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Charity Number: 6525
Charities Regulatory Authority Number: 20012212

Cherish Company Limited by Guarantee t/a One Family
Directors Report and Financial Statements
for the year ended 31st December 2017

Cherish Company Limited by Guarantee t/a One Family

Contents

	Page
<i>Directors and Other Information</i>	1 - 2
Directors' Report	3 - 28
Statement of Directors' Responsibilities	29 - 30
Independent Auditor's Report	31 - 34
Statement of Financial Activities	35 - 36
Balance Sheet	37
Statement of Cashflows	38
Notes to the Financial Statements	39 - 56

Cherish Company Limited by Guarantee t/a One Family

Company Information

Chairperson	Dr. Anne-Marie McGauran
Vice-Chairperson	Dr. Katriona O'Sullivan
Treasurer	Rónán Ó Dálaigh
Directors at 31 December	Jacqueline Campbell Jennifer Good Helen Hall John-Mark McCafferty Claire McGrade Andrew Petherbridge

See Section 4.2 for details of all Board and Officer roles in 2017

Secretary	Jennifer Good
CEO	Karen Kiernan
Company Number	45364
Charity Number	CHY 6525
Charities Regulatory Authority Number	20012212
Auditors	Anne Brady McQuillans DFK Chartered Accountants & Registered Auditors Iveagh Court Harcourt Road Dublin 2
Registered Office & Business Address	8/10 Coke Lane Dublin 7
Bankers	Bank of Ireland 2 College Green Dublin 2

Cherish Company Limited by Guarantee t/a One Family

Solicitors

Shannon & O'Connor Solicitors
6 Hatch Street Lower
Dublin 2

Insurance Brokers

JLT
Friends First House
Cherrywood Business Park
Loughlinstown
Dublin 18

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

The content of the Director's Report is laid out as follows:

1. One Family's Objectives & Activities

- 1.1 Introduction
- 1.2 Vision | Mission | Values
- 1.3 Strategy 2016-2018
- 1.4 Progress towards Strategy Aims
- 1.5 Challenges in 2017
- 1.6 Future Developments

2. Outputs, Outcomes & Impacts

- 2.1 Family Support Services Overview
 - 2.1.1 Counselling
 - 2.1.2 Parenting
 - 2.1.3 Early Years
 - 2.1.4 Adult Education
 - 2.1.5 askonefamily Helpline
- 2.2 Policy
 - 2.2.1 Policy, Research & Submissions
 - 2.2.2 Representation

3. Funding

4. Governance

- 4.1 Organisation and Governance
 - 4.2.1 Board Overview
 - 4.2.2 Board Transitions in 2017
 - 4.2.3 Board Meetings
 - 4.2.4 Matters specifically reserved for the Board
- 4.3 Risk Management
- 4.4 Remuneration and Performance
- 4.5 Quality Standards
- 4.6 Employees and Volunteers

5. Financial Review

- 5.1 Results for the year ended 31 December 2017
- 5.2 Principal Funding Sources
- 5.3 Internal Controls
- 5.4 Reserves policy
- 5.5 Investments
- 5.6 Tax Clearance

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

1. One Family's Objectives and Activities

The directors present their report and the audited financial statements for the year ended 31st December 2017.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014, and although not obliged to comply with the Statement of Recommended Practice (SORP) as issued by the Charity Commissioners for England and Wales in October 2005 (updated in 2015), the organisation has implemented its recommendations where relevant in these financial statements.

1.1 Introduction

One Family provides specialist family support services to people parenting alone, sharing parenting, separating, and experiencing crisis pregnancy. We also deliver research, policy analysis and campaigns on issues affecting one-parent families so that Ireland can become a better place for all children to grow up in. There is a strong need for One Family's services. In 2016, 1 in 4 families with children in Ireland is a one-parent family (Census 2016) and over half a million people live in one-parent families. Worryingly, those in lone parent households continue to have the lowest disposable income out of all households in the state, and continue to experience the highest rates of deprivation, with almost 60% of individuals from these households experiencing one or more forms of deprivation (EU-SILC 2016). Most poor children live in one-parent families and child poverty rates have dramatically increased in recent years.

We have seen the homelessness and housing crisis disproportionately affect one-parent families, particularly younger mothers in Dublin who are making up over 70% of homeless families. According to the government-commissioned Indecon report whilst the social welfare cuts and reforms from 2012 have resulted in improved income levels for some parents; worse outcomes for many parents and children were reported and this included both those in fulltime employment as well as those who remained on social welfare.

One Family works in partnership with many voluntary sector and statutory service providers to ensure that families all over Ireland receive the expert family support services that they require. Most of our funding comes from statutory funders through service agreements and we have worked hard in recent years to continue all services in the face of decreases in income. We were established in 1972 as Cherish and celebrated our 45th anniversary in 2017 with a party to say goodbye to our old building, Cherish House, which was attended by our former President Mary Robinson along with all our founders, funders and many supporters.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

1.2 Vision | Mission | Values

Our Vision

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

Our Mission

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

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

Our Values

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

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

1.3 Strategy 2016-2018

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

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

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

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

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

- Family Support Services Strategy;
- Policy & Legal Change Strategy;
- Attitudinal Change Strategy;
- Supporting Strategies including:
 - o Funding, finance and governance
 - o Evaluation, monitoring and research
 - o Partnership working
 - o Organisational Membership
 - o Knowledge transfer and training
 - o Communications, media and online engagement
 - o Facilities fit for purpose.

1.4 Progress towards these Strategic Areas in 2017 includes the following:

- Family Support Services Strategy:

We are Ireland's leading provider of specialist family support services to people parenting alone, sharing parenting, separating and experiencing unplanned pregnancy. We provided 4,627 services to 589 parents and children in person and 1,622 on our national helpline. These overall figures represent a 15% increase in services offered and accessed when compared to 2016.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

- Policy & Legal Change Strategy:

It is of critical importance to us that we leverage the experiences of the families we work with into positive policy and legal change to improve the lives of one-parent families in Ireland. In 2017 we made 16 submissions to Government and statutory agencies on a range of topics and we held 72 meetings and representations on policy issues. We continued our focus on ending child poverty through our participation in the National Advisory Council on Better Outcomes, Brighter Futures (The national policy framework for children & young people 2014 - 2020. https://www.dcy.gov.ie/documents/cypp_framework/BetterOutcomesBetterFutureReport.pdf) as we launched a joint position paper on this with partner organisations and we launched Ireland's first survey on Shared Parenting.

- Attitudinal Change Strategy:

We know that many of the families, parents and children we work with continue to experience negative stereotypes and attitudes towards them. In an attempt to combat this we continue to hold our annual popular Family Day celebration event in May; we represent the realities of one-parent families in media and we seek positive role models for people parenting alone.

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

Progress on our Supporting Strategies include:

- Funding: finance and governance: we ended the year with a balanced set of books; and ongoing full compliance with the Governance Code. We managed the financial monitoring requirements of twelve different funders.

- Evaluation: monitoring and research: we redeveloped our evaluation and monitoring systems and launched our primary research on Shared Parenting in Ireland.

- Partnership working: this continues to be a key way in which we effectively deliver our strategy. We collaborate with other organisations across our services, policy and attitudinal change work.

We now deliver parenting support services in twelve community settings around Dublin and Ireland. We introduced our Memorandum of Understanding document to enhance incoming and outgoing referrals relationships with other service providers. Policy collaborations included the joint launch of Submission on Actions to Achieve the Child Poverty Reduction Target under the auspices of the Advisory Council on Better Outcomes, Brighter Futures in partnership with the Children's Rights Alliance, St Vincent de Paul, Barnardos and the National Youth Council of Ireland. We also sat on 20 different committees and Boards to represent issues affecting one-parent families.

- Membership: we continued to communicate with our membership through our monthly ezines, social media engagement and services.

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

- Knowledge transfer and training: we delivered seven specialist half-day workshops and two 3-day parenting programme trainings to 126 professionals in locations around Ireland. We were hosted for these trainings by the ISPCC, Tusla and CYPSC (the Children & Young People's Services Committee <http://www.cypsc.ie/>) in Limerick. We accredited an additional three new trainers in 2017. We provided two Master Classes on aspects of abortion to 40 counsellors and other family support practitioners in Maynooth University and we provided the specialist module on abortion in the university's certificate course for 16 crisis pregnancy counsellors.

- Communications: media and online engagement: our Communications Service promotes our family support services, ensures the issues affecting the families we work with are widely understood, organises our events, as well as managing our website and all our publications. In 2017, 19 press releases were issued; we had 62 interviews and placements across print, radio and television; 58,399 visits were made to onefamily.ie; followers on Facebook and Twitter increased by 13.7%; and we issued 11 e-zines to 4,200 subscribers.

- Facilities fit for purpose: we successfully secured through purchase new larger premises that are fit for purpose in Smithfield, Dublin 7. This was financed through the sale of our existing premises in Pembroke Street, Dublin 2.

In developing the 2017 Work Plan, cognisance has been taken in relation to previous challenges from 2016, our annual risk analysis, staff succession plans and we reprioritised key goals accordingly.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

1.5 Challenges in 2017:

In February our former Director of Counselling Sherie de Burgh very sadly passed away, her contribution to Irish society was celebrated in an obituary in the Irish Times.

It was a major challenge to deliver all our services and maintain governance requirements whilst selling our premises in Lower Pembroke Street Dublin 2 and purchasing our new premises in Coke Lane Dublin 7. The new premises required extensive refurbishment requiring planning permission, we had to recruit and manage builders as well as organise the physical and technological move of our staff, equipment and files.

Our Board had two resignations in May which resulted in a rearrangement of Officer roles and responsibilities.

Some of our services remain chronically underfunded, specifically our Early Years Intervention Unit which continues to experience referrals of high needs children but the funding of this supportive model of service does not fit with current government schemes.

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

1.6 Future Developments:

In 2018 we will develop our next Strategic Plan for the future. We will continue all governance and legislative requirements including updating our data protections systems for GDPR and we look forward to settling into our new neighbourhood of Dublin 7 with an Open Day for service providers and an official building launch.

In early 2018 we will recruit additional staff for our new Tusla-funded Separating Well for Children project.

As the Government is now holding a referendum on the Eight Amendment in May 2018, we will take part in the debate to call on the electorate to vote for a removal of the amendment as our work with women experiencing crisis pregnancy has shown that the current legislation harms women's mental and physical health.

We will launch the Erasmus+ project Achieving work-family balance for single parents in Dublin with our partners from Scotland, the Czech Republic and Germany.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

2. Outputs, Outcomes & Impacts

2.1 Family Support Services Overview

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

We provided a range of specialist family support services from our premises in Dublin city centre at Cherish House, 2 Lower Pembroke Street until Friday 14 July 2017 and we welcomed our first counselling client into our new premises at 8 Coke Lane, Dublin 7 on Tuesday 18 July. Full services resumed in Coke Lane a week later.

We also provided parenting programmes and/or parent mentoring services around Dublin and Ireland in the following local family support organisations:

- Aftercare Recovery Group, Dublin 1
- An Tús Nua Support Service, Clondalkin, Dublin 22
- Baldoyle Family Resource Centre, Dublin 13
- Cairde in Balbriggan, Co. Dublin
- Kells Family Resource Centre, Co. Meath
- Quarryvale Family Resource Centre, Dublin 22
- Trim Family Resource Centre.

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

2.1.1 Counselling

Counselling is a key service provided by One Family as we support parents and children who may have experienced crisis, violence or loss as a result of the transitions in their families. We see the positive impact of the various types of counselling we provide when clients move forward with their lives.

We provided 1,239 counselling sessions to 190 clients in 2017, an increase of 16% on the previous year.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

We expanded our Counselling team to three part-time Counsellors, a Counselling Support Worker and a part-time Play Therapist. Clients accessed the following types of counselling from us:

- Crisis pregnancy counselling (3 options)
- Post-abortion counselling
- Solution-focussed counselling
- General long term counselling for adults and adolescents
- Play therapy services
- Supports for young people in care who are pregnant or parenting.

2.1.2 Parenting Service

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

These services were delivered across eleven locations in partnership with seven other organisations as well as online. In total we provided over 1,000 parenting services in 2017 to 279 mothers, fathers, step-parents and foster-parents.

We are always pleased to see more fathers engage with our parenting service and in 2017 over 40% of parenting participants were men. In 2017 we also provided Tusla funded workshops to foster parents for the first time.

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

- *Positive Parenting through Family Change (also provided online)*
- *Family Communications: Coping with Family Life and Communication with Teenagers (also provided online)*
- *Parenting when Separated*
- *Self-care and Personal Growth When Parenting Alone*
- *Parenting Through Stressful Times*
- *Positive Parenting and Family Communications are also available online*

We provided workshops on the following topics:

- *Exploring Behaviour and Emotional Needs of Children;*
- *Parenting Styles and the impact on Parent-Child Relationships; and*
- *Managing Stress within the Family.*

We also provided the following individual services:

- Parent Mentoring
- Mediation

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

We measure the impact of our Parenting Services using TOPSE (is a Tool to Measure Parenting Self-Efficacy <http://www.topse.org.uk/site/>) which is an internationally recognised tool to specifically examine the impact of parenting interventions. The impact of these services is to increase parental skills and confidence.

2.1.3 Early Years Service

Our childcare service has evolved in recent years into an Early Years Intervention Unit as the needs of the families who access this service has dramatically increased. We work increasingly with seldom-heard parents who require family support services as well as individual support for their children. There is a dearth of services for vulnerable parents of young babies and toddlers due to the structure of government funding schemes and the lack of investment in staff in the Early Years sector.

Like many childcare providers, we struggled to recruit and retain skilled staff but in 2017 we provided over 1,200 childcare places which over 100 children accessed. Our Early Years staff also provided intensive supports to parents on an individual basis.

The impact of this service is that families who are very vulnerable have managed to progress into mainstream services within One Family and externally.

2.1.4 Adult Education Service

Our Adult Education service provides bespoke training programmes for people parenting alone and sharing parenting who wish to progress into education, training or employment. Due to successfully achieving an ESF (Ireland's European Structural and Investment Funds Programme 2014-2020) funded project we were able to expand our service offerings. These programmes provided the following services to parents in 2017:

- Twenty parents were recruited to our QQI accredited New Futures programme which is delivered over 24 weeks.
- Key working sessions were provided to 52 parents.
- Twelve parents completed the Options training programme with a further five parents starting in September, in partnership with Ballsbridge College of Further Education, City of Dublin ETB.
- Our Erasmus+ project (<https://onefamily.ie/education-training/european-programme-development/>) 'Achieving work-family balance for single parents' piloted our online learning programme with five parents and five employers.
- We delivered a specialist personal development programme 'Opening Doors' to 15 parents in partnership with Meath Partnership.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

The impact of these training programmes is to increase participants' skills, confidence and career planning capabilities.

2.1.5 askonefamily Helpline Service

This key national service provides information, signposting and a listening ear service via the phone, social media and email dealing with a wide range of issues from social welfare queries, to legal concerns, to parenting, to loneliness and isolation. In 2017 we answered 15% more calls than the previous year to 1,622 people.

Whilst most queries continue to be focused on income maximisation which are predominantly social welfare concerns, 25% of the overall queries related to legal information with parents mostly seeking information about access and maintenance issues. Over 500 queries were from parents looking for parenting and counselling supports for themselves or their children. We are pleased to note that nearly 20% of calls were from fathers, which is a steady increase up from 13% in 2015.

A limited number of people respond to our evaluation email but those that do overwhelmingly report that they would recommend askonefamily to a friend or family member.

Quotes from Professional Training Participants

'Very informative and thought provoking'

'Facilitator had clearly prepared so well for the training and brought a wealth of experience to the presentation which made me more engaged throughout the day'

'Will use it in my day to day work with families'

Quotes from Parenting Programme Participants

'Listening to other people really benefited'

'Thoroughly enjoyed the class, time went so fast, longer time would be good'

'I found the course excellent, great learning in dealing with kids plus dealing with the adults. Learning communication skills.'

Quotes from Parent Mentor Client

The mentor '...was an immense help to me. He is very warm, grounded and caring and as a result of the mentoring I have gained valuable communication and relationship skills for life. I'm grateful to him and to one Family!'

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

2.2 One Family Policy

2.2.1 Policy, Research & Submissions

One Family has a practice to policy model which means that we gather data on the issues impacting the families we provide services to and raise them to national and international policy level through submissions, representations and advocacy.

In 2017 we made 16 submissions to a range of government departments, agencies and committees on issues ranging across the Affordable Childcare Scheme; the National Reform Programme; the Working Family Payment; the Courts Service; the Law Reform programme; Child's Views Experts; as well as our annual Pre-Budget Submission.

We are aware that a number of these submissions provided impactful and relevant data and case-studies which resulted in improved policies for people parenting alone and sharing parenting. We note in particular that the new Affordable Childcare Scheme is now being designed to be flexible enough to accommodate those families who share parenting of their children which is very welcome.

Whilst we believed that Budget 2018 could have gone further in protecting Ireland's poorest children and families we acknowledge that some of the positive changes were as a direct result of our collaborative work with other organisations and the National Advisory Council on Better Outcomes, Brighter Futures, when we called for a number of measures to decrease child poverty.

We launched innovative research - the results of Ireland's First National Survey on Shared Parenting in January which attracted over 1,000 respondents and 3,500 comments. We were able to draw a list of recommendations from what parents fed back to us and from our work over 45 years which we disseminated to the relevant government departments and agencies. We have seen positive impacts from this research and recommendations as the Department of Employment Affairs & Social Protection have changed how they deal with victims of domestic abuse; regulations are underway on Child's Views Experts by the Department of Justice & Equality; and the pilot co-location of the Family Mediation Service in Dolphin House is being expanded to centres outside Dublin by the Legal Aid Board and the Courts Service.

As well as ensuring that our Pre-Budget Submission for 2018 called for the urgent provision of a comprehensive court welfare system, the Children's Rights Alliance also included this in their submission on the budget which we warmly welcomed.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

Quotes from our Shared Parenting Research:

"I would love an agency that deals purely with separation" Mother of 2

"I attended with the Family Mediation Service. It was an excellent experience and if properly supported and promoted it could save many from the unnecessary combat engendered by the legal profession" Father of 1

"More supervised access centres" Mother of 2

2.2.2 Representation

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

In 2017 we sat on 20 committees including the following:

- Advisory Council on Better Outcomes, Brighter Futures (BOBF)
- Advisory Council on BOBF Sub-committee on Child Poverty
- Affordable Childcare Scheme Business & Systems Consultative Group, chaired by Department of Children & Youth Affairs
- Affordable Childcare Scheme Communications Consultative Group, chaired by Department of Children & Youth Affairs
- Aontas Community Education Network
- CORU's Social Care Worker's Registration Board
- Dublin City Childcare Committee
- Dublin Circuit Family Court Users' Group
- Early Years Advisory Group, chaired by the Children's Rights Alliance
- European Anti-Poverty Network (Ireland) Policy Working Group
- Migrant Consultative Forum, chaired by the Department Employment Affairs and Social Protection
- Social Policy Network, rotating chair by various NGOs and Government agencies
- Research Advisory Group on Minimum Essential Standard of Living , chaired by Vincentian Partnership for Social Justice & St Vincent de Paul
- South Dublin Voluntary Groups Board
- Steering Committee for Parental Participation Research in conjunction with Tusla and University College Dublin
- The Parenting Network
- Tusla's Parenting Working Group
- Tusla's Parenting 24/7 Group

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

- Tusla Parenting Champion and related events
- Working Group on Child Care (Amendment) Bill, chaired by the Children's Rights Alliance

In 2017 we attended approximately 120 meetings and conferences to make representations relevant to the families we work with.

2.3 Communications & Events

Our Communications Service plays a pivotal role in promoting our family support services and ensuring the issues affecting the families we work with are understood by the general public and key stakeholders. The service manages and delivers our events calendar, as well as managing our website and all our publications. In 2017, 19 press releases were issued; we had 62 interviews and placements across print, radio and television; 58,399 visits were made to onefamily.ie; followers on Facebook and Twitter increased by 13.7%; and we issued 11 e-zines to 4,200 subscribers.

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

- As outlined in our policy section 2.3, a seminar to disseminate our research on Shared Parenting was held on 30 January in Dublin's Mansion House to a full room and excellent media coverage.
- 2017 was the first year Family Day was held in Smithfield Square and took place on 27 May. Despite the bad weather, it was a wonderful event. Great fun was had by all who attended, though continuous heavy precipitation impacted on attendance and, for health and safety considerations, on activities.
- *The 45th anniversary celebration event was held on 28 June and was particularly poignant as we bid farewell to Cherish House. There was a robust audience of nearly 120 at the event and the celebration garnered considerable press and media attention with founder Maura O'Dea doing an extensive interview with Ray D'Arcy on RTE's Radio 1.*
- The winter party and summer trips were both well attended. These events provide networking opportunities for parents who may be socially isolated within their own communities.

We also hold organisational memberships in the following organisations:

- Aontas
- Children's Rights Alliance
- Coalition to Repeal the 8th Amendment
- Early Childhood Ireland
- European Anti-Poverty Network (Ireland)
- Irish Association for Counselling and Psychotherapy (IACP)
- *Irish National Organisation of the Unemployed (INOUE)*

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

- The Wheel

2.4 Facilities

We have sought premises that are fit for purpose for many years and in 2017 we sold Cherish House in Lower Pembroke Street, Dublin 2 in order to finance the purchase and refurbishment of a new larger premises in Dublin 7's Smithfield.

The impact of this is that we can offer more services to more families into the future. Our new premises are also extremely accessible by public transport and are well located with other organisations and services relevant to parents.

We are very grateful to all our supporters - individuals, corporate donors and government departments who assisted us in the refurbishment of 8 Coke Lane.

3. Funding

One Family's key funds in 2017, and the activities on which the funding was spent, are described below.

Funder	Description
HSE Sexual Health and Crisis Pregnancy Programme (SHCPP) - €421,906	Funding via a HSE Service Arrangement to provide family supports in Counselling, Information, Adult Education, Reception and Childcare.
Department of Rural and Community Development POBAL - €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.
TUSLA Child and Family Agency HSE South Western Core grant - €37,843	This funding contributes towards the cost of overheads, office administration and staff salaries.
Income from Services - €48,590	Income from Professional Development training programmes and sliding-scale client fees.
Department of Children & Youth Affairs Community Childcare Subvention Scheme (CCSS) - €13,643	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.

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

Dublin City Council Community Grants and Festival and Events Programme - €9,000	Funding to support our annual Family Day event held in Smithfield Square, Dublin 7.
European Commission Erasmus+ Achieving Work-Family Balance for Single Parents - €37,962	Funding via a trans-national partnership for Achieving work-family balance for single parents, a two year project to develop and disseminate new learning products and opportunities in the field of Adult Education, with particular emphasis on single parents and employers.
European Commission Department of Justice and Equality European Social Fund - €31,796	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. Grant awarded €290,000 for a 3 year project commencing in June 2017.
City of Dublin Education Training Board (CDET) Programme Funding - €10,100	Grant restricted 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.
HSE National Lottery Dublin South Central - €6,000	Funding to provide professional development and relevant training in two designated areas in the Dublin region in order to support the work of Youth Workers, Family Support Workers and Early Years service providers.
TUSLA Child and Family Agency Child Counselling Services - €6,392	A grant to support the delivery of Play Therapy to children ages 4 - 10 years.

One Family would like to express its gratitude to the following funders and individual donors for their contribution to the refurbishment and fit-out costs of our new premises in Smithfield.

Funder	Description
Department of Children & Youth Affairs Early Years Capital Grant Programme - €3,959	Funding to purchase outdoor crèche equipment.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

Dublin Bus Community Spirit Award - €5,000	Working with Men's Shed from Kells, Co Meath to redesign and fit out our crèche service so that is more suitable for babies and toddlers.
HSE Sexual Health and Crisis Pregnancy Programme (SHCPP) - €53,600	Funding to assist with the costs of moving and refurbishing and fit out of new premises.
HSE National Lottery East Coast Area - €5,000	Funding to provide alterations to rooms in new premises.
Katherine Howard Foundation - €5,000	Parenting and Child room.
The Community Foundation for Ireland - €16,607	Funding for equipment for the Early Years Intervention Unit; the Play Therapy service and associated storage and IT. Grant received in December 2017, project to be completed by December 2018.

4. Governance

4.1 Organisation and Governance

Cherish CLG trades as One Family and is registered in Ireland at 8 Coke Lane, Dublin 7 as a company limited by guarantee without a share capital. One Family is governed by 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.

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.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

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

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

Board succession is of constant importance to us in One Family and in 2017 we recruited four new Board members/observers with specific skills in social policy, law and communications. Recruitment is undertaken through a number of channels including profiling, open calls, advertisement and word of mouth. Interested candidates are briefed by the CEO on the organisation and role and invited to apply. Following a review of their application they meet with the Chair and another Board member. Following this meeting they may be invited to attend a Board meeting where they will be an observer for six months before signing a B10 for Directorship. This ensures there is a good match between the new Board member and One Family. New Board members have a 'buddy' drawn from the Board and will attend induction meetings with Board members, the CEO and staff.

4.2.2 Board Transitions in 2017

There were a number of Board membership and Officer transitions in 2017 which are detailed below:

Director	Role at 1 January 2017	Change	Role at 31 December 2017
Andrew Petherbridge	Board member	No change	Board member
Dr. Anne-Marie McGauran	Vice Chair and Treasurer	Stepped down from Vice Chair & Treasurer roles in October to become Chair	Chair, member of Finance Committee and Support and Supervision Committee

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

Brenda Dooley	Board member & Ops Committee, Support and Supervision committee	Resigned 11th July	Not on the Board
Claire McGrade	Board member & Chair of Operations & Governance Committee	Interim Chair May - October AGM	Board member
Grahame Toomey		Joined in September	Board Observer
Helen Hall	Board observer	Appointed 30th May	Board member, member of Finance Committee and Support and Supervision Committee
Iseult White	Chair	Resigned 26th May	Not on the Board
Jackie Campbell	Minutes Secretary and member of Operations & Governance Committee	No change	Minutes Secretary and member of Operations & Governance Committee
Jennifer Good	Board observer	Appointed 29th September	Board member and Company Secretary, member of Operations & Governance Committee
John-Mark McCafferty	Board observer	Appointed 4th October	Board member and Social Policy rep
Dr. Katriona O'Sullivan	Company Secretary and member of the Finance Committee	Stepped down from this role in October and became Vice-Chair	Vice Chair and member of the Finance Committee
Nuala Haughey		Joined in October	Board Observer
Rónán O'Dalaigh	Board member and member of the Finance Committee	Became Treasurer at AGM in October	Treasurer, Chair of Finance and Audit Committee

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

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

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 her/his service, to take questions and develop a working relationship independent of the CEO.

The Board receives reports from staff in relation to surveys, and consultations undertaken with the public. The Board is kept aware of key relationships with funders and policy makers and as appropriate, attend some events and meetings with same.

Board sub-committees include the Finance Team (includes responsibility for 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.

Eight Board meetings were held during 2017 on the following dates:

- 31st January
- 11th March (Away Day)
- 25th April
- 30th May
- 11th July
- 12th September
- 25th October
- 20th December

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

Name	Title	Details
Anne-Marie McGauran	Vice Chair, Company Secretary & Finance Committee	Attended 8 out of the 8 meetings.
Andrew Petherbridge	Board member	Attended 8 out of the 8 meetings.
Brenda Dooley	Board member & Ops Committee	Attended 4 out of the 4 meetings, resigned on the 11th of July.
Claire McGrade	Board member Committee	Attended 8 out of the 8 meetings.
Jackie Campbell	Board member, Minutes Secretary, Ops Committee	Attended 5 of the 8 meetings.
Iseult White	Board member, Chair	Attended 3 out of the 3 meetings, resigned on the 26th of May.
Katriona O'Sullivan	Board member	Attended 4 of the 8 meetings, was absent from the meetings held on the 31st of January, the 25th of April, the 11th of July and the 25th of October.
Rónán O'Dalaigh	Board member	Attended 6 of the 8 meetings, was absent from the meetings held on the 31st of January and the 12th of September.
Helen Hall	Board member	Attended 6 of the 8 meetings, was absent from the meetings held on the 11th of March and the 25th of April.
John-Mark McCafferty	Board member, Social Policy rep	Attended 6 of the 8 meetings, was absent from the meetings held on the 30th of May and the 11th of July.
Jennifer Good	Board member	Attended 6 of 7 meetings, as not a member of the Board for the meeting held on the 31st of January and was absent from the meeting held on the 11th of July.
Nuala Haughey	Board Observer	Attended 2 meetings as not a member of the Board until October.
Grahame Toomey	Board Observer	Attended 3 meetings as not a member of the until October.
Karen Kiernan	CEO	Attended 8 out of the 8 meetings.

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

4.2.4 Matters specifically reserved for the Board include:

GENERAL

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

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

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

4.3 Risk Management

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

- Financial
- Governance/Legal
- Operational
- Technological
- Physical
- Intangible
- Compliance
- External risks.

Risks are prioritised based on likelihood of occurring and potential impact, and a risk register is drawn up which is regularly reviewed by staff and Board at meetings. The purpose is to decrease the risk and ultimately have all risks removed from the register. All new projects and activities will review risk as part of planning. A specific Financial Risk Register is also maintained and monitored by the Finance Team.

4.4 Remuneration and Performance

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

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

All staff receive monthly support and supervision from their line managers. In addition certain roles attend external clinical and role clarification supervision. All staff work under a service and/or individual work plan which is devised based on the Strategic Plan 2016-2018. Performance is regularly reviewed through this system and all staff undergo an annual review in Q1 with their line manager. All staff work in accordance with One Family's Employee Handbook; the One Family Manual and their individual service policies and procedures.

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

4.5 Quality Standards

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

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

4.6 Employees and Volunteers

As of 31 December 2017 One Family had nineteen full and part-time staff, four contract workers, four Community Employment Scheme participants, and three volunteers, excluding the Board of Directors.

The Heads of Service team at staff level work closely with the CEO on planning, delivery and accountability ensuring that the strategy is delivered through work plans. Staff 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. Financial Review

5.1 Results for the year ended 31 December 2017

The financial results for the year ended 31st December 2017 are set out on pages 35 and 37 of the Financial Statements. These results show a net surplus of €12,524. Income totalled €780,073 up 14% on 2016 (€683,221). Total resources expended amounted to €767,539 (2016: €675,833).

Cherish Company Limited by Guarantee t/a One Family

Directors' Report for the year ended 31 December 2017

5.2 Principal Funding Sources

In 2017, the principle funding sources for One Family are outlined in the Funders table above. A full list of funders is available on page 42 of the Financial Statements.

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

5.3 Internal Controls

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

5.4 Reserves policy

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

The Finance Team and CEO will be responsible for monitoring and maintaining the reserves at the agreed level. The Reserves policy is reviewed and approved annually by the board of Directors. One Family's reserves held on deposit at 31st December 2017 are €144,228.

5.5 Investments

A portion of the above reserves are held on deposit with Bank of Ireland, the balance at 31st December 2017 was €94,228 (2016: €86,835).

5.6 Tax Clearance

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

Accounting Records

To ensure that proper accounting records are kept in accordance with Section 281 to 285 of the Companies Act, 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The books of account are located at the company's office at 8/10 Coke Lane, Dublin 7.

Cherish Company Limited by Guarantee t/a One Family

**Directors' Report
for the year ended 31 December 2017**

Auditors

The auditors, Anne Brady McQuillans DFK, have indicated their willingness to continue in office, in accordance with the provisions of section 383(2) of the Companies Act, 2014.

Statement of Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Events after the Balance Sheet Date

There have been no other circumstances or events subsequent to the year end which would require disclosure in or adjustments to the financial statements or in the notes thereto.

Research and Development

The company did not engage in any research and development activities during the year.

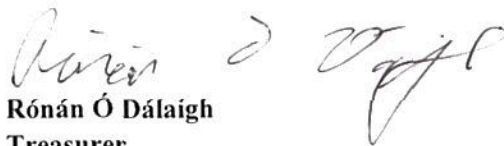
Political Donations

The company did not make any political donations during the current or prior financial year.

On behalf of the Board



**Anne-Marie McGauran
Chairperson**



**Rónán Ó Dálaigh
Treasurer**

Date:

Cherish Company Limited by Guarantee t/a One Family

Statement of Directors' Responsibilities

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 FRS 102 "The Financial Reporting Standards applicable in the UK and Republic of Ireland", issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland.

Irish company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the financial activities of the charitable company for that period.

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

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether the Charities SORP FRS 102 (updated 2015) has been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish Statute comprising the Companies Act 2014, and all Regulations to be construed as one with those Acts. They are also responsible for safeguarding the assets of the charity 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 charity's website. Legislation in Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Cherish Company Limited by Guarantee t/a One Family

In so far as the directors are aware:

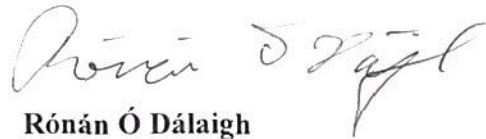
- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of the information.

On behalf of the Board



Anne-Marie McGauran
Chairperson

Date:



Rónán Ó Dálaigh
Treasurer

Date:

Cherish Company Limited by Guarantee t/a One Family

Independent Auditors' Report to the Directors of Cherish Limited t/a One Family

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Cherish Company Limited By Guarantee t/a One Family ('the company') for the year ended 31 December 2017 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds and the related notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2017 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Cherish Company Limited by Guarantee t/a One Family

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 Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider necessary for the purpose 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. 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.

Cherish Company Limited by Guarantee t/a One Family

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement, 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 they 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 the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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: www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf.> The description forms part of our Auditor's Report.

Cherish Company Limited by Guarantee t/a One Family

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

Our 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 Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any 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.


Natalie Kelly

for and on behalf of

Anne Brady McQuillans DFK

Chartered Accountants

& Registered Auditors

Iveagh Court

Harcourt Road

Dublin 2

Date: 31/5/18 .

Cherish Company Limited by Guarantee t/a One Family

**Statement of Financial Activities
(including income and expenditure)
for the year ended 31st December 2017**

		Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
	Notes				
<u>Incoming Resources</u>					
Donations	4	-	3,562	3,562	3,611
<i>Charitable Activities:</i>					
- Charges for services	4	-	48,590	48,590	7,216
- Statutory grants		663,643	-	663,643	654,853
- Other grants		39,740	-	39,740	15,952
Other activities	4	1,768	22,765	24,533	1,509
Investments	4	-	5	5	80
Total Incoming Resources		<u>705,151</u>	<u>74,922</u>	<u>780,073</u>	<u>683,221</u>
<u>Resource Expended</u>					
Raising funds, Events and Campaigns	5	1,768	-	1,768	461
Charitable activities	5	704,358	61,413	765,771	675,372
Total Resources Expended		<u>706,126</u>	<u>61,413</u>	<u>767,539</u>	<u>675,833</u>
Net Incoming/(Outgoing) Resources for the year					
		(975)	13,509	12,534	7,388
Fund balances at the beginning of the year		483	269,255	269,738	262,350
Other recognised gains/(losses):					
Recognised gain on revaluation reserves	12	-	799,812	799,812	-
		<u>(492)</u>	<u>1,082,576</u>	<u>1,082,084</u>	<u>269,738</u>

Incoming and outgoing resources arise from continuing operations. The company has no recognised gains or losses other than the movement in funds for the year therefore there was no requirement to produce a statement of recognised gains or losses.

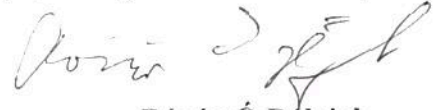
Cherish Company Limited by Guarantee t/a One Family

The notes on pages 39 - 56 form part of these financial statements.

The financial statements were approved by the board on the 31/5/16 and signed on its behalf by



Anne-Marie McGauran
Chairperson



Rónán Ó Dálaigh
Treasurer

Cherish Company Limited by Guarantee t/a One Family

**Balance Sheet
as at 31 December 2017**

	Notes	2017		2016	
		€	€	€	€
Fixed Assets					
Tangible assets	9		931,481		194,404
Debtors and prepayments	10	71,160		119,380	
Cash at bank		262,420		229,252	
Deposits		94,228		86,835	
			<u>427,808</u>		<u>435,467</u>
Creditors: Amounts falling due within one year	11	<u>(277,205)</u>		<u>(230,587)</u>	
Net Current Assets			<u>150,603</u>		<u>204,880</u>
Total Assets Less Current Liabilities			<u>1,082,084</u>		<u>399,284</u>
Funded by					
Revaluation reserve	12		-		129,546
Restricted funds	13		(492)		554
Unrestricted funds			1,082,576		269,184
Total Funds			<u>1,082,084</u>		<u>399,284</u>

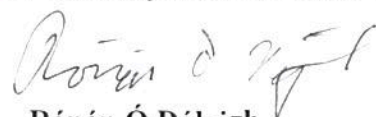
The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The notes on pages 39 - 56 form part of these financial statements.

The financial statements were approved by the board on the 31/5/18 and signed on its behalf by



Anne-Marie McGauran
Chairperson



Rónán Ó Dálaigh
Treasurer

Cherish Company Limited by Guarantee t/a One Family

**Cash Flow Statement
for the year ended 31 December 2017**

	Notes	2017 €	2016 €
Cash flows from Operating Activities			
Operating Surplus/(Deficit)		12,529	7,308
Adjustments for:			
Depreciation		13,143	12,771
(Gain)/ Loss on tangible fixed assets		(14,907)	626
		<u>10,765</u>	<u>20,705</u>
Movements in working capital			
Decrease / (Increase) in debtors		48,220	(95,822)
Increase/ (Decrease) in creditors		46,618	194,279
		<u>94,838</u>	<u>98,457</u>
Cash flows from investing activities			
Returns on investments and servicing of finance	15	5	80
Capital expenditure (net of grants received)	15	(932,905)	(4,601)
Proceeds from sale of property	15	867,858	-
		<u>(65,042)</u>	<u>(4,521)</u>
Reconciliation of net cash flow to movement in net debt (Note 14)			
Increase / (Decrease) in cash in the year		40,561	114,641
Net funds at 1 January		<u>316,087</u>	<u>201,446</u>
Net funds at 31 December		<u>356,648</u>	<u>316,087</u>

Cherish Company Limited by Guarantee t/a One Family

Notes to the Financial Statements for the year ended 31 December 2017

1. Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

1.1. Accounting Convention

The financial statements have been prepared in accordance with the Statement of Recommended Practice (Charities SORP in accordance with FRS 102, effective January 2015) and with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1, issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland. Compliance with the Statement of Recommended Practice (SORP updated 2015) is not mandatory for Irish charities, however, Cherish Company Limited by Guarantee t/a One Family has adopted most of its disclosure requirements.

1.2. Fund Accounting

The following funds are operated by the company:

Restricted Funds

Restricted Funds represent grants, donations and sponsorships received which can only be used for particular purposes specified by the funders, donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the company.

Unrestricted Funds

Unrestricted Funds represent amounts which are expendable at the discretion of the directors in the furtherance of the objectives of the company and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.

Cherish Company Limited by Guarantee t/a One Family

Notes to the Financial Statements for the year ended 31 December 2017

..... continued

1.3. Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of donations, gifts and bequests and is included in the Statement of Financial Activities when receivable.
- Donated services and facilities are included at the value to the company where this can be quantified.
- The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from charitable trading activities are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the company earns the right to consideration by its performance.

1.4. Resources Expended

Expenditure is recognised when a liability is incurred.

- Charitable activities include expenditure associated with Family Support services and include both the direct costs and support costs relating to these activities.
- Governance costs include those incurred in the governance of the charity and its assets, these costs are primarily associated with constitutional and statutory requirements.
- Costs of generating funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Cherish Company Limited by Guarantee t/a One Family

Notes to the Financial Statements for the year ended 31 December 2017

..... continued

1.5. Tangible Fixed Assets and Depreciation

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

Cost includes prime cost, overheads and interest incurred in financing the construction of tangible fixed assets. Capitalisation of interest ceases when the asset is brought into use.

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

The company undertakes a review for impairment of a fixed asset if events or changes in circumstances indicate that the carrying amount of the fixed asset may not be recoverable. Revaluation losses are recognised in the statement of total recognised gains and losses until the carrying amount reaches its depreciated historical cost and thereafter in the profit and loss account. An exception is where the recoverable amount is greater than the revalued amount. In this case the loss is recognised in the statement of total recognised gains and losses to the extent that the recoverable amount is greater than its revalued amount.

Depreciation

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

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

1.6. Fixed Asset Revaluation

Revalued fixed assets are carried at a revalued amount, being its fair value at the date of revaluation less subsequent depreciation and impairment.

1.7. Deferred Income

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

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

2. Non-Audit Services Provided by Auditors

In common with many other businesses of our size and nature we use our auditors to prepare and submit the financial statements.

3. Continuing Operations

The statement of financial activities has been prepared on the basis that the organisation has only continuing operations.

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

4. Income	Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
Donations				
Individuals	-	2,106	2,106	3,011
Corporate	-	1,456	1,456	600
	<u>-</u>	<u>3,562</u>	<u>3,562</u>	<u>3,611</u>
Charitable Activities				
Service income and fees	-	48,590	48,590	7,216
	<u>-</u>	<u>48,590</u>	<u>48,590</u>	<u>7,216</u>
	Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
<u>Statutory Grants Received:</u>				
City of Dublin Education Training Board/SOLAS/DES Programme Funding	10,100	-	10,100	10,100
Department of Children & Youth Affairs Pobal Community Childcare Subvention Scheme	13,643	-	13,643	10,437
Department of Children & Youth Affairs Pobal Early Years Capital grants **	2,089	-	2,089	125
Department of Rural and Community Development Pobal Scheme to Support National Organisations	90,000	-	90,000	91,922
Department of Social Protection Activation and Family Support Programme	-	-	-	40,531
European Commission Erasmus+ New Horizons Learning and Development	-	-	-	38,692
European Commission Leargas Erasmus+ ABSP*	37,962	-	37,962	3,510
European Union Department of Justice and Equality ESF Peil*	31,796	-	31,796	-
HSE Sexual Health and Crisis Pregnancy Programme	421,906	-	421,906	409,906

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

	Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
HSE Sexual Health and Crisis Pregnancy Programme**	900	-	900	-
HSE Dublin South West/Kildare West Wicklow National Lottery grant	-	-	-	4,972
HSE East Coast Area National Lottery grant	5,000	-	5,000	-
HSE Dublin South Central National Lottery grant	6,013	-	6,013	5,607
TUSLA Child and Family Agency Child Counselling Services	6,391	-	6,391	1,208
TUSLA Child and Family Agency HSE South Western	37,843	-	37,843	37,843
	<u>663,643</u>	<u>-</u>	<u>663,643</u>	<u>654,853</u>

	Restricted Funds 2017 €	Unrestricted Funds 2017 €	Total 2017 €	Total 2016 €
<u>Other Grants:</u>				
Dublin City Council / Community Grants	9,000	-	9,000	10,000
Dublincity	-	-	-	5,000
Dublin Bus	740	-	740	-
Katherine Howard Foundation	5,000	-	5,000	-
Tusla Child and Family Agency Atlantic Philanthropies Seed Funding	20,000	-	20,000	-
DSP Job Plus, Room Keepers	5,000	-	5,000	952
	<u>39,740</u>	<u>-</u>	<u>39,740</u>	<u>15,952</u>

Other Trading Activities

Fundraising, events & campaigns	1,768	2,064	3,832	1,509
Sale of Asset	-	20,701	20,701	-
	<u>1,768</u>	<u>22,765</u>	<u>24,533</u>	<u>1,509</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

Investments

Bank Interest Received	-	5	5	80
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Totals Income	<u>705,151</u>	<u>74,922</u>	<u>780,073</u>	<u>683,221</u>

Grant Income Notes:

Revenue Grants

European Commission | Erasmus+:

Funding via Leargas for "Achieving work-family balance for single parents", a two year project (commencing September 2016) 65% of the total grant €114,019 was received in December 2016, the balance €6,000 is carried forward to 2018 for One Family and it's European Partners on this project.

European Union|Department of Justice and Equality | ESF Peil:

Funding of €290,000 for a three project commencing in June 2017, €87,000 was recieved in May 2017, €55,204 will be carried forward to 2018

Dublin Bus

Awarded €5,000 under the Dublin Bus Community Spirit initiative,€740 was spent in 2017, the balance will be drawn down in 2018.

Capital Grants

**A grant of €500 was received from the Department of Children and Youth Affairs under the Early Years Capital Grant Programme in 2015 to purchase IT equipment. This is being amortised to the accounts over four years.

A grant of €3,959 was received from the Department of Children and Youth Affairs under the Early Years Capital Grant Programme in 2017 to purchase creche equipment, a portion €1,995 is being amortised to the accounts over four years.

** A grant of €53,600 from the HSE SH CPP for the fit-out and refurbishment of new premises in 2017, the balance left in this fund will be amortised to the accounts in future periods.

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

5. Analysis of Expenditure

	Restricted Funds		Unrestricted Funds		Total	
	2017	2016	2017	2016	2017	2016
Family Support Services	668,299	55,306	723,605	638,729	3,087	641,816
Campaigns, Events, Policy and Research, Professional Development	37,827	6,107	43,934	32,607	1,410	34,017
	<u>706,126</u>	<u>61,413</u>	<u>767,539</u>	<u>671,336</u>	<u>4,497</u>	<u>675,833</u>
	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
Family Support Services	461,189	242,181	703,370	400,914	227,702	628,616
Campaigns, Events, Policy and Research, Professional Development	64,169	-	64,169	47,217	-	47,217
	<u>525,358</u>	<u>242,181</u>	<u>767,539</u>	<u>448,131</u>	<u>227,702</u>	<u>675,833</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

	Family Support Services 2017	Policy & Research, Professional Development 2017	€	Total 2017	€	Family Support Services 2016	Policy & Research, Professional Development 2016	€	Total 2016	€
Total Direct costs										
Staff and related costs	366,659	26,105		392,764		320,457	23,859		344,316	
Office and Administration costs	32,290	-		32,290		21,397	1,227		22,624	
Programme Costs	56,939	43,135		100,074		58,852	22,131		80,983	
Depreciation	230	-		230		208	-		208	
	<u>456,118</u>	<u>69,240</u>		<u>525,358</u>		<u>400,914</u>	<u>47,217</u>		<u>448,131</u>	

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

	Family Support Services 2017	Policy & Research, Professional Development 2017	Total 2017	Family Support Services 2016	Policy & Research, Professional Development 2016	TotalBasis of 2016allocation
	€	€	€	€	€	€
Total Support Costs by Activity						
Staff and related costs	176,835	-	176,835	166,337	-	166,337 <i>Staff time</i>
Office and Administration costs	41,971	-	41,971	44,030	-	44,030 <i>Staff time</i>
Governance Costs	4,667	-	4,667	4,145	-	4,145 <i>Activity</i>
Depreciation & loss on disposal of assets	18,708	-	18,708	13,190	-	13,190 <i>Activity</i>
	<u>242,181</u>	<u>-</u>	<u>242,181</u>	<u>227,702</u>	<u>-</u>	<u>227,702</u>

Governance Costs

	2017	2016
Audit	3,548	3,134
Board expenses	1,119	1,012
	4,667	4,146

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

Support Costs:

Included in Support costs are the costs of general management, finance, IT maintenance, support and licenses, facilities, utilities, governance costs (annual audit and board meeting costs). Support costs are apportioned across the charitable activities based on the number of staff employed within the activity.

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

**6. Net Incoming Resources for the Year
are Stated after Charging:**

	2017	2016
	€	€
Net incoming resources for the year is stated after charging:		
Depreciation of tangible assets	13,143	12,771
Loss on disposal of tangible fixed assets	5,794	626
Auditors' remuneration	<u>3,548</u>	<u>3,134</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

7. Employees

Number of employees	2017 Number	2016 Number
The average monthly numbers of employees during the year were:		
Family Services	14	9
Administration / Communications	6	5
	20	14
	20	14
 Employment costs	 2017	 2016
	€	€
Wages and salaries	516,855	462,766
Social welfare costs	52,743	47,888
Pension costs	-	-
	569,598	510,654
	569,598	510,654
	 2017	 2016
The number of higher paid employees:		
€60,000 - €70,000	-	-
€70,000 - €80,000	1	1
€80,000 - €90,000	-	-
€90,000+	-	-
	-	-
	-	-

The CEO received remuneration of €77,430 in 2017 (€77,430 in 2016)

No member of the Board received payment or reimbursement of expenses for 2017 (2016: NIL).

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

8. Taxation

No charge to current or deferred taxation arises as the organisation has been granted exemption by the Revenue authorities in Ireland.

One Family is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, subsidies and similar type payments".

9. Tangible Assets

	Land and buildings freehold	Fixtures, fittings & equipment	Computer equipment	Total
	€	€	€	€
Cost				
At 1 January 2017	353,394	37,032	93,105	483,531
Additions	914,837	11,603	6,465	932,905
Revaluation	496,606	-	-	496,606
Disposals	(850,000)	(30,268)	(79,458)	(959,726)
At 31 December 2017	<u>914,837</u>	<u>18,367</u>	<u>20,112</u>	<u>953,316</u>
Depreciation				
At 1 January 2017	173,670	30,296	85,161	289,127
On disposals	(176,503)	(25,771)	(78,161)	(280,435)
Charge for the year	7,407	2,005	3,731	13,143
At 31 December 2017	<u>4,574</u>	<u>6,530</u>	<u>10,731</u>	<u>21,835</u>
Net book value				
At 31 December 2017	<u>910,263</u>	<u>11,837</u>	<u>9,381</u>	<u>931,481</u>
At 31 December 2016	<u>179,724</u>	<u>6,736</u>	<u>7,944</u>	<u>194,404</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

10. Debtors

	2017	2016
	€	€
Debtors	63,920	82,642
Other debtors	274	30,304
Prepayments	6,966	6,434
	<u>71,160</u>	<u>119,380</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

11. Creditors: Amounts falling due within one year	2017	2016
	€	€
Trade creditors	17,015	2,774
PAYE	6,398	4,883
PRSI	6,318	4,987
Other Creditors	102,163	112,470
Accruals and Deferred Income	145,311	105,473
	<u>277,205</u>	<u>230,587</u>

Included in other creditors is an amount of €44,898 (2016: €111,495) relating to the European Commission Leargas Grant. This grant was applied for by One Family and four similar bodies within the EU. The full amount of the grant is paid to One Family and is then distributed to each other body depending on their percentage of the funding.

Included in accruals and deferred income, is deferred income of €121,196 (2016: €99,198). This income has been deferred as a result of certain projects not yet incurring the corresponding expenditure in 2017.

Included in deferred income above is the following;

	2017	2016
	€	€
HSE Sexual Health and Crisis Pregnancy Programme	-	6,000
Google Benevity / All Families Matter	-	1,768
HSE Dublin South Central / National Lottery Grant	-	6,012
European Commission / Leargas / Erasmus+ / ABSP	22,448	60,410
Service fees/earned income	26,937	25,008
European Union Department of Justice and Equality ESF Peil	55,204	-
Community Foundation of Ireland	16,607	-
	<u>121,196</u>	<u>99,198</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

12. Total Funds

	Revaluation reserve €	Income expenditure account €	Total €
At 1st January 2017	129,546	269,738	399,284
Net Incoming Resources for the year	-	12,534	12,534
Revaluation during the year	670,266	-	670,266
Transfer to retained earnings on sale of asset *	(799,812)	799,812	-
At 31st December 2017	<u>-</u>	<u>1,082,084</u>	<u>1,082,084</u>

* During 2017 Cherish House (Lower Pembroke Street, Dublin 2) was revalued to market value. It was then subsequently sold to finance the new premises in Smithfield.

13. Reserves	Balance at beginning of year €	Incoming Resources €	Resources expended €	Revaluation €	Transfer between Reserves €	Balance at end of year €
Revaluation reserve	129,546	-	-	670,266	(799,812)	-
Restricted funds	483	705,151	(706,126)	-	-	(492)
Unrestricted funds	269,255	74,922	(61,413)	-	799,812	1,082,576
	<u>399,284</u>	<u>780,073</u>	<u>(767,539)</u>	<u>670,266</u>	<u>-</u>	<u>1,082,084</u>

14. Cash & Cash Equivalents	Opening balance €	Cash flows €	Closing balance €
Cash at bank	<u>316,087</u>	<u>40,561</u>	<u>356,648</u>

Cherish Company Limited by Guarantee t/a One Family

**Notes to the Financial Statements
for the year ended 31 December 2017**

..... continued

15. Gross Cash Flows	2017	2016
	€	€
Returns on investments and servicing of finance		
Bank Interest received	5	80
	<u> </u>	<u> </u>
Capital expenditure		
Payments to acquire tangible assets	(932,905)	(4,601)
Proceeds from sales of tangible assets	867,858	-
	<u> </u>	<u> </u>

16 Post Balance Sheet Events

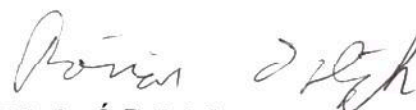
There have been no other circumstances or events subsequent to the year end which would require disclosure in or adjustments to the financial statements or in the notes thereto.

17. Approval of Financial Statements

The financial statements were approved by the board on the 31/12/18 and signed on its behalf by



Anne-Marie McGauran
Chairperson



Rónán Ó Dálaigh
Treasurer