



EMPOWERMENT PLUS



Annual Report 2021



Mission Statement

To empower young people,
families and communities at-risk
to live just and fulfilling lives



Chair's Message

Frankie Brown

Message from Frankie Brown Chairperson

Dear Empowerment Plus colleagues, friends, and funders,

I have had the privilege of being appointed Empowerment Plus Chairperson for the Board of Directors this year after three years serving on the Board. From starting as a support worker, I have been immersed in the values and ethos of this charity, committed to serving the families and communities who are often underrepresented and feel disempowered by social structures, and I am delighted to be able to continue to witness the organisation's work grow and develop. Through both personal and professional knowledge and experience of power and inequity it is important for me to work with a charity that promotes autonomy and recognises the individual's ability to be able to reach their own potential which is not measured by social standards.

With a large increase in the number of people requiring help and referrals to Tusla, coupled with, and impacted by, communities recovering from the COVID-19 pandemic and now facing into a cost-of-living crisis our work has never been more in demand. The commitment from Empowerment Plus staff, and their managers to support service users is inspiring and would not be possible without the dedication of the CEO in his pursuit of providing "a support service which seeks to protect children from abuse, promote their welfare and uphold their rights, while engaging the adult family members to take on such a role, where possible".

I would additionally like to mention and thank my colleagues on the Board who I know have put in a tremendous amount of work to ensure the continued smooth running of Empowerment Plus. With this in mind, we hope you find the annual report engaging and can celebrate with us in the supports and services provided to those most at risk and the prevention efforts we employ.



CEO's Welcome

Tom Clogher

Welcome from Tom Clogher Founder and CEO of Empowerment Plus

Welcome to the Empowerment Plus Annual Report for 2021. 2021 has been a busy year with referrals to our organisation increasing whilst still working within COVID 19 guidelines. Increased referrals resulted in the recruitment of many staff and an increase in our overall management structure with the addition of more Deputy Managers.

We continued to supply all our staff PPE packs and delivered COVID training for all staff to ensure the delivery of full packages of care to all service users continued. 2021 saw an increase in services and service types provided by Empowerment Plus in response to the increase in referrals.

2021 was a demanding year but I have been very impressed by all the staff's dedication and professionalism to ensure the delivery of our services.



Our Vision

Our vision is an Ireland, where all children, young people, and families have the means to reach their full potential and the opportunity to live happy, healthy, and secure lives.

Our Mission

Our mission to empower young people, families, and communities at risk to live just and fulfilling lives.

Our Values

People are at the heart of everything Empowerment Plus does and this is enshrined in all our values:

Integrity – We behave responsibly with the highest standards of integrity. Our work is informed by need and we operate to the highest standards of governance being accountable to our clients, our staff, our funders, and the wider community.

Excellence – We continually strive for excellence in the delivery of services to children, families, and communities. We are results focused and good governance drives our development and growth as we strive to attain the highest standards in everything we do.

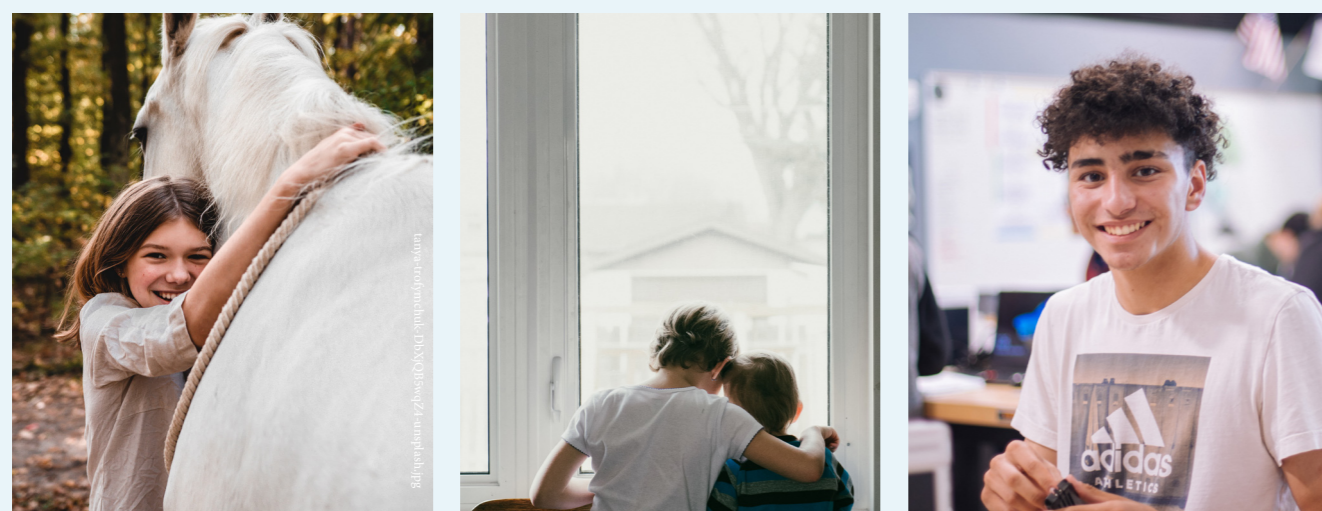
Respect – We are committed to a culture of mutual respect between Board, staff, clients, and funders. We listen with an open mind to what people have to say and value their diversity and contributions.

Equality – Empowerment Plus believes in a fair and inclusive society. We work actively to ensure children and families can reach their full potential and the opportunity to live happy, healthy, and secure lives.



Why there is a need for Empowerment Plus¹

- The Child and Family Agency managed 69,712 referrals to Child Protection and Welfare Services in 2020 that required either a social work response or family support services.
- There were 5,882 children in care at the end of 2020, 91% of whom were in foster care.
- At the end of 2020, 2,943 young adults were in receipt of aftercare services.
- 2,452 children were homeless in Ireland as of the end of 2020.
- 1 in 4 children with disabilities were placed on reduced timetables at school.
- 2,229 young people on waiting lists for Child and Adolescent Mental Health Services (CAMHS) by December 2020.
- There was a total of 36,649 services users registered on the National Ability Supports System (NASS) at the end of December 2020. This was an increase of 64% from the 22,434 records reviewed in 2019.²
- During 2020 there were 29,717 contacts with Women's Aid, an increase of 43%.³



¹ Source: Child and Family Agency; Children's Right Alliance.

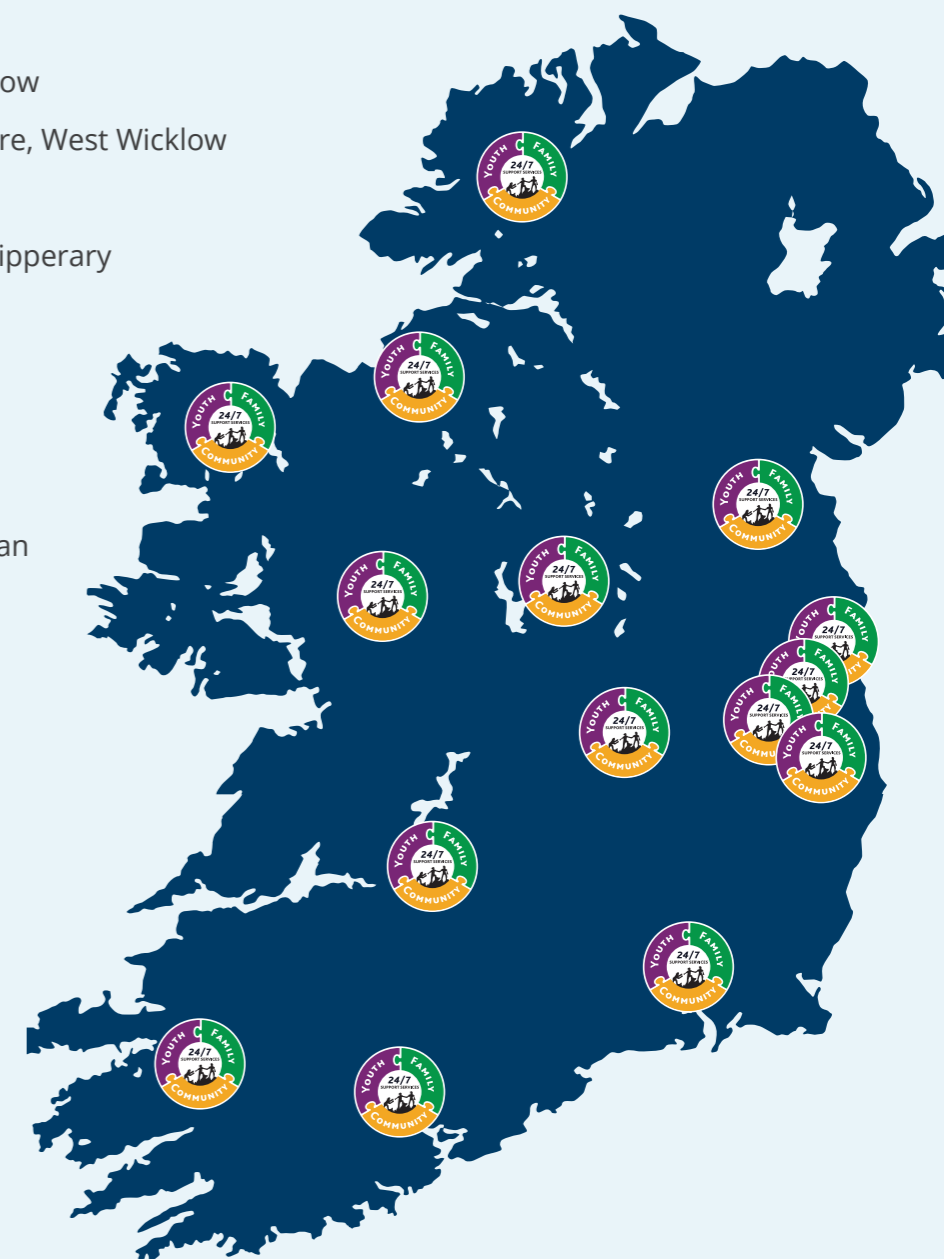
² NASS is a national database that records information about Health Service Executive (HSE) disability-funded services that are received or required because of an intellectual disability, developmental delay, physical, sensory, neurological, learning, speech and/or language disabilities or autism. Mental health as a type of disability is also recorded on NASS where an individual is in receipt of a HSE disability-funded service. This may occur where the individual has more than one type of disability or where no suitable mental health service is available. HSE disability-funded refers to the budget the HSE uses to fund services for people with disabilities. A person is eligible to be registered on NASS if they receive or require (now or within the next five years) a HSE disability-funded service. The purpose of NASS is to gather information to aid the planning, development, and organisation of HSE disability-funded services.

³ Women's Aid Impact Report 2020.

Where We Operate

The service operates in the following Tusla/HSE areas:

- Dublin North
- Dublin North-East
- Dublin South Central
- Dublin South-East / Wicklow
- Dublin South-West /Kildare, West Wicklow
- Midlands
- Carlow Kilkenny /South Tipperary
- Waterford / Wexford
- Cork
- Kerry
- Mid-West
- Sligo / Leitrim / West Cavan
- Donegal
- Cavan / Monaghan
- Louth / Meath



Our Services

Child Protection Support Services

- Individualised one-to-one support
- Individualised plans working on all areas of assessment
- Short and long-term support
- Crisis cases supported by our 24/7 on call service

Supervised Access and Supervised Transport

- Supervised Access is family contact provided in a formal setting for an agreed period and frequency which is supported and supervised by Empowerment Plus staff.
- Supervised Transport ensures that children get to attend school, meetings with family members, and other necessary appointments in a safe and secure manner.

Family Support

- With a focus on early intervention and the promotion and protection of the health, well-being, and rights of children and their families, Empowerment Plus deliver family support services in communities nationally.

Community Support

- Empowerment Plus provide community support in outreach work and 1:1 support building positive relationships with children and families in the communities that they live in.

In Care Support

- One-to-one support preparing young people for independent living.
- Support to fostering placements to prevent placement breakdown.

Aftercare Support

- Aftercare support for young people moved into independent living.



People Learning Universal Skills (PLUS) Programme

Our PLUS Training Programme is presently located at Mellifont Abbey, Collon, Co Louth where access to their vacant workshops has been provided by the Cistercian Community as a venue to assist children with particular social difficulties.

Our PLUS programme is an area-based project which provides a multi-skills training intervention to young people and families. We work on people's skills both socially and academically through group work and one-to-one guidance. The PLUS Training Programme focuses on such experiential learning as:

- Woodwork
- Horticulture
- Arts and Crafts
- Outdoor educational activities
- Teamwork
- Numeracy and Literacy
- Life skills
- Social skills
- Problem solving skills



NUMERACY AND LITERACY

Activities are conceived and developed to promote greater vocabulary development & mathematical understanding through means of fun, mind engaging, thought provoking games and puzzles.

HORTICULTURE

This enables young people to learn and grow their own produce from seed to home which in turn promotes healthy eating. The act of nurturing also teaches responsibility & patience with sensory improvement and further development of social skills.

24/7 On Call

- A 24/7 On Call service is provided to young people and their family seven days a week where the outreach worker is available out of office hours.
- A member of the Local Management Team who is familiar with the case is always on call for crisis intervention and service support 24/7.



Our Work: Activities in 2021



These services were provided by a total of 150 Empowerment Plus employees over the course of the year.

Governance

Empowerment Plus CLG is a non-governmental, non-profit, community-based organisation providing individualised services, tailored to each young person, aged from 0 to 21 years, and their family.

Empowerment Plus is governed by a Board of Directors with a minimum of seven members. Directors are elected to the Board for three-year terms and may serve successive terms to a maximum of nine years. The CEO, Tom Clogher, is not a member of the Board. Directors serve on a voluntary basis, with no remuneration.

Board Members	Role	Resigned in 2021
Frances Brown	Chairperson	
Aoife Sheridan	Secretary	
Ursula Collis	Board Member/ Finance Committee	
Pat O'Connor	Board Member	
Michael Lynch	Board Member/ Finance Committee	
Andrew Mawdsley	Board Member/ Finance Committee	
Lucy McKeown	Board Member	
David Williams	Board Member	29th September 2021
John Moorcroft	Board Member	16th July 2021
Orla Brady	Board Member	2nd December 2021

In practice the day to day running of Empowerment Plus is delegated to the CEO and in turn through a skilled management team and staff. However, some matters are reserved to the Board for decision in keeping with good governance.

The management team consists of the CEO, National Operations Manager, Area Managers, the Skills Instructor PLUS Programme, and the Office Manager. The CEO is directly responsible to the Board.

Empowerment Plus provides its services in accordance with:

- Charities Act 2009
- Child Care Act 1991
- Children First Act 2015
- Companies Act 2014
- Criminal Justice (Withholding of Information on Offences against Children and Vulnerable Persons) Act 2012
- Data Protection Act 2018 and General Data Protection Regulation
- Employment Acts and Equality Legislation
- National Vetting Bureau Children and Vulnerable Persons) Acts 2012 and 2016
- Protected Disclosures Act 2014
- Trust in Care 2005

The governing document of Empowerment Plus is its constitution.



Empowerment Plus is most grateful for the support of:



Appendix 1 Empowerment Plus Company Details

Chair

Frances Brown

Other Directors

Ursula Collis

Pat O'Connor

David Williams (Resigned 29 Sept 2021)

John Moorcroft (Resigned 16 July 2021)

Orla Brady (Resigned 2 December 2021)

Michael Lynch (Appointed 23 August 2021)

Aoife Sheridan (Appointed 29 Sept 2021)

Andrew Mawdsley (Appointed 29 Sept 2021)

Company Secretary

Pat O'Connor

Principal Bankers

AIB

Oliver Plunkett Street, Mullingar
Westmeath, Ireland

Principal Solicitors

Niall Cosgrove

Cosgrove, and Co. Solicitors,
50 Mount St, Commons, Mullingar,
Co. Westmeath, N91 PKF1

Principal Auditors

John Donnellan

Whelan, Dowling and Associates,
Unit 1+4, Block 1, Northwood Court,
Santry, Dublin 9

Registered Office

Unit 2, Brosna Bridge House,
Pearse Street, Mullingar, Co. Westmeath

Charity No: CHY19021



Appendix 2: Financial Accounts


Statement of Financial Activities (Incorporating an Income and Expenditure account) for the year ended.


Empowerment Plus Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2021

	Notes	Unrestricted Funds 2021 €	Restricted Funds 2021 €	Total 2021 €	Unrestricted Funds 2020 €	Restricted Funds 2020 €	
Income							
Charitable activities							
• Grants from governments and other co-funders	4.1	56,587	3,369,327	3,425,914	32,267	3,006,021	3,03
Other income	4.2	-	-	-	1,343	120,733	12
Total income		56,587	3,369,327	3,425,914	33,610	3,126,754	3,16
Expenditure							
Charitable activities	5.1	56,278	3,354,460	3,410,738	36,428	2,776,131	2,81
Net income/(expenditure)		309	14,867	15,176	(2,818)	350,623	34
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		309	14,867	15,176	(2,818)	350,623	34
Reconciliation of funds							
Balances brought forward at 1 January 2021	14	92,237	1,237,127	1,329,364	95,055	886,504	98
Balances carried forward at 31 December 2021		92,546	1,251,994	1,344,540	92,237	1,237,127	1,32

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Trustees on 20 July 2022 and signed on its behalf by:


Aoife Sheridan
Trustee



Frances Brown
Trustee


Empowerment Plus Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2021

	Notes	2021 €	2020 €
Fixed Assets			
Tangible assets	10	21,720	40,411
Current Assets			
Debtors	11	458,589	327,177
Cash at bank and in hand		1,185,830	1,666,545
		1,644,419	1,993,722
Creditors: Amounts falling due within one year	12	(321,599)	(704,769)
Net Current Assets		1,322,820	1,288,953
Total Assets less Current Liabilities		1,344,540	1,329,364
Funds			
Restricted trust funds		1,251,994	1,237,127
General fund (unrestricted)		92,546	92,237
Total funds	14	1,344,540	1,329,364

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the Board of Trustees on 20 July 2022 and signed on its behalf by:


Aoife Sheridan
Trustee


Frances Brown
Trustee





EMPOWERMENT PLUS

REGISTERED OFFICE
Empowerment PLUS
Brosna Bridge House
Pearse Street
Mullingar
Co Westmeath

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