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Even though my sessions have been on Zoom for the last 3 months I felt so connected with my therapist, that hour was my anchor during the turbulence of Lockdown.





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**One in Four
helped me find
my voice and
now my family
are safe.**





Principles of Good Governance

We, The Board of Directors of One in Four commit to:

Principle 1. Leading our organisation.

We do this by:

- 1.1 Agreeing our vision, purpose and values and making sure that they remain relevant;
- 1.2 Developing, resourcing, monitoring and evaluating a plan to make sure that our organisation achieves its stated purpose;
- 1.3 Managing, supporting and holding to account staff, volunteers and all who act on behalf of the organisation.

Principle 2. Exercising control over our organisation.

We do this by:

- 2.1 Identifying and complying with all relevant legal and regulatory requirements;
- 2.2 Making sure there are appropriate internal financial and management controls;
- 2.3 Identifying major risks for our organisation and deciding ways of managing the risks.

Principle 3. Being transparent and accountable.

We do this by:

- 3.1 Identifying those who have a legitimate interest in the work of our organisation (stakeholders) and making sure there is regular and effective communication with them about our organisation;
- 3.2 Responding to stakeholders' questions or views about the work of our organisation and how we run it;
- 3.3 Encouraging and enabling the engagement of those who benefit from our organisation in the planning and decision-making of the organisation.

Principle 4. Working effectively.

We do this by:

- 4.1 Making sure that our governing body, individual board members, committees, staff and volunteers understand their: role, legal duties, and delegated responsibility for decision-making;
- 4.2 Making sure that as a board we exercise our collective responsibility through board meetings that are efficient and effective;
- 4.3 Making sure that there is suitable board recruitment, development and retirement processes in place.

Principle 5. Behaving with integrity.

We do this by:

- 5.1 Being honest, fair and independent;
- 5.2 Understanding, declaring and managing conflicts of interest and conflicts of loyalties;
- 5.3 Protecting and promoting our organisation's reputation.

We confirm that our organisation is committed to the standards outlined in these principles. We commit to reviewing our organisational practice against the recommended actions for each principle every year.

Chairperson of Board
Date: 17/10/2019

Secretary of the Board
Date: 17/10/2019

Chairperson's Introduction

It is with great pleasure that I present the One in Four Annual Report for 2019. The annual report provides an overview of the important work carried out by One in Four, providing much needed services to enable adult victims of childhood sexual abuse survive, heal and move forward with their lives.

These critically important services include individual and group psychotherapy programmes for victims of sexual violence and abuse, advocacy services for people who need support in their interaction with the criminal justice system and group and individual offender treatment programmes.

In 2019, psychotherapy services were provided to 76 individuals, 17 in groups and 16 family members. During the year advocacy services were provided to 510 clients, with a notable increase in the proportion of clients outside of Dublin, now making up roughly one third of total clients, an increase from 23% in 2018.

There continues to be strong demand for One in Four's innovative and pioneering Phoenix Programme with 49 sexual offenders attending. Notably, almost two thirds of Phoenix clients are located outside of the Greater Dublin region.

One in Four continues to build on the organisation's excellent reputation, both domestically and internationally, and the expertise of our team continues to be called upon across print, radio and television to provide insights to policy makers and the public at large.

The Board of One in Four remains totally committed to maintaining the highest standards in corporate governance and transparency with stakeholders and the skills and knowledge base of the non-executive directors remains very strong.

As Chair of the Board, I would like to thank my fellow non-executive directors for their excellent working during the year and also their contribution towards the organisation's strategic development, in addition to the involvement in an organisational review that was carried out.

The Board wishes to acknowledge and thank the staff of One in Four, led by the Chief Executive and the management team. The professionalism and high performance of each member of One in Four is a testament to the passion brought into the organisation each day.

David Holohan
Chairperson, Board of One in Four

“

I could never have made this journey without the fantastic staff at One in Four.

Chief Executive's Report

Looking back at 2019 through the prism of the 2020 Covid 19 pandemic feels like looking at a foreign country. All the things we took for granted then have changed.

Our normal working week in 2019 when clients came into the One in Four offices to meet their psychotherapist or advocacy officers, where advocacy officers were regularly in the courts supporting their clients through criminal trials, where fundraising events were planned and took place and regular planning and policy meetings were held has disappeared. Instead, our offices had to be closed in March and we had to consider how we were going to continue to deliver our vital services to our very vulnerable client group.

I am immensely proud of our staff who immediately adapted to working remotely. Individual and group psychotherapy sessions have been delivered online. For those clients without access to broadband or whose personal circumstances did not allow the safety or privacy to engage online contact was maintained by phone where possible. Clients who had been anxiously waiting for trials of their abuser had to be supported through the uncertainty and worry when all trials were suspended. All our fundraising events were canceled and our fundraising staff immediately switched to online appeals and events. And our administrative staff worked from home supporting the frontline work of the organisation and handling the avalanche of calls from new clients desperately seeking support.

Many survivors of child sexual abuse found the period of isolation due to lockdown very difficult to endure. They have told us that having so much time free from the distractions and diversions of normal life allowed intrusive memories of the abuse to surface and were often overwhelmed by the distress this evoked. Many described thoughts of suicide.

Our online services were a lifeline to people who might otherwise have despaired. We have received many wonderful messages explaining how that weekly hour with their psychotherapist made all the difference and supported them to continue.

We understand the profound and enduring impact of childhood sexual abuse and that understanding is a cornerstone of all our interventions.

In comparison 2019 seems to have been a much simpler year but it was not without its struggles. As usual the demand for our services continued to outstrip our resources and we had to close the waiting list for psychotherapy for four months. This was an enormous worry to us as so many of the clients we meet for the first time are severely depressed and over a quarter have attempted suicide at some point. We will always wonder what happens to the people whose name we cannot even place on a waiting list. We know that once clients are admitted to our service the outcomes are very positive and peoples' lives are literally transformed.

We are very grateful to all the people and organisations who have supported us in 2019 and through the current crisis. We also greatly appreciate our statutory funders, the HSE, Tusla and the Dept. of Justice for their ongoing funding. We could not deliver our vital services without their help.

Maeve Lewis
CEO

Advocacy Programmes 2019

The Advocacy programme provides specialised support to women and men who have experienced sexual abuse. The main focus of the service is to provide clear and accessible information about the justice systems and child protection procedures.

Our Advocacy team are experienced in recognising and responding to the complex trauma often activated in the legal processes. We aim to help survivors deal with the challenges and difficulties they meet as a result of sexual abuse.

CRIMINAL JUSTICE SYSTEM

People are motivated to engage with in the criminal justice system for different reasons. It might be to get closure, seek justice or to protect others who might be at risk. Whatever the motivation our clients' experience of the process is often at odds with what they expected.

Making the decision to report to the Gardaí is not straight forward. The shame of a secret like childhood sexual abuse creates inner turmoil for people especially at the prospect of being judged or blamed for what happened. Most of the people we meet have second guessed themselves for years and battle the fear of not being believed. People will often have come to believe what happened was their fault. The Advocacy service is here to offer support from the outset when someone is deciding to take that first step contacting the Gardaí, making a statement, the periods of waiting, through to support in court, preparing impact statements and support after court. There can be long delays at every stage of the process, especially when a case comes before the courts. This causes frustration and further upset, with people often putting their life on hold for years. In 2019 we supported 34 clients at various stages of their criminal cases before the courts. We know from our clients how vital this expert support is, especially if people are to withstand the legal processes without additional suffering.

The EU directive on Victims' Rights has brought about some positive changes here in Ireland in recent years. The roll out of the Protective Services Units, the Sexual Offences Unit in the office of the DPP, and now both the Prison Service and Probation service have dedicated Victim Units. However it is vital the criminal justice system becomes a safer space for survivors to give the best account of themselves. In order for that to happen the system must expect the presence of trauma and take every step necessary not to replicate it. Understanding, recognising and acknowledging the impact of trauma on survivors will lead to more successful interactions and outcomes.

“

I have spent the past two weeks in a courthouse. Yesterday my brother was found guilty of 22 charges. I would never have got through this without the support of One in Four.

Advocacy Programmes 2019

CHILD PROTECTION

The Children First Act 2015 mandates certain professionals to notify the Child and Family Agency of any information or concerns that children may be at risk. In 2019 the Clinical and Advocacy team made 46 mandated reports to Tusla. There continued to be inconsistencies in how Tusla responded to retrospective notifications. It remained unclear what happened to a person's information once the report was made. We continue to be concerned with the lack of clarity and we are apprehensive this may be discouraging adults from disclosing their experience of abuse and seeking support. The Advocacy team provide vital support to clients and professionals with making these notifications to the Child and Family Agency. In a similar way to the Criminal Justice system, engaging in a child protection investigation can re-victimise and re-traumatise an adult survivor. Clear information on issues like their privacy and protection are vital to ensure no further distress is caused to those who decide to come forward.

“

I have tried to take my life eight times. One in Four has helped me to finally realise that the sexual abuse was not my fault. I believe I have a future now.

DAY SCHOOLS

On July 9th the Taoiseach apologised on behalf of the State to people who were sexually abused in day schools before 1992. The apology came after Judge O'Neill concluded that the State had misinterpreted a ruling by the European Court of Human Rights and in doing so had denied victims of child sexual abuse access to a redress to which they are entitled. Many survivors of sexual abuse got in touch with us around this time anxious to know how they could go about seeking this redress and if they were eligible. Unfortunately it was not clear at the time if the redress scheme would be reopened. We were informed by the Department of Education that the scheme was under review and regrettably this remains the case a year later. It is clear the Department has not honoured its legal obligations to those survivors. Worse still, they have compounded the harm caused by not firstly taking responsibility for the lack of protection afforded to those children by the lengthy delays that will exacerbate the mistrust people have of any redress scheme that is implemented. It is vital any scheme that is put in place is clear and transparent and easily accessible to those it aims to compensate.

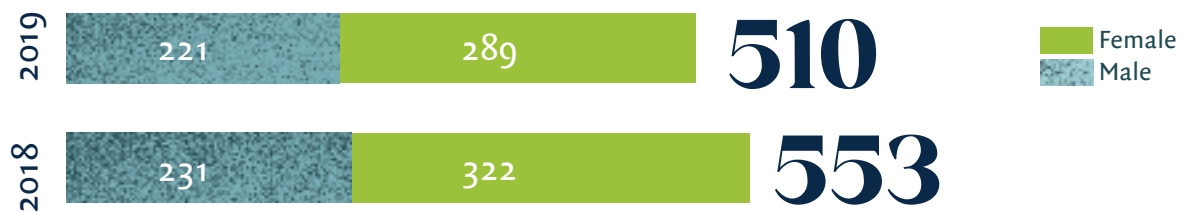
Deirdre Kenny
Deputy CEO and Director of Advocacy

Advocacy Statistics

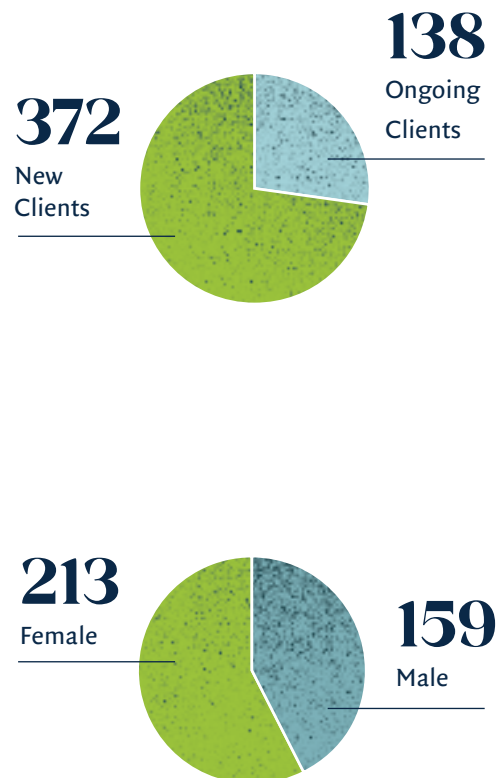
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With One in Four's help I have been able to stop the dark thoughts and inner critic.

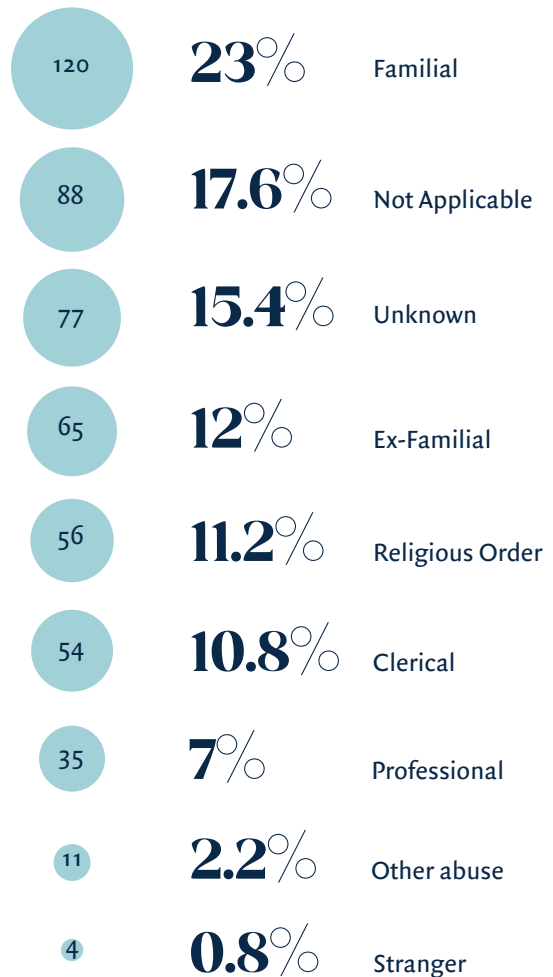
ACTIVITIES



BREAKDOWN OF CLIENTS



ABUSE TYPE FOR ACTIVE CLIENTS 2019



Advocacy Statistics

INQUIRIES 2019

Note: A client could have made multiple inquiries

Enquiry	2019	%
Criminal Justice System Including Court accompaniment	254	49.8%
Civil Law Processes	126	24.705%
Child Protection	90	17.64%
GSOC	3	0.58%
Other	115	22.54%

Our Advocacy team are experienced in recognising and responding to the complex trauma often activated in the legal processes.

35 Clients had their cases before the criminal courts.

2 Clients had not-guilty verdicts.

14 Clients had their trial dates put back.

3 resulted in a hung jury, with one client's case collapsing.

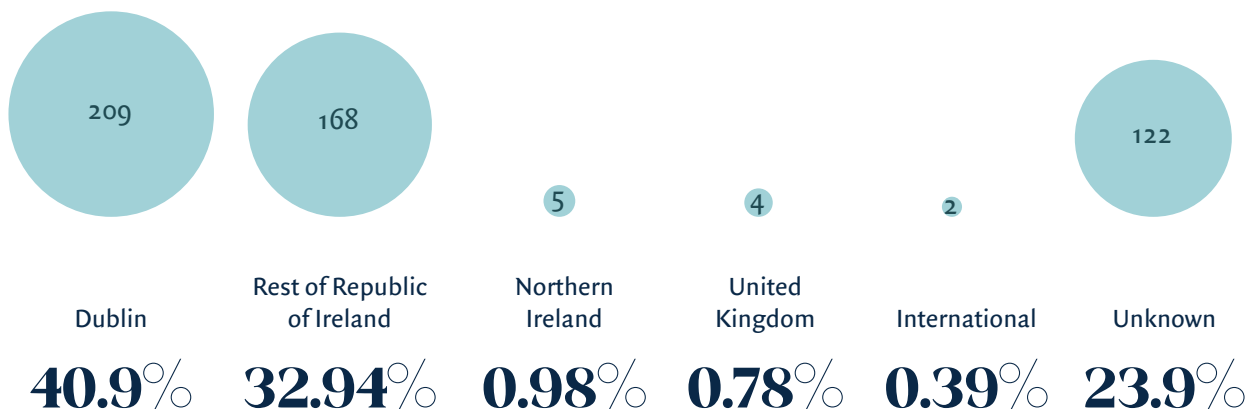
16 Clients had their case go to trial.

10 Guilty verdicts were returned for 10 clients.

2 A guilty plea was entered in 2 cases.

2 Clients had their case heard in the Court of Appeal.

GEOGRAPHIC RESIDENCE OF ADVOCACY CLIENTS



Psychotherapy Programme

The Psychotherapy Programme in One in Four provides group and individual therapy to survivors of childhood sexual abuse, those who have committed a sexual offence against a child and, the families of both.

We understand reading about survivors of abuse and those who harm children in the same sentence may be jarring. Yet the complexity of child sexual abuse requires a multi-faceted response.

Each of the programmes provided by our clinical team is trauma-informed and evidence-based. They are delivered in creative ways and are responsive to individual needs. We understand the profound and enduring impact of childhood sexual abuse and that understanding is a cornerstone of all our interventions. Though the work is both challenging and fulfilling for our team, the hardest thing is knowing that there are people on our waiting list who can't yet be offered a therapy space due to the pressure on resources. We understand that lifting the phone to contact One in Four may be one of the hardest telephone calls a survivor has ever had to make. It may take many years for the survivor to find the strength. Recognising the impact of complex trauma, we do not rush our clients. We do not offer short-term interventions alone but provide the space and time for in-depth therapeutic work. On average, our clients stay with us for between two and three years and make significant progress and changes during this time.

PHOENIX PREVENTION PROGRAMME

Our Phoenix Prevention Programme, a core intervention in relation to child protection, lasts for about two years. All of the sex offenders on the Phoenix Prevention Programme approach us after they are caught; when a Garda investigation reveals their activities or when a family member makes a disclosure to the Tusla Child and Family Agency.

The Phoenix Prevention Programme is not an easy option. Those who participate must acknowledge they committed a sexual offence against a child, either through direct contact or through viewing Child Sexual Exploitation Material online. In those cases where criminal charges are pursued against them, they must plead guilty if they are to remain on our programme. In view of the nature and impact of sexual crimes against children, it is understandable that people will doubt the ability of those offenders to reform. However, irrespective of their initial motivation to engage, significant change across empirically generated risk factors is notable over the two-year programme, formerly the Phoenix Programme, underwent a largely positive external evaluation in 2019 and recommendations made are being implemented.

FAMILY PROGRAMME

The Family Programme is offered in group format, often divided into two groups; one for family members supporting a survivor and another for family members supporting a sex offender. As many children are abused by a family member, the distinction can be blurred and many of our clients could fit into either or both groups. On a number of occasions we have supported parents when one of their children has abused a sibling. The response of other group members to these families has been notable in its empathy and support. There is always recognition in the groups of a family's pain and the sense of shame they may feel, however misplaced that shame is. This offers not just hope to families impacted by sexual abuse but a template of a community response that is helpful. Such responses might support other families to come forward and so mitigate further harm.

Julie Browne
Clinical Director

Psychotherapy Statistics

We know that that once clients are admitted to our service the outcomes are very positive and peoples' lives are literally transformed.

ASSESSMENT MEETINGS

98

98 individuals attended initial assessment meetings in 2019. Of these, some were referred to specialist services.

21

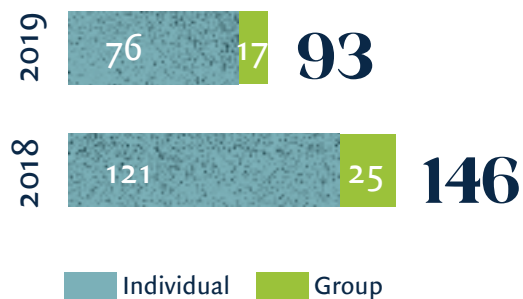
21 people we met at assessment had attempted suicide at some point of their life.

47

Our waiting list for On December 31st 2019 there were 47 people on the waiting list for psychotherapy.

TOTAL NUMBER AND GENDER INDIVIDUAL AND GROUP PSYCHOTHERAPY

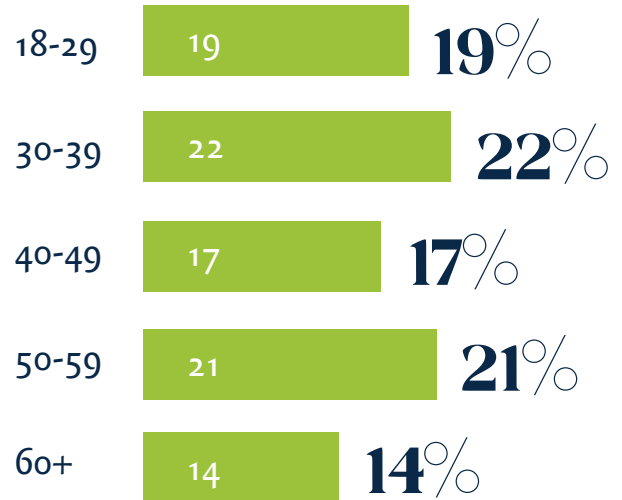
Total Clients 2019: 93



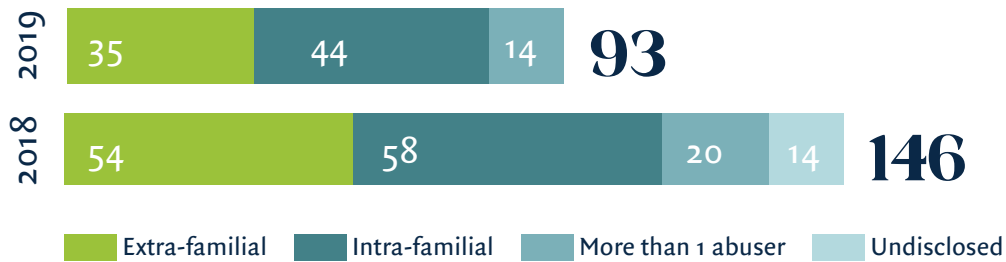
	Male		Female	
	2019	2018	2019	2018
Individual	32	53	44	68
Group	7	7	10	18
Total	39	60	54	86

AGE RANGE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS

Total Clients 2019: 93



CONTEXT OF SEXUAL ABUSE INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



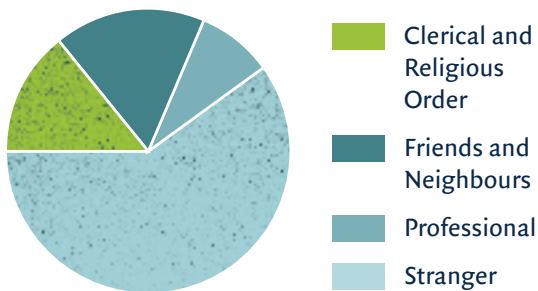
	2019	2018
Extra-familial	35	54
Intra-familial	44	58
More than 1 abuser	14	20
Undisclosed	0	14
Total	66	146



They took my childhood but with the help I got at One in Four they won't take my forties.

EXTRA-FAMILIAL ABUSE

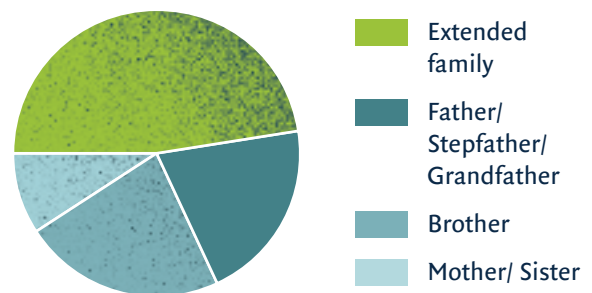
Breakdown Individual and Group Psychotherapy Clients



Type	Number
Clerical and Religious Order	5
Friends and Neighbours	6
Professional	3
Stranger	21
Total	35

INTRA-FAMILIAL ABUSE

Breakdown Individual and Group Psychotherapy Clients

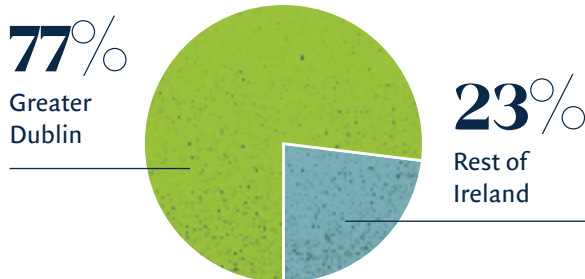


Type	Number
Extended family	21
Father / Stepfather	9
Brother	10
Mother, Sister	4
Total	44

LENGTH OF TIME IN INDIVIDUAL PSYCHOTHERAPY



GEOGRAPHICAL PROFILE OF INDIVIDUAL AND GROUP PSYCHOTHERAPY CLIENTS



On average, our clients stay with us for between two and three years and make significant progress and changes during this time.

FAMILY SUPPORT PROGRAMME

16

16 families impacted by sexual abuse were supported in 2019

3,370

Total Psychotherapy Hours 3,370

The Phoenix Prevention Programme Statistics

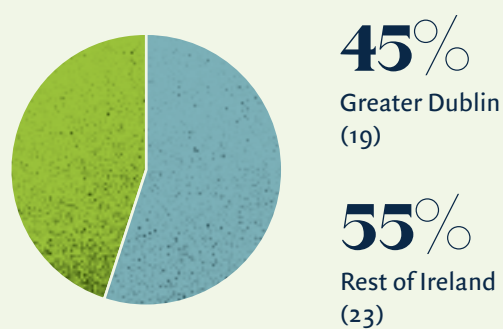
PHOENIX PREVENTION PROGRAMME: ACTIVE CLIENTS 2019 AND 2018

Individual and Group Therapy



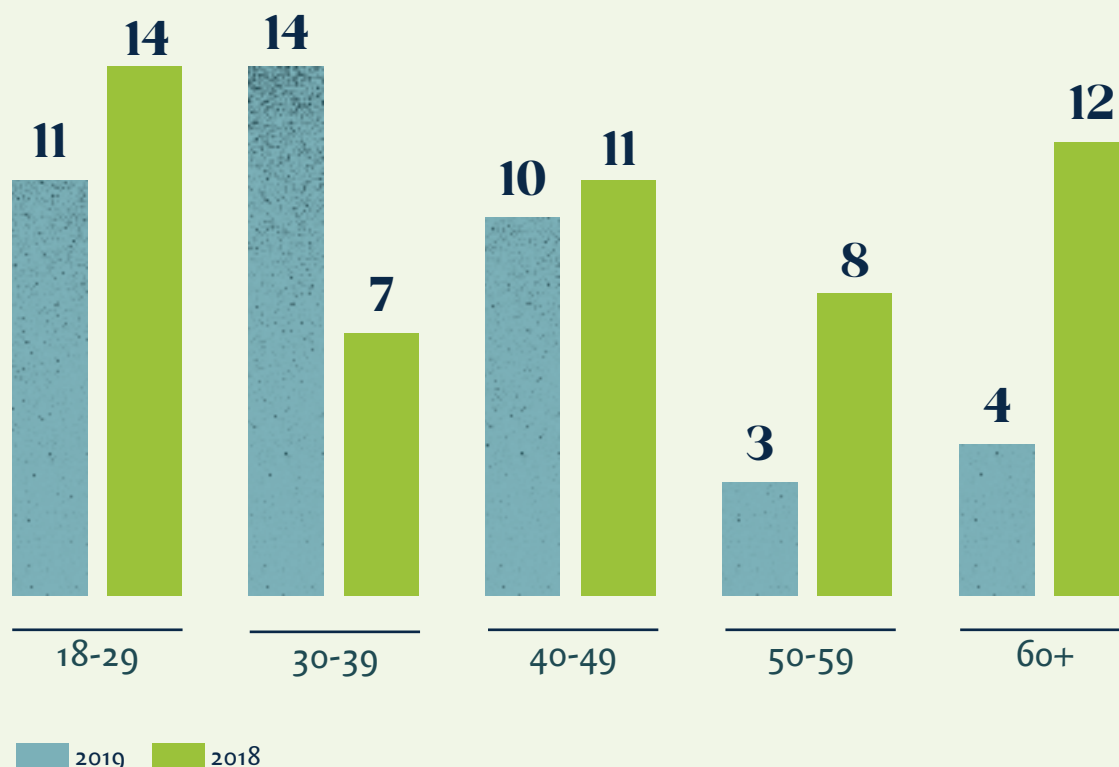
GEOGRAPHICAL PROFILE OF PHOENIX PREVENTION PROGRAMME CLIENTS

Total Phoenix Clients 2019: 42



AGE RANGE OF PHOENIX PREVENTION PROGRAMME CLIENTS 2019 AND 2018

Total Clients 2019: 42 and 2018: 52



CONTEXT OF SEXUAL OFFENDING: PHOENIX PREVENTION PROGRAMME

Relationship to Victim as per First Disclosure*

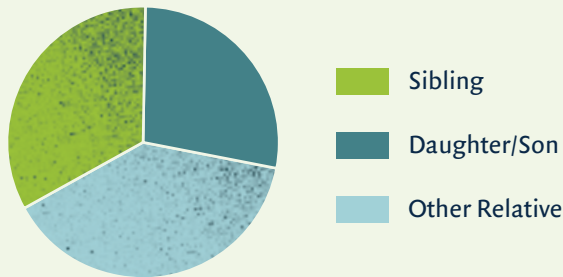


*Some men sexually abused more than one child

■ Intra-familial ■ Extra-familial

INTRA-FAMILIAL ABUSE

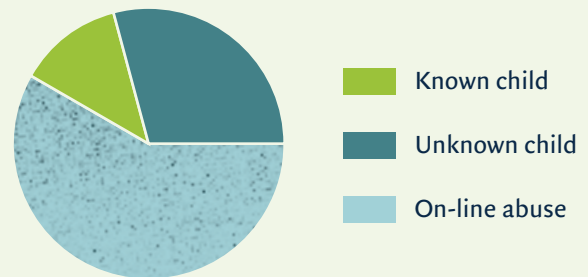
Relationship to Victim as per First Disclosure



Relationship to Victim as per First Disclosure	Number
Sibling	6
Daughter/Son	5
Other Relative	7
Total	18

EXTRA-FAMILIAL ABUSE

Relationship to Victim as per First Disclosure



Relationship to Victim as per First Disclosure	Number
Known child	7
Unknown child	3
On-line abuse	14
Total	24

FAMILY SUPPORT PROGRAMME

9

9 families of the offenders were supported during 2019

On a number of occasions we have supported parents when one of their children has abused a sibling. The response of other group members to these families has been notable in its empathy and support.

Policy and Influencing

Men and women come to One in Four because of the private, personal tragedy that is child sexual abuse. They come in the expectation of a private and confidential space where they can disclose their history of abuse and be supported in their terrible distress and anguish.

But child sexual abuse does not take place in a vacuum. It has an impact on the person's family, community and the wider society. Other children may be currently at risk of abuse by the same sex offender. Some people want the perpetrator to be held to account for his actions and wish to engage in the criminal justice process.

We are obliged to notify child protection services of allegations of child sexual abuse, and our advocacy officers provide expert support to clients as they engage with the Gardaí and the criminal courts. We believe that it is essential that these statutory systems are fit for purpose and that they recognise the vulnerability of traumatised adults. Most of our clients do not wish to speak publicly about their experiences or to challenge the failings that they experience in the statutory processes. Therefore we believe that we have a vital role to play in highlighting the needs of our clients and advocating on their behalf. We engage with policy makers and legislators at all levels to try and ensure that survivors are not further hurt or traumatised by the very systems in which they should be able to have trust and confidence.

I AM ONE IN FOUR

Very few people really understand that the impact of child sexual abuse continues on far after the abuse has stopped. The suffering can pervade a person's life and have a huge impact on their relationships, parenting and professional lives. Sociologist Dr Maria Quinlan and photographer Patrick Bolger worked with a group of our clients in 2018 using a Photovoice methodology to produce a remarkable exhibition of photos and text reflecting our clients' experiences. We held an exhibition in May 2019 at the IFSC to which professionals and supporters were invited.

Clients who had taken part in the project spoke powerfully about their lives. This had an enormous impact on those present and undoubtedly deepened our knowledge of the abuse survivor's experience.

PREVALENCE OF SEXUAL VIOLENCE

The SAVI Report of 2003 was ground breaking research into the prevalence of sexual violence in Ireland. It had been intended to replicate the research a decade later but this plan was dropped due to the recession.

In 2019 the Central Statistics Office was commissioned to undertake a new prevalence survey. One in Four was invited to be a member of the Sexual Violence Survey Liaison Group and attended a number of meetings of the group during 2019.

CHILD PROTECTION

We know that most sex offenders will continue to abuse until they are caught. Keeping children safe from sexual harm is our core value. Although our clients are now adult, we notify all allegations of sexual abuse to Tusla child protection services.

We have had difficulties over the years with the manner in which Tusla social workers respond to these retrospective allegations and with inconsistencies in practice in different parts of the country. We were pleased when Tusla announced that a new unified protocol would be put in place around the country. However, when we had sight of the proposed Tusla Child Abuse Substantiation Practice (CASP) we became very concerned. While there is lack of clarity in many areas, two main issues stood out. In order to ensure due process to the offender, Tusla proposes to pass on the name of the person making an allegation and the details even if the allegation is passed on by a mandated professional and the survivor does not wish to meet with a social worker.

Policy and Influencing

CASP also allows for the possibility that the alleged abuser would have the right to cross examine the survivor. These practices could place our clients in danger of intimidation or physical violence and cause immense anxiety and further trauma. We are also concerned that this practice may dissuade survivors for reaching out for help in the first place.

We have had a number of meetings with senior Tusla officials but without a positive outcome. We are now working with a group comprising the professional psychotherapy bodies and other organisations working with survivors of sexual violence to seek to amend CASP.

CRIMINAL JUSTICE SYSTEM

In 2019 we supported 34 clients whose cases were at various stages of the criminal trial. Most of our clients report satisfaction with their engagement with the Gardaí and we welcome the roll out of the specialist Protective Service Units across the country. We had several meetings with senior Gardaí during the year.

Our clients continue to find the adversarial criminal trial re-traumatising and humiliating. We are monitoring the way in which changes introduced by the Criminal Justice (Sexual Offences) Act 2017 are being implemented and look forward to the publication of the review of the trial of sexual offences led by Professor Tom O'Malley.

VICTIMS' RIGHTS ALLIANCE

We continue to be active members of the Victims Rights Alliance, a coalition of organisations working with victims of crime. In October 2019 our CEO, Maeve Lewis, was elected Chairperson of the VRA.

TRAINING AND CONFERENCES

We continue to deliver specialist training to professionals and organisations regarding child sexual abuse.

We are regularly invited to speak at conferences and seminars about our work. In 2019 we addressed a seminar at Holy Cross College in the USA, the ICCL Victims' Rights Roundtable and the DRCC 40th Anniversary conference.

ALUMNI AWARD

One in Four was honoured when the University of Limerick granted our CEO, Maeve Lewis, an Alumni Award for Outstanding Contribution to Society.

“

I am still in therapy and it can be tough but One in Four staff help me to keep going.

Fundraising

We appreciate the integral part our funders and supporters contribute towards the work of One in Four Thanks to them we have been able to support 675 people in 2019.

We are extremely grateful for the essential support we receive each year from the HSE, Dept. of Justice and Equality and Túsla Child and Family Agency.

Our innovative and essential services were also made possible in 2019 through The Social Innovation Fund, Help for Children Ireland, The Community Foundation, ESB Energy for Generations Fund, The Cork Street Fund, The Hospital Saturday Fund, and The National Lottery.

As usual the demand for our services continued to outstrip our resources and we had to close the waiting list for psychotherapy for four months.

We have continued to place our supporters at the centre of our work, maintaining the highest standards of fundraising practise, providing value, transparency and accountability.

Our fundraising events have continued to flourish. Activities like The Camino De Santiago and the Croke Park Abseil give our supporters, volunteers and staff the opportunity to come together in a fun way, and to help those affected by the trauma of childhood sexual abuse. One of the highlights of the year was The Bally Common Ride.

We continue to be inspired by the commitment and dedication of our supporters, who have responded to appeals, given regular monthly gifts, and shared our message across social media platforms.

Corporate partnerships form a vital element of our fundraising efforts. We were delighted to have become Charity of the Year for Silvercloud Health which has proven to be a mutually beneficial partnership.

675

863 people affected by sexual abuse were supported in 2019

Fundraising

We increased our digital presence, creating a new website with a grant from The Transform Foundation. This has helped us better tell the stories of our service users and increase understanding and engagement.

Through the generous support of a private donor we exhibited the Photovoice project publicly.

The gains of our fundraising programme in 2019 were at times overshadowed by the increased demand on our services. A demand that we could not meet meant many vulnerable people were waiting months for an appointment. This has been a constant concern for us given their vulnerability and risk of suicide. Multi-year funding and incremental increases to our core funding would really help our ability to support these survivors.

John Ryan McLaughlin
Head of Fundraising

“

One in Four has been my rock during the pandemic. I don't know how they've managed it but they have kept their services running and I am truly grateful.

Governance

One in Four is a Company Limited by Guarantee and a Registered Charity. We are compliant with the Voluntary Governance Code for Charities and with the Statement of Guiding Principles for Fundraising, the Statement of Recommended Practices, Accounting and Reporting by Charities (SORP) and with the Charity Regulatory Authority.

Following the introduction of GDPR in 2018 we have developed a compliant Data Protection Policy.

The Board of Directors is responsible for the overall governance of the organisation and for developing and directing the strategic vision.

The Board has two sub-committees: Audit, Finance & Risk and Governance. The Sub-Committees are made up of Board members but may also co-opt non Board members as appropriate.

The Board meets seven times per annum and is furnished with detailed financial and activity reports at each meeting. The Chief Executive Officer and a staff representative attend each meeting.

The CEO reports to the Board and is delegated responsibility for the day-to-day running of the organisation.

In 2019 One in Four employed a total of 18 full-time and part-time staff, equivalent to 14.9 full-time positions.

BOARD OF DIRECTORS

Chairperson: David Holohan
Secretary: Donal Cronin
Treasurer: Helen Bunbury

Board Members: Marie Carroll (resigned March 2019), David Kutner (Joined May 2019) Tina Maguire, William McLoughlin (resigned March 2019), Joe Mooney (joined March 2019) Karl O'Connor and Jillian Van Turnhout (joined May 2019)

MANAGEMENT TEAM

CEO: Maeve Lewis; *Deputy CEO and Advocacy Director:* Deirdre Kenny; *Clinical Director:* Eileen Finnegan (resigned September 2019); *Head of Fundraising:* John Ryan McLaughlin; *Head of Business Services:* Deirdre Mackay

STAFF

Advocacy Officers: Frank Dunleavy, Damien McKenna and Naomi Gould

Psychotherapists:
Clinical Team Leader: Antoinette McKeogh, Julie Brown, Bobbi Grogan, Orlagh Hestor, Leanne Macken, Ciara Mangan (resigned July 2019), Tom O'Connor (resigned September 2019)

Fundraising Officer: Eva Kavanagh.

Administration: Lorna Cleary, *Clinical Administrator:* Ann Marie McGowan, *Receptionist* and Margaret McKimmons, *Administrator /PA to the CEO.*

ONE IN FOUR (IRELAND) COMPANY LIMITED BY GUARANTEE

Statement of Financial Activities including Income and Expenditure Account

as at 31st December 2019

	Unrestricted 2019 €	Restricted 2019 €	Total 2019 €	Total 2018 €
Income and endowments:				
Donations and Legacies	192,659	-	192,659	142,028
Charitable Activities – Note 1	94,807	863,115	957,922	903,447
Investments	107	-	107	141
Total Income and endowments	287,573	863,115	1,150,688	1,045,616
Expenditure on:				
Raising funds	148,975	-	148,975	132,455
Charitable activities	148,097	863,115	1,011,212	941,911
Total Expenditure	297,072	863,115	1,160,187	1,074,366
Net Income/ (Expenditure)	(9,499)	-	(9,499)	(28,750)
Transfer between funds	-	-	-	-
Net Movement in Funds	(9,499)	-	(9,499)	(28,750)
Total Funds brought fwd. 1st Jan	84,567	-	84,567	113,317
Total funds carried fwd at 31st Dec	75,068	-	75,068	84,567

Balance Sheet

as at 31st December 2019

	2019		2018	
	€	€	€	€
Fixed Assets				
Tangible assets	9,448	9,448	3,060	3,060
Current Assets				
Debtors	32,829		19,782	
Cash at bank and in hand	238,617		220,245	
Creditors: Amount falling Due within one year	(205,826)		(158,520)	
Net current assets		75,068		81,507
		<u>75,068</u>		<u>84,567</u>
Funds				
Unrestricted Funds		75,068		84,567
Restricted Funds		-		-
Total funds		<u>75,068</u>		<u>84,567</u>

These financial statements were approved by the Board of Directors on 10th June 2020 and signed by David Holohan and Helen Bunbury.

ONE IN FOUR (IRELAND) COMPANY LIMITED BY GUARANTEE

Note 1: Income from Charitable Activities

Current Year 2019	Unrestricted €	Restricted €	Total 2019 €
Grant Income			
Health Service Executive	-	514,680	514,680
HSE National Social Inclusion office	-	80,100	80,100
Tusla Child and Family Agency	-	65,400	65,400
Department of Justice, CSVG	-	113,000	113,000
ESB Energy for Generation Fund	-	12,000	12,000
Social Innovation Funds	-	58,000	58,000
Hedge Funds Care Ireland	-	7,750	7,750
Community Funds	-	6,000	6,000
Cork Street Grant	-	1,785	1,785
Hospital Saturday Fund	-	2,500	2,500
National Lottery	-	2,000	2,000
	-	863,115	863,115
Other Income			
Clinical Income	93,157	-	93,157
Training Income	1,650	-	1,650
	94,807	-	94,281
Total Income from Charitable Activities	94,807	863,115	957,922

Prior Year 2018	Unrestricted €	Restricted €	Total 2018 €
Grant Income			
Health Service Executive	-	514,680	514,680
HSE National Social Inclusion office	-	80,100	80,100
Tusla Child and Family Agency	-	2,900	2,900
Commission for the Support of Victims of Crime	-	113,000	113,000
ESB Energy for Generation Fund	-	10,200	10,200
Cathal Ryan Foundation	-	62,500	62,500
Hedge Funds Care Ireland	-	19,250	19,250
Cork Street Grant	-	1,800	1,800
Dublin Bus	-	2,000	2,000
Civil Services Charities Fund	-	2,736	2,736
		809,166	809,166
Other Income			
Clinical Income	92,468	-	92,468
Training Income	1,813	-	1,813
	94,281	-	94,281
Total Income from Charitable Activities	94,281	809,166	94,281

ONE IN FOUR (IRELAND) COMPANY LIMITED BY GUARANTEE

Note 2: Staff Costs

The average number of persons employed by the company during the financial year was as follows:

	2019	2018
Administrative	4	3
Advocacy	4	4
Clinical	7	8
Fund Raising	2	2
	17	17

Management Salary Scales

The key management personnel of the charity are the CEO, Clinical Director, Advocacy Director, Head of Fundraising and Head of Business Services. The total employee benefits of the key management personnel of the company amounted to €309,396 (2018: €290,441).

CEO salary scale: €90,000 - €100,000.

Other key management salary scale: €60,000 - €70,000.

Note 3: Reserve Policy

With regard to reserves, funds are held in the bank at the end of the year to meet any unforeseen expenditure that may occur. Our current reserve policy is to aim to hold sufficient funds to cover one-month salary cost, approximating €65k-€70k. Reserves as at 31 December 2019 are €75k. The Audit Risk & Finance Committee has agreed a new medium-term policy goal and is looking at building the reserves to cover three-month salary of €195-€210k. Grants totaling €166k were received in December 2019 and shown as deferred income as at 31st December 2019. These funds are then available for use in 2020.

Note 4: Restricted funds

Restricted funds represent grants, donations and sponsorship received which can only be used for particular purposes specified by the donors or sponsorship programmes binding on the directors. Such purposes are within the overall aims of the charity. All sums received by the company come within the general objectives of the charity.

Note 5: Unrestricted funds

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

Acknowledgements

One in Four would like to express our deep gratitude to all the people and organisations that supported our work in 2019. Some helped financially, others through giving of their time and expertise. We could not continue to deliver our vital services without their help.

Some supporters would like to remain anonymous but we want them to know how much we appreciate them. We would like to publicly thank the following who helped us in 2019:

Ballycommon Sponsored Ride

The Cathal Ryan Foundation

The Civil Service Charities Fund

The Commission for the Support of Victims of Crime

The Cork Street Fund

Dublin Bus Community Spirits Awards

The Energy for Generations Funds/
ESB Electric Aid Ireland

The Health Service Executive

HSE National Social Inclusion Office

Help for Children Ireland

Hozier

Red Dog

Social Innovation Fund Ireland

Towards Healing

Tusla

We are especially grateful to our Board of Directors who are a constant source of support and expertise.

We really appreciate our solicitor and our auditor for their generosity and advice:

Solicitor
Pearse Mehigan
83/84 Upper Georges St
Dun Laoghaire
Co Dublin

Auditor
Mazars Chartered Accountants
Block 3 Harcourt Centre
Harcourt Road
Dublin 2



Ways to Help

WE URGENTLY NEED YOUR HELP TO MAKE OUR WORK POSSIBLE.

You can contribute to what we do by:

- Becoming a regular monthly donor
- Making a one-off donation
- Leaving us a gift in your will
- Getting your employer involved
- Sponsoring a day at One in Four

You can contact us:

Post: **2 Holles St, Dublin 2 D02 FP40**

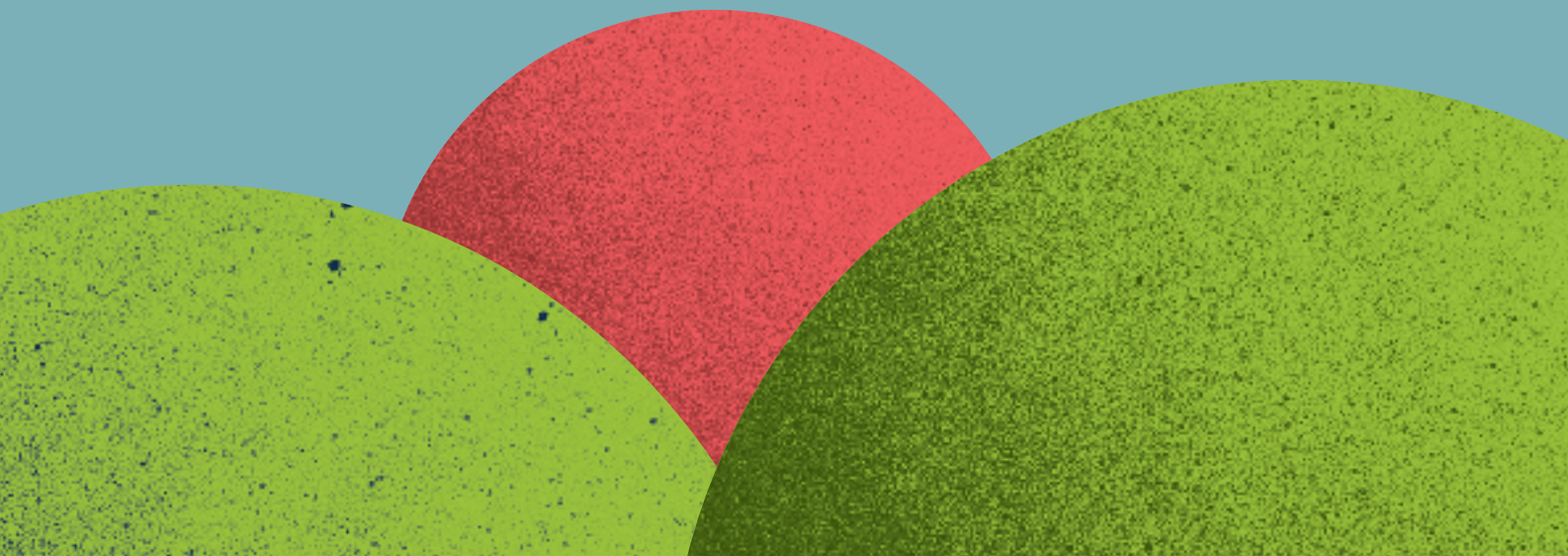
Phone: **01 662 4070**

Web: **www.oneinfour.ie**

Email: **fundraising@oneinfour.ie**


“

**Because of the
counselling I
received at One
in Four I feel
more positive
about the future.**



Therapy. Advocacy. Prevention.

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