

20 Annual 19 Report



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



Company Information

Cherish company limited by guarantee trading as One Family

8 Coke Lane, Smithfield, Dublin, D07 EN2Y

Company Reg No | 45364

Charity No | CHY 6525

Charities Regulatory Authority No | 20012212

Principal Bankers	Bank of Ireland, <i>College Green, Dublin 2.</i>
Solicitors	Shannon & O'Connor Solicitors, <i>6 Hatch Street Lower, Dublin 2.</i>
Auditor	Duignan Carthy O'Neill Limited, Chartered Accountants, <i>84 Northumberland Road, Dublin 4.</i>
Insurance Brokers	JLT Friends First House, <i>JLT, Cherrywood Business Park, Friends First House, Dublin 18.</i>
Directors 2019	Sinéad Gibney <i>(Chairperson)</i> Jennifer Good <i>(Company Secretary)</i> Rónán Ó Dálaigh <i>(Treasurer)</i> Oonagh Buckley John-Mark McCafferty Helen Hall Nuala Haughey Grahame Toomey
CEO	Karen Kiernan

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1

Objectives & Activities

1 Objectives & Activities

Welcome to One Family

One Family is Ireland's organisation for one-parent families. We were established in 1972 as Cherish and provide a range of specialist family support services to people parenting alone, sharing parenting, separating, and experiencing crisis pregnancy. We also deliver research, policy analysis and campaigns on issues affecting one-parent families so that Ireland can become a better place for all children to grow up in.

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

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

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

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



1 Objectives & Activities

Statistics: One-Parent Families in Ireland

One-in-five children in Ireland live in a one-parent family, while one-in-four families are headed by a lone parent. It is time to stop seeing people who parent alone, or share parenting, as a social anomaly and design social policies and services that support all children, all parents and their families equally.

25.4%

Over 25% of all families with children in Ireland are one-parent families. (CSO)



8.9%

The number of separated and divorced people increased by 8.9% between 2011 and 2016. (CSO)



21%

of all children live in one-parent families. (CSO)



Shared Parenting in Ireland:

Shared parenting is most common in cases of divorced or separated lone parents. (Family Relationships and Family Well-Being 2012)

39%



Cases of divorce or separated lone parents

30%



Step-Families

26%



Never married lone parent families

1 Objectives & Activities

One-Parent Families and Poverty

One-parent families are consistently among the worst off in society and children in these families are particularly vulnerable to poverty and deprivation. These families are four times as likely to live in consistent poverty as two-parent households and are disproportionately represented in the homeless figures. The poverty rate among Ireland's working one-parent families more than doubled in five years from 2012 and their living standards are now among the worst in Europe. These statistics are out-of-step with an Ireland that prides itself on compassion and justice.

Consistent Poverty Rates *

X4

One-parent families are four times as likely to live in consistent families as two-parent households.

(CSO SILC 2018)



* The term consistent poverty describes someone whose income is below the relative/at risk of poverty threshold and who cannot afford at least two of the eleven deprivation indicators. The relative or at-risk of poverty threshold represents an income of less than 60% of the national median (middle) annual income.

130,000 children

live in consistent poverty in Ireland,
most are in one-parent families.

55%

of homeless families are lone
mother families.

(Department of Housing, Planning & Local
Government Homelessness Report May 2020)



At Risk of Poverty Rates **

33.5%

for one-parent
families, 9.9% for
two-parent families.

(CSO SILC 2018)



** CSO definition at risk of poverty:
Households with incomes below
60% of the national median
income of €264 per week / €13, 723
per annum are at risk of poverty.

Sinéad Gibney

Statement from our Chairperson



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

Our policy and advocacy work continued to gain momentum. Several of the asks from our Pre-Budget Submission 2020 were acted upon in the Budget. We continue to spend time and resources on dealing with child poverty and all its associated issues. An important way in which we do so is through our membership of the National Advisory Council on *Better Outcomes, Brighter Futures* (BOBF) and our CEO's chairing of the Child Poverty group, which has grown significantly in scale.

A key policy area we continue to focus upon is family law as we launched our paper on Child Maintenance in July and spoke at several events on this critical issue. We were pleased to see subsequent government funding committed to the research of a statutory Child Maintenance system in Budget 2020. There was of course another referendum of great importance to some of the families we represent – the divorce referendum. We campaigned vigorously for a Yes vote whilst also calling for greater investment in family law services in Ireland.

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

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

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

Karen Kiernan

Report from our CEO

As we reflect on 2019, our thoughts and sympathies are with the family and friends of our colleague Patricia O'Reilly, a member of our receptionist team, who passed away in March. She will be sadly missed by everyone at One Family.

The organisation grew rapidly again in 2019 with our ten-strong team of MyOptions counsellors who worked incredibly hard to deliver this new demanding service with 13,000 calls in the first year. This new legislation and the accompanying services also led to a greater demand for our face to face crisis pregnancy and post-abortion counselling services.



We were delighted that our New Futures Employability Programme won the Special Recognition Award for an European Social Fund (ESF) Initiative at the Aontas Star Awards for making an outstanding contribution to adult learning. We also had another moving graduation day where we highlighted the amazing outcomes from this programme with 90% of graduates progressing to further or third level education or employment. We have also been successful in the next ESF round of the Programme for *Employability, Inclusion & Learning* to test the roll-out of New Futures around the country through an online platform.

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

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

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

1 Objectives & Activities

ONE FAMILY STRATEGY 2019–2021



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.

1 Objectives & Activities

Strategy 2020

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

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

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

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

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

1 Objectives & Activities

Challenges in 2019

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

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

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

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

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

Future Developments

In early 2020 we will launch the **Sherie de Burgh Memorial Fund** in honour of our late colleague at an event in Trinity College with Dr. Catherine Conlon of Trinity College's School of Social Work and Social Policy. We will continue to retain our focus on working to improve family law provision in Ireland with a seminar planned for 2020.

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

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

2

Family Support Services

2 Family Support Services

Outputs, outcomes and impacts in 2019

In 2019, service provision and use increased again. We provided over 9,500 services to 900 parents and children in-person, as well as on-line and 1,768 on our askonefamily national helpline. When we include the MyOptions service in the figures that adds an additional 13,000 service interactions with the public.

askonefamily Helpline



The Helpline for people parenting alone, sharing parenting or separating.

You can also call askonefamily on 01 662 9212.

1890 numbers are lo-call from landlines. Call rates to 1890 numbers from mobile phones may vary. Check specific details with your mobile service provider.

The askonefamily helpline provided:

- Extensive information provision on a wide range of issues and listening support for callers.
- Support, information, sign posting and a listening ear via our website, information hub, social media contacts as well as email.
- 1,768 individual calls, emails or social media messages. 25% of these contacts were family law-related with issues such as access arrangements, maintenance and guardianship being the three top queries, followed by mediation. 24% of queries related to social welfare issues.
- Responses to 3,376 queries across the various platforms of askonefamily. 24% of queries related to social welfare and finances; 31% were looking for support and information on family life and parenting; 17% of queries were for listening support. Such as support following relationship breakdown, talking to children about separation and child behaviour.
- 84% of askonefamily services were used by women and 16% from men; including people parenting alone, separated parents, grandparents and friends and relatives of parents. 290 calls lasted longer than 30 minutes.

2 Family Support Services

MyOptions Helpline

In January 2019, we successfully rolled out and delivered the MyOptions unplanned pregnancy support helpline on behalf of the HSE. MyOptions is a HSE freephone line that provides free and confidential information and counselling to people experiencing an unplanned pregnancy. This significant service saw our staff numbers increase as ten MyOptions counsellors joined the team. The counselling teams worked incredibly hard to deliver this new demanding service with 13,000 calls and web chats in the first year. MyOptions worked with a range of stakeholders throughout the year to streamline the entire service including GPs, the HSE, the public, the hospital service and our delivery partner CareDoc.



2 Family Support Services

Parenting

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

These services were delivered across a number of locations as need arises in partnership with Family Resource Centres, community services and other partner agencies. We also offer two online parenting courses with support through email and certified completion with journal submission. In total we provided over 1,000 parenting services in 2019 to 323 mothers, fathers, step-parents and foster-parents.

The Parenting Service provided:

- Specialist parenting courses for people parenting alone and sharing parenting after separation, included *Positive Parenting for Changing Families*; *Family Communications – Parenting when Separated*; *Family Communications - Parenting Teens*, *Self Care & Personal Growth when Parenting*; and *Parenting through Stressful Times*. Courses are provided in the One Family premises in Dublin, in partnership with local community services or online through our website.
- Our 3-day professional development training to 22 professionals.
- Employee Wellbeing seminars to three corporate and state organisations.
- Our Social Group programme to 134 families. This service offers family activities and social interaction for people in one-parent families and is a key component in combating social isolation.
- Parenting services for dads, mams as well as many step-parents and grandparents who also care for children.
- Parenting supports for people who are engaged with the family law courts. Support focuses on improving parenting skills and supporting children through the separation.

2 Family Support Services

"The facilitator was very approachable easy techniques at me understanding what she was teaching me. Reliable, kind. Very friendly, very good at helping me with my children's issues."

"I really enjoyed the course and I learnt something new every week. It helped me come to terms with my own emotions & feelings. I feel less worried and more able to deal with stress."

"The course was excellent very informative and helpful. I received great insights and tips. The course was presented very well and everyone's opinion was valid and really added to the course. Thanks a million and well done."

"Really comfortable to ask questions and give my own experience."

"The facilitator was experienced and knew what she was talking about."

"I really felt that the facilitator gave me the confidence to put into practice what I learned on the course with my children she gave me hope."

2 Family Support Services

Counselling & Creative Therapies

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

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

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



2 Family Support Services

Adult Education Service

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

The outcomes for parents who complete the **New Futures Employability Programme** are excellent with 93% of our 2019 graduates progressing to education or employment. This course has been externally evaluated and is proven to help lone parents on social welfare develop the skills, confidence and career planning to move into education, training or employment.

In May 2019, 18 women took part in the New Steps programme and 22 women commenced New Futures in September. New Steps is a free 6 week, part-time personal development programme specifically designed for those parenting alone or sharing parenting. It is also an introductory course into our New Futures part-time, 24 week programme that is accredited at QQI Level 4. This course is designed for those on the Job Seeker's Transition Payment (JST) or the One Parent Family Payment (OFP).



STAR Award Winners, 2019: Debbie Byrne, Louise Finnegan, Valerie Furlong, Niamh Wynne, Nicola Finnegan, Daragh Solan, Aidan O'Brien

We secured further funding from the ESF Programme for *Employability, Inclusion & Learning* to pilot the roll-out of New Futures around the country through an online platform which will be delivered in September 2021.

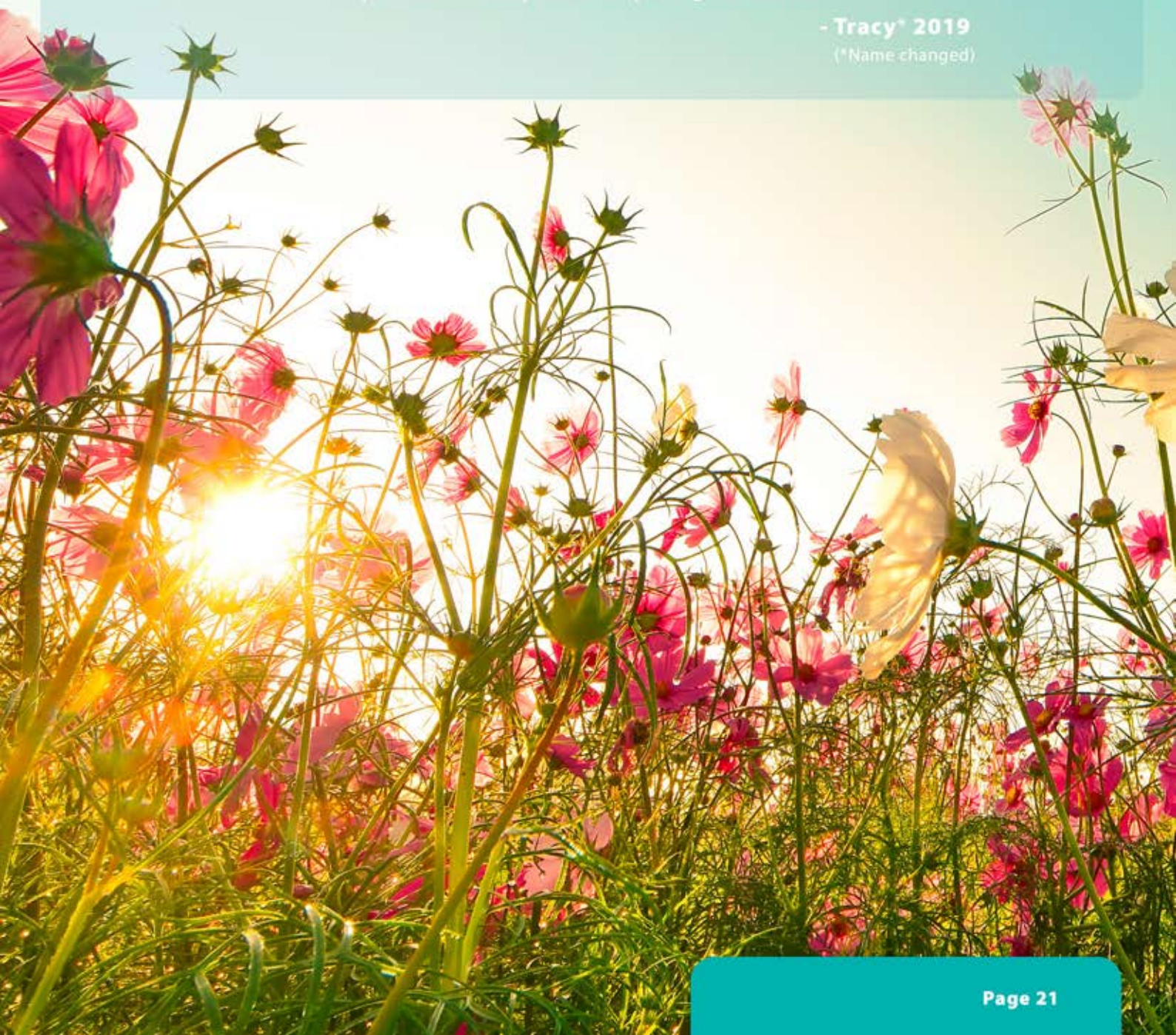
In April, New Futures graduate, Louise Finnegan, took part in a panel discussion on Awareness Raising and Guidance in Luxembourg with Aontas. Louise shared her experience of New Futures and highlighted her motivation as a lone parent to pursue her education and the confidence gained through New Futures to do so. After completing the Access Programme with Technological University Dublin, Louise was awarded a University Scholarship and has just completed her first year of her Social Care Degree with TU. We wish her well in her studies.

2 Family Support Services

"Before starting New Steps in 2019 I had left a relationship due to domestic violence. I had 2 very young kids and I was only starting to gain back some of the confidence I had lost. I saw a post on Facebook for the New Steps programme and decided to apply with a view to starting the New Futures programme afterwards and get my life back on track. The New Steps Programme was a God send! I learned how to deal with so many emotions I was struggling with; instead of letting them get on top of me, I learned new strategies to cope with them. I also learned to look at life from a different perspective. It was great to meet with other people in similar situations and know that I am not alone. The help and support from key workers was second to none and I would advise anyone no matter what your background or struggles to try this programme as it's one of the best decisions I made. I am now in a part-time job and my life has improved incredibly since completing the course."

- Tracy* 2019

(*Name changed)



2 Family Support Services

Early Years Intervention Service

Our Childcare Service has evolved in recent years into an Early Years Intervention Service in order to meet the emerging needs of vulnerable young children and parents. We provide parenting and family support services to parents through this service and in 2019 we introduced our specialist Parent & Toddler Support Group. Most of our places are accessed by children younger than 2 years, 8 months as there is very little public funding to support these babies and toddlers. In 2019, we provided over 1,351 childcare places to 123 children. The impact of this service is that families who are very vulnerable have managed to progress into mainstream services within One Family and externally. Our Early Years Intervention Service remains chronically underfunded and does not fit with the new National Childcare Scheme. This is not a mainstream service as we continue to experience referrals of very young high-needs children from vulnerable families.



Separating Well for Children Service



The Separating Well for Children service, funded by Tusla, is a specialist support service for families experiencing conflict as they move through family separation into shared parenting and new family forms. The service has enabled us to provide focussed support to separated families who are working to share parenting of their children. We have developed a holistic approach to working with the entire family to bring about positive change for children as well as parents.

In order to achieve this, we have developed and expanded our therapeutic services for children and young people as well as adults. We have expanded our parenting service and provide assessments and key-working to parents where needed. Through our case management policy we have developed a robust referrals pathway whereby we assess families as they come through to One Family, ensuring we are offering the appropriate services to them, developing care plans for each family and reviewing the interventions offered throughout the family's time with us.

2 Family Support Services

One Family Policy

Policy & Advocacy

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

As we have limited resources for our policy and advocacy work, we focus the majority of our attention in two main areas which focus on child poverty and family law but we also respond to opportunities to participate in changing policy on many other issues. We have a practice to policy model which means that we gather data on the issues impacting the families we provide services to and raise them to national and international policy level through submissions, representations and advocacy.

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

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

We also participated in the government-organised Open Policy Debates on Prevention & Early Intervention as well as Parenting. The outcomes from this latter meeting have now formed the basis of the new *Parenting Policy Support Unit* in the Department of Children & Youth Affairs.

In 2019, we made twelve submissions solely or in partnership to a range of government departments, agencies and committees on issues ranging from child maintenance to the Department of Social Protection and Employment Affairs (DEASP) *Pathways to Work* programme as well as our annual Pre-Budget Submission.

We are aware that a number of these submissions provided impactful and relevant data and case-studies which resulted in improved policies for people parenting alone and sharing parenting. We note that were positive changes in Budget 2020 which were a direct result of our work and submissions in partnership with other organisations in the sector and through our membership of the National Advisory Council on *Better Outcomes, Brighter Futures* - national children and young people strategy.

Family law continues to be another major issue of concern to us and we now represent courts users on the Board of the Courts Service and on their Family Law Development Committee.

2 Family Support Services

Representation - Partnership Strategy 2019

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

In 2019 we sat on 27 committees including the following:

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

2 Family Support Services

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

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

- Aontas
- Children's Rights Alliance
- Early Childhood Ireland
- European Anti-Poverty Network (Ireland)
- International Mediators Institute
- Irish Association of Counselling and Psychotherapy (IACP)
- Irish Association of Creative Arts Therapists (ICAT)
- Irish Association of Humanistic and Integrative Psychotherapy (IAHIP)
- Irish National Organisation of the Unemployed (INOUE)
- Play Therapy Ireland
- PRII - Public Relations Institute of Ireland
- The Wheel

Communication & Events

Our Communications Service plays a pivotal role in promoting our family support services and ensures the issues affecting the families we work with are understood by the general public and key stakeholders. The service manages and delivers our events calendar, as well as managing our digital engagement on social media, websites and all our publications. In 2019, 13 press releases were issued; we had 82 interviews and placements across print, radio and television; 66,379 visits were made to onefamily.ie; followers on Facebook and Twitter increased by circa 20%; and we issued 11 e-zines to 1,307 subscribers.

Facilities

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

3

Governance

Organisation and Governance

Cherish CLG trades as One Family and is registered in Ireland at 8 Coke Lane, Dublin 7 as a company limited by guarantee without a share capital. One Family is governed by Memorandum and Articles of Association. One Family has been granted charitable status, CHY 6525 and is registered with the Charity Regulatory Authority under number 20012212. We meet all our annual filing requirements to the CRA and the CRO. We completed our Register of Beneficial Owners as required in 2019.

Board of Directors

Board Overview

The Directors are elected at the AGM and operate under the One Family Board Policy Handbook. Board members are recruited according to the One Family Board Recruitment Policy which ensures a team of people with a diverse mix of professional skills and personal experiences.

Board succession is of constant importance to us in One Family and in 2019 we recruited one new Board member with specific skills in HR, the law and public policy. 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.



An Rialálaí
Carthanas

Charities
Regulator

Board Transitions in 2019

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

Director	Role at 1st January 2019	Change	Role at 31st January 2019
Oonagh Buckley	Board Observer and member of the Operations & Governance Committee.	Appointed 8th January 2019.	Board member and member of the Operations & Governance Committee.
Sinéad Gibney	Chair and Board member.	No change.	Chair and Board member.
Jennifer Good	Board member and Company Secretary, member of Operations & Governance Committee.	No change.	Board member and Company Secretary, member of Operations & Governance Committee.
Helen Hall	Board member, member of Finance Committee and Support & Supervision Committee.	No change.	Board member, member of Finance Committee and Support & Supervision Committee.
Nuala Haughey	Board member and member of the Operations & Governance Committee.	No change.	Board member and member of the Operations & Governance Committee.
John-Mark McCafferty	Board member and Social Policy rep.	No change.	Board member and Social Policy rep.
Rónán O'Dalaigh	Board member and Treasurer.	No change.	Board member and Treasurer.
Dr. Katriona O'Sullivan	Board member, Vice Chair and member of the Finance Committee.	Resigned 21/09/19.	Not on Board.
Grahame Toomey	Board Member.	No change.	Board member and member of the Finance Committee.

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 most Board meeting in rotation to brief Board members on their service, to take questions and develop a working relationship independent of the CEO.

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

Board sub-committees include the Finance & Audit Committee; the Operations & Governance Committee; as well as the Support & Supervision 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 Hand Book. The Board meets up to eight times per year and holds an annual away day. As with good practice in charities, Board members are voluntary and do not receive remuneration. The CEO reports to the Board but is not a member. She participates on sub-committees as appropriate and as requested. She reports to the Board at regular meetings.

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

Name	Date of meeting							Total meetings
	8 Jan	26 Feb	9 Apr	20 June	29 Aug	21 Sept	14 Nov	
Oonagh Buckley	✓	✓	✓	✓	✗	✗	✓	5/7
Sinéad Gibney	✓	✓	✓	✓	✓	✓	✓	7/7
Jennifer Good	✓	✓	✓	✓	✗	✓	✗	5/7
Helen Hall	✓	✓	✓	✓	✓	✓	✓	7/7
Nuala Haughey	✓	✓	✓	✗	✓	✓	✓	6/7
John-Mark McCafferty	✓	✓	✓	✓	✓	✓	✓	7/7
Rónán O'Dalaigh	✗	✗	✓	✗	✓	✗	✗	2/7
Dr. Katriona O'Sullivan	✓	✓	✗	✗	✗	—	—	2/5
Grahame Toomey	✓	✗	✓	✗	✓	✓	✗	4/7
Karen Kiernan	✓	✓	✓	✓	✓	✓	✓	7/7

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Funding

Funding

One Family received the following grants in 2019 and they are disclosed in line with circular 13/2014 issued by the Department of Public Expenditure and Reform.

Name of Grantor	Name of Grant	Purpose of grant	Amount and term of grant
HSE Sexual Health and Crisis Pregnancy Programme (SHCPP)	Funding via a HSE Service Arrangement to provide family supports in Counselling, Information, Adult Education, Reception and Childcare.	Salaries, training, events and overheads.	€405,000 12 months.
Department of Rural and Community Development	Funding via Pobal under the Scheme to Support National Organisations (SSNO) contract. <i>This core grant is restricted to part-fund Administration, Policy and Communications.</i>	Salaries.	€270,000 over a three year period from July 2016 – June 2019 €270,000 over a three year period from July 2019 – June 2022.
TUSLA Child and Family Agency	Separating Well Project. To provide family supports in Counselling, Parenting and Play & Creative therapies for children.	Salaries, overheads.	€180,000 12 months.
TUSLA Child and Family Agency HSE South Western	This funding contributes towards the cost of overheads, office administration and staff salaries.	Salaries, overheads.	€37,843 12 months.
TUSLA Child and Family Agency	Child Counselling Services. A grant to support the delivery of Play Therapy to children ages 4 – 10 years.	Salaries.	€3,800 12 months.
European Commission Department of Justice and Equality	New Futures for Lone Parents. This project is co-funded by the Irish Government and the European Social Fund as part of the Programme <i>Employability, Inclusion and Learning</i> 2014-2020.	Salaries, training, events and overheads.	Grant awarded €290,000 for a 3 year project commencing in June 2017.
European Commission Department of Justice and Equality	New Futures Employability Programme for Lone Parents. This project is co-funded by the Irish Government and the ESF as part of the Programme <i>Employability, Inclusion and Learning</i> 2014-2020.	Salaries, training, events and overheads.	Grant awarded €315,450 for a 3 year project commencing in October 2019.
Department of Children & Youth Affairs	The Community Childcare Subvention Scheme (CCSS) supports disadvantaged parents in low paid employment/ training or education by enabling qualifying parents to avail of reduced childcare costs.	Salaries.	€18,747 12 months.
City of Dublin Education Training Board (CDETb) SOLAS Department of Education & Skills	Programme Funding, for the payment of Tutors to deliver a suite of parenting courses, designed by One Family, to parents living in diverse and one-parent families.	Salaries.	€14,609 12 months.

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Finance

Results for the year ended 31 December 2019

The financial results for the year ended 31st December 2019 are set out in detail in our externally audited annual financial statements which are available on One Family's website.

<https://onefamily.ie/about-us/our-governance-funding/>

Income totalled €1,406,359 up 40% on 2018 (2018: €998,142). Total resources expended amounted to €913,224 (2018: €975,573).

CHERISH T/A ONE FAMILY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2019

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

CHERISH T/A ONE FAMILY

BALANCE SHEET AS AT 31 DECEMBER 2019

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

The financial statements were approved and authorised for issue by the Board of Directors on 26th May 2020 and signed on its behalf by:

Sinéad Gibney
Director

Helen Hall
Director

Thanks to our Funders

CDETb

An Bord Oideachais agus Oiliúna Chathair 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



An Roinn Leanaí
agus Gnóthaí Óige
Department of Children
and Youth Affairs



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 Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

One Family

8 Coke Lane, Smithfield, Dublin, D07 EN2Y

☎ 01 662 9212

askonefamily Lo-Call 1890 66 22 12

✉ info@onefamily.ie

🌐 www.onefamily.ie

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

Charities Regulatory Authority No. 20012212

