20 Annual 20 Review



onefamily

Ireland's national organisation for people parenting alone, sharing parenting and separating

onefamily

Cherish company limited by guarantee trading
as One Family

8 Coke Lane, Smithfield, Dublin, D07 EN2Y

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Objectives & Activities



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, no government has 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 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 working 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 our stakeholders. During 2021, we will be looking to future opportunities and challenges as we develop our next three year strategy for the period from 2021-2023.

Report from our Chairperson

Helen Hall



Hello and welcome to One Family's Annual Review. 2020 was a year like no other for one-parent families, One Family as an organisation and for the world. We know that parents struggled with managing 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 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 many new challenges people parenting alone and sharing parenting were confronted with during the 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. We also had many concerns and issues which we addressed in a joint submission to relevant Oireachtas Committees and politicians in September. We advocated for one-parent families through 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 Covid, 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 a pleasure 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 wealth of experience and skills that are essential for good governance now firmly in place on the Board and we look forward to building 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.

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: with less family support, frequently far less income, more family conflict, and desperately high levels of isolation.

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 more 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.

Online Services

Over two-days we transferred all our services online. 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

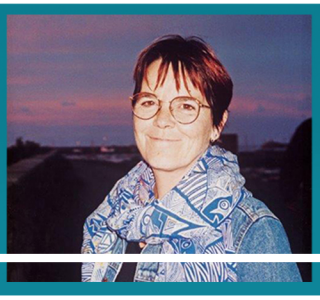
On 15 February 2020, we held the inaugural Sherie de Burgh Commemorative Event to mark our former colleague's anniversary and to celebrate the unique work that Sherie accomplished through her career in supporting people with unplanned pregnancies and those living in one-parent families. Speakers from 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.

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.



Sherie de Burgh

Inaugural Commemorative Event



Our Vision

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

Our Mission

One Family is working to ensure a positive and equal future for people parenting alone, sharing parenting and 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.

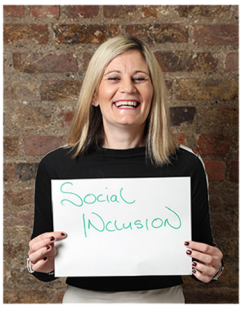
Our Values

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.

ONE FAMILY 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.

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:

1 Strategic Goal — Family Support Services

2 Strategic Goal — Represent, Champion & Celebrate

3 Strategic Goal — Sustaining a Strong Organisation

1 Strategic Goal

Progress on our Strategy in 2020

Family Support Services

Specialist Services

Demand for our specialist services rose in 2020. 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. 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.

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. The askonefamily helpline dealt with 3,635 queries. 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 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.

Online Services

As listed in previous paragraphs we moved all our services to telephone and online during the pandemic. In addition to these online services we were able to secure additional funding to upgrade our e-learning parenting programmes onto a new e-learning platform. Parents can work through the course at their own pace by using the new platform. We also developed our group-based programmes on-line utilising new communication platforms.

70% of the participants on our New Futures Employability Programme successfully completed their course online instead of in-person.

2 Strategic Goal

Progress on our Strategy in 2020

Represent, Champion & Celebrate

Child Poverty

Children in one-parent families continue to be most at risk of poverty in Ireland. One Family continued our efforts to combat this issue in 2020 by chairing the Child-Poverty sub-group of the National Advisory Council on Better Outcomes Brighter Futures. We focused our Pre-Budget Submission on Child Poverty highlighting the substantial body of research linking one-parent families and child poverty. We made our submission to Government and welcomed the inclusion of many of our recommendations in Budget 2021.

Court Welfare Service

Our campaign to establish a court welfare service and reform the family law system continued with a high profile Family Law Reform webinar in July 2020. A panel of national and international family law experts debated the proposed new family law system in Ireland and what its architects could learn from international experience. Over 300 people attended the webinar and 600 people subsequently viewed the recording.

Practice to Policy

As the pandemic unfolded, we gathered information from our helpline, services and social media to inform policy makers of the reality of parents lives. We prepared and submitted 22 policy submissions and representations doubling the number submitted in 2019.

Representing Reality

As lockdowns wore on, and parents were isolated from friends and family we represented the reality and concerns of parents with policy makers highlighting the issues lone parents were facing. We brought attention to issues such as access to shops, management of access/contact visits and travel concerns. We placed 64 media placements on these issues across all media and visits to our website increased massively with page views jumping to 244,755 from 120,528 in 2019.

Constitutional Reform

Since our foundation, we have campaigned for Article 41.3 of the Constitution on the definition of the family to be changed and replaced by a more inclusive definition which protects all families not just married families. In 2020, we continued this campaign with submissions to the Mother and Baby Home Commission and to the Citizens Assembly on Gender Equality. To raise the issue in the public we ran a social media campaign to mark UN International Day of Families (May 15) calling for Constitutional change and celebrating family diversity.

Social Media & Communications

Our website and social media was an essential tool helping us to interact with parents across the country and provide relevant and timely information. It also helped us to connect with stakeholders including policy makers, political representatives and the media. During this period Facebook followers increased to 11,273 a 13% increase from 2019; Twitter followers increased by 21%; website use increased massively.

3 Strategic Goal

Progress on our Strategy in 2020

Sustaining a Strong Organisation

Governance

Our services are funded mostly by statutory funding. Our crisis pregnancy and post-abortion counselling services are funded by the HSE, our Parenting Services are funded through various funding streams including City of Dublin Education Board (CDETB) and Tusla, our New Futures Employability Programme is funded by the European Structural Fund (ESF), our core administrative, policy and communication functions are partially funded by Pobal.

Stable Funding

In 2020 our funding continued to grow in line with expectations as we deepened our relationship with funders and delivered new services while meeting all funder requirements. Our income in this period grew from €1.2 million in 2019 to €1.4 million in 2020 which included extra pandemic funding from Tusla. There remains ongoing challenges with annual funding instead of multi-annual and our Early Years service is chronically underfunded.

Partnership Working

We established and chaired the new National One Parent Family Alliance to respond to issues affecting one-parent families during the pandemic. The Alliance comprises nine national organisations including Barnardos, Children's Rights Alliance, FLAC, Focus Ireland, National Women's Council, One Family, Society of St. Vincent de Paul, SPARK, and Treoir. We also established the Separation Network for service providers supporting children in separated families. In addition, we joined several networks to provide services and lobby more effectively, particularly during the pandemic.

Managing Growth

We managed significant change and growth in 2020 due to the pandemic and started to develop new online platforms to enable us to deliver courses and services nationally.

Data Management

We ensured excellent data management systems were in place during the move to remote working to make sure we remained on top of all GDPR and data management requirements. We have signed an agreement with an external service provider to develop a Customer Relationship Management system.

Facilities & ICT

As the pandemic developed, 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.

Unrestricted Income

Our plans to develop unrestricted income were postponed due to the pandemic.

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, though we are aware challenges continue for the families whom we support and represent.

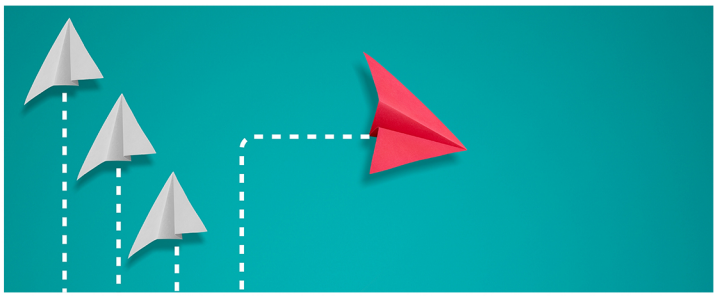
Looking Forward to 2021

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 to 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 that may affect our statutory income and our ability to deliver services to families around Ireland.

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



1 Strategic Goal

Looking forward to 2021:

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.

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 to develop our professional training programmes into online offerings.

2 Strategic Goal

Looking forward to 2021:

Represent, Champion & Celebrate

Child Poverty

We will continue to work to ensure child poverty rates in Ireland are reduced. We will advocate for Government to set new child poverty targets. We will continue to campaign for the implementation of 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.

Specialist Services

We will continue to provide specialist services to support all members of one-parent families and we will look to expand services where need is identified and funding can be secured. We also continue to campaign on issues relevant to one-parent families.

Supporting Children

Children are at the centre of our work with families and we will continue to provide services to support children and their parents. We will develop a suite of resources for infants aged 0-5, our Art and Creative Therapy services and focus our parenting services on improving the lives of children by providing parenting supports.

Supporting Parents

Our family support services will be available for people parenting alone, sharing parenting, and separating so conflict and disruptions are minimised for children. We will advocate for the development of a new Court Welfare Service including a statutory Child Maintenance Service; accessible services for parenting of their children; and targeted family supports for vulnerable one-parent families. As Chair of the Family Law Development Committee, we will work as a member of the Court Service Board 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. We will continue to deliver our information, counselling, parenting and educational services in-person and online to support parents.

Online Services

We will develop our online services to deliver more services to parents throughout the country. We plan to role out our New Futures Employability Programme to a wider audience and develop our online e-learning platforms. We will build on the work of the Citizens Assembly on Gender Equality to call for equality for all families in the Constitution.

Social Media & Communications

We will develop our social media platforms to advocate for one-parent families and to provide more information to parents. We will look to create more interactive content and expand our reach.

3 Strategic Goal

Looking forward to 2021:

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 three 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

Partnerships with like-minded organisation is the keystone of our work from both an advocacy and

service delivery viewpoint. We will continue to work with other services and partnerships in Dublin and across the country to deliver for one-parent families. 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 continue to manage all GDPR and data management requirements and we will begin the process of installing a new Customer Relationship Management system to improve our data management systems.

Managing Growth

We will maintain the organisation at current levels and manage the changes related to the pandemic.

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.



One Family provides the MyOptions unplanned pregnancy telephone line on behalf of the HSE.

Media Matters

Through our communications and media work, , which is funded like our policy work by Pobal's SSNO scheme, we campaign to represent, champion and celebrate the lives of one-parent families in Ireland. We built public understanding of the challenges faced by one-parent families and sought to challenge negative attitudes while also celebrating the diversity of family life in Ireland.

In 2020, our communications and media work took on a greater significance as parents were cut off from friends, family and their usual supports during the pandemic.

Digital

Listening to parents on the askonefamily helpline and through our services we developed new content for our website and social media channels. A new Covid Resource section was created for parents with self-care guides, guides to tackle loneliness, information on social welfare, information on guardianship in the event a parent became ill, information on housing, activities to entertain children and support for parents homeschooling children. We established a new One Family Parenting Facebook Group as a forum for parents to seek mutual support and ask questions and we designed tailored content to support parents for this group.

We ran social media campaigns to promote positive self-image of one-parent families including #SingleParentsDay in association with one-parent family organisations in the UK and Northern Ireland (Gingerbread, One-Parent Families Scotland & Parenting NI) and #FamilyDayCampaign to mark UN International Day of Families. In the run up to the General Election we campaigned for supports for one-parent families to be included in the programme of Government developed a set of questions for parents to ask election candidates which we circulated online.

Across all social media channels our followers and engagements increased. Facebook followers increased to 11,273 a 13% increase from 2019; Twitter followers increased by 21%, LinkedIn and Instagram also increased significantly while our website use increased massively with page views jumping from 120,528 in 2019 to 244,755 in 2020.



Media Coverage

In the media, we raised critical issues for one-parent families such as access to shops for parents with no childcare, travel restrictions for parents with access/contact visits with children, community supports for isolated parents, social welfare supports for parents and the management of wider contact/access issues. In 2020 we placed 64 media placement across local and national media not including those garnered by the National One-Parent Alliance an umbrella group of NGOs we helped to establish and chair.

2

Parenting Service

in Focus

Parenting - In Focus

One Family provide services to all members of one-parent families. Our services include: askonefamily Information and helpline service, the MyOptions unplanned pregnancy helpline on behalf of the HSE, Counselling services - including unplanned pregnancy and post-abortion counselling, general counselling and play and creative services. We also support parents returning to employment or education through our programmes service such as our New Futures Employability Programme.

One of our busiest services during the pandemic was our Parenting Service which includes Early Years, parenting supports and mediation service including our Tusla-funded Separating Well for Children programme. In this section we will look at how the service responded to parents needs during the pandemic.

Parenting Service

2020 was an incredibly challenging year for the families we support and for the parenting team. We successfully moved all our parenting services on-line, which brought challenges but also opportunities. The move online meant we could provide services directly into parent's homes right across the country. It also led us to develop new relationships with service providers in locations we had never work before.

At the start of the pandemic, we had a lot of calls from people struggling to balance work and parenting especially when sharing parenting and facilitating access post separation. Many families struggled with access and contact arrangements due to Covid-19 guidelines and limited access to the family courts. We saw high numbers of parents engaging with us via video weekly, gaining peer support while also accessing parenting support across our three parenting courses.

Our family mediation service and 1-1 parent support was at full capacity as lockdowns significantly increased tensions within separated and separating parents and exposed the lack of services available for separating families. We also received significant referrals from families dealing with domestic violence issues and saw an increase in poor mental health driven by Covid-19, which our team worked around the clock to try and support. But our team has limited resources and we had to turn families away from services which was unprecedented.

Thanks to the hard work and generosity of three primary school teachers, Tara O'Sullivan, Kyna Rushe and Jana Lyons, who raised over €5,000, we were able to support vulnerable families. These funds were used to directly support parents and children with food, back to school hampers and children's activity packs during the first Covid lockdown. With more support from business and personal donors we raised a further €8,000 through our Christmas Appeal and local fundraising. We used these funds to buy shopping vouchers that were distributed to vulnerable families, we also linked in with other food appeal schemes to support some of the most vulnerable families.



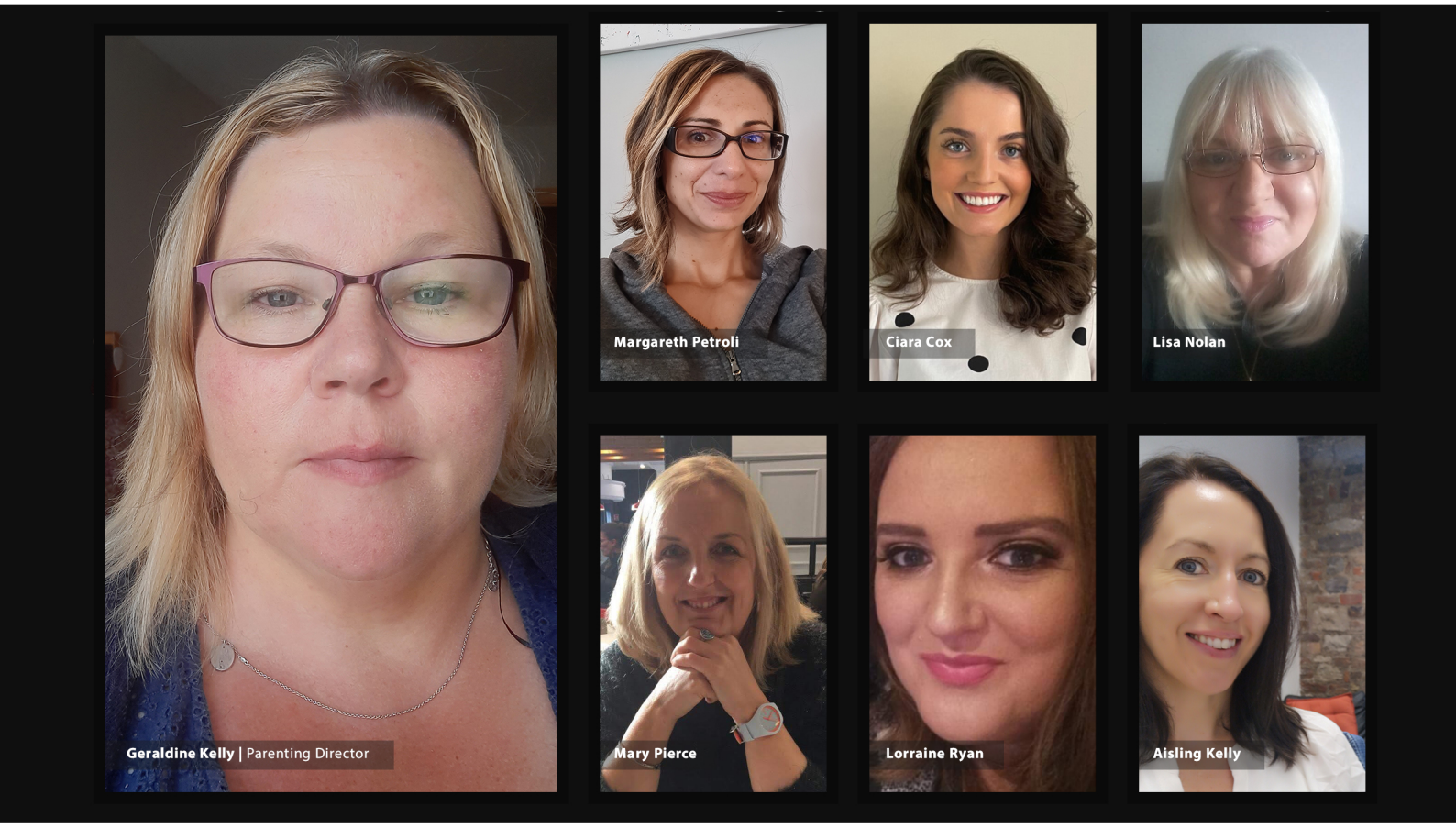
Tara O'Sullivan, Kyna Rushe & Jana Lyons

The pandemic challenged us to come up with new and innovative ways to deliver our services. One example of this innovation was our new Summer Camp for Parents with online workshops for parents in partnership with other organisations; Rainbows Ireland, John Peelo from Tusla, Dr Marguerite Woods, Aoife Ryan Parent Mentor with IARM, and Professor John Sharry. We were able to secure additional funding from Community Foundation for Ireland and Tusla Parent Support Champions (Dublin South Central) to redevelop 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 now offer five courses to parents which were free throughout 2020.

Looking ahead to 2021 we are deeply concerned with the lack of family support services available for separating families particularly those in conflict. The pandemic has exposed a problem in the provision of family support services. While there are supports available for families who are having issues with parenting or when a separation occurs amicably, there are very few supports for vulnerable families in conflict or who are having legal issue with a separation. Resources are urgently needed to protect these families and their children.

We could not have provided this support without our dedicated team who volunteered extra hours and put themselves at personal risk delivering food packages to vulnerable families. Of course none of this would have been possible with out the support of our funders: list: HSE, Tusla, CDETB, Tusla covid funding allowed for additional hours for parenting supports.

Meet the Parenting Team



Amanda

Mother of two from Kerry

"I've been separated for three years now, the pandemic was pretty tough for us all. I'm not originally from Ireland and I found being stuck at home alone looking after two small children very isolating.

The separation with my children's father has not been easy. I knew, I needed support and went looking for parenting courses online and discovered One Family. Though based in Dublin, they were the only organisation who were offering courses online and via live video. If these supports weren't available online then there was nothing locally to support me.

I started with parenting courses but then received face-to face support from Lisa in the Parenting service. I had looked at a lot of different organisations and they didn't offer what One Family does, they really stepped up for me with personal support and advice when I needed it. I found it hard to navigate the legal and social welfare system here and to understand my rights. It was great to have one-to-one support and be able to ring somebody you trust, who will give you impartial and honest advice. I found the advice cut through the nonsense and kept me grounded. This sort of support is hard to find particularly in a rural community when you're an outsider and where everyone knows one another. I found the parenting courses really useful as they focused on the needs of the children and how to talk to them about our current situation, they also helped me with the communications skills to be able to talk with my former partner."

Carlos

Father of one from Dublin

"Before the separation I was a full-time dad looking after my daughter a lot of the time. After the separation things changed but I still seen my daughter every day after work.

The pandemic changed things radically. I didn't see my daughter at all during the first wave due to all the restrictions. Our routine changed and this caused some issues, so I contacted One Family and started with the parenting courses. I found them really helpful as they focused on improving my communications skills. I availed of the one-to-one supports with Geraldine and myself and my daughter's mother started mediation online. I'm not from Ireland so I found it difficult to get used to the culture around these situations and to translate my feelings and to communicate them effectively. The supports I received from One Family allowed us both to communicate better and focussed our attention on the needs of our daughter rather than the problems we had. We're still learning but we're in a much better place with thanks to Geraldine and the Parenting Team."



3

Funding

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	Name of Grant	Purpose of grant	Amount and term of grant
HSE | Sexual Health and Crisis Pregnancy Programme (SHCPP)	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 over 12 months.
Department of Rural and Community Development	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	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 over 12 months.
TUSLA Child and Family Agency	Covid-19 funding to provide additional family supports in Counselling, Parenting, Helpline, Communications and Administration	Salaries, training.	€40,320 over 11 months April 2020 - February 2021.
TUSLA Child and Family Agency | Prevention, Partnership and Family Support (PPFS) Programme |Parent Support Champions	Develop e-learning resources and on-line parenting courses.	Salaries, website costs.	€3,075 over 6 months July - December 2020.
TUSLA Child and Family Agency | Dublin South Central | Parent Support Champions	Deliver external parenting workshop.	Facilitator costs.	€1,600 over 3 months October - December 2020.
TUSLA Child and Family Agency | HSE South Western	This funding contributes towards the cost of overheads, office administration and staff salaries.	Salaries, overheads.	€37,843 over 12 months.
TUSLA Child and Family Agency	Child Counselling Services. A grant to support the delivery of Play Therapy to children ages 4 – 10 years.	Salaries.	€3,800 over 12 months.
European Commission | Department of Children, Disability, Equality, Integration and Youth	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 competed in September2020.
European Commission | Department of Children, Equality, Disability, Integration and Youth	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.	€315,450 for a 3 year project commencing in October 2019.
Department of Children, Equality, Disability, Integration and Youth	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 over 12 months

Name of Grantor	Name of Grant	Purpose of grant	Amount and term of grant
City of Dublin Education Training Board (CDETB) | SOLAS| DFEHERIS	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 over 12 months.
City of Dublin Education Training Board (CDETB)| SOLAS | DFEHERIS	Mitigating Against Educational Disadvantage Fund to address the decline in participation of disadvantaged learners.	Equipment.	€12,999 for December 2020.
The Community Foundation for Ireland	To fund PC replacement, laptops and headsets.	Equipment.	€4,610 over 12 months.
OLC Ireland Trust Fund at The Community Foundation for Ireland	Develop e-learning and on-line parenting courses .	Salaries, website costs, equipment.	€5,000 over 6 months July – December 2020.
Department of Children, Equality, Disability, Integration and Youth	Funding via Pobal under the Covid19 capital grant scheme to assist Early Year services with the additional health and safety costs associated with Covid-19.	Equipment.	€1,000 over 6 months July – December 2020.
TU Dublin | Grangegorman ABC Project	Funding for Summer Parenting programme and development of Multi-sensory room.	Salaries, equipment.	€7,371 Grant awarded.



4

Governance

Organisation & 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 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.



Board of Directors

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 werecruited three new Board members/observers 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 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.

Board Transitions in 2020

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

Director	Role at 1st January 2020	Change	Role at 31st 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	Chair and Board member.	Resigned 28.11.2020	Not on Board.
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.	Chair 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 and Treasurer.
Rónán O'Dalaigh	Board member and Treasurer.	Resigned 14.01.2020	Not on Board.
Grahame Toomey	Board member.	Resigned 05.09.2020	Not on Board.

Board Member Profiles

One Family's Board members are volunteers who donate freely of their expertise and time.



Chair

Helen Hall

Joined May 2017

Helen is a single parent of a teenage son and is a Chartered Accountant having trained with PwC in Dublin. After her time with PwC, she spent 8 years in Malawi where she worked with the United Nations, the World Bank, and subsequently as an audit partner with Deloitte. She subsequently served as a senior internal audit manager with the United Nations World Food programme based in Rome. She returned to Ireland in 2006 to work as part of the team setting up the Irish Auditing and Accounting Supervisory Authority, the body, responsible for oversight of the accounting and auditing profession and became its Chief Executive in 2012. She is currently the first Chief Executive of the recently established Policing Authority.



Treasurer

John-Mark McCafferty

Joined October 2017

John-Mark McCafferty is Chief Executive with Threshold, the National Housing Charity, whose aim is to prevent homelessness through advice, tenancy protection and advocacy. He took up this position in January 2017. Prior to Threshold John-Mark was Head of Social Justice and Policy with the Society of St. Vincent de Paul, working on policies including income, utilities policy, child poverty, financial inclusion, housing and sustainable development. John-Mark also represented SVP during Social Partnership programmes and was a National Economic and Social Council (NESC) member. He holds a Masters in Development Studies from UCD, is a Geography graduate from Glasgow University and worked for the Combat Poverty Agency in Ireland and also Scottish Homes, the national social housing agency.



Company Secretary

Jennifer Good

Joined September 2017

Jennifer Good is a practicing barrister having qualified in 2014. She practices in the area of general civil and commercial law and is briefed in a number of cases on behalf of a state body. Prior to that, she worked in the legal sector with solicitors' firms for a number of years and briefly in the European Court of Human Rights. Jennifer brings experience in governance and compliance to our Board. She is passionate about diversity in access to legal advice, education and wider social inclusion, having herself been a student of the Trinity Access Programme during her law degree and continues to volunteer with a law centre providing free legal advice clinics. This passion, in her view, is one which compliments and feeds into the broad strategic vision of one family.



Nuala Haughey

Joined April 2018

Nuala is the Head of Communications, Research and Innovation with the Legal Services Regulatory Authority. Nuala's background is in journalism. She is a former award-winning correspondent with The Irish Times and also has extensive expertise as a press officer and communications consultant for the European Commission and electoral authorities overseas. Nuala previously worked as a political analyst, advocate and researcher in the areas of anti-corruption, democratic accountability, good governance and active citizenship for Transparency International Ireland and the independent progressive think tank, TASC. Prior to her current role, she was the Communications Director with the Social Democrats. Nuala lives in Dublin and is married with two children.

Board Member Profiles

One Family's Board members are volunteers who donate freely of their expertise and time.



Edel Fagan

Joined September 2020

Edel was a single parent with her first child and is a former service user of One Family. She is now married with two more children. Edel has experience of co-parenting and blended families. She studied computer and business studies in Crumlin College. Having a career in office administration for 28 years, last position was office manager of a hire company for 23 years. She decided to change the direction of her career by participating in a programme at Partas, Tallaght, 'Webnet' Women Excelling in Business Network. She has participated in Social Entrepreneurs Ireland academy 2019, and New Frontiers Irelands entrepreneurship development programme 2019. She is currently doing research and development to create a platform to support co parents.



Jack Eustace

Joined September 2020

Jack is Governance & Policy Officer with Community Creations CLG; the award-winning charity behind spunout, Ireland's youth information service; and 50808, a free 24/7 text service for people going through a mental health or emotional crisis. Since June 2020, Jack has split his time between Community Creations and the Houses of the Oireachtas, where he assists Senator Marie Sherlock. Jack sits on the National Youth Council of Ireland's Policy and Advocacy Committee and is a former National Chairperson of Labour Youth. He has previously worked in political communications and policy development.



Éimear Fisher

Joined September 2020

Éimear is an experienced former civil servant, now working in independent consultancy. Her civil service career spanned a wide range of responsibilities in the justice, equality and child policy sectors. She set up the first Equal Status Unit in the Equality Tribunal as well as Cosc, the national office to co-ordinate government activity to tackle domestic and sexual violence, leading the development of the first national strategy on domestic and sexual violence. Other assignments included family court and criminal court registrar, senior roles at the Garda Inspectorate and in organisational development in the justice sector. In her position as Assistant Secretary at the Department of Children and Youth Affairs, she was responsible for operational standards and performance, policy and legislative developments relating to child welfare and protection, alternative care and related issues of children's rights. Her current work includes strategic, policy and governance consultancy with a number of NGOs and government departments.

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 away day. As with good practice in charities, Board members are voluntary and do not receive remuneration. The CEO reports to the Board but is not a member. She participates on sub-committees as appropriate and as requested. She reports to the Board at regular meetings.

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

Name	Date of meeting								Total meetings
	14 Jan	27 Feb	30 Apr	19 May	17 June	5 Sept	8 Oct	28 Nov	14 Dec	
Oonagh Buckley	✓	✓	✓	—	—	—	—	—	—	3/3
Jack Eustace	—	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Edel Fagan	—	—	✓	✓	✓	✓	✓	✓	✓	7/7
Éimear Fisher	—	—	✓	✓	✓	✓	✓	✓	✓	7/7
Sinéad Gibney	✓	✓	✓	✓	✓	✓	✓	✓	—	8/8
Jennifer Good	✓	✓	✓	✓	✗	✓	✓		✗	7/9
Helen Hall	✓	✓	✓	✓	✓	✓	✓	✓	✓	9/9
Nuala Haughey	✓	✓	✗	✓	✗	✓	✓	✓	✗	6/9
Karen Kiernan	✓	✓	✓	✓	✓	✓	✓	✓	✓	9/9
John-Mark McCafferty	✗	✗	✓	✓	✓	✓	✓	✓	✓	7/9
Rónán O'Dálaigh	✓	—	—	—	—	—	—	—	—	1/1
Grahame Toomey	✓	✗	✓	✗	✓	✗	—	—	—	4/6

Matters specifically reserved for the board:

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.

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

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.

Renumeration & Performace

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.

Quality Standards

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

- Charities Regulatory Authority Governance Code
- Statement of Guiding Principles for Fundraising
- SORP
- Compliance with QQI Quality Assurance Standards as a Registered Provider
- Síolta: the National Quality Framework for Early Years Services
- Aistear: the Early Childhood Curriculum Framework
- HSE Sexual Health & Crisis Pregnancy Programme's Governance Framework.

Employees & 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.

5

Finance

Results for the year ended 31 December 2020

The financial results for the year ended 31st 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). Full financial statements can be found on the governance section of our website.

Principal Funding Sources

A full list of funders is available on page 8 and 9 of the Financial Statements. Please visit the Governance and Funding section of our website for full 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.

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.

Principal Risks and Uncertanties

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.

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.

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 was €26,706 (2019: €12,663).

Investments

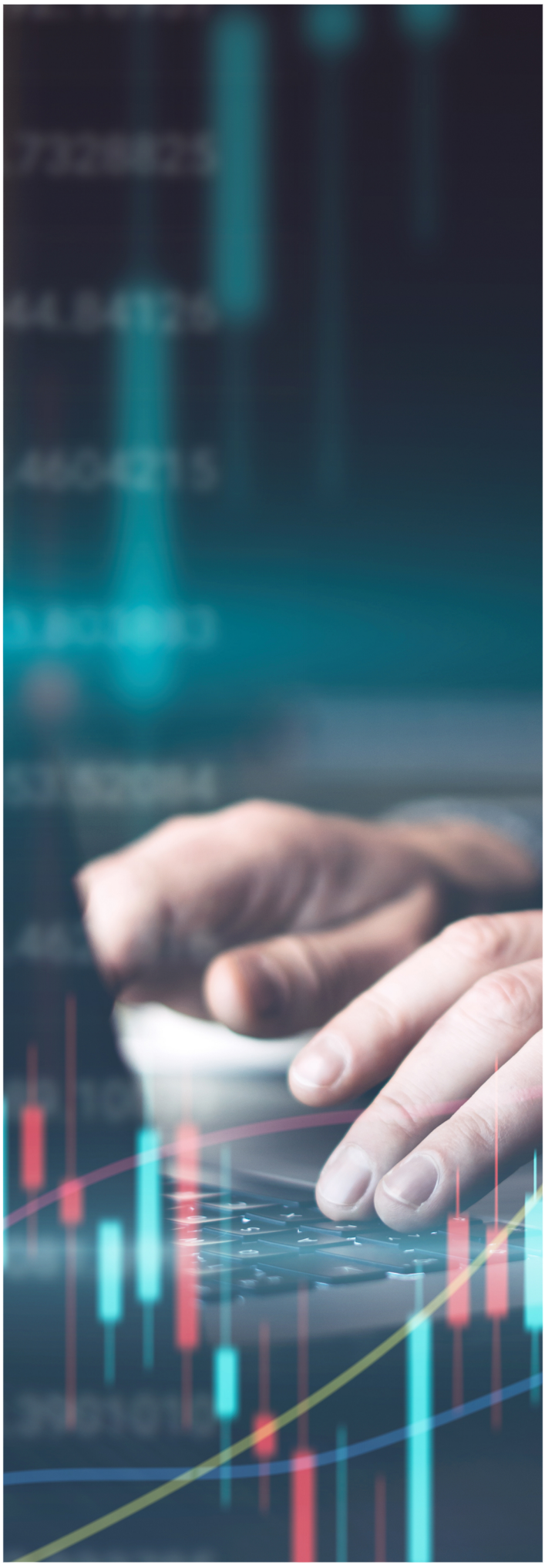
A portion of the above reserves are held on deposit with Bank of Ireland, the balance at 31 December 2020 was €219,331 (2019: €120,331).

Tax Clearance

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

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.



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.

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*
			915,982		*905,377*
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*	
		620,596		*546,068*	
Creditors: amounts falling due within one year	12	**(151,396)**		*(212,106)*	
Net current assets			**469,200**		*333,962*
Total assets less current liabilities			**1,385,182**		*1,239,339*
Creditors: amounts falling due after more than one year	13		**(21,318)**		*(21,275)*
Net assets			**1,363,864**		*1,218,064*
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			**1,363,864**		*1,218,064*

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

Helen Hall
Director

John-Mark McCafferty
Director

Date: 10 May 2021

Thanks to our Funders

CDETB
An Bord Oideachais agus Oiliúna Chathair Bhaile Átha Cliath
City of Dublin Education and Training Board

An Roinn Oideachais agus Scileanna
Department of Education and Skills

Department of Rural and Community Development
An Roinn Forbartha Tuaithe agus Pobail

pobal
government supporting communities

An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality, Disability, Integration and Youth

TUSLA
An Ghníomhaireacht um Leanaí agus an Teaghlach
Child and Family Agency

Rialtas na hÉireann
Government of Ireland

HSE

crisispregnancyprogramme

Ireland's European Structural and Investment Funds Programmes 2014-2020
Co-funded by the Irish Government and the European Union

European Union
Investing in your Future
European Social Fund

An Roinn Dlí agus Cirt agus Comhionannais
Department of Justice and Equality

One Family

8 Coke Lane, Smithfield, Dublin, D07 EN2Y

01 662 9212

askonefamily Lo-Call 0818 66 22 12

info@onefamily.ie

onefamily.ie

Company No. 45364 | **Charity No.** 6525

Charities Regulatory Authority No. 20012212

onefamily