

Registered number: 45364

CHERISH CLG T/A ONE FAMILY

**DIRECTORS' REPORT AND
FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 DECEMBER 2020

**84 Northumberland Road
Ballsbridge
Dublin 4**

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

CHERISH CLG T/A ONE FAMILY

COMPANY INFORMATION

Directors	Oonagh Buckley (resigned 1 May 2020) Jack Eustace (appointed 5 September 2020) Edel Fagan (appointed 5 September 2020) Éimear Fisher (appointed 5 September 2020) Sinéad Gibney (resigned 28 November 2020) Jennifer Good (Secretary) Nuala Haughey Helen Hall (Chairperson) John-Mark McCafferty (Treasurer) Rónán O'Dalaigh (resigned 14 January 2020) Grahame Toomey (resigned 5 September 2020)
Company secretary	Jennifer Good
Registered number	45364
Charity number	CHY 6525
Charities Regulatory 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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DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

One Family's Objectives and Activities

1.1) Welcome to One Family

One Family is Ireland's national organisation for one-parent families. We were established in 1972 as Cherish and 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, government has not implemented the policies, services and laws required to support one-parent families to be successful.

One Family is based in Dublin 7 but has several national services. We have a staff team of 32 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 have been complying with the majority of the requirements of the Charity Regulator's Governance Code on a voluntary basis for years and we are doing a review to work towards full compliance in 2021.

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 are currently in the final year of our 2019-2021 strategy which was developed in consultation with a wide range of our stakeholders. During 2021, we will be looking to the future challenges as we develop our next three year strategy for the period from 2021-2023.

1.1.1) Report from our Chairperson – Helen Hall:

2020 was a year like no other for one-parent families, One Family as an organisation and for the world. We know that parents really struggled with how to manage access/contact visits safely in the lockdowns; that many parents lost their jobs, their family and friendship support systems; that for many families, child maintenance payments stopped overnight; and many parents experienced distressingly high levels of anxiety. We know that children were cut off from many of their support systems, their friends, and their family members; and that some children lived with parents who were incredibly stressed and sometimes in conflict with each other.

One Family worked hard to respond rapidly and safely to the high levels of distress and the new challenges for people parenting alone and sharing parenting during the Covid-19 pandemic. Our staff went above and beyond to be able to provide extra services in new ways from their own homes, while coping with their own personal pandemic challenges. On behalf of the Board, I want to express our wholehearted appreciation to the CEO and her team for their commitment and diligence throughout 2020.

Policy & Lobbying Work

The pandemic crystallised many of the social problems and divisions in Ireland with one-parent families again suffering disproportionately, being excluded from society, losing income and essential services. We worked collaboratively with other national organisations to rapidly identify and respond to these issues by establishing and chairing the new National One Parent Family Alliance. We worked daily and weekly with government officials from across departments and agencies to respond to the problems faced by people parenting alone in order to have new processes put in place to overcome challenges. We also had many concerns and issues which we addressed in a joint submission to relevant Oireachtas Committees and politicians in September. We worked on pandemic issues through

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our membership of the National Advisory Council on Better Outcomes, Brighter Futures; through the Children's Rights Alliance and the national NGO COVID Group.

Before the pandemic, we worked to support parents as they questioned General Election candidates through the development of a factsheet and key asks on relevant issues. We also lobbied candidates and political parties on issues relevant to one-parent families for inclusion in the Programme for Government and were pleased to see the Joint Oireachtas Committee's *Report on the Position of Lone Parents in Ireland* included.

Understanding Family Law Reform as a key priority for the families we represent; we held an important webinar in July 2020 entitled *Building a Family Law System for Families* with national and international speakers to explore and influence family law reform in the Irish context.

As usual we issued our annual Pre-Budget Submission and were again pleased to note some of our recommendations were adopted in Budget 2021. Disappointingly, it is unclear whether evidence-based decision-making is being utilised in assigning Government budget priorities for children in poverty and those parenting alone.

One Family Board

It was an honour to take over the Chair role of One Family in October 2020 from Sinéad Gibney who left us due to her new role as Chief Commissioner of the Irish Human Rights & Equality Commission (IHREC). We also said goodbye to a number of Board members including Oonagh Buckley; Rónán O'Dálaigh; and Grahame Toomey. I would like to express my sincere gratitude for the voluntary time, talent and commitment that they brought to One Family over the years. Despite the sadness of saying goodbye to departing colleagues, I was delighted to welcome three new Directors onto the Board in 2020 – Éimear Fisher; Edel Fagan and Jack Eustace. There is a continued wealth of experience and skills that are essential for good governance firmly in place on the Board and we look forward to building further on this in 2021.

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.

1.1.2) Statement from Chief Executive Officer – Karen Kiernan

2020 is not a year that I, nor anyone at One Family will forget. Overnight we transformed our organisation, our staff's way of working and how we delivered our services to families. I am so proud of the team who responded to the massive need from parents and children around the country to not only keep services going by telephone or online, but to significantly increase the amount of services delivered under less than ideal circumstances.

We achieved this because our staff are committed, courageous and focussed on the needs of our service users.

Services for Families

What we heard daily from parents struggling around the country was how stressed and anxious they were as they tried to cope with the restrictions of the pandemic. They were struggling with less family support, frequently far less income, more family conflict, and desperately high levels of isolation.

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In April 2020, we ran a survey of parents on the challenges they were facing during the pandemic. The survey results confirmed what we were hearing in our services. Parents were concerned about reduced hours and unemployment due to the pandemic, lack of childcare, issues around managing access/contact arrangements as well as higher levels of anxiety and mental distress.

We worked to quickly develop guidance on many of the big problem areas for parents on a dedicated Covid-19 Resources section of our website. Guidance was provided on how to manage access/contact visits during the pandemic; what to do if you get sick; social welfare changes; family law issues and much more. We collaborated with many other organisations to ensure quality guidance was available on the legalities of stopping or changing court-ordered access for example.

We received additional funding from Tusla in order to provide additional services to assist families. We increased our national askonefamily helpline hours with specialist slots; and we provided an additional 20 hours counselling every week to parents across the country by telephone. These hours were immediately taken up and new waiting lists formed for our therapeutic services. Our askonefamily helpline dealt with a 68% increase in calls in Q2 compared to the same period in 2019.

In November, we made the difficult decision to temporarily close our Early Years Service due to the pandemic; we hope to re-open the service in 2021.

Online Services

All our Counselling Services moved to telephone; our Play and Art Therapies transformed to providing live online support to parents and their children; our Early Years Service facilitated live online Parent & Toddler groups as well as regular individual meetings. Our Parenting Service received almost €13,000 worth of donations from a broad variety of donors. We used these donations to purchase food vouchers which we distributed to vulnerable families. We developed a new innovative approach to our Summer Camp for Parents with online workshops for parents in partnership with other organisations. This opened our Parenting Services to parents from all across the country and helped to develop strategic partnerships with other providers.

We were able to secure additional funding to upgrade our e-learning parenting programmes onto a new e-learning platform. Using the new platform parents can work through courses at their own pace. We also developed our group-based programmes on-line utilising new communication platforms.

We are delighted to note that 70% of the participants on our New Futures Employability Programme successfully completed their course online which was an unexpected requirement and challenging given the closure of schools and childcare facilities.

Sherie de Burgh Memorial Fund

On 15 February 2020 we held the inaugural Sherie de Burgh Commemorative Event to mark our former colleague's anniversary and to celebrate the unique work that Sherie accomplished through her career in supporting people with unplanned pregnancies and those living in one-parent families. Speakers from throughout Sherie's career spoke about what she had achieved and her unique way of working. We also launched a Memorial Fund in her honour to fund areas of work she really cared about. We appreciate the support of our collaborator on this – Dr Catherine Conlon from Trinity College Dublin.

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I look forward to continuing the crucial work of supporting children and parents throughout the pandemic in 2021 and again thank everyone who places 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.

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 2019-2021

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.

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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 2020:

Strategic goal 1: Family Support Services

- **Specialist Services:** There was a 33% increase in counselling provision; we more than doubled our provision of e-learning courses (19 in 2020) and maintained the same number of parenting courses (12) and workshops (14); we had a 32% increase in parenting support interactions in 2020. We increased our supports to our Adult Education participants and started a new contract to deliver the MyOptions service for the HSE.
- **Supporting Children:** Our Early Years service provided online support to parents and young children during the first lockdown; the service opened for children in the summer but ultimately was forced to close its doors in Q3. Resources were diverted to supporting parents who were isolated and struggling during lockdowns.
- **Supporting Parents:** Our services provided significant additional supports to more parents during the pandemic through increased counselling; parenting supports; online information; additional helpline hours and more. We served 2,878 adults in 2020, a 21% increase on 2019.
- **Online Services:** All services rapidly transferred to telephone and online provision requiring additional investment by One Family.
- **Professional Training:** This decreased due to the pandemic.

Strategic Goal 2: Represent, Champion and Celebrate

- **Child Poverty:** We continued to chair the Child Poverty sub-group of the National Advisory Council on Better Outcomes, Brighter Futures. We prepared a submission for Budget 2021 and worked towards child poverty papers to inform the next strategy.
- **Court Welfare Service:** We held a webinar on Family Law Reform in July with key national and international speakers resulting in 600 views and 300 attendees.
- **Providing Policies:** Our policy work increased significantly as we worked on issues arising from the pandemic as well as longer term issues. We prepared 22 policy submissions and representations double that of 2019.
- **Representing Reality:** We were active across social and traditional media in 2020 with a number of campaigns to tell the stories of the parents we represent; also achieving 64 media placements.
- **Constitutional Reform:** We made submissions calling for the extension of Constitutional protection to all families (Article 41.3) to the Mother & Baby Homes Commission and the Citizen's Assembly.

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Strategic Goal 3: Sustaining a Strong Organisation

- **Governance:** We met all governance requirements; We had changes in our Board composition in 2020 with four Directors leaving and three new Directors joining.
- **Stable Funding:** Our income grew to €1.4 million (€1.2 million: 2019)
- **Partnership Working:** We established and chaired the new National One Parent Family Alliance to respond to issues affecting one-parent families during the pandemic. We established a new Separation Network for service providers supporting children in separated families. We joined several other networks to provide services and lobby more effectively.
- **Data Management:** We signed off on an agreement to develop a bespoke CRM system for the organisation.
- **Managing Growth:** We managed significant change and growth due to the pandemic.
- **Unrestricted Income:** We had hoped to source additional unrestricted income to better support our governance and administrative responsibilities, but this was not achieved due to the pandemic.
- **Social Media & Communications:** Facebook followers increased to 11,273 a 13% increase from 2019; Twitter followers increased by 21%; website use increased massively with page views jumping to 244,755 (2019: 120,528).
- **Facilities & ICT:** We safely moved most of our staff to remote working in Q2; maintained a skeleton staff in the office; moved all our services to telephone and online provision meeting all ICT and Health & Safety requirements in this process.

1.4 Challenges in 2020:

Our challenges were primarily focussed around the global pandemic and the urgent need to rapidly ensure all our services users and staff were safe whilst at the same time delivering much needed family support services to families in crisis. Along with many other organisations, our staff responded to this challenge, delivering even more services through remote means – we believe we fully met the challenges presented to us.

1.5 Looking Forward to 2021:

We will continue to work in a pandemic in 2021 as variants of Covid-19 continue to play havoc with the lives of the families we serve, our staff members and society in general. We are aware that significant barriers remain in place for parents who are struggling to home-school their children; balance work and parenting; survive with lower incomes; and maintain contact/access visits for children.

We will continue to provide services safely to all the families who need support; and when the time is right we will work on safely moving our team members back into the office and welcome families back in for services in person.

Whilst our funding agreements are in place for 2021, we are aware that there may be future downturns in the Irish economy.

We will fulfil the last year of our Strategy in the following ways:

Strategic goal 1: Family Support Services

- **Specialist Services:** We will continue to provide telephone and online services to families as required; we will increase the number of e-learning courses we have available and launch our new completely online New Futures Employability Programme.
- **Supporting Children:** We will continue to support parents online; we will hold in-person Art Therapy sessions in our building when safe to do so; and our Early Years personnel will be reallocated to Parenting.

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- **Supporting Parents:** We will work to find funding to continue additional telephone counselling hours; we will develop more e-learning parenting courses; and our new fully online New Futures Employability Programme will launch.
- **Online Services:** We will maintain remote working until safe to return to in-person service provision but will continue to provide a significant amount of services remotely for parents around Ireland.
- **Professional Training:** We will seek appropriate funding to develop our professional training programmes into online offerings.

Strategic Goal 2: Represent, Champion and Celebrate

- **Child Poverty:** We will work with Child Poverty sub-group of the National Advisory Council on Better Outcomes, Brighter Futures and with the Department of Children on a national Child Poverty Strategy.
- **Court Welfare Service:** We will work as a member of the Court Service Board on family law reform; we will make submissions to the Department of Justice and to the Joint Oireachtas Committee on Justice on family law reform; we will hold another webinar on key issues of the reform process; and we will develop policy positions and advocate to the Child Maintenance Review Group.
- **Providing Policies:** We will work to respond to arising issues and provide specialist policy submissions on family law reform, child maintenance, child poverty, education, parenting supports and more.
- **Representing Reality:** We will continue to tell the stories of one-parent families in both traditional and social media. Campaigns for 2021 include social and traditional media campaigns on policy topics and family diversity.
- **Constitutional Reform:** We will build on the work of the Citizen's Assembly in this area to call for equality for all families in the Constitution. We will highlight the issue through our social media campaign marking the UN International Day of the Family.

Strategic Goal 3: Sustaining a Strong Organisation

- **Governance:** We will recruit new Board members and meet all governance requirements including to the Charity Regulator. We will develop our next 3 year strategy for the organisation.
- **Stable Funding:** We will continue to meet our obligations to existing funders and identify ways to extend our revenue base.
- **Partnership Working:** We will continue to chair the new National One Parent Family Alliance to respond to issues affecting one-parent families during the pandemic.
- **Data Management:** We will develop bespoke Customer Relationship Management system for the organisation to ensure online access to all service user data.
- **Managing Growth:** We will maintain the organisation at current levels and manage the changes related to the pandemic.
- **Unrestricted Income:** We will test some new initiatives to seek unrestricted income for the expansion of services to those in need.
- **Social Media & Communications:** We will maintain a strong focus on ensuring we reach as many families as possible.
- **Facilities & ICT:** We will ensure that staff members working remotely continually assess their work environment and we will transition staff back to the building as appropriate.

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3. Funding

One Family received the following grants in 2020 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 2019 – June 2022
TUSLA Child and Family Agency €206,389	Separating Well for Children Service. To provide family supports in Counselling, Parenting and Play & Creative therapies for separated families in conflict.	Salaries, overheads	€210,000 12 months
TUSLA Child and Family Agency €37,965	Covid-19 funding to provide additional family supports in Counselling, Parenting, Helpline, Communications and Administration	Salaries, training	€40,320 11 months, April 2020- February 2021
TUSLA Child and Family Agency Prevention, Partnership and Family Support (PPFS) Programme Parent Support Champions €3,075	Develop e-learning resources and on-line parenting courses	Salaries, website costs	€3,075 6 months, July – December 2020
TUSLA Child and Family Agency Dublin South Central Parent Support Champions €1,600	Deliver external parenting workshop	Facilitator costs	€1,600 3 months, October – December 2020
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 12 months
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 12 months
European Commission Department of Children, Disability, Equality, Integration and Youth €44,873	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	€290,000 for a 3 year project commencing in June 2017 and completed in September 2020.

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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 Children, Equality, Disability, Integration and Youth €62,598	New Horizons 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	€315,450 for a 3 year project commencing in October 2019.
Department of Children, Equality, Disability, Integration and Youth €9,278.74	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	€9,278.74 12 months
City of Dublin Education Training Board (CDETB) SOLAS DFEHERIS €17,900	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	€17,900 12 months
City of Dublin Education Training Board (CDETB) SOLAS DFEHERIS €12,999	Mitigating Against Educational Disadvantage Fund to address the decline in participation of disadvantaged learners	Equipment	€12,999 December 2020
The Community Foundation for Ireland €4,610	To fund PC replacement, laptops and headsets	Equipment	€4,610 12 months
OLC Ireland Trust Fund at The Community Foundation for Ireland €5,000	Develop e-learning and on-line parenting courses	Salaries, website costs, equipment	€5,000 6 months, July – December 2020
Department of Children, Equality, Disability, Integration and Youth €1,000	Funding via Pobal under the Covid19 capital grant scheme to assist Early Year services with the additional health and safety costs associated with Covid19	Equipment	€1,000 6 months, July – December 2020
TU Dublin Grangegorman ABC Project €1,000	Funding for Summer Parenting programme and development of Multi-sensory room	Salaries, equipment	Grant awarded €7,371

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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 a Memorandum and Articles of Association. One Family has been granted charitable status, CHY 6525 and is registered with the Charities Regulatory Authority (CRA) under number 20012212. We meet all our annual filing requirements to the CRA and the Companies Registration Office. 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 and in 2020 we recruited three new Directors with specific skills in family support services, public administration and policy as well as former service user of the organisation. 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 Chairperson 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 2020

There were a number of Board membership and Officer changes in 2020 which are detailed below:

Director	Role at 1 January 2020	Change	Role at 31 December 2020
Oonagh Buckley	Board Observer and member of the Operations & Governance Committee	Resigned 01.05.2020	Not on Board
Jack Eustace		Appointed 05.09.2020	Board member
Edel Fagan		Appointed 05.09.2020	Board member and member of the Finance and Audit Committee
Éimear Fisher		Appointed 05.09.2020	Board member and member of the Finance and Audit Committee
Sinéad Gibney	Chairperson and Board member	Resigned 28.11.2020	Not on Board
Jennifer Good	Board member and Company Secretary, Chair of Operations & Governance Committee	No change	Board member and Company Secretary, Chair of Operations & Governance Committee

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Director	Role at 1 January 2020	Change	Role at 31 December 2020
Helen Hall	Board member, member of Finance & Audit Committee and Support & Supervision Committee	No change	Chairperson and Board member
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, Deputy Chairperson, Treasurer and Chair of Finance and Audit Committee
Rónán O'Dalaigh	Board member, Treasurer and Chair of Finance and Audit Committee	Resigned 14.01.2020	Not on Board
Grahame Toomey	Board Member	Resigned 05.09.2020	Not on Board

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 service activity, and policy development. 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.

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This table details attendance at Board meetings by each Board member and observer for 2020:

Name	Dates of Meetings									Total /9 meetings
	14 Jan	27 Feb	30 Apr	19 May	17 June	5 Sep	8 Oct	28 Nov	14 Dec	
Oonagh Buckley	√	√	√	-	-	-	-	-	-	3/3
Jack Eustace	-	√	√	√	√	√	√	√	√	8/8
Edel Fagan	-	-	√	√	√	√	√	√	√	7/7
Éimear Fisher	-	-	√	√	√	√	√	√	√	7/7
Sinead Gibney	√	√	√	√	√	√	√	√	-	8/8
Jennifer Good	√	√	x	√	√	√	√	√	x	7/9
Helen Hall	√	√	√	√	√	√	√	√	√	9/9
Nuala Haughey	√	√	x	√	x	√	√	√	x	6/9
Karen Kiernan	√	√	√	√	√	√	√	√	√	9/9
John-Mark McCafferty	x	x	√	√	√	√	√	√	√	7/9
Rónán O'Dalaigh	√	-	-	-	-	-	-	-	-	1/1
Grahame Toomey	√	x	√	x	√	x	-	-	-	3/6

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

CHERISH CLG T/A ONE FAMILY

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

- 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 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 their likelihood of occurring and their potential impact, and a risk register is drawn up which is regularly reviewed by staff and Board at meetings. The purpose is to manage and mitigate risks and to actively identify new risks arising. All new projects and activities review risk as part of planning.

CHERISH CLG T/A ONE FAMILY

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

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. 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.

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 2020, One Family had 32 staff members of which twelve work full-time and 20 on a part-time basis. The full-time equivalent (FTE) therefore is 21.45 people. We also have three contract tutors working with us and no volunteers other than 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 2020

5. Financial Review

5.1 Results for the year ended 31 December 2020

The financial results for the year ended 31 December 2020 are set out on pages 22 - 24 of the financial statements. These results show a net surplus of €145,800 (2019 – surplus €113,411).

Income totalled €1,419,517 (2019: €1,406,360). Total resources expended amounted to €1,273,717 (2019: €1,292,949).

5.2 Principal Funding Sources

A full list of funders is available on pages 8 and 9 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 Board 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 consider that the risk is mitigated by One Family continuing to provide excellent services to their clients and providing good value for money and quality governance and reporting for funders.

The effect of the on-going Covid-19 pandemic presents some risks for One Family, the effects of which cannot still be fully quantified. Although the effects cannot be fully determined, the Directors believe that the main risks associated with Covid19 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 may 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 for services, the opportunities to enhance the services provided, to provide services in alternative ways and to extend the revenue base will continue to be identified and pursued.

CHERISH CLG T/A ONE FAMILY
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

5.5 Reserves policy

Reserves of at least one month and up to three 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. Proposed utilisation of the reserves will be approved by the Finance & Audit Committee prior to expenditure or for use for cash-flow purposes.

It is expected that reserves will equal to three months operating costs in 2021, and that this target will be met from the 2020 surplus projections.

The Finance & Audit Committee 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 at 31 December 2020 are €269,331 (2019: €170,331).

Sinking Fund

A Sinking Fund was established to provide for future capital improvements or repairs to the 8-10 Coke Lane building, and for any unexpected remedial works outside the normal scope of the annual maintenance budget. This amount will be kept on an ongoing basis and will be added to each year where possible.

Up to 1% of the annual budget will be maintained for the Sinking Fund purpose. The Sinking Fund will be reviewed and approved annually by the Finance and Audit Committee and CEO. The sinking fund balance at 31 December 2020 is €26,706 (2019: 12,663).

5.6 Investments

A portion of the above reserves are held on deposit with Bank of Ireland, the balance at 31 December 2020 was €219,331 (2019: €120,331).

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 Board of One Family have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the ongoing Covid-19 pandemic. 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 2020.

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 include 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.

CHERISH CLG T/A ONE FAMILY

**DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020**

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



Helen Hall
Director



John-Mark McCafferty
Director

Date: 10 May 2021

CHERISH CLG T/A ONE FAMILY

DIRECTORS' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2020

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 surplus or deficit 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 surplus or deficit 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 CLG T/A ONE FAMILY

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

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Cherish CLG t/a One Family (the 'Company') for the year ended 31 December 2020, which comprise the Statement of Financial Activities, 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 2020 and of its surplus for the year 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

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

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.

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.

CHERISH CLG T/A ONE FAMILY

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

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 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

As explained more fully in the Directors' Responsibilities Statement on page 18, 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.

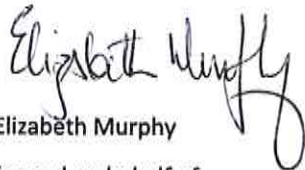
A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards>. This description forms part of our Auditors' Report.

CHERISH CLG T/A ONE FAMILY

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CHERISH CLG 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, 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 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, as a body, 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

10 May 2021

CHERISH CLG T/A ONE FAMILY

**STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME & EXPENDITURE)
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020			2019		
	Restricted Funds	Unrestricted Funds	Total Funds	Restricted Funds	Unrestricted Funds	Total Funds
	€	€	€	€	€	€
Income from:						
Donations	-	2,083	2,083	-	3,574	3,574
Charitable activities:	4					
- Charges for services	-	446,195	446,195	-	524,153	524,153
- Statutory grants	934,195	-	934,195	864,166	-	864,166
- Other grants	7,031	-	7,031	877	-	877
Other activities	10,209	19,804	30,013	-	13,590	13,590
Total Income	951,435	468,082	1,419,517	865,043	541,317	1,406,360
Expenditure on:						
Raising funds, Events and campaigns	(10,209)	-	(10,209)	-	-	-
Charitable activities	5 (930,644)	(332,864)	(1,263,508)	(863,501)	(429,448)	(1,292,949)
Total Expenditure	(940,853)	(332,864)	(1,273,717)	(863,501)	(429,448)	(1,292,949)
Operating income/(expenditure)	6 10,582	135,218	145,800	1,542	111,869	113,411
Interest payable	-	-	-	-	-	-
Interest earned	-	-	-	-	-	-
Net income/(expenditure)	10,582	135,218	145,800	1,542	111,869	113,411
Transfer between funds	-	-	-	-	-	-
Net movement in funds	10,582	135,218	145,800	1,542	111,869	113,411
Reconciliation of funds:						
Total funds brought forward	2,319	1,215,745	1,218,064	777	1,103,876	1,104,653
Total funds carried forward	12,901	1,350,963	1,363,864	2,319	1,215,745	1,218,064

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 25 - 35 form part of these financial statements.

CHERISH CLG T/A ONE FAMILY

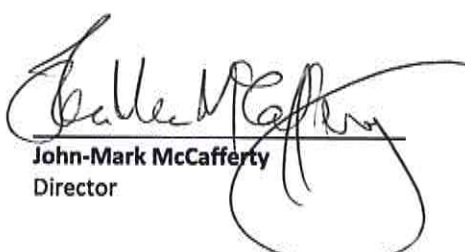
BALANCE SHEET
AS AT 31 DECEMBER 2020

	Note	2020 €	2019 €
Fixed assets			
Tangible assets	8	915,982	905,377
		<u>915,982</u>	<u>905,377</u>
Current assets			
Debtors: amounts falling due within one year	10	41,182	11,858
Cash at bank and in hand	11	579,414	534,210
		<u>620,596</u>	<u>546,068</u>
Creditors: amounts falling due within one year	12	(151,396)	(212,106)
Net current assets		<u>469,200</u>	<u>333,962</u>
Total assets less current liabilities		<u>1,385,182</u>	<u>1,239,339</u>
Creditors: amounts falling due after more than one year	13	(21,318)	(21,275)
Net assets		<u>1,363,864</u>	<u>1,218,064</u>
Funds of the Organisation			
Other reserves - Unrestricted		839,566	839,566
Restricted funds		2,692	2,319
Accumulated funds - Unrestricted		521,606	376,179
Total funds		<u>1,363,864</u>	<u>1,218,064</u>

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



Helen Hall
Director



John-Mark McCafferty
Director

Date: 10 May 2021

The notes on pages 25 to 35 form part of these financial statements.

CHERISH CLG T/A ONE FAMILY

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020**

	2020	2019
	€	€
Cash flows from operating activities		
Surplus for the financial year	145,800	113,411
Adjustments for:		
Depreciation of tangible assets	16,645	15,356
(Increase)/decrease in debtors	(29,324)	61,562
(Decrease)/increase in creditors	(60,667)	57,231
	72,454	247,560
Cash flows from investing activities		
Purchase of tangible fixed assets	(27,250)	(2,250)
	(27,250)	(2,250)
Net increase in cash and cash equivalents	45,204	245,310
Cash and cash equivalents at beginning of year	534,210	288,900
	579,414	534,210
Cash and cash equivalents at the end of year	579,414	534,210
Cash and cash equivalents at the end of year comprise:		
Cash at bank and in hand	579,414	534,210
	579,414	534,210

The notes on pages 25 to 35 form part of these financial statements.

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. General information

These financial statements comprising the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and the related notes constitute the financial statements of Cherish CLG t/a One Family for the financial year ended 31 December 2020.

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 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. Company Name

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

3. Accounting policies

3.1 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 4).

The following principal accounting policies have been applied:

3.2 Grants

Grants are accounted for 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.

3.3 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 CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

3. Accounting policies (continued)

3.3 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 profit or loss.

3.4 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.

3.5 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.

3.6 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.

3.7 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 CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

3. Accounting policies (continued)

3.8 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 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.

3.9 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.

3.10 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 CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

3. Accounting policies (continued)

3.11 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.

4. 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 2020, and had a surplus of €145,800. At 31 December 2020, it has net current assets of €469,199 and net assets of €1,363,864.

COVID-19: One Family assesses the current impact of the pandemic on a continuous basis as part of its ongoing risk management. The agency is continuing to deliver planned services in 2021 and as a result of contact with our funders, we understand that all planned funding will be provided in 2021 from our existing funders. The demand for our services has increased due to the pandemic.

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 CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

5. 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 2021 €	Per Financial Statements 2020 €	Per Financial Statements 2019 €
Income/cash received from Grant Funders			
DFHERIS / SOLAS / CDET / MAED Fund	-	17,900	14,609
CDET/SOLAS/Department of Further & Higher Education	167	1,232	-
Tusla Child & Family Agency/Child Counselling	-	3,800	3,800
Tusla Child and Family Agency/Separating Well Pro.	25,466	244,354	180,000
Dept. of Children and Youth Affairs/CCSS	-	9,279	18,747
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/Other	-	5,175	-
Tusla Child and Family Agency/HSE South Western	-	37,843	37,843
DCYA- Early Year Capital Grant Amortisation (note 14)	-	420	503
ESF Peil	-	44,874	100,753
ESF Peil II (refer to note 12)	30,346	62,598	1,691
Department of Children, Disability, Equality, Integration and Youth Pobal Early Years Capital grants	-	1,000	-
	55,979	934,195	864,166
Other Grants			
TU Dublin Grangegorman ABC Project	6,371	1,000	-
Community Foundation for Ireland	19,000	6,031	-
DCCC Parent & Toddler Group (refer to note 12)	-	-	877
Other activities	8,299	10,209	-
	33,670	17,240	877

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

Income (contd.)

	Deferred to 2021 €	Per Financial Statements 2020 €	Per Financial Statements 2019 €
Other Income (Unrestricted)			
Service fee/Charges/Training	200	446,195	524,153
Other Income	-	19,804	13,590
Donations	-	2,083	3,574
	200	468,082	541,317
	200	468,082	541,317

6. Surplus on ordinary activities before taxation

The operating surplus is stated after charging:

	2020 €	2019 €
Depreciation of tangible fixed assets	16,645	15,356
Auditors' remuneration	3,690	3,690
Auditors' remuneration - non-audit	308	615
	16,645	15,356
	16,645	15,356

7. Employees

Staff costs were as follows:

	2020 €	2019 €
Wages and salaries	971,971	984,706
Social insurance costs	100,129	101,582
	1,072,100	1,086,288
	1,072,100	1,086,288

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

	2020 No.	2019 No.
Family services	24	27
Administration/Communications	8	9
	32	36
	32	36

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 No.	2019 No.
The number of employees whose employee benefits (excluding employer pension costs) were:		
€60,000 - €70,000	-	-
€70,000 - €80,000	1	-
€80,000 - €90,000	-	1
€90,000+	-	-
	-	-

Key management personnel only includes the CEO, who received remuneration of €79,850 in 2020 (2019: €82,104).

8. Tangible fixed assets

	Freehold land & buildings €	Fixtures and fittings €	Computer equipment €	Total €
Cost or valuation				
At 1 January 2020	914,837	18,367	25,412	958,616
Additions	-	-	27,250	27,250
Disposals	-	-	(8,053)	(8,053)
At 31 December 2020	914,837	18,367	44,609	977,813
Depreciation				
At 1 January 2020	22,871	11,765	18,603	53,239
Charge for the year	9,148	2,541	4,956	16,645
Disposals	-	-	(8,053)	(8,053)
At 31 December 2020	32,019	14,306	15,506	61,831
Net book value				
At 31 December 2020	882,818	4,061	29,103	915,982
At 31 December 2019	891,966	6,602	6,809	905,377

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.

CHERISH CLG T/A ONE FAMILY

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

10. Debtors

	2020	2019
	€	€
Trade debtors	29,669	-
Other debtors	-	277
Prepayments	11,513	11,581
	41,182	11,858
	41,182	11,858

11. Cash and cash equivalents

	2020	2019
	€	€
Cash at bank and in hand	579,414	534,210
	579,414	534,210
	579,414	534,210

12. Creditors: Amounts falling due within one year

	2020	2019
	€	€
Other creditors	2,315	1,528
Trade creditors	10,249	10,554
Taxation and social insurance	22,710	21,023
Capital grant (refer to note 14)	15,135	11,140
Accruals	11,138	8,130
Deferred income (a)	89,849	159,731
	151,396	212,106
	151,396	212,106

(a) Deferred Income relates to grants received, where the related performance was not completed at year-end, in accordance with company policy. Refer to Note 3.2.

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	€	€
Deferred income		
Tusla - SWP	25,466	30,000
Service Fees/Charges/Training	200	393
ESF Peil I	-	31,106
ESF Peil II	30,346	92,944
The Community Foundation of Ireland	19,000	4,610
DCCC Parent & Toddler Group	-	678
CDET B MAEDF	167	-
TU Dublin	6,371	-
Other activities	8,299	-
	89,849	159,731

European Union | Department of Justice and Equality | ESF Peil

Funding of €315,450k for a three project (New Horizons) commencing in Oct 2019, €94,635 was received in 2019, €30,346 will be carried forward to 2021.

Tusla provided €30k funding to support the Early Years Service in December 2019, €3K will be carried forward to 2021.

Tusla provided €40k to fund additional covid-related services throughout the pandemic, €2.3K will be carried forward to 2021 to fund additional hours in Jan/Feb 2021.

Tusla provided €19,500 to develop a Service Model for the Separating Well Project in December 2020, this will be used in 2021.

The Community Foundation of Ireland | Comic Relief Fund Awarded funding for Database development in December 2020, this will be carried forward to 2021.

TU Dublin | ABC, funding of 7,371 a summer parenting programme and develop a multi-sensory room, €6,371 will be carried forward to 2021 to build the multi-sensory room.

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

	2020	2019
	€	€
Capital grant (refer to note 14)	21,318	21,275
	21,318	21,275

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

14. Capital Grants

	At 1 January 2020 €	Released in year €	At 31 December 2020 €	At 31 December 2019 €
HSE - Sexual Health and Crisis Pregnancy	31,260	(10,720)	20,540	31,260
DCYA- Early Year Capital Grant	1,155	(420)	735	1,155
CDETB MAEDF	-	-	11,600	-
CFI	4,380	(802)	3,578	-
	36,795	(11,942)	36,453	32,415
	36,795	(11,942)	36,453	32,415

Capital Grants (Contd.)

HSE: 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: 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.

CDETB | MAEDF: A grant of €12,999 was received to purchase digital technologies, €11,600 will be amortised to the accounts over four years.

The Community Foundation for Ireland (CFI): Two grants (€4,610 and €5,000) were received to fund equipment. A total of €3,578 will be amortised to the accounts over 3 years.

	2020 €	2019 €
Disclosure of Capital Grant		
Capital grant (less than 1 year)	15,135	11,140
Government grants received (greater than 1 year)	21,318	21,275
	36,453	32,415
	36,453	32,415

15. 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.

16. Capital commitments

The company had no capital commitments at 31 December 2020.

CHERISH CLG T/A ONE FAMILY

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

17. 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 2020 the total expenses reimbursed amounted to €Nil (2019: €Nil). No other related party transactions took place during the year.

18. Post balance sheet events

There were no significant events post the balance sheet date.

19. Controlling party

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

20. 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.

21. Approval of financial statements

The board of directors approved these financial statements for issue on 10 May 2021

