

# 20 Annual 21 Review





Cherish company limited by guarantee trading  
as One Family

8 Coke Lane, Smithfield, Dublin, D07 EN2Y

**Charity No |** CHY 6525

**Company Reg No |** 45364

**Charities Regulatory Authority No |** 20012212



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# 1

## 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 provides services nationally online and through local partnerships. We

have a staff team of 40 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 are fully compliant with the Charity Regulator's Governance Code in 2021.

We undertake extensive partnership work with other organisations representing the issues affecting one-parent families on many committees, Boards and membership organisations as well as providing specialist services.

We work to a three-year Strategic Plan and we have recently finalised our Strategy 2022-2024 which was developed in consultation with a wide range of our stakeholders.

# Report from our Chairperson

Helen Hall



2021 was another extraordinary year as the full impacts of the pandemic manifested for people living in one-parent families. Research confirmed what we saw daily - lone parents and their children were disproportionately hit by decreased incomes, mental health struggles and family conflict.

The One Family staff and Board teams worked hard to provide much needed services during the long second year of the Covid crisis rising to the challenges presented by parents and children in need of support.

I would like to pay tribute to one of our founders, Annette Hunter-Evans, who passed away after a long illness in November 2020 and who left a wonderful legacy of kindness, organisation, and friendship.

## Policy & Lobbying Work

Our policy work expanded in 2021 with the recruitment of a part-time Policy Manager who delivered numerous policy submission papers in response to requests from Government departments and agencies. We continued to chair the National One Parent Family Alliance, an alliance of nine national NGOs, which has proved exceptionally useful in highlighting and advocating on issues affecting one-parent families. We developed new alliances with civil society organisations around Family Law Reform and the need for Constitutional change of Article 41.3 on the definition of the family. We worked with colleagues on the National Advisory Council on Better Outcomes, Brighter Futures to develop two significant papers for Government and Minister O’Gorman on child poverty.

As Family Law Reform is one of the major policy pillars of concern to the families we represent; we held another important webinar in June 2021 entitled Building a Family Law System for Children with national and international speakers to highlight the need to prioritise the needs of children in the ongoing process of family law reform.

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 to what extent evidence-based decision-making is being utilised in assigning Government budget priorities.

## Governance

2021 was my first full year as Chair of One Family, we achieved a lot and I was delighted to welcome three new Directors onto the Board in 2021 – John Bohan, Donagh McGowan and Rosemary Wokocha. There is a broad range and depth of experience and skills essential for good governance on the Board and we will continue to ensure this is a priority in our next strategy cycle. Many thanks to John-Mark McCafferty who stepped down from the Board in 2021 and sincere thanks to him for his commitment and expertise over the years.

Our Board’s Governance Committee undertook extensive work in the preparation of our Governance Code compliance statement to the Charity Regulator in 2021 and the organisation undertook a robust consultation process to develop our next three-year Strategy 2022-2024.



## Governance

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. As we look forward to our 50th anniversary as an organisation in 2022, we reflect on the positive changes we brought about in Irish society over that time and also the urgent reforms still needed to

ensure that one-parent families do not continue to be disproportionately poor, homeless and isolated. We have achieved a lot as an organisation but have much more to do as Ireland becomes a mature society able to support family diversity and all children.

# Statement from Chief Executive Officer

Karen Kiernan



In 2021, we consolidated our ability to deliver services on a hybrid basis to families nationally thanks to our excellent staff team who continued to deliver during the pandemic. The needs of our service users intensified as parents struggled under the weight of less income, social isolation, strains on mental health and the demands of parenting. We saw that for many parents and children they were not able to move on as quickly from our services as may have been expected before the pandemic leading to waiting lists and a demand for services that we were sometimes unable to meet.

## Services for Families

All our services for families continued remotely either by telephone or on online platforms. We temporarily reopened children's therapeutic services in our building but had to close again due to Covid rates and government advice. We continued to develop e-learning courses for parents to participate at their own pace with five courses now available. Our online group-based parenting courses ran

continuously over the year, with high rates of participation by both Mams and Dads on the Family Communications: Parenting when Separated course. We were delighted to see parents from across the country engage in what proved to be very accessible support.

We are delighted that our joint application with the Department of Social Protection to develop and run an EU funded online employability programme for lone parents in the north-east was successful and this work will begin in earnest in 2022.

We also continued our ESF PEIL funded project delivering our New Futures Employability Programme to lone parents all over Ireland. New Futures has been adapted and developed for online delivery throughout 2021 to include a purpose-built learning platform and online wrap-around supports such as key-working and parent mentoring.

The Counselling Service has continued to offer both phone and online counselling with service users engaging nationwide. This includes those seeking counselling for an unplanned pregnancy or for post-abortion counselling.

We founded and delivered expert training to the newly formed Separation Network for professionals working with separated families around the country. We continue to work in partnership with Rainbows Ireland and many local organisations to develop and deliver services locally and regionally for one-parent families.

We continued to remotely deliver the MyOptions telephone support services on behalf of the HSE for those with an unplanned pregnancy who want

## Sherie de Burgh Memorial Fund

On 15 February 2021, we held our second Sherie de Burgh Commemorative Event this time online with a focus on artistic responses to the issues Sherie worked on. We were delighted to have participation by a wide range of artists including renowned visual artist Alison Lowry and Sherie’s son and photographer Dorje de Burgh.

This event raised much needed funds to support our Counselling Service with additional hours in an attempt to deal with our waiting list. We were again able to collaborate with Dr Catherine Conlon from Trinity College Dublin which we greatly appreciate.

## Communications and Media

In 2021, our communications and media work focused on spotlighting the practical issues faced by one-parent families including issues with access to vaccination centres, the housing crisis and spirally cost of living issues. Our Communications Team succeeded in gaining a large number of media placements including interviews on national television and radio.

As part of our plans to increase digital engagement, we ran a number of social media campaigns celebrating the diversity of family life including #SingleParentsDay2021 focusing on single parent strength in partnership with one-parent family organisations in Northern Ireland, Scotland, England and Wales. To mark UN International Day of Families, we ran a social media campaign calling for change to Article 41.3 of the Constitution on the definition of the family.

In 2021, we said goodbye to our Counselling Manager, Marguerite McCarthy, who retired after many years of supporting people parenting alone, separating and those with crisis pregnancies through her wonderfully supportive, person-centred and compassionate work.

I look forward to continuing the crucial work of supporting children and parents throughout the pandemic in 2022 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

Second Annual 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



2021 was the final year of our three-year strategic plan and we undertook research and consultations to develop our next one. But in our current plan 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 family's 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.

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

with a number of specific activities under each pillar that staff use to develop annual operational work plans for each service. The strategy for each year is used by the CEO in reporting to the Board and in management reporting to the CEO.

These activities are measured using a variety of metrics including service user activity data; demand for services; service user outcome data and evaluations; referrals to services by other professionals; social media data; number of policy submissions, papers, meetings and presentations and associated policy and legislative changes; funding; Governance returns; staff and Board meetings and trainings; strategic planning development and consultations; stakeholder engagements; number of partnership projects and meetings and associated outcomes; staff recruitment and retention.

#### 1 Family Support Services

#### 2 Represent, Champion & Celebrate

#### 3 Sustaining a Strong Organisation





## Specialist Services

One Family increased the number of people we delivered services to in 2021 to 3,159, an increase of 2.1% from 2020 but the number of interactions with service users decreased to 9,773, a 14% decrease from 2020. This decrease in interactions was due to a combination of factors including the withdrawal of supplemental pandemic funding for services and service users staying longer in services due to increased anxiety and mental health issues. This can be seen prominently in our Counselling Service which had 2,565 interactions in 2021, a 12.3% decrease from 2020, yet demand strongly outstripped supply for this service and we were forced to close our waiting list for general counselling services in 2021; this did not impact our unplanned pregnancy or post-abortion counselling services.

To improve accessibility and to ensure our services were available nationally we provided all our parenting services online through an online video platform or through our new bespoke e-learning platform. Our Parenting Service had 1,911 online interactions with parents, comparable figures for 2020 are unavailable as our online courses came on stream in mid-2021 changing the data; 35% of parenting interactions were with Dads. We also developed five new e-learning courses on our own purpose-built platform with 262 courses taken in 2021. The MyOptions helpline, run on behalf of the HSE, was consistently busy in 2021. We continued our delivery of the New Futures Employability Programme to lone parents nationwide in 2021 with extensive work completed to adapt and develop the programme for online delivery including development of a purpose-built e-learning platform and online wraparound supports such as keyworking and parent mentoring.

## Supporting Children

In 2021, our Early Years team, now working within our

our Parenting Team, supported families with online parenting courses and supports for parents of children aged 0-3 years. The Parenting Service worked in person with families engaged in Meitheal where there are welfare concerns for a child, offering direct support to both parents and children. The service also heavily engaged in offering social support as many families presented with ongoing issues around food poverty. Our Play and Creative Therapy services had 576 interactions with adults, including professionals, a 3% increase from 2020 and 343 interactions with children, an 8.8% increase from 2020, whilst delivering the service remotely.

## Supporting Parents

Our services provided significant additional supports to parents throughout 2021 as issues affecting parents became more acute with increased anxiety and mental health issues presenting. Issues such as problems gaining access to vaccination centres, food poverty, housing and cost of living issues seriously impacted families. All services worked to support parents in addressing these issues, with our information and askonefamily helpline service answering 4,265 queries on telephone and via social media: a 17.3% increase from 2020.

## Online Services

We greatly increased the availability of our online services in 2021, without any break in service, with all services embedding the move online. We developed new specialist e-learning platforms and courses for our parenting services and educational support programmes across services as described above.

## Professional Training

In late 2021, we commenced work on a Professional Development e-learning platform and associated courses that we will launch in Q3 2022.



## Progress on our Strategy in 2021

# Represent, Champion & Celebrate

### Child Poverty

We continued to chair the Child Poverty committee of the National Advisory Council on Better Outcomes, Brighter Futures. This committee prepared two substantial reports for Minister O’Gorman in relation to child poverty and the EU Child Guarantee.

We made written submissions and presented to the Joint Oireachtas Committee on Children, Equality, Disability, Integration and Youth on the need for a dedicated child poverty strategy, with dedicated targets for one-parent families.

Our Pre-Budget Submission focused on the disproportionate poverty experienced by children in one-parent families. While there were not sufficient targeted measures in Budget 2023, we welcomed changes to the Back-to-School Clothing and Footwear Allowance, particularly income threshold for one-parent families being made equitable with that of two-parent households.

### Court Welfare Service

We held our second webinar on Family Law Reform focusing on the needs of children in June, with key national and international speakers resulting in 405 views and 168 attendees.

Our CEO now chairs the Court Service’s Family Law Development Committee and is a member of the Family Law Advisory Group for the Department of Justice raising the need for services for families using the family law courts in the reformed system.

### Providing Policies

We responded to arising policy issues developing 13

policy and legislative submissions and we contributed to four joint policy submissions.

Relevant policy areas in 2021 included Family Law Reform, Child Maintenance, Further and Higher Education, Equality Legislation, Housing and Homelessness.

### Representing Reality

We were active across social and traditional media in 2021 with a number of campaigns focused on telling the stories of the parents we represent.

We advocated in the media for one-parent families on access to vaccination centres, housing, social welfare issues, childcare and cost of living issues achieving 99 media placements.



### Constitutional Reform

Following on the report recommendations from the Citizens Assembly on Gender Equality we undertook advocacy work, including a social media campaign, to ensure that Article 41.3 of the Constitution will be reformed to provide recognition of all families and not just marital ones.

We were successful in ensuring an Oireachtas debate on the reform and the establishment of a special Joint Oireachtas Committee on same.





## Progress on our Strategy in 2021 →

# Sustaining a Strong Organisation

### Governance

We met all governance requirements including our first compliance statement to the Charity Regulator; as well as recruiting and inducting three new Directors in 2021.

### Stable Funding

Our income grew to €1.5 million (€1.4 million: 2020).

### Partnership Working

We continued to chair the new National One Parent Family Alliance to respond to issues affecting one-parent families. We established and chair several other coalitions focussing on family law reform and Constitutional change. We continue to support and develop family support services for one-parent families in partnership with local and regional providers. This results in more impactful and cost-effective service and policy work.

#### National One Parent Family Alliance



### Managing Growth

We managed significant demand for services due to the pandemic and a contraction of public funding for same.

### Data Management

We designed and piloted a new CRM system to manage the data needs of our family support services resulting in more efficient and accessible data management.

### Unrestricted Income

Due to the pandemic our efforts to secure unrestricted income was hindered but we developed our online parenting platform and commenced work on our professional development platform as a first stage in developing alternative income streams.



### Social Media & Communications

Facebook followers increased by 18.5% and Twitter followers increased by 11% in 2021 and we are on target towards our three-year goal of a 20% increase in engagement across all platforms. Our website use increased massively with a 43% increase in users and 64% increase in page views when compared with 2020. This increase was due to increased demand from users and a streamlining and promotion of our website content.

### Facilities & ICT

We continued to provide an excellent range of family support services remotely; our Administration team supported staff from the office; we piloted services for children in the building when safe to do so.

## Challenges in 2021

Challenges continued to be focussed around how to provide the extensive supports that families required in 2021 as the pandemic continued and lockdowns came and went. For the first time ever, we had to close our waiting list for Counselling as the demand was so great that it was not realistic to continue to maintain people on a very long wait list. This was due to the fact that service users did not progress as quickly as would be expected from service due to the high levels of anxiety they were experiencing in the pandemic. Demand in general for mental health and therapeutic services are disproportionately high across the country and all profiles of people.

Staff continued to primarily deliver services remotely which requires us to ensure high levels of health and safety, ICT and cybersecurity to individuals working remotely. The cyberattack on the HSE brought it home to us that we need more expertise, resources and skills to manage our cybersecurity requirements.

The cost-of-living increases caused us to review our competitiveness as an employer and so we reviewed our Pay Policy and introduced a Remuneration Policy. Some roles continue to be challenging to recruit for, however.

We were delighted to reopen our Creative Therapy services for children in our building in quarter 3 but these had to be rapidly closed again due to rising Covid case levels.

## Looking Forward to 2022

Our 50th anniversary celebrations will provide a positive backdrop to our work and a constant reminder of the journey we have come on as a society and the remaining challenges that exist for people living in diverse families.

We look forward to launching our next Strategy 2022-2024 and the various research projects we are currently involved in.

Hybrid working is a key theme of how we will deliver services and work as staff in 2022 as the pandemic continues to be a challenge. How to manage our demand for ICT and cybersecurity skills will also continue to be important to us as a means of successfully working as a hybrid organisation.



We will build on the recommendations of the Citizen’s Assembly on Gender Equality to continue to call for Constitutional Reform of Article 41.3 to provide recognition of all families in Ireland, not just the marital family.

We are cognisant of the ongoing war in Ukraine and the social and economic impact it may have for one-parent families in Ireland, and we are open and willing to embrace any potential role we may have to support refugee families. The geo-political instability, we fear, will exacerbated the cost of living and energy crisis facing many of the families whom we support, and we will need to advocate strongly on their behalf with government.



**Over the next three years our work will be completed in line with our new strategy for 2022-2024. Below are our objectives for the period:**





## Looking forward to 2022-2024: Family Support Services

- Providing an excellent range of specialist services for all members of one-parent families through a collection of parenting, therapeutic, training, information and support services that are accessible to all.
- Supporting children's ability to thrive in challenging family situations.
- Supporting parents' ability to cope with challenging situations through strengthening their mental health and social inclusion.



- Providing specialist services to support those using the family law courts.
- Expanding the provision of our proven services and programmes into local communities and in partnership with other service providers.
- Promoting the understanding and provision of services to families sharing parenting of their children.
- Mainstream those services which are proven to be effective and needed by one-parent families around Ireland.
- Providing services on a hybrid basis (remote and in-person) to ensure families across Ireland have greater access to services.
- Providing training and development opportunities to professionals and employers working with one-parent families.



## Looking forward to 2022-2024: Represent, Champion & Celebrate

- Advocating to Government to develop and reach targets for the minimisation of child poverty and its negative impacts.
- Advocating to Government to develop a child-centred Family Law Service Model as part of its Family Law Justice Reform programme.



- Responding to opportunities to provide policy expertise on a prioritised range of issues affecting people living in one-parent families.
- Listening to one-parent families so we can directly translate their lived experience into relevant policy positions.
- Sharing the reality of the stories of people living in one-parent families, and in particular stories of those sharing parenting across a range of media and to a multitude of audiences.
- Working for Constitutional reform of Article 41.3 to ensure equality for all families.



- Ensuring excellent governance and compliance.
- Securing stable funding to meet the increasing demand for our family support services.
- Working in partnership with others to be as effective as possible in service delivery, policy work and communications.
- Ensuring excellent evaluation, monitoring and data collection systems.
- Managing and supporting our staff team positively and proactively.
- Generating unrestricted income to meet the additional needs of the organisation.
- Developing our communications, social media and brand presence on one-parent family issues.



- Using technology to strengthen service provision, accountability and communications.
- Ensuring our physical and ICT facilities are fit for purpose, safe, secure and more sustainable.





# 2

## Governance

# Organisation & Governance

Cherish CLG trades as One Family and is registered in Ireland at 8 Coke Lane, Smithfield, Dublin 7 as a company limited by guarantee without a share capital. Consequently, the member’s liability is limited, subject to each member’s undertaking to contribute to the Company’s net assets or liabilities on winding up such amounts as may be required not exceeding €1. The Company was set up under a Memorandum of Association that established the charitable Company’s objects and powers. The Company is governed by a constitution and is managed by a Board of Directors. The Articles of Association and Constitution were last amended by a unanimous written resolution of the company members in July 2018.

The main object/ charitable purpose of the Company is: (a)To provide a comprehensive range of professional services and to campaign with and on behalf of all members of all one-parent families, people who share parenting, parents who are separated or separating, those who work with one-parent families and those concerned with the issues facing one-parent families, with a particular emphasis on the needs of the child(ren); and to provide professional services for people experiencing crisis pregnancy. (b) To achieve equality and social inclusion for all members of all one[1]parent families in Ireland.

One Family has been granted charitable status, CHY 6525 and is registered with the Charity Regulator (CRA) under number 20012212. We meet all our annual filing requirements to the CRA the CRO and the Register of Beneficial Owners.

## Employees & Volunteers

As of 31 December 2021, One Family had 40 staff members of which twelve work full-time and 28 on a part-time basis. The full-time equivalent (FTE) therefore is 26.2 people. We currently have 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.

## Board Overview

The Directors are elected at the AGM and operate under the One Family Board Policy Handbook. Board members are limited in the time they can serve on the Board to a total of seven years. They formally step down after four years membership for re-election and they can be reappointed for an additional three years. It is important to maintain a balance between organisational knowledge and expertise with the need for new skills and accountability.

In 2021 all Board meetings, committee meetings and the away-day were held remotely due to the pandemic.

## Board Succession

Board succession is of constant importance to us in One Family and in 2021 we recruited three new Board members with specific skills in public administration and policy; family law; step-parenting and accountancy.

Board members' skills and personal experiences are identified from our Board Membership Matrix which has been designed to deliver a team of people with a diverse mix of professional skills and personal experiences. We have particularly focused on recruiting males to the Board in the past few years as we seek a minimum of 40% of females or males. Recruitment is undertaken through a number of channels including profiling, open calls, advertisement and word of mouth in line with our Board Recruitment Policy.

Interested candidates are briefed by the CEO on the organisation and role and invited to apply using a standardised application form which goes directly to the Chair of the organisation. 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 training meetings with Board members, the CEO and staff using the Board Induction document. This is in order to ensure their formal and informal knowledge development of the organisation, the Board functioning and responsibilities as well as the culture.

## Board Transitions in 2021

There were a number of Board membership and Officer changes in 2021 which are detailed below:

Director	Sectoral Knowledge	Role at 1st January 2021	Change	Role at 31st December 2021
John Bohan	Data Management; Social Policy; Public Sector	Not on Board	Appointed 08.09.2021	Board member
Jack Eustace	Youth Sector; Governance; Political Sector	Board member and member of Governance Committee	No change	Board member
Edel Fagan	Business; Lone Parent; former Service User	Board member and member of the Finance & Audit Committee	No change	Board member and member of the Finance & Audit Committee
Éimear Fisher	Social Policy; Public Sector; Governance	Board member and member of the Finance & Audit Committee	No change	Board member and Treasurer
Jennifer Good	Barrister	Board member and Company Secretary, Chair of Governance Committee	No change	Board member and Company Secretary, member of Governance Committee
Helen Hall	Accountant; Public Sector CEO; Lone Parent	Chairperson	No change	Chairperson
Nuala Haughey	Communications; Regulation; Governance	Board member and member of Governance Committee	No change	Board Member and Chair of Governance Committee
John-Mark McCafferty	Social Policy; Charity CEO	Board member and Treasurer	Resigned 26.07.2021	Not on Board
Donagh McGowan	Family Law Solicitor; Step-Parent	Not on Board	Appointed 26.07.2021	Board member and member of Governance Committee
Rosemary Wokocha	Accountant	Not on Board	Appointed 26.07.2021	Board member and member of the Finance & Audit Committee

# 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 the Chief Executive of the Policing Authority, the body which oversees the performance of the Garda Síochána. She 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. Helen has been a lone parent since her now adult son was three years of age.



**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 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.



**Jack Eustace**  
Joined September 2020

Jack is Governance & Policy Officer with Community Creations CLG; the award-winning charity behind SpunOut.ie, 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.



# Board Member Profiles



**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.



**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.



**Donagh McGowan**

Joined July 2021

Donagh McGowan is the principal of Donagh McGowan & Co. solicitors and has almost 30 years’ experience as a practising solicitor. His career has focused on providing services to private clients, most particularly in the areas of family law, wills & probate, trusts and residential property. Donagh’s practice includes advising on all family law matters with a particular emphasis on judicial separation and divorce.

Donagh is a former Chair of the Law Society of Ireland Family Law Committee. He is a trained mediator and a trained professional in Collaborative Law. Donagh has tutored in the Law Society of Ireland and has spoken on many occasions at family law conferences, including the annual conferences of the Law Society of Ireland and the Legal Aid Board. He is also a regular media contributor on family law and other issues.



**Rosemary Wokocha**

Joined July 2021

Rosemary is a Chartered Accountant currently working in the pharmaceutical sector. Prior to that, she worked as an Accountant in the Charity sector for over 13 years, working with both national and international charities, one of which was One Family. She also served on the Board of the Irish Family Planning Association, sitting on the Audit and Finance Committee.

# Board Member Profiles



John Bohan

Joined July 2021

John is an Associate Faculty member at the National College of Ireland and has taught modules in Information Systems Management, Statistics, Data Visualisation, Data Governance and Ethics and Research skills. Previously he worked as a civil servant, most recently at the Department of Social Protection where he had responsibility for a range of areas including child income support policy, social insurance policy, information systems management and policy for income support payments for persons with disabilities. He has also international experience working as Chair of the Indicators sub-group of the EU’s Social Protection Committee, Seconded National Expert at the European Commission and as an Economic Adviser in the Kingdom of Lesotho as part of the Irish Government’s aid programme.

## Board Meetings

One Family Board agendas are developed between the Chair and CEO and include a standing item on conflict of interest.

Board sub-committees include the **Finance & Audit Committee**; the **Governance Committee**; as well as the **Support & Supervision Committee**. These 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 all of which took place remotely. 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 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 for 2021:

Name	Dates of Meetings 2021								Total
	8 Feb	15 Mar	10 May	21 Jun	26 Jul	8 Sept	18 Oct	6 Dec	/8 Meetings
John Bohan	✓	✓	✓	✗	✗	✓	✓	✓	6/8
Jack Eustace	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Edel Fagan	✓	✓	✗	✓	✓	✓	✗	✓	6/8
Éimear Fisher	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Jennifer Good	✓	✓	✓	✓	✗	✓	✓	✗	6/8
Helen Hall	✓	✓	✓	✓	✓	✓	✓	✓	8/8
Nuala Haughey	✗	✓	✓	✓	✓	✓	✓	✗	6/8
John-Mark McCafferty	✓	✓	✓	✗	-	-	-	-	3/4
Donagh McGowan	✓	✓	✓	✓	✗	✓	✓	✓	7/8
Rosemary Wokocho	✓	✓	✓	✗	✓	✓	✓	✓	7/8
Karen Kiernan in attendance	✓	✓	✓	✓	✓	✓	✓	✓	8/8

# Decision Making

## 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.



## Reporting

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, attending some events and meetings with same.

The CEO reports to the Board in a number of ways: through reports and papers to Board meetings and its committees; through regular reviews of performance; through the development of strategy.



# Risk Management

One Family has a Risk Management Policy and undertakes ongoing risk analysis using 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. This identifies the risk; gaps; mitigations; future actions; those responsible; timeline and level of risk. The Board and staff work to decrease all risks and ultimately have them removed from the register. The Board is satisfied that systems and processes are in place to monitor, manage, and mitigate the charity’s exposure to its major risks. 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.

# Remuneration & 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.

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
- HSE Sexual Health & Crisis Pregnancy Programme’s Governance Framework.

# Legal Compliance

The strategic plan commits the organisation to ensuring that the Charity’s Board and Management complies with relevant legal and regulatory requirements and that appropriate internal financial and risk management controls are in place. In 2021, One Family submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register and returns for the Companies Registration Office on time. The Charity is compliant with the European Union (AntiMoney Laundering: Ownership of Corporate Entities) Regulations 2019. As a charitable company there are no ‘beneficial owners’ of the entity, and therefore the senior managing officials, comprising the Directors/ Trustees and CEO appear in the register.

The Charity ensures compliance with the Data Protection Act, 2018 (GDPR), and a senior member of staff oversees compliance in this area. A copy of the organisation’s Privacy Notice is available to read at <https://onefamily.ie/privacypolicy/>.

# 3

Finance



# Results for the year ended 31 December 2021

The financial results for the year ended 31st December 2021 are set out in the Statement of Financial Activities. These results show a net surplus of €154,001 (2020 – surplus €145,800).

Income totalled €1,507,593 up 6% on 2020 (2020: €1,419,517). Total resources expended amounted to €1,353,592 an increase of 6% on 2020 (2020: €1,273,717).

## Going Concern

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 of Directors are of the opinion that the company is well positioned to manage the costs of running the company for the foreseeable future.

## 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 Uncertainties

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

The effect of the Covid-19 pandemic and the current war in Ukraine both present 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 these major global events are as follows:

- Decreased government funding in the future as a result of a global economic downturn and less public funding being available
- 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.

The Directors also note the ever-increasing threat of climate change to the people and ecosystems of the planet; our economic and social systems as well as unknown changes and threats.

## Reserves Policy

Reserves of at least one month and up to 3 months of the estimated running costs are held in liquid funds in a bank deposit account at any one time. All funds held are unrestricted.

One Family will if reasonably able maintain sufficient reserves for the following:

- Working Capital (cash flow): To have adequate cash flows to provide a stable service and to provide working capital when funding is paid in arrears.
- Capital Maintenance: To have sufficient funds to maintain its Fixed Assets to include where possible contingency costs.
- Other Contingencies: To maintain sufficient reserves for unforeseen events and unexpected expenditure.

The Finance and Audit Committee and CEO will be responsible for monitoring and maintaining the reserves at the agreed level. The Reserves policy are reviewed and approved annually by the Board of Directors.

One Family's reserves held on deposit on 31st December 2021 are €330,000 (2020: €269,331). Current monthly costs for the organisation are approx. €125,000 (salaries, programme and overheads costs). Therefore, current reserves are sufficient for 2.6 months. The calculations to meet the policy requirements indicate a required target of €375,000. It is expected that reserves will equal to three months operating costs in 2022, and that this target will be met from the 2021 surplus projections.

### Sinking Fund

A Sinking Fund is a contingency fund established to provide for future capital improvements or repairs to 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 Board of Directors. One Family's sinking fund held on deposit on 31st December 2021 is €40,749 (2020: €26,706).

Where reserves exceed the target minimum level of 3 months running costs and the sinking fund allowance, the Finance and Audit Committee propose to designate the excess to address the increasingly high governance requirements costing One Family additional staff and consultancy time and increased expertise. ICT security and data protection is a major issue of concern for us. We are not funded by the state to the level we require to adequately meet these demands and we need to build a fund

from our unrestricted reserves to support the relevant staff roles on an ongoing basis.

### Investment Policy

One Family's policy for investments is to retain reserves in cash form at all times. Reserves will not be invested in speculative assets e.g. stocks, bonds. Monies will be deposited with government guaranteed institutions at the highest possible rate of return.



### Apportionment Policy

One Family records the income and expenditure of each grant/programme separately. Expenditure that is general to all services and programmes will be apportioned across the various funding streams/services being managed by One Family. Directly attributable costs that relate to a specific programme will be charged in full to that programme. Shared costs such as overheads (heating, light, telephone, audit, legal, printing, advertising, H&S, security, cleaning, repairs, computer and website maintenance), management and administration time will be apportioned on the basis of the number of staff employed in each service provided by One Family.

### 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

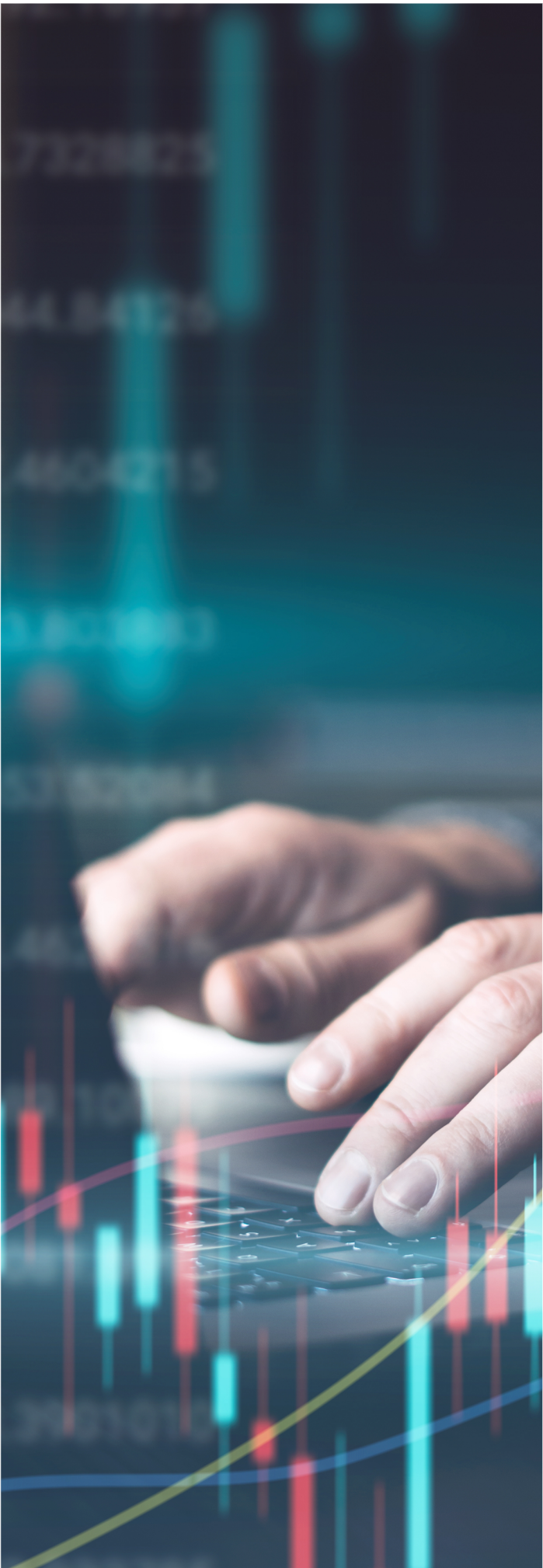
The Board of One Family have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the Covid-19 pandemic and the war in Ukraine. The Directors consider that the balance sheet has not been impacted on events since the year end and as a result no adjustment has been made to the financial statements for the year ended 31 December 2021.

## Accounting Records

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

## Principal Funding Sources

A full list of state funders is provided on the following page. All grants listed in the table are restricted.



# 4

## Funding

## Funding

One Family received the following grants in 2021 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	Amount of Grant Taken to Income 2021	Deferred at Year End
DFHERIS/SOLAS/CDETB (City of Dublin Education Training Board)	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	€24,893 12 months	€24,893	-
DFHERIS/SOLAS/CDETB (City of Dublin Education Training Board)	Once-off funding	Equipment and Training tutorial Videos	€19,412.92 October - December 2021	€19,412.92	-
Department of Children, Equality, Disability, Integration and Youth   Tusla - LGBTi+ Capacity Grant	Development of Diversity Policy; LGBTi+ Staff Training; development of Parenting module	Consultancy costs; Salaries	€7,612 12 months	€7,612	-
Department of Children, Equality, Disability, Integration and Youth   What Works Training Fund	What Works Training Fund: Staff Training in the Parents Under Pressure Programme	Staff Training	€10,000 12 months	€10,000	-
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	€90,000	-
European Union   Department of Children, Equality, Disability, Integration and Youth	New Horizons for Lone Parents. This project is co-funded by the Irish Government and the European Social Fund as part of the Programme Employability, Inclusion and Learning 2014-2020	Salaries; Training Events; Overheads	Grant awarded €315,450 for a 3-year project commencing in October 2019 – Sept 2022	€109,847	€15,135
European Union   Department of Employment and Social Protection	Lone Parents Digital Activation. This project is co-funded by the European Commission under the European Programme for Employment and Social Innovation (EaSI) 2014-2020	Salaries; Training Events; Overheads	€314,999 over a three-year period from November 2021 – May 2024	€3,989	-
HSE National Lottery: -East Coast Area -Midlands Louth Meath -Dublin South, Kildare & West Wicklow	Fund therapeutic books to support parents and professionals to help young children understand complex family situations	Author; Researcher; Illustrator; Publishing costs	€9,750 Total received in 2021 from HSE National Lottery sources 12 months	East Coast Area - €3,750 Midlands Louth Meath - €1,000 Dublin South, Kildare & West Wicklow - €5,000	-
HSE  Sexual Health and Crisis Pregnancy Programme (SHCPP) €405,000	Funding via a HSE Service Arrangement to provide family supports in Counselling, Information, Adult Education, Reception and Childcare	Salaries; Training; Events; Overheads	€405,000 12 months	€405,000	-
HSE  Sexual Health and Crisis Pregnancy Programme (SHCPP)	Funding to develop and implement an online database in Salesforce	Fund CRM development, licenses and staff training	€50,000 12 months	€13,555	€36,445



Name of Grantor	Name of Grant	Purpose of Grant	Amount and Term of Grant	Amount of Grant Taken to Income 2021	Deferred at Year End
Irish Human Rights & Equality Commission Human Rights & Equality Grant Scheme 2021-2022- Advancing Social and Economic Rights & Equality Stand	Updating 'Human Rights and One-Parent families' guide for one parent families and the professionals working with them A separate guide for those implementing the Public Sector Equality and Human Rights Duty	Researcher; Seminar; Print; Dissemination	€17,700 September 2021-September 2022	€7,080	-
TUSLA Child and Family Agency	Separating Well Project. To provide family supports in Counselling, Parenting and Creative Therapies for children	Salaries; Overheads	€215,939 includes 5% once-off additional funding and €19,500 to develop a service model for SWP project 12 months	€205,594	€10,345
Tusla Child and Family Agency   Parent Support Champions	Deliver external parenting workshops	Facilitator costs	€5,000 6 months, July – December 2021	€2,100	€3,000
TUSLA Child and Family Agency   HSE South Western	This funding contributes towards the cost of overheads, office administration and staff salaries	Salaries; Overheads	€41,443 includes 5% once-off additional funding in 2021 12 months	€41,443	-
TUSLA Child and Family Agency	Child Counselling Services. A grant to support the delivery of Creative Therapies to children ages 4-10 years	Salaries	€3,800 12 months	€3,800	-
The Community Foundation for Ireland   RTE Comic Relief Demand for Digital Strand; and Adapt and Respond Strand	To fund an online Service User/CRM Database	CRM Developer fee	€19,000 12 months	Demand for Digital Strand: €10,000 Adapt and Respond Strand: €9,000	-
The Community Foundation for Ireland   RTE Toy Show Appeal	Research and Best Practice on Contact Time for Infants in Separated Families	Salaries; Researchers; Launch; Dissemination	€55,317 July 2021 - October 2022	€6,429	€48,888
OLC Ireland Trust Fund at The Community Foundation for Ireland	Develop e-learning and on-line parenting courses	Salaries	€5,000 May – December 2021	€5,000	-
TU Dublin   Grangegorman ABC Project	Funding for development of multi-sensory room	Equipment	Grant awarded in 2020 c/f to 2021 €6,371.19 6 months	€6,371.19	-
TU Dublin   Grangegorman ABC Project	Pilot Parent and Toddler Positive Parenting Programmes for parents of children 0-2.8 years living in NWIC	Facilitators; Development of resource packs	€4,613.05 6 months	€4,613.05	-

# CHERISH CLG T/A ONE FAMILY

## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE) FOR THE YEAR ENDED 31 DECEMBER 2021

		2021			2020		
		Restricted Funds	Unrestricted Funds	Total Funds	Restricted Funds	Unrestricted Funds	Total Funds
		€	€	€	€	€	€
<b>Income from:</b>							
Donations		18,008	3,808	21,816	-	2,083	2,083
<b>Charitable activities:</b>	<b>5</b>						
- Charges for services		-	447,875	447,875	-	446,195	446,195
- Statutory grants		976,766	-	976,766	934,195	-	934,195
- Other grants		42,508	-	42,508	7,031	-	7,031
Other activities		-	18,627	18,627	10,209	19,804	30,013
<b>Total Income</b>		<b>1,037,282</b>	<b>470,310</b>	<b>1,507,592</b>	<b>951,435</b>	<b>468,082</b>	<b>1,419,517</b>
<b>Expenditure on:</b>							
Raising funds, Events and campaigns		-	-	-	(10,209)	-	(10,209)
Charitable activities	<b>6</b>	(1,039,438)	(314,153)	(1,353,592)	(930,644)	(332,864)	(1,263,508)
<b>Total Expenditure</b>		<b>(1,039,438)</b>	<b>(314,153)</b>	<b>(1,353,592)</b>	<b>(940,853)</b>	<b>(332,864)</b>	<b>(1,273,717)</b>
<b>Operating income/(expenditure)</b>	<b>7</b>	<b>(2,157)</b>	<b>156,157</b>	<b>154,000</b>	<b>10,582</b>	<b>135,218</b>	<b>145,800</b>
Interest payable		-	-	-	-	-	-
Interest earned		-	-	-	-	-	-
<b>Net</b>		<b>(2,157)</b>	<b>156,157</b>	<b>154,000</b>	<b>10,582</b>	<b>135,218</b>	<b>145,800</b>
Transfer between funds		-	-	-	-	-	-
Net movement in funds		(2,157)	156,157	154,000	10,582	135,218	145,800
<b>Reconciliation of funds:</b>							
Total funds brought forward		12,901	1,350,963	1,363,864	2,319	1,215,745	1,218,064
<b>Total funds carried forward</b>		<b>10,744</b>	<b>1,507,120</b>	<b>1,517,864</b>	<b>12,901</b>	<b>1,350,963</b>	<b>1,363,864</b>

Incoming and outgoing resources relate to continuing operations.

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

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

CHERISH CLG T/A ONE FAMILY

BALANCE SHEET  
AS AT 31 DECEMBER 2021

	Note	2021 €	2020 €
<b>Fixed assets</b>			
Tangible assets	9	895,543	915,982
		895,543	915,982
<b>Current assets</b>			
Debtors: amounts falling due within one year	11	16,824	41,182
Cash at bank and in hand	12	813,498	579,414
		830,322	620,596
Creditors: amounts falling due within one year	13	(200,812)	(151,396)
<b>Net current assets</b>		629,510	469,200
<b>Total assets less current liabilities</b>		1,525,053	1,385,182
Creditors: amounts falling due after more than one year	14	(7,189)	(21,318)
<b>Net assets</b>		1,517,864	1,363,864
<b>Funds of the Organisation</b>			
Other reserves - Unrestricted		839,566	839,566
Restricted funds		10,744	12,901
Accumulated funds - Unrestricted		667,554	511,397
<b>Total funds</b>		1,517,864	1,363,864

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

Helen Hall  
Director

Date: 26/04/2022

Eimear Fisher  
Director

The notes on pages 28 to 42 form part of these financial statements.



# 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

**TÚSLA**

An Ghníomhaireacht um  
Leanaí agus an Teaghlach  
Child and Family Agency



Rialtas na hÉireann  
Government of Ireland



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 Coimirce Sóisialaí  
Department of Social Protection



**The Community  
Foundation for Ireland**



**Coimisiún na hÉireann  
um Chearta an Duine  
agus Comhionannas**

Irish Human Rights and  
Equality Commission



**Principal Bankers** | Bank of Ireland  
2 College Green, Temple Bar  
Dublin, D02 VR66

**Solicitors** | Shannon & O'Connor Solicitors  
6 Hatch Street Lower, St. Kevin's  
Dublin, D02 CT96

**Auditor** | Duignan Carthy O'Neill  
84 Northumberland Road, Ballsbridge,  
Dublin, D04 PY94

**Insurance Brokers** | BHP Insurance  
Plaza 211, Blanchardstown Corporate Park 2  
Dublin, D15 AP2D

Marsh Ireland Brokers Ltd  
25/28 Adelaide Road  
Dublin, D02 RY98

## One Family

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🌐 [onefamily.ie](http://onefamily.ie)

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

**Charities Regulatory Authority No.** 20012212

