



**One Family's**

# Annual Review 2008

## One Family's Vision

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



## Message from the Chair

During this, my first year as Chairperson of One Family, I oversaw a challenging but successful year for the organisation as we continue to work with greater numbers of clients. Midway through our Strategy 2007-2009, we continued to develop One Family's specialist family support services and to apply our voice and expertise to the myriad of increasing pressures on one-parent families in Ireland.

Our concern as a Board has been to ensure that in this era of cutbacks and increased pressure on families and parents we are in a stable position to continue to offer our services and to inform policy initiatives to the benefit of our clients. Our Board therefore expanded to ensure a greater mix of skills from different sectors and this has helped to develop our learning and vision.

As we face into the development of our Strategy 2010-2012 we have built on a solid foundation but we are taking prudent, if difficult, financial decisions to ensure the sustainability of One Family. We look forward to incorporating the work of Gingerbread in 2009 and increasing our reach and support to more clients into the future.

During 2008 we developed a new funding strategy, we continued to build key relationships with funders and potential funders and we grew our volunteering opportunities. We extended our contacts within the

*“ I would like to take this opportunity to thank our funders and corporate partners, our committed and talented staff team, our hard working past and current Board members, our volunteers and, above all, our clients ”*

business community and this has helped us to reach new audiences for our work and to stretch budgets.

This Annual Review reports on the main achievements against our three main strategy areas:

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

One Family is working to a rigorous set of work plans against each of these areas whilst regular reviews allow us to be flexible and current.

I would like to take this opportunity to thank our funders and corporate partners, our committed and talented staff team, our hard working past and current Board members, our volunteers and, above all, our clients for continuing to work with us to achieve our vision of equality and social inclusion for all one-parent families in Ireland.

**Ian Mitchell**  
Chair, One Family

Front cover photo: Maeve Malone and May McCann on International Day of the Family 2008.



## Message from the Director

**As someone who runs an innovative family organisation that helps thousands of people every year I know that what we do is important and crucial. But it is really only when clients have the opportunity to clearly tell us the difference we make to them personally that I can see just how vital a lifeline we are.**

Christine spoke at our 2008 Graduation Ceremony in Dublin Castle and she told us how overnight her life was shattered as her husband left her with a newborn child and a mountain of debt:

*"I isolated myself with the feeling of desperation and a big part also was being ashamed to be a single parent...I was at the end; I was so down that I wanted to take my life."*

Shame and that feeling of not being a family is a huge issue for the people we meet every day who are working so hard already on raising their children in difficult circumstances.

Christine went on to say:

*"I needed a few pushes to overcome the feeling of embarrassment and shame of being a lone parent and having failed to be a NORMAL family. What I want to tell and emphasize here is that it is a FACT that One Family saved my life in many ways. The person I am now is because of One Family. I learnt the most important things and tools here in this organisation. Today I am proud*

**“** *I look forward to the development of our next strategy which will be built for success in these changed times and I thank our supportive and expert Board* **”**

*of being a lone parent, knowing in my heart that my daughter and me – we are a family.”*

There are many women and men like Christine out there and we work hard to try to offer an excellent service based on our unique values to all of them.

2008 was an important year in the implementation of our One Family Services model as we continued to expand our expertise in the area of progression of lone parents from welfare into sustainable employment via education and training.

We developed our expertise in this area through the publication of our national research on *Lone Parents & Employment*; the piloting of our New Futures training model and specialist training for statutory providers working in the area of progression.

We are sharing this multifaceted expertise with policy makers as our goal as an organisation is to ensure that successful interventions and policies are developed to ensure lone parents progressing from welfare can ultimately access sustainable employment.

The provision of specialist parenting supports for people parenting alone and sharing parenting continues to be in high demand. Because of this we have expanded our one-to-one Parent Mentoring service despite having no statutory support for this highly successful intervention. Our popular group-based parenting courses continue to expand and we will have new additions in this area in 2009.

I look forward to the development of our next strategy which will be built for success in these changed times and I thank our supportive and expert Board, the wonderful staff team I get to work with every day and the families who trust us and teach us everything we know.

**Karen Kiernan**  
Director, One Family

# One Family Strategy 2007-09

## Building a Great Future for One-Parent Families in Ireland

Our strategy is central to our daily work and we wanted to align our 2008 Annual Review to it. For full information on our strategy please see [www.onefamily.ie](http://www.onefamily.ie).

## How will we know we have achieved our Strategic Goals?

By 2016 One Family will have achieved the following:

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

## What are we going to do to achieve our Vision with this Strategy?

**Client Services Strategy: We will empower all members of all types of one-parent families to create their own positive future through our innovative family support services.**

In 2008 highlights in this area included the ongoing implementation of our integrated services model, the funding of the New Futures pilot and our Client Graduation Day in Dublin Castle which was attended by Minister Sean Haughey, T.D.

One Family provided 4,000 individual services to over 1,000 families in 2008. Our integrated services model means that we guide clients from one service to another to assist them in progressing to the stage that they are ready to leave One

Family and move on to a mainstream service provider or none at all.

## New Futures

What is so unique about New Futures is the integration of specialist family supports such as parent mentoring, information sessions and counselling with individual key working and a specialist 30-session FETAC accredited training course. This FÁS-funded pilot is thoroughly monitored on an ongoing basis and will be externally evaluated in 2009 to ensure excellent learning for the next phase towards mainstream implementation. Through community based outreach 14 participants who met the project's criteria were recruited and they then underwent a thorough needs assessment before starting.

The purpose is to test whether this integrated progression model comprising family supports and personal supports is more successful than current mainstream interventions. We look forward to the results in 2009.

## Training & Consultancy

As part of our commitment to improving the lives of one-parent families, One Family has a Training for Trainers service where we can leverage our learning out to other service providers. We were delighted to secure funding in 2008 to be able to roll out free comprehensive training on working with one-parent families to all the Family Resource Centres in the south-east region in a project supported by The Wheel and the Family Support Agency. We look forward to being able to provide more information on this in coming years.



Minister Sean Haughey, T.D., speaking at our Client Graduation ceremony.

**Legal & Policy Strategy: We will achieve equality for one-parent families through leading constitutional, legal and policy changes in Ireland.**

### One Family Policy & Research:

One of our major research projects on *Lone Parents and Employment: What are the Real Issues?* was completed, published and launched in 2008 by One Family staff. Funded by the Combat Poverty Agency and facilitated by the Department of Social & Family Affairs, we carried out a major quantitative study of lone parents on the



One-Parent Family Payment (OFP) in order to provide nationally representative data on the real issues lone parents and their families face in seeking, obtaining and progressing in employment. The research highlighted the high level of motivation among lone parents on the OFP to work and to progress their skills and qualifications, as well as the importance they attach to parenting. This research report was launched by Minister Mary Hanafin, TD, at a seminar featuring the CEO of Gingerbread (GB) as well as representatives of all the Social Partners. This was very enthusiastically received with significant coverage in national media and a strong involvement by key policy makers.

### Practice to Policy

As part of taking the learning we have from our clients to policy makers our staff and board members participate in a number of representational committees in a range of organisations such as The Equality Authority, The Children's Rights Alliance, National Women's Council, Social Research Association, Social Policy Network, European Anti-Poverty Network, Crisis Pregnancy Agency Consultative Committee, Eurochild, Telephone Helplines Association, Fingal County Childcare Committee, Dublin City Childcare Group, Childcare Information Service Dublin South-East and South Dublin Voluntary Groups.

We work constantly with national and regional print media, radio and TV in order to get our message out there and in 2008 we had 86 media hits.

**Attitudinal Change Strategy: We will ensure that one-parent families are cherished equally by inspiring others with the realities of family diversity.**

It is important to us in One Family to celebrate the UN International Day of the Family every year on 15 May as we are a family organisation and we hold the concept of family close to our hearts. However for us family is not just about the Constitutionally described marital family. We have a much broader experience of family life based in the realities of the lives of the people we work with. We are also aware that Mother's Day and Father's Day can be difficult for children and parents in one-parent families and so a Family Day is a terrific option. In 2008 we rolled out a media campaign with corporate support to draw attention to the day and calling for Constitutional reform to the definition of family. There was national and regional interest in our message and we will build on this in future years.

As well as these three externally-focused key strategy areas we also have a number of other strategies that assist us in reaching our vision and the most relevant of these is our **Funding Strategy: To secure funding from a broad range of social investors and supporters in order to meet the current needs and future ambitions of the organisation.**

Our new Funding Strategy has increased our work in community-based events such as regular weekend bag packs in supermarkets, sports events and table quizzes where the numbers of our supporters have grown. We also held our first highly successful food masterclass *How to have a Champagne Party on a Buck's Fizz Budget* hosted by two well known food personalities, Ross Golden-Bannon and Domini Kemp.



Domini Kemp watched over by Ross Golden-Bannon.

# One Family Board of Directors

(as of 31 December 2008)

- **Chair:** Ian Mitchell
- **Ordinary members:**
- Rachael Dowling
- Karen Fitzpatrick
- Ross Golden-Bannon
- Debbie Lowe
- John O'Connell
- Iain Wilkinson
- **Company Secretary:** Karen Kiernan

## Board members who resigned in 2008:

- Elaine Bradley
- Natalie McDonnell
- Nessa McKeivitt
- Attracta O'Regan
- Dr. Fergus Ryan(Chair)

The Board of Directors of One Family seeks to be comprised of a broad and balanced representation including a variety of types and members of one-parent families, a balanced gender composition and wide age range. We work to identify the skills and experience we require according to a predetermined matrix to ensure we have a full complement of all the professional skills required to run the Board of One Family effectively.

## Our Services for Families

One Family offers a wide range of services to one-parent families, to those experiencing a crisis pregnancy and to those working with one-parent families.

We work with all members of all one-parent families: mothers and fathers; children; grandparents; step parents; siblings; parents with care; non-resident parents; and those who are sharing parenting.

### One Family Parenting: building strong families

- Childcare service
- Parent Mentoring
- Positive Parenting courses
- Family Communications courses
- One Family Futures: creating a positive future through training, education & employment
- New Starts Programme
- New Futures Programme (FETAC Accredited)
- Computer courses (FETAC Accredited)
- Marks & Start courses and placements
- Adult Guidance & Career counselling

### One Family Supports: sharing through difficult times

- Key working and needs assessment
- Guidance and Support
- Counselling for adults and adolescents
- Crisis pregnancy counselling (non-directive)
- Post-termination counselling
- Social & Support Groups
- Askonefamily\*: providing information for one-parent families
- National Lo-Call Helpline 1890 66 22 12
- Email query and support service
- Information Sessions
- Information leaflets

### can\*: campaigning and advocacy network

Join our 800 members to contribute to a movement that wants its voice heard at national and international level to bring about changes for one-parent families. Email [can@onefamily.ie](mailto:can@onefamily.ie) for more information.

# Corporate and Financial Report

We are a company limited by guarantee (no. 45364) registered as Cherish Ltd and trading as One Family. We are also in receipt of charitable status for tax purposes – CHY 6525. We are governed by a voluntary Board of Directors and we submit audited accounts on an annual basis and follow all the regulations associated with corporate obligations.

The following is a summary of our income and expenditure for 2008 based on our audited accounts.

## 2008 Income Sources

	€
Charges for Services	46,079
Combat Poverty Agency	18,300
Crisis Pregnancy Agency	380,004
Dept of Community, Rural and Gaeltacht Affairs	112,000
Dept of Social & Family Affairs – Information Section	30,000
Office of the Minister for Children/Pobal/NCIP	70,097
Office of the Minister for Integration	4,000
Donations & Fundraising	71,949
Dublin City Council	7,500
Family Support Agency	32,998
FAS	70,000
H.S.E – South Western	55,744
Other Grants	2,748
Sundry income	600

## 2008 Expenditure

	€
Salaries and pensions	589,890
Events	55,104
Health & Safety & Security	1,735
Insurance	6,324
Consultancy services and staff training	125,803
ICT, Telephone and Internet	14,793
Light and Heat	5,279
Repairs, maintenance and cleaning	6,626
Printing, postage and stationary	38,732
Advertising	9,447
Travel and subsistence	5,410
Accountancy, audit, legal and bank fees	31,122
Sundry expenses	4,339
Subscriptions and journals	5,589

## A BIG thank you to all One Family Supporters

It would not be possible for us to do the work we do without the support of others. We would like to sincerely thank those generous individuals who regularly donate money to us, attend our fundraising events and who raise money for us – please know that you make a huge difference. To those organisations who have sent willing and able employees to us – a big thanks, our building looks better and we have benefited from your professional expertise. To the companies who have made cash donations to us – this is what helps us do those extra activities with our clients such as our Summer Programme, family holiday and mentoring sessions. To the staff that collect toys for our families for Christmas – you really have made huge differences to many children's lives – we have seen it with our own eyes. To all of you who supported our national raffle – thanks a million and thanks for caring.

We also appreciate the support we get from the various statutory agencies and Government departments who believe in our work, recognise its importance and who are aware of the crucial and strategic gaps that we fill. We look forward to continuing to work with you all even in the difficult times ahead as life is getting increasingly harder for many one-parent families in the current economic climate.

## One Family's Mission

One Family is working to ensure a positive and equal future for all members of all one-parent families in Ireland – changing attitudes, services, policies and lives. Together with one-parent families and those working with them, we are committed to achieving equality and respect for all families. In addition to striving for fundamental structural change, we support individual one-parent families as they parent through times of family, work and life change, and those experiencing a crisis pregnancy. We know that every family is unique, and so we work in a family centred way to bring about better lives for parents and children.

## One Family Values

- In One Family we work from a place of **respect** and **acceptance** of the parents, children and organisations that we come in contact with.
- We work with **compassion**, which means that we connect with others in a relationship of equals and we 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, determination** and our **client-centered approach**.
- One Family is an organisation of great **courage** as it has been from its foundation and we continue to work with **integrity** to ensure **equality** for all one-parent families in Ireland.

## What next?

In 2009 we will be developing our next strategy to bring us into the future, we will be merging with the one-parent family organisation Gingerbread, we will launch our research on Child & Family Contact Centres and we will be working on our budgets and income generation to ensure a solid future for One Family.

## Help us to continue our services

As a voluntary organisation and registered charity One Family relies heavily on a range of funders and donors to deliver its services. One Family appreciates the commitment of all those who help us to fundraise through a range of activities.

If you would like to fundraise on One Family's behalf please call us on 01 662 9212 or email [development@onefamily.ie](mailto:development@onefamily.ie).

## How to make a donation to One Family

Choose the Donate option on our website [www.onefamily.ie](http://www.onefamily.ie) or call our office at 01 662 9212 if you wish to set up a Direct Debit. Alternatively you can donate by mail - deliver cash or mail cheque donations to us at the address below:

One Family, Cherish House, 2 Lower Pembroke St, Dublin 2

Tel: 01 662 9212

Fax: 01 662 9096

askonefamily: Lo-Call 1890 66 22 12

Email: [info@onefamily.ie](mailto:info@onefamily.ie)

Website: [www.onefamily.ie](http://www.onefamily.ie)

Co 45364 Charity No 6525

If you would like to make a donation to One Family you can do so at Bank of Ireland

Account No: 17 19 19 23 Sort Code: 90-00-17

