations & Governance Committee
John-Mark McCafferty	Board member and Social Policy rep		No change	Board member and Social Policy rep
Rónán O'Dalaigh	Board member and Treasurer		No change	Board member and Treasurer
Dr. Katriona O'Sullivan	Board member, Vice Chair and member of the Finance Committee		Resigned 21/09/19	Not on Board
Grahame Toomey	Board Member		No change	Board member and member of the Finance Committee

Full biographical information on the Board members is available online at <https://onefamily.ie/about-us/our-board-members/>.

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 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, attends some events and meetings with same.

Board sub-committees include the **Finance & Audit Committee**; 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 strategy 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.

Cherish CLG t/a One Family

**Directors' Report
For the year ended 31 December 2019**

This table details attendance at Board meetings by each Board member and observer for 2019:

Name	Dates of Meetings							Total Meetings
	8 Jan	26 Feb	9 April	20 June	29 Aug	21 Sept (full-day)	14 Nov	
Oonagh Buckley	√	√	√	√	x	x	√	5/7
Sinead Gibney	√	√	√	√	√	√	√	7/7
Jennifer Good	√	√	√	√	x	√	x	5/7
Helen Hall	√	√	√	√	√	√	√	7/7
Nuala Haughey	√	√	√	x	√	√	√	6/7
John-Mark McCafferty	√	√	√	√	√	√	√	7/7
Rónán O'Dalaigh	x	x	√	x	√	x	x	2/7
Katriona O'Sullivan	√	√	x	x	x	–	–	2/5
Grahame Toomey	√	x	√	x	√	√	x	4/7
Karen Kiernan	√	√	√	√	√	√	√	7/7

4.2.4) Matters specifically reserved for the Board include:

General

- Accounting and management control policies and practices
- 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.

Cherish CLG t/a One Family

Directors' Report For the year ended 31 December 2019

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 Directors.

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
- 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 decrease the risk and ultimately have all risks removed from the register. 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.

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 members participate in monthly support and supervision with their line managers. In addition, certain roles attend external clinical and role clarification supervision. Staff members that work directly with service users not requiring 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 2019-2021. Performance is regularly reviewed through this system and all staff members participate in an annual review in Q1 with their line manager. All staff work in accordance with One Family's Employee Handbook; the One Family Manual; the Health & Safety Policy and their individual service policies and procedures.

Cherish CLG t/a One Family

Directors' Report For the year ended 31 December 2019

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
- Sfolta: the National Quality Framework for Early Years Services
- Aistear: the Early Childhood Curriculum Framework
- HSE Sexual Health & Crisis Pregnancy Programme's Governance Framework.

4.6 Employees and Volunteers

As of 31 December 2019, One Family had 36 staff members of which eleven work full-time and 25 on a part-time basis. The full-time equivalent (FTE) therefore is 23.5. We also have three contract tutors and two volunteers working with us, 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 2019

5. Financial Review

5.1 Results for the year ended 31 December 2019

The financial results for the year ended 31 December 2019 are set out on pages 25 to 27 of the Financial Statements. These results show a net surplus of €113,411 (2018 – surplus €22,569).

Income totalled €1,406,360 up 70% on 2018 (2018: €998,142). Total resources expended amounted to €1,292,949 (2018: €975,573).

5.2 Principal Funding Sources

A full list of funders is available on page 12 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.

In the first half of 2020, the outbreak of Covid-19 spread throughout Asia, Europe and Worldwide. The initial impact of this has been severe and has resulted in a significant worldwide slowdown in economic activity. In Ireland, the economic impact of this pandemic has been characterised by the temporary closure of many businesses in "non-essential" areas to ensure that people's movements are restricted in order to slow down the spread of the virus. The effect of Covid-19 presents some risks for One Family, the effects of which cannot be fully quantified at the time of approving the financial statements. As a result, the directors consider the implications of the Covid-19 pandemic to be a significant uncertainty at the time of approving the financial statements.

Although the effects cannot be fully determined, the directors believe that the main risks associated with Covid-19 are as follows:

- decreased government funding in the future as a result of a global economic downturn and less public funding being available
- a prolonged period of government recommendations and restrictions on the movement of people to contain the virus, which impact on the delivery of services by the staff of One Family
- a potential ongoing increase in the demand for the services of the company

Due to the likely increased demands our service the opportunities to enhance the services provided, to provide service in alternative ways and to extend the revenue base will be identified and pursued.

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.

Cherish CLG t/a One Family

**Directors' Report
For the year ended 31 December 2019**

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 at 31 December 2019 are €170,331 (2018: €156,760).

5.6 Investments

A portion of the above reserves are held on deposit with Bank of Ireland, the balance at 31 December 2019 was €120,331 (2018: €106,762).

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 Events since the year end

The Covid-19 outbreak is the main post-balance sheet event and that company has reacted in an agile way to these events by prioritising the health and safety of service users and staff through the transition to remote working by all staff members and the provision of all services by telephone. This has resulted in the company remaining operational throughout the period, although some service have had to be delivered in a more limited way. Whilst there has been some increase in operational costs as a result of Covid-19, the cashflow and revenue of the company is sound and the directors are confident that the company will be fully operational once the period of restriction is lifted. While this has created additional challenges for One Family, at the time of approving the financial statements, the directors consider that the balance sheet has not been impacted on events since the year end and as a result no adjustment has been made to the financial statements for the year ended 31 December 2019.

5.9 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.

5.10 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.

5.11 Auditors

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



Director



Director

Date: 26/05/20

CHERISH T/A ONE FAMILY

DIRECTORS' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2019

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 the financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' .

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, of the profit or loss for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the Company's financial statements and then apply them consistently;
- make judgments and accounting 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, enable at any time the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy, 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.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

CHERISH T/A ONE FAMILY

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CHERISH T/A ONE FAMILY

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Cherish t/a One Family (the 'Company') for the year ended 31 December 2019, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2019 and of its surplus 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 properly 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 ISA (Ireland) 570 requires us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the 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 Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 or 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

CHERISH T/A ONE FAMILY

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CHERISH T/A ONE FAMILY (CONTINUED)

that there is a material misstatement of this other information, we are required to report that 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 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 the 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 any 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 and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement on page 21, 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.

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 Auditors' 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.

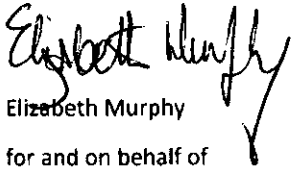
A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA-700-\(Ireland\)](https://www.iaasa.ie/Publications/ISA-700-(Ireland)). This description forms part of our Auditors' Report.

CHERISH T/A ONE FAMILY

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CHERISH T/A ONE FAMILY (CONTINUED)

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Company's members 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 we are required to state to them in an Auditors' 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 and the Company's members for our audit work, for this report, or for the opinions we have formed.



Elizabeth Murphy

for and on behalf of

Duignan Carthy O'Neill Limited

Chartered Accountants & Registered Auditors

84 Northumberland Road

Ballsbridge

Dublin 4

Date: 26 May 2020

CHERISH T/A ONE FAMILY

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE)
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019			2018		
	Restricted Funds	Unrestricted Funds	Total Funds	Restricted Funds	Unrestricted Funds	Total Funds
	€	€	€	€	€	€
Income from:						
Donations	-	3,574	3,574	-	3,064	3,064
Charitable activities: 4						
- Charges for services	-	524,153	524,153	-	79,768	79,768
- Statutory grants	864,166	-	864,166	875,174	-	875,174
- Other grants	877	-	877	36,943	-	36,943
Other activities	-	13,590	13,590	-	3,193	3,193
Total Income	865,043	541,317	1,406,360	912,117	86,025	998,142
Expenditure on:						
Raising funds, Events and campaigns	-	-	-	-	-	-
Charitable activities 5	(863,501)	(429,448)	(1,292,949)	(910,848)	(64,725)	(975,573)
Total Expenditure	(863,501)	(429,448)	(1,292,949)	(910,848)	(64,725)	(975,573)
Operating income/(expenditure) 6	1,542	111,869	113,411	1,269	21,300	22,569
Interest payable	-	-	-	-	-	-
Interest earned	-	-	-	-	-	-
Net	1,542	111,869	113,411	1,269	21,300	22,569
Transfer between funds	-	-	-	-	-	-
Net movement in funds	1,542	111,869	113,411	1,269	21,300	22,569
Reconciliation of funds:						
Total funds brought forward	777	1,103,876	1,104,653	(492)	1,082,576	1,082,084
Total funds carried forward	2,319	1,215,745	1,218,064	777	1,103,876	1,104,653

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 28 - 40 form part of these financial statements.

CHERISH T/A ONE FAMILY

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2019**

	2019	2018
	€	€
Cash flows from operating activities		
Surplus for the financial year	113,411	22,569
Adjustments for:		
Depreciation of tangible assets	15,356	16,048
Decrease/(increase) in debtors	61,562	(2,260)
Increase/(decrease) in creditors	57,954	(101,055)
Net cash generated from operating activities	248,283	(64,698)
Cash flows from investing activities		
Purchase of tangible fixed assets	(2,250)	(3,050)
Net cash from investing activities	(2,250)	(3,050)
Cash flows from financing activities		
Repayment of other loans	(723)	(11)
Net cash used in financing activities	(723)	(11)
Net increase/(decrease) in cash and cash equivalents	245,310	(67,759)
Cash and cash equivalents at beginning of year	288,900	356,659
Cash and cash equivalents at the end of year	534,210	288,900
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	534,210	288,900
	534,210	288,900


The notes on pages 28 to 40 form part of these financial statements.

CHERISH T/A ONE FAMILY

BALANCE SHEET
AS AT 31 DECEMBER 2019

	Note	2019 €	2018 €
Fixed assets			
Tangible assets	8	905,377	918,483
		<u>905,377</u>	<u>918,483</u>
Current assets			
Debtors: amounts falling due within one year	10	11,858	73,420
Cash at bank and in hand	11	534,210	288,900
		<u>546,068</u>	<u>362,320</u>
Creditors: amounts falling due within one year	12	(212,106)	(143,735)
Net current assets		<u>333,962</u>	<u>218,585</u>
Total assets less current liabilities		<u>1,239,339</u>	<u>1,137,068</u>
Creditors: amounts falling due after more than one year	13,14	(21,275)	(32,415)
Net assets		<u>1,218,064</u>	<u>1,104,653</u>
Funds of the Organisation			
Other reserves		839,566	839,566
Accumulated funds		378,498	265,087
Total funds		<u>1,218,064</u>	<u>1,104,653</u>

The financial statements were approved and authorised for issue by the board:


Director


Director

Date: 26/05/20

The notes on pages 28 to 40 form part of these financial statements.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

1. General information

These financial statements comprising the Statement of Financial Activities, Balance Sheet, 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 2019.

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 companies registered number is 45364 and it's 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 of financial statements

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and the Charities SORP (FRS 102)..

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 3).

The following principal accounting policies have been applied:

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 to the extent that the charity has provided the specified goods or services, or as the performance-related conditions are met.

2.4 Borrowing costs

All borrowing costs are recognised in the Statement of Financial Activities in the year in which they are incurred.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.5 Tangible fixed assets (continued)

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Land & Buildings	-	1%
Fixtures and fittings	-	20%
Computer equipment	-	25%

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Financial Activities.

2.6 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.7 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

In the Statement of Cash Flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Company's cash management.

2.8 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.9 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.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.10 Deferred Income

Where terms and conditions have not been met or uncertainty exists as to whether the company can meet the terms or conditions otherwise within its control, the income is not be recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met. Any grant that is subject to performance-related conditions received in advance of delivering the services required by that condition, or is subject to unmet conditions wholly outside the control of the company, is accounted for as a liability and shown on the balance sheet as deferred income. Deferred income is released to income in the reporting period in which the performance-related or other conditions that limit recognition are met.

2.11 Financial instruments

The Company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in ordinary shares.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade debtors and creditors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or in case of an out-right short-term loan that is not at market rate, the financial asset or liability is measured, initially at the present value of future cash flows discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost, unless it qualifies as a loan from a director in the case of a small company, or a public benefit entity concessionary loan.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Statement of Financial Activities.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.12 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.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

2. Accounting policies (continued)

2.13 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. Judgments in applying accounting policies 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 financial statements have been prepared on a going concern basis, which the Directors consider is appropriate. The company continued to trade during 2019, and incurred a surplus of €113,411. At 31 December 2019, it has net current assets of €333,962 and net assets of €1,218,064.

COVID-19: One Family is assessing the impact of the pandemic on a continuous basis as part of its ongoing risk management. The agency is continuing to deliver planned services in 2020 and as a result of contact with our funders, we understand that all planned funding will be provided in 2020 from our existing funders. The demand for our services has increased due to the pandemic and we have been assured that additional state funding will be received to cover this increased demand.

The Directors have assessed and continue to assess the risks associated with the pandemic and are satisfied that One Family is a going concern.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

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.

	Deferred to 2020 €	Per Financial Statements 2019 €	Per Financial Statements 2018 €
Income/cash received from Grant Funders			
City of Dublin Education Training Board SOLAS Department of Education & Skills	-	14,609	10,100
Tusla Child & Family Agency/Child Counselling	-	3,800	3,800
Tusla Child and Family Agency/Separating Well Pro.	30,000	180,000	180,000
Dept. of Children and Youth Affairs/CCSS	-	18,747	19,479
Pobal Dept. of Rural and Community Affairs	-	90,000	90,000
HSE - Sexual Health and Crisis Pregnancy	-	405,000	405,000
HSE - Sexual Health and Crisis Pregnancy Amortisation (note 14)	-	10,720	10,720
DCYA Early Years Capital Grant	-	500	-
Tusla Child and Family Agency/HSE South Western	-	37,843	37,843
DCYA- Early Year Capital Grant Amortisation (note 14)	-	503	545
ESF Peil (refer to note 12)	31,106	100,753	97,346
ESF Peil II (refer to note 12)	92,944	1,691	-
Erasmus EU	-	-	20,341
	154,050	864,166	875,174
Other Grants			
Dublin Bus	-	-	4,217
Dublin City Council	-	-	11,000
DSP Job Plus	-	-	5,000
Community Foundation for Ireland	4,610	-	16,607
DCCC Parent & Toddler Group (refer to note 12)	678	877	119
	5,288	877	36,943

CHERISH T/A ONE FAMILY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

Income (contd.)

	Deferred to 2020 €	Per Financial Statements 2019 €	Per Financial Statements 2018 €
Other Income			
Service fee/Charges/Training	393	524,153	79,768
	<u>393</u>	<u>524,153</u>	<u>79,768</u>

5. Analysis of Expenditure

	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total Funds 2019 €	Restricted Funds 2018 €	Unrestricted Funds 2018 €	Total Funds 2018 €
Charitable						
Activites:						
Family Support Services	850,290	420,047	1,270,337	877,999	57,328	935,327
Campaigns, Events, Policy & Research, Professional Development	13,211	9,401	22,612	32,849	7,397	40,246
	<u>863,501</u>	<u>429,448</u>	<u>1,292,949</u>	<u>910,848</u>	<u>64,725</u>	<u>975,573</u>
	Direct costs 2019 €	Support costs 2019 €	Total Funds 2019 €	Direct costs 2018 €	Support costs 2018 €	Total Funds 2018 €
Charitable						
Activites:						
Family Support Services	1,039,888	220,892	1,260,780	714,020	221,307	935,327
Campaigns, Events, Policy & Research, Professional Development	21,420	10,749	32,169	29,526	10,720	40,246
	<u>1,061,308</u>	<u>231,641</u>	<u>1,292,949</u>	<u>743,546</u>	<u>232,027</u>	<u>975,573</u>

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

Analysis of Expenditure (Contd.)

	Charitable Activities 2019 €	Total 2019 €	Charitable Activities 2018 €	Total 2018 €
Total Support Costs by Activity				
Staff and related costs	160,706	160,705	157,346	157,346
Office and Administration costs	51,431	51,431	54,660	54,660
Governance costs	4,652	4,652	4,519	4,519
Depreciation	14,853	14,853	15,502	15,502
	231,642	231,641	232,027	232,027
	231,642	231,641	232,027	232,027

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.

6. Surplus on ordinary activities before taxation

The operating surplus is stated after charging:

	2019 €	2018 €
Depreciation of tangible fixed assets	15,356	16,048
Auditors' remuneration	3,690	3,690
Auditors' remuneration - non-audit	615	148
	19,661	19,886
	19,661	19,886

CHERISH T/A ONE FAMILY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

7. Employees

Staff costs were as follows:

	2019	<i>2018</i>
	€	€
Wages and salaries	984,706	<i>725,992</i>
Social insurance costs	101,582	<i>74,286</i>
	1,086,288	<i>800,278</i>
	1,086,288	<i>800,278</i>

The average monthly number of employees, including the directors, during the year was as follows:

	2019	<i>2018</i>
	No.	No.
Family services	27	<i>21</i>
Administration/Communications	9	<i>10</i>
	36	<i>31</i>
	36	<i>31</i>

	2019	<i>2018</i>
	No.	No.
The number of employees whose employee benefits (excluding employer pension costs) were:		
€60,000 - €70,000	-	-
€70,000 - €80,000	-	-
€80,000 - €90,000	1	<i>1</i>
€90,000+	-	-
	1	<i>1</i>
	1	<i>1</i>

Key management personnel only includes the CEO, who received remuneration of €82,104 in 2019 (2018: €80,656).

CHERISH T/A ONE FAMILY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

8. Tangible fixed assets

	Freehold land & buildings €	Fixtures and fittings €	Computer equipment €	Total €
Cost or valuation				
At 1 January 2019	914,837	18,367	23,162	956,366
Additions	-	-	2,250	2,250
At 31 December 2019	<u>914,837</u>	<u>18,367</u>	<u>25,412</u>	<u>958,616</u>
Depreciation				
At 1 January 2019	13,722	9,206	14,955	37,883
Charge for the year on owned assets	9,149	2,559	3,648	15,356
At 31 December 2019	<u>22,871</u>	<u>11,765</u>	<u>18,603</u>	<u>53,239</u>
Net book value				
At 31 December 2019	<u>891,966</u>	<u>6,602</u>	<u>6,809</u>	<u>905,377</u>
At 31 December 2018	<u>901,115</u>	<u>9,161</u>	<u>8,207</u>	<u>918,483</u>

9. 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.

10. Debtors

	2019 €	2018 €
Trade debtors	-	64,320
Other debtors	277	274
Prepayments	11,581	8,826
	<u>11,858</u>	<u>73,420</u>

CHERISH T/A ONE FAMILY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

11. Cash and cash equivalents

	2019	2018
	€	€
Cash at bank and in hand	534,210	288,900
	534,210	288,900
	534,210	288,900

12. Creditors: Amounts falling due within one year

	2019	2018
	€	€
VISA	1,528	2,251
Trade creditors	10,554	6,779
Taxation and social insurance	21,023	19,509
Other creditors (a)	11,140	11,223
Accruals	8,130	8,959
Deferred income (b)	159,731	95,014
	212,106	143,735
	212,106	143,735

(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.

	2019	2018
	€	€
Tusla - SWP	30,000	-
Service Fees/Charges/Training	393	49,400
ESF Peil	31,106	44,859
ESF Peil II	92,944	-
The Community Foundation of Ireland	4,610	-
DCCC Parent & Toddler Group	678	755
	159,731	95,014
	159,731	95,014

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

European Union | Department of Justice and Equality | ESF Peil

Funding of €290k for a three project (New Futures) commencing in June 2017, €131,858 was received in 2019, €31,106 will be carried forward to 2020

Funding of €315,450k for a three project (New Horizons) commencing in Oct 2019, €94,635 was received in 2019, €92,944 will be carried forward to 2020

Tusla provided additional funding to support the Early Years Service in December 2019, this will be carried forward to 2020

The Community Foundation of Ireland Awarded funding for IT equipment in December 2019, this will be carried forward to 2020

DCCC provided a grant of €800 to fund a Parent and Toddler Group from November 2019 - Spring 2020, €678.06 of this grant will be deferred to 2020

13. Creditors: Amounts falling due after more than one year

	2019	2018
	€	€
Capital grant (refer to note 14)	21,275	32,415
	21,275	32,415
	21,275	32,415

14. Capital Grants

	2019	2018
	€	€
HSE - Sexual Health and Crisis Pregnancy		
At 1 January	41,980	52,700
Released in year	(10,720)	(10,720)
	31,260	41,980
At 31 December	31,260	41,980

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.

	2019	2018
	€	€
DCYA- Early Year Capital Grant		
At 1 January	1,658	2,203
Released in year	(503)	(545)
	1,155	1,658
At 31 December	1,155	1,658

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 now fully amortised. €3,959 was received in 2017 to purchase creche equipment, with a balance remaining of €1,155 to be amortised to the financial statements in future years.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

Capital Grants (Contd.)

	2019	2018
	€	€
Disclosure of Capital Grant		
Other creditors (less than 1 year)	11,140	11,223
Government grants received	21,275	32,415
	32,415	43,638

15. Financial instruments

	2019	2018
	€	€
Financial assets		
Financial assets measured at fair value through profit or loss	534,487	353,494
Financial liabilities		
Financial liabilities measured at fair value through profit or loss	31,352	29,212

Financial assets measured at fair value through statement of financial activities comprise cash and other debtors.

Other financial liabilities measured at fair value through statement of financial activities comprise creditors and accruals.

16. 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.

17. Capital commitments

The company had no capital commitments at 31 December 2019.

18. Related party transactions

Directors are entitled to be reimbursed for travel expenses incurred during the course of carrying out their duties. During the year ended 2019 the total expenses reimbursed amounted to €Nil (2018: €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.

CHERISH T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

20. Controlling party

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

21. Pobal Grant

During the financial year, Cherish CLG t/a One Family received a grant from Pobal, for the period from 1 July 2019 to 30 June 2022. The grant is for the Scheme to Support National Organisations (SSNO). The total monies awarded in respect of the grant are up to €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 board of directors approved these financial statements for issue on