

15%

All One in Four clients have been victims of serious sexual crimes, yet fewer than 15% ever make a complaint to the Gardaí. Of those who do engage with the criminal justice system, very few cases proceed to trial. And clients who have been complainant witnesses in a criminal trial describe the experience as humiliating and re-traumatising.

15%

Some very positive changes are happening in how we deal with sexual crime. We welcome the Criminal Justice (Sexual Offences) Act 2017 which introduces important changes into how trials are carried out. We also welcome the Criminal Justice (Victims of Crime) Act 2017 which transposes an EU Directive into Irish law and aims to protect vulnerable witnesses in criminal justice processes.



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.

A handwritten signature in black ink, appearing to read 'David Walsh'.

Chairperson of Board
Date 18/10/17

A handwritten signature in black ink, appearing to read 'Suzanne O'Brien'.

Secretary of the Board
Date 18/10/17

Chair's Introduction

It is with great pleasure that I present the One in Four Annual Report for 2017. 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 on 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 2017, psychotherapy services were provided to 143 individuals and 24 groups. In total, 2,814 hours (2016: 2,563) were provided to individuals and families by One in Four's psychotherapists. During the year advocacy services were provided to 588 clients (2016: 646).

There continues to be a growing demand for One in Four's innovative and pioneering Phoenix Programme with 54 sexual offenders attending (2016: 46). Notably, almost two thirds of Phoenix clients are located outside of the Greater Dublin region.

Despite the strong demand for all of the services provided by One in Four, the Board was regrettably forced to close the waiting list for three months during 2017 due to funding pressures.

Given the integral importance of these services, One in Four looks forward to engaging with funders so that further waiting list closures may be avoided in the future.

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 this is evident through One In Four's financial reporting, which was enhanced during the year.

As Chair of the Board, I would like to thank my fellow non-executive directors for their excellent work during the year and also their contribution towards the organisation's strategic development.

As always, the Board wishes to acknowledge and thank the staff of One in Four, led by the Executive Director and the management team. The professionalism and high performance culture of the staff in One in Four is visible across all parts of the organisation and positions One in Four well for continued success.

David Holohan
Chairperson, Board of One in Four

“

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

”

Executive Director's Introduction

The Belfast rape trial in early 2018 provoked enormous public concern and discussion about the trial of sexual offences. Because the trial took place in another jurisdiction there was unprecedented, detailed coverage of the day to day trial process. This gave Irish people south of the border a unique insight into the way in which trials for sexual offences are conducted and of the central role played by the complainant witness. While there are some legal differences between the two jurisdictions, the Belfast scenario is in essence re-enacted every day in criminal courts in the Republic of Ireland.

Trials of sexual offences are different from other trials. Very often there is no forensic evidence and there are rarely any witnesses. This is especially true when adult survivors of child sexual abuse make a complaint about an experience that happened many years ago. Everything hinges on the credibility of the complainant's evidence. Defence barristers know this and will use cross-examination to challenge the complainant's account. But they will also challenge the complainant's behaviour, character and history in an effort to undermine the reliability of their version of events in the eyes of the jury.

Most survivors of child sexual abuse have been deeply traumatised, and participating in a criminal trial can re-trigger that trauma. This is not always

appreciated in the criminal justice process, and many of our clients describe the trial as disempowering, demeaning and humiliating. Even if a guilty verdict is delivered, many people say that they regret their decision to make a complaint in the first place.

We need to hear the truth about the high incidence of child sexual abuse in Ireland and to understand the devastating effect sexual crimes have on the lives of survivors. This can only happen if survivors feel confident that they will not be hurt further by making a complaint. Without their testimony, sex offenders will continue to abuse children with impunity and the suffering will continue.

Some very positive changes are happening in how we deal with sexual crime. We welcome the Criminal Justice (Sexual Offences) Act 2017 which introduces important changes into how trials are carried out. We also welcome the Criminal Justice (Victims of Crime) Act 2017 which transposes an EU Directive into Irish law and aims to protect vulnerable witnesses in criminal justice processes. We look forward to seeing how these new pieces of legislation are interpreted in the courts.

Following the Belfast rape trial, the Minister for Justice and Equality, Charlie Flanagan, TD, is undertaking a review of the trial of sexual offences and we look forward to seeing the recommendations of that review in autumn 2018.

Maeve Lewis
Executive Director

“

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

”

Advocacy Programme

The Advocacy Programme provides specialist support to women and men who have experienced sexual child sexual abuse and who are engaging with the criminal or civil justice process or with Tusla child protection services. Our primary focus is to provide clear and accessible information so that our clients can make informed choices. Our team are expert in recognising and responding to the trauma which often gets reactivated by statutory processes. Our support is vital if people are not to be re-traumatised.

A person's first experience of the criminal justice system is meeting with the Gardaí to make a statement. Articulating what happened to them can often throw the adult back into the emotional turmoil they felt at the time they were being abused. The response from Gardaí at this point is crucial.

We regularly see the positive difference experienced Gardaí make not only in the quality of investigation but in the professional interaction they have with complainants. Unfortunately we also come across situations where an inexperienced Garda member has a very negative impact on our clients. Lack of sensitivity and little insight into the dynamics of sexual abuse can leave the victim feeling disempowered and hesitant about their decision to come forward. Feelings of shame and guilt are often reinforced through negative experience of Garda responses. We hope the introduction of the specialist Protective Services Units in 2017 will address many of these challenges.

Almost all our clients experience the criminal trial as the most difficult part of the criminal justice system. People talk about feeling demeaned and humiliated in that process. Our court accompaniment service provides expert support for our clients whose cases go to trial.

The Children's First Act 2015 was commenced in late 2017. The Act mandates professionals to notify Tusla when they know, believe or have reasonable grounds to suspect that a child has been or is being harmed or may be at risk of being harmed. Most of the reports made by One in Four are based on the experience of childhood sexual abuse of our adult clients. The retrospective teams introduced by Tusla to deal with these notifications have helped to clear up much of the inconsistency and confusion we previously experienced. Most of the notifications we make are Third Party as the majority of our clients choose not to speak to a social worker.

We know from the many calls we get from both survivors and professionals that there is a lot of confusion about the Children's First Act. It is often perceived that it is the survivor who is obliged to report to Tusla, rather than the professional. It is important that survivors are never put under pressure to report and are not dissuaded from seeking psychotherapy in respect of the abuse they have experienced.

Deirdre Kenny
Advocacy Director

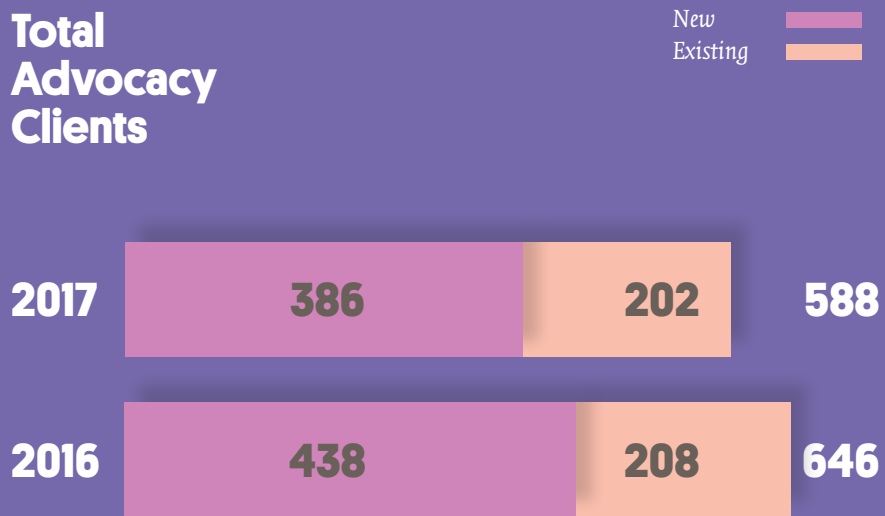
“

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

”

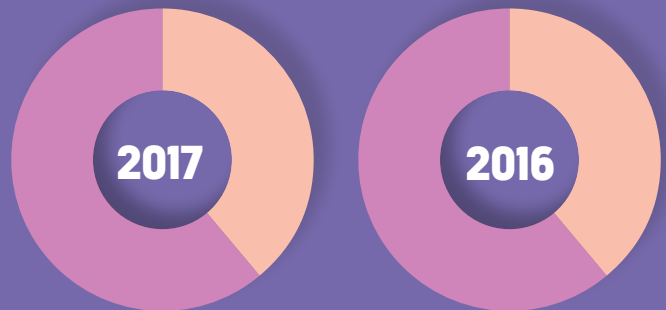
Advocacy Statistics

Total Advocacy Clients



Advocacy Clients Gender

	2017		2016	
Male	232	39%	254	39%
Female	356	61%	392	61%



Context of Sexual Abuse for Advocacy Clients

Context	2017	%
Intra-Familial	159	27
Clerical and Religious Order	100	17
Extra-Familial	77	13
Professional	41	7
Stranger	18	3
Unknown	95	16
Not applicable (professional enquiries)	98	17
Total	588	100

Type of Enquiries by Advocacy Clients

Primary Enquiry*	2017	%
Criminal Justice System Including Court accompaniment	232	38
Child Protection	191	34
Civil Law Processes	106	16
GSOC	4	2
Other (Housing, education, social welfare etc.)	166	10
Total	699*	100

*Many clients have multiple enquiries.

Outcomes for Advocacy Clients 2017*

Outcome	2017
Child Protection Notification to Tusla	90
Child Protection information provided	191
Support in making Garda statement	24
Legal advice recommended	10
Criminal Court accompaniment	38 (31 at Trial stage)
Civil Court accompaniment	7
Referral to counselling services	33
Support in engaging with GSOC	4
Support in engaging with Catholic Church	3
Other referrals (Caranua, housing, social welfare etc)	93

*There are clients where outcome is not yet available.

Court Accompaniment

In 2017 we supported 38 clients in the criminal courts

7 concerned mentions in the District Court

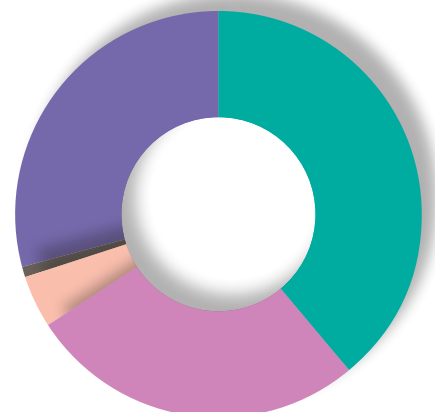
31 cases went to trial. The outcomes were:

- Guilty pleas in 5 cases
- Guilty verdicts in 11 cases
- Not guilty verdicts in 8 cases
- A hung jury in 3 cases
- 4 cases are on-going

“One in Four has given me my life”

Geographical Location of Advocacy Clients

Location	Total	%
● Dublin	229	39
● Rest of Republic of Ireland	156	27
● UK and Northern Ireland	23	4
● International	7	1
● Unknown	173	29



Psychotherapy Programme

The One in Four psychotherapy programme provides specialised individual and group therapy to men and women who have been sexually abused in childhood and to their families. We understand that sexual abuse does not happen in isolation. The child, their family, their community and the wider society are all impacted, and any effective intervention must take account of this.

The client's first point of contact is an individual assessment meeting with a therapist. This facilitates a broad exploration of the impact of sexual abuse on the person's life and to tentatively establish what the client might need.

Child protection is also discussed. Following this meeting the client may be offered a place on the 20 week Initial Stage Therapy programme or may be referred to another specialist service, for example if there are addiction issues. The 20 week Initial Stage Therapy was developed in response to the number of clients who dropped out in the early stages of therapy. The client meets a therapist weekly following a structured evidence based programme exploring their family of origin, their current life situation, their coping strategies and their relational style. Child protection concerns are addressed and notifications are made to the Child and Family Agency. At the end of this programme the client and therapist work together to decide the specific pathway that is required to repair the harm done.

This may include longer term individual or group therapy or the client may decide they have achieved what they needed. If the decision is to move into longer term therapy, a therapeutic needs plan is developed jointly which will inform the direction therapy will take. One of the significant themes that continue to emerge is the realisation for clients that

they need the understanding and support of family members. This has seen an increase in the number of families engaging in the family support programme.

Psychotherapy at One in Four is based on an attachment-based trauma model of working with adult survivors. The majority of clients who enter long term therapy remain with the service for 2 – 3 years. Fewer than 10% of clients remain in therapy for over 4 years.

Family Support

Over 40% of One in Four Psychotherapy clients have been sexually abused by a family member. The disclosure of abuse has an enormous impact on the entire family system: victim, offender and the non-offending family members. Typically family members are torn between loyalty to the offender and concern for the victim. Families are often terrified of the consequences of a disclosure within the community and fear being ostracised. Some families enter total denial and ostracise the victim while others have a more ambivalent response. Families in this situation need an enormous amount of assistance both to support the victim and to ensure that other children in the family are safe. One in Four offers a psycho-educative family support programme. Initially families are met individually for a number of sessions to assess their needs and the impact on them and to explore their response to the disclosure. Families tell us of the shame and guilt they feel that sexual abuse has occurred on 'their watch'. Families can be very split in relation to the disclosure and each individual's voice needs to be heard. Individuals may then join a group with people from other families who have had similar experiences. In 2017, 52 family members were assisted in this way.

Eileen Finnegan
Clinical Director

Psychotherapy Statistics

Assessment Meetings

150 **35** **63**

150 individuals attended initial assessment meetings in 2017. Of these, some were referred to specialist services.

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

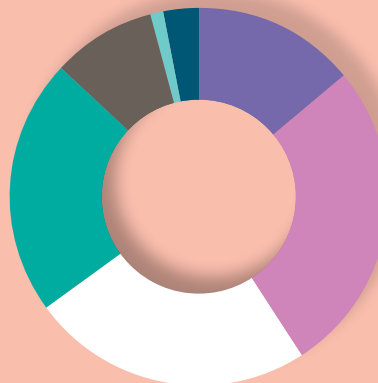
On December 31st 2017 there were 63 people on the waiting list for psychotherapy.

Total Number and Gender Individual and Group Psychotherapy

	2017		2016		2017		2016	
	Male		Female		Total			
Individual	60	46	83	80	143	126		
Group	7	7	17	10	24	17		
Total	67	53	100	90	167	143		

Age Range of Individual and Group Psychotherapy Clients

Age Range	Number	%
18-29	24	14
30-39	46	27
40-49	40	24
50-59	34	22
60-69	14	9
70+	4	1
Unknown	5	3
Total	167	100



“
One in Four created a safe space for me and surrounded me with kindness.
 ”

Context of Sexual Abuse Individual and Group Psychotherapy Clients



Context	2017	2016	2017	2016
	Number	Number	%	%
● Extra-familial	65	59	39	41
● Intra-familial	65	66	39	47
● More than 1 abuser	23	13	14	9
● Undisclosed	14	5	8	3
Total	167	143	100	100

Extra-Familial Abuse:

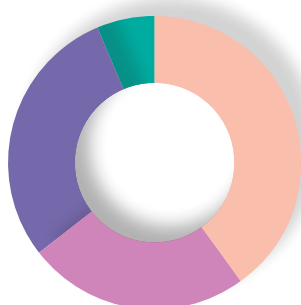
Breakdown Individual and Group Psychotherapy Clients



Type	Number	% (of 167 total)
● Clerical and Religious Order	15	9
● Friends and Neighbours	13	8
● Professional	2	1
● Stranger	35	21
Total	65	39

Intra-Familial Abuse:

Breakdown Individual and Group Psychotherapy Clients



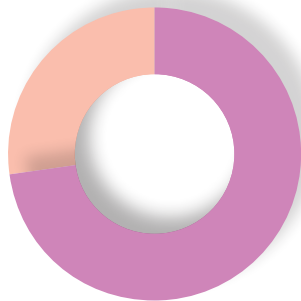
Relationship	Number	%
● Extended family	26	16
● Father / Stepfather/ Grandfather	16	10
● Brother	19	11
● Mother, Sister	4	2
Total	65	39

Length of Time in Individual Psychotherapy

Total: 143



Geographical Profile of Individual and Group Psychotherapy Clients



Region	Number	%
Greater Dublin	122	74
Rest of Ireland	45	26
Total	167	100

Family Support Programme

52

52 family members attended the Family Support Programme in 2017

2,814

Total Psychotherapy Hours: 2,814

“

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.

”

The Phoenix Programme

The Phoenix Programme is seen at One in Four as a core child protection strategy. We work with the sex offenders, their families and the statutory services to help offenders confront the harm that they have caused and to support them in living lives that are free from sexually harmful behaviour. The programme is underpinned by the Good Lives Model and risk management principles to reduce recidivism.

It is one of the very few programmes available for non-convicted offenders in Ireland. Last year we worked with 54 individuals.

Sex offenders are referred to the programme by Tusla, the Gardaí, and the Courts and by their families. The offender attends a series of individual meetings with a psychotherapist to assess their suitability for the programme during which a range of gathering tools are used to formulate a case plan. The programme has devised a Structured Clinical Gathering Tool which is used in conjunction with the actuarial instruments which are the outcomes measures used on the programme. The actuarial instruments are the STATIC 99r, STABLE and ACUTE 2007, SOAP (108), the MATRIX 2000 and the Armadillo 2013.

There are also specific gathering tools to deal with Child Sexual Abuse material (C.S.A.M) The case plan is used to understand the motivation and pathways that led to the individual offending and to inform treatment.

The treatment programme is delivered over 18 months in a group setting. Three modules focus on early life history, offence specific details and relapse prevention. Tusla child protection services and the Gardaí are informed when an offender engages with the Phoenix Programme. The offender must have met with a social worker before entering the programme.

One in Four staff take part in multi-agency meetings with statutory services on a regular basis, with a view to managing the offenders in the community. Following treatment the offender attends an intervention maintenance group which supports and reinforces relapse prevention.

A specific programme for young offenders aged 18 – 25 was also delivered in 2017. Research suggests that, without intervention, this age group has the highest recidivism rate. From a child protection perspective, it is vital to intervene with this age group.

In 2017 offenders travelled from all over the country to attend the Phoenix Programme, with 65% of individuals coming from outside Dublin. This highlights the need for this type of community intervention programme throughout the country.

A key aspect of the Phoenix Programme has always been the involvement of non-offending family members. Family members, usually the wife/partner or parent of the offender, are invited to attend a psycho-educative support group which allows them to learn about characteristics of individuals who offend, offending behaviour and the pathways that led to the offending behaviour. Understanding the pathways that led to the offending behaviour is at the heart of protecting other children from sexual harm. During 2017 we also met the parents of the young men attending the programme and the dilemma they face in wanting to support the victims and to protect children but also in trying to come to terms with the lifelong consequence for the young offenders.

We are very grateful to HSE Social Inclusion National Office and HFC Ireland for supporting the programme in 2017.

Eileen Finnegan
Clinical Director

The Phoenix Programme Statistics

Phoenix Programme: Active Clients 2017 and 2016

Status	2017	2016
Individual and Group Therapy	54	46



Age Range of Phoenix Clients 2017 and 2016

Age range	2017		2016	
	Number	%	Number	%
18-29	11	20	13	28
30-39	10	19	8	17
40-49	10	19	10	22
50-59	13	23	9	20
60+	10	19	6	13
Total	54	100%	46	100%

Geographical Profile of Phoenix Clients

Region	Number	%
Greater Dublin	19	35
Rest of Ireland	35	65

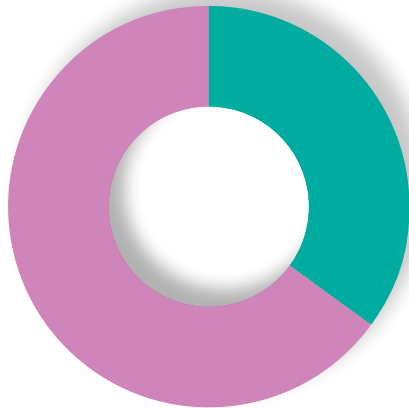


“

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.

”

Context of Sexual Offending: Phoenix Programme



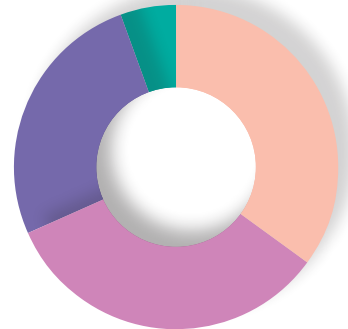
Relationship to Victim as per First Disclosure*	Number	%
Extra-Familial Abuse	35	65
Known child	14	26
Internet	19	35
Unknown child	2	4
Intra-Familial Abuse	19	35
Sister	3	6
Daughter	6	11
Niece/nephew/cousin	1	2
	9	16
Total		100

*Some men sexually abused more than one child

Number of Victims

Number of Victims per Offender	Number of Offenders
Internet Only	19
1	18
2	14
3 or more	3
Total	54

*As disclosed by December 31st 2017



Family Support Programme

23

23 wives/partners or mothers/fathers of the sex offenders attended the Positive Living Support Programme

“

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

”

Policy and Influencing

Most people who have been sexually abused do not wish to speak publicly about their experiences. At One in Four we consider it to be a vital aspect of our work to act as a voice for survivors who have been silenced by the shame and stigma that can still be attached to sexual abuse. Many of our clients become involved in statutory processes, especially child protection and criminal justice systems. They tell us how they often feel disempowered and humiliated through this involvement. The system often seems unable to recognise the vulnerability of adult survivors and the potential to re-traumatise people. We regularly engage with the Government, legislators and policymakers at every level to try to ensure that legislation and procedures adequately reflect the needs of our clients.

Public awareness of sexual abuse has grown remarkably in the past decade but there is still no widespread recognition of its prevalence and of the fact that children are mainly abused in their own families and communities. We engage regularly with the media for comment and discussion to keep the issue to the foreground of public discourse.

In 2017 we focused on the following issues:

Child Protection

All our clients are adults who have been sexually abused as children. While the abuse may have taken place many years ago, we know from our work with sex offenders that they will continue to abuse until they are caught. The man who abused his children may now be abusing his grandchildren; the teacher who abused pupils may now be targeting a new generation of school children. We therefore notify Tusla child protection services of all allegations that we receive.

Until recently the response of child protection teams across the country to retrospective allegations was often patchy and inconsistent. Many allegations were never investigated. In 2017 we noticed that retrospective allegations are now being taken more seriously, and we welcome the establishment of dedicated retrospective allegation teams across the country. However, we still experience variations in the responses of child protection teams from different areas.

We welcome the commencement of the Children's First Act 2015 in 2017 which introduced mandatory reporting by professionals of child sexual abuse in Ireland.

In 2017 we met with officials from Tusla to discuss our concerns.

Criminal Justice System

Gardaí

Fewer than 15% of our clients make a complaint to the Gardaí. Many do not wish to see a family member prosecuted, others are terrified of the process involved.

While many clients speak highly of their involvement with the Gardaí, others have very negative experiences. In many instances this is because junior Gardaí with little training or experience in sexual crimes are the investigating officers. We welcome the introduction of specialist Protective Services Units which are to be rolled out in every Garda Division.

In 2017 we made submissions to the Policing Authority and to the Commission on the Future of Policing. We also engaged regularly with senior Gardaí in the National Protective Services Bureau in Harcourt Square.

Criminal Courts

An increasing number of clients' cases are proceeding to trial. In 2017 we accompanied 31 clients whose cases went to trial at the Central Criminal Court or the Circuit Criminal Court and 7 others whose cases came up for mention in the District Court. Unfortunately, every client describes their experience of the criminal trial as demeaning and re-traumatising. The Criminal Justice (Sexual Offences) Act came into law in early 2017. The Act contains important provisions regarding the trial of sexual offences. In particular, the greater use of pre-trial hearings and greater judicial scrutiny of the discovery of counselling notes may improve the experience of our clients. It remains to be seen how these provisions are interpreted and used by the Courts.

In 2017 we published research on our clients' experiences of the criminal justice system. "Only A Witness" is available on our website at www.oneinfour.ie.

Victims' Rights Alliance

We have been active members of the Victim's Rights Alliance, working with other NGOs to ensure that the EU Directive on Victim's Rights will be implemented in full.

We are delighted that the EU Directive on Victim's Rights was finally transposed into Irish Law through the Criminal Justice (Victims of Crime) Act 2017. The new law creates statutory rights for victims of crime including the right to information and the right to support during criminal processes.

International Criminal Court

In July 2016 our Executive Director, Maeve Lewis, was called to give evidence as an expert witness in sexual violence at the International Criminal Court at The Hague. In 2017 she delivered training on sexual trauma to prosecutors and investigators at the ICC on three occasions.

Training

Over the years One in Four has developed a high level of expertise in working with adult survivors of child sexual abuse and we have created a model of psychotherapy and advocacy support that reflects their needs. We now offer tailored training courses to professionals and organisations so that our experience can inform their engagement with survivors.

Research

In 2017 we worked with Dr Simon McCarthy Jones of TCD, Dr Rosaleen McElvaney of DCU and Dr Ailise Bulfin of UCD to secure an Irish Research Council grant to fund a series of seminars bringing together academics and clinicians. The purpose was to develop research topics informed by the experience of those working on the ground with survivors of child sexual abuse.

Conferences

In 2017 we were pleased to speak about our work at national and international conferences. We delivered papers and workshops at the European Conference of the International Institute for Restorative Practices and the European Victim's Support Conference.

Funding

One in Four's services continue to grow and develop because of the continued support of our donors, funders and supporters.

We are extremely grateful for the essential support we receive each year from the HSE and the Commission for the Support of Victims of Crime. Our innovative and essential services were also made possible in 2017 by the generosity of the Cathal Ryan Foundation, Help for Children Ireland, the ESB Energy for Generations Fund, and St Patrick's Cathedral.

One in Four relies on the support of hundreds of people across the country. Our loyal supporters donate online, post cheques, organise cake sales, run, jump and encourage others to get involved. These individuals and groups are central to our work and we value the impact their gifts make.

Corporate sponsorship is very important to us. We are very proud to have been selected as Wells Fargo's Charity of The Year in 2017. Our "Sponsor One Day at One in Four" programme allows companies the opportunities to align their corporate social responsibilities programmes with our work. We will continue to develop these relations to build long term partnerships with shared purpose.

We have created an ambitious fundraising programme for 2018 that is designed to increase our profile and donor base. We will build on the success we have achieved to date whilst maintaining the highest standards of fundraising practise, providing value, transparency and accountability to our donors.

John Ryan McLaughlin
Head of Fundraising

Governance

One in Four is a Company Limited by Guarantee and a Registered Charity. We became fully compliant with the Voluntary Governance Code for Charities in 2015 and we are also fully compliant 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.

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

The Board has three sub-committees: Audit, Development 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 Executive Director and a staff representative attend each meeting.

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

In 2017 One in Four employed a total of 17 full-time and part-time staff, equivalent to 14.2 full-time positions.

In 2017 One in Four undertook an independent external organisational review.

Board of Directors

Chairperson
David Holohan

Secretary
Donal Cronin

Treasurer
Brenda Kyle

Board members
Helen Bunbury
Marie Carroll
Tina Maguire
William McLoughlin
Karl O'Connor
Dr Jane Pillinger

Management Team

Executive Director
Maeve Lewis

Advocacy Director
Deirdre Kenny

Clinical Director
Eileen Finnegan

Head of Fundraising
John Ryan McLaughlin

Accounts and HR Manager
Deirdre Mackay

Staff

Advocacy Officers
Frank Dunleavy
Damien McKenna
Nicola Murphy

Psychotherapists
Julie Brown
Conn Dorai-Raj
Bobbi Grogan
Antoinette McKeogh
Ciara Mangan

Fundraising coordinator
Stephanie Russell

Administration

Lorna Cleary
Clinical Administrator

Ann Marie McGowan
Receptionist

Margaret McKimmons
Administrator /PA to the
Executive Director

Intern Psychotherapists
Joanne Corley
Sandra Douglas
Sheila Drexler
Muuka Gwaba

“
**These guys are
 doing amazing
 things. Trust them!**
 ”

One In Four (Ireland) Company Limited By Guarantee

Statement of Financial Activities including Income and Expenditure Account As at 31 December 2017

	Unrestricted 2017	Restricted 2017	Total 2017	Restated 2016
	€	€	€	€
Income and endowments:				
Donations and legacies	73,655	-	73,655	215,538
Charitable activities – Note 1	111,317	722,770	834,087	938,171
Investments	26	-	26	72
Total income and endowments	184,998	722,770	907,768	1,153,781
Expenditure on:				
Raising funds	65,931	-	65,931	76,655
Charitable activities	123,077	808,550	931,627	904,735
Total expenditure	189,008	808,550	997,558	981,390
Net income / (expenditure)	4,010	(85,780)	(89,790)	172,391
Transfer between funds	-	-	-	-
Net movement in funds	4,010	(85,780)	(89,790)	172,391
Total funds brought forward at 1 January	117,327	85,780	203,107	30,716
Total funds carried forward at 31 December	113,317	-	113,317	203,107

Balance Sheet As at 31 December 2017

	2017	2016 As restated
	€	€
Fixed assets		
Tangible assets	2,125	2,550
Current Assets		
Debtors	17,450	11,748
Cash at bank and in hand	154,592	225,167
Creditors: Amounts falling due within one year	(60,850)	(36,358)
Net current assets	111,192	200,557
Funds	113,317	203,107
Unrestricted Funds	113,317	117,327
Restricted Funds	-	85,780
Total Funds	113,317	203,107

These financial statements were approved by the Board of Directors on 6th June 2018 and signed on behalf of the board by:
David Holohan and Brenda Kyle

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Note 1: Income from Charitable Activities

Current Year	Unrestricted 2017 €	Restricted 2017 €	Total 2017 €
Grant Income			
Health Service Executive	-	428,900	428,900
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	-	118,000	118,000
ESB Energy for Generations	-	8,000	8,000
Cathal Ryan Foundation	-	62,500	62,500
Hedge Funds Care Ireland	-	22,370	22,370
	-	722,770	722,770
Other Income			
Clinical Income	108,738	-	108,738
Training Income	2,579	-	2,579
	111,317	-	111,317
Total Income from Charitable Activities	111,317	722,770	834,087

Prior Year	Unrestricted As Restated 2016 €	Restricted As Restated 2016 €	Total As Restated 2016 €
Grant Income			
Health Service Executive	-	600,360	600,360
HSE National Social Inclusion Office	-	66,750	66,750
Family Support Agency	-	2,900	2,900
Commissions for the Support of Victims of Crime	-	90,000	90,000
The American Ireland Funds	-	7,000	7,000
St. Patrick's Cathedral	-	1,000	1,000
Hedge Funds Care Ireland	-	21,740	21,740
JP McManus Benevolent Fund	-	10,000	10,000
Cork Street Grant	-	1,800	1,800
Community Foundation re Tea Party	-	250	250
Department of Mental Health HSE	-	23,752	23,752
	-	825,552	825,552
Other Income			
Clinical Income	98,071	-	98,071
Training Income	14,548	-	14,548
	112,619	-	112,619
Total Income from Charitable Activities	112,619	825,552	938,171

Note 2: Staff Costs

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

	2017	2016
Administrative	3	3
Advocacy	4	4
Clinical	8	7
Fund Raising	2	1
	17	15

Management Salary scales

The key management personnel of the charity are the Executive Director, Clinical Director and Advocacy Director.

The total employee benefits of the key management personnel of the company amounted to €245,604 (2016: €238,467).

Executive Director salary scale: €80,000-€90,000.

Advocacy & Clinical Director salary scale: €60,000-75,000

Note 3: Transition to Charities SORP (FRS102)

The company transitioned to Charities SORP (FRS 102) "Accounting and Reporting by Charities" as at 1 January 2016.

	As Previously Stated 2016	Effect of Transition	2016 Restated under SORP
Income and Endowments	1,068,001	85,780	1,153,781
Expenditure	981,390	-	981,390
Net Resources	86,611	85,780	172,391
Transfer Between Funds	-	-	-
Net Movement in Funds	86,611	85,780	172,391

Upon Transition to Charities SORP, an amount of €85,780 which had previously been deferred was reclassified to be recognised as income in the period in which it was received. There were no other adjustments or reclassifications to opening funds.

Note 4: 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. We aim to hold sufficient funds to assist in paying salaries in the early part of the year in the event of delay in receiving grants.

Note 5: 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 6: 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 2017. 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 2017:

The Cathal Ryan Foundation
 The Commission for the Support of Victims of Crime
 DMAC
 The Energy for Generations Funds/ESB
 Electric Aid Ireland
 The Health Service Executive
 HSE National Social Inclusion Office
 Help for Children Ireland
 The Ireland Funds
 Red Dog
 St. Patrick's Cathedral
 St. Patrick's Missionary Society, Kiltegan
 Towards Healing
 Tusla Family Support Agency
 Wells Fargo

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 Us

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 on-off donation
- Leaving us a gift in your will
- Taking part in a fundraising event
- Getting your employer involved
- Sponsoring a day at One in Four

If you would like to discuss any of these ideas then please contact us:

Post **2 Holles St, Dublin 2, DO2 FP40**
 Phone **01 6624070**
 Web **www.oneinfour.ie**
 E-mail **fundraising@oneinfour.ie**

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**I say to anyone who is
looking for help, there is
no better place to come
to than One In Four.**

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