

no care like home care



ANNUAL REPORT
2020



Tracy Carroll with Willow, age 4



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CEO'S REPORT

I am pleased and relieved to report that 2020 was a strong financial year for the Jack & Jill Children's Foundation with total income up 17% compared to 2019, despite the Covid-19 crisis. This is particularly impressive, given the sleepless nights and bleak financial shortfall we faced from mid-March onwards, when the pandemic cancelled our traditional fundraising calendar and closed our charity shops. We responded with our SOS Appeal and a complete digital switch that was spearheaded by our charity founder Jonathan Irwin and supported by the Odlums' team in Valeo Foods. That rapid response set the tone for a year of solid resilience from our community, as we stood together, and apart, on shifting Covid sands.

With the help of our Board, all of whom gave a huge amount of extra time freely and willingly, we took a firm hold of and managed and mitigated the risks through what is now a 2-year Covid Response Plan, something that was acknowledged by our Good Governance Award from Carmichael in 2020 which is a real badge of honour for the whole Jack & Jill team.

What I am most proud of is that our expert, experienced nursing team tailored the service and kept the support going for families across the country, while working closer than ever with the HSE and following all the guidelines and regulations to keep everyone safe, well cared for and connected. What we delivered was a combination of in-home nursing and phone support and, in total, we funded 94,000 hours of specialist home nursing care to our families across the country, in addition to 25,000 hours of hands-on, case management from our core nursing team. It took professionalism, courage and determination to do this for families, when so much other community respite was cancelled. Furthermore, our plan to extend our age range by one year to cover children from birth up to the age of six was implemented, on schedule on the 1st January 2021, again something we are immensely proud of.

Community really matters at Jack & Jill and our community supported us, to support them, all fully



backed up by the fast, steely action of our Board in navigating our way through the Covid storm. We received €200,000 through the Government's stability funding and our end-of-life service was acknowledged through a once off €100,000 government grant from the Minister for Health, Stephen Donnelly, for which we are very grateful.

We continued and are still making our case for additional funding from the HSE and remain cautiously optimistic that 2021 will be our breakthrough year for fairer funding for Jack & Jill, based on our reach, reputation and results across the country.

As the proud CEO of Jack & Jill, I am very grateful for the huge time commitment of our Board, our staff and our senior management team and the personal and professional support they gave to me in 2020. It was very fitting that Donal Kavanagh was awarded Trustee of the Year 2020 by The Wheel, just as he stepped down in November 2020 and we are very fortunate to have Maeve Beggs as our Chairperson or 'the governor' as we like to call her!

Thank You,

Carmel Doyle

CHAIRPERSON'S REPORT

Of course we wouldn't have a nursing service at Jack & Jill without the expertise of the nursing team, backed up by the passion, creativity and pragmatism of our fundraising, retail, finance and administration teams who rise to the challenge every year. 2020 was one of the hardest, for everyone, especially our charity shop team and volunteers who were stopped in their tracks through restrictions and shop closures. I want to thank everyone on the Jack & Jill team for their loyalty and perseverance.

I must also salute the hard work of my fellow board members and, in particular, the stewardship of Donal Kavanagh and Dan Murphy over many years for this wonderful charity. Their board retirement plans were shelved until we'd weathered the worst of the Covid storm in 2020 and I want to thank them for their dedication and to welcome Diarmaid Cunningham on board, as we review and refresh board skills and succession planning.

Throughout 2020, the real impact and value of the Jack & Jill model of care was there, in spades, for everyone to see. The SOS response from the public was overwhelming and I was so proud to take up the chair of a charity that makes such a difference to families across the country, week in, week out. Ours is a home and community-based nursing model that is firmly in line with Slaintecare policy by caring for children with highly complex medical conditions at home, in their community. That sense of purpose and community, to support local, is palpable while showing good governance and full transparency in action, with the money following the patient into the home. We were very happy with winning two good governance awards in 2020.

Throughout 2020, and in line with our Vision 2023, we continued our pilot scheme to extend our age range to six, with the full support of our board and as recommended by our CEO, management and nursing team. This age extension to six was made a permanent feature of our service going into 2021, giving our families that extra year of Jack & Jill support when they most need it. This would not, however, have been possible



without the huge energy and commitment of our fundraising team, and the generosity of our donors, many of whom seek no public acknowledgement, but are happy in the knowledge that their donation really counts at a local level.

Meanwhile, our business case to the HSE for additional funding was strengthened by a service that kept going through Covid. While our colleagues in the HSE recognise the value of our home nursing care service, delivered through a child and family centred model with no waiting list, we need the right level of investment to back that up. We are determined to make this happen as we approach our 25th year in operation in 2022.

We are a charity with a service that really works, set up by parents, for parents. Our primary challenges into 2021/2 are to meet the demand for our support from families, with some in need of emergency support as this pandemic continues. As chair, my aim is to realise our Vision 2023 and stretch that out further to 2025, while managing and mitigating risk, maintaining a quality, extended service and reinforcing this with a sustainable funding model.

Thank You,

Maeve Beggs

WHO WE ARE AND WHAT WE DO

The Jack & Jill Children's Foundation is an Irish children's charity set up by two pioneer parents in 1997 - Mary Ann O'Brien and Jonathan Irwin. They had walked a difficult care journey with their son Jack Irwin - a baby who'd suffered a brain trauma and had highly complex medical needs but, with the help of local nurses and friends, they managed to care for Jack at home until he passed away at the age of 22 months.

Using what they'd learned from Jack's short life, Jonathan and Mary Ann established the Foundation to ensure that families with children like their son could access the specialist support they needed through a practical home nursing care model that puts the child and the family at the centre, always.

Jack's home nursing care plan became the blueprint for over **2,600 children** who've been supported by Jack & Jill since then, including **376 children in 2020**. Today, families supported by Jack & Jill call this home and community based service their 'Gift of Time'. Time to do the normal things that so many of us take for granted like sleeping, shopping, taking the other children out for a walk, or just meeting a friend for a catch up, while their sick child is well cared for at home.

No Care Like Home Care

As a proud Irish children's charity, we believe that there is 'no care like home care' and the foundation of the charity is built on the corner stones of care, community, sustainability and governance, enhancing that unchanged vision that all families with children

who need our care can access us in those critical early years.

Our mission is one of empowering parents to care for their child at home, in communities across Ireland, ordinary parents faced with extraordinary care requirements and responsibilities. We deliver and support them through a service that provides and funds in-home nursing care and respite support for children up to the age of six with a range of neurodevelopmental issues including brain injury, genetic diagnosis and severe cerebral palsy: plus a service that also includes end-of-life care.

The way it works is that our core team of 15 Jack & Jill nurses act as case managers as we find and fund local nurses and carers to support the children and families under our wing, right across the country. We become a key part of the ongoing care regime for a family throughout their child's early years, from birth to six years of age, through an ongoing care commitment, whereby we fund up to 80 hours per family on a monthly basis. There is no waiting list or means test with Jack & Jill and this service operates 7 days a week, in communities across Ireland.

All along, our strategy has been to develop and extend our core service rather than diversify away from it, and that we did in 2020, despite Covid-19. In a year like no other, we tailored and kept that vital service going through Covid-19, funding and supporting over 94,000 hours in 2020, in addition to 25,000 hours from our core nursing team. We kept going, just like the families we support.



Nurse Mary Joe Guilfoyle with the O'Brien family, Kildare

Our Vision

All families with children who need our care can access us.

Our Mission

Empowering parents to care for their child at home, in communities across Ireland.

Our Service

We provide and fund in-home nursing care and respite support for children up to the age of six, with a range of neurodevelopmental issues including brain injury, genetic diagnosis and severe cerebral palsy. Many of the children we care for have undiagnosed conditions. We also provide end-of-life care for children under the age of 6, regardless of diagnosis.



CARE

Ensure children and families are supported and empowered at home because there is 'no care like home care'.



COMMUNITY

Grow and enhance Jack & Jill's community of care across Ireland through best practice, knowledge and partnerships.



SUSTAINABILITY

Create greater support and sustainability for children's in-home respite and palliative care into the future.



GOVERNANCE

Enhance our credibility as an organisation governed and managed in line with best practice.

HISTORY MODEL OF CARE

Our Jack & Jill model of care has evolved and grown since 1997 from a team of two people - Founder Jonathan Irwin and children's nurse MaryJoe Guilfoyle - to a nursing team of 15 highly skilled and experienced children's nurses, supported by two family liaison coordinators, who deliver a critical service to 376 families across the country, in turn mobilising a team of 700 community nurses and carers. This model of care is funded by a team of 20 people across fundraising, communications, finance and retail.

The initial blueprint and ethos of family centred care continues to be the foundation for the service provision. This model of care is underpinned by a Rainbow of Care showing the holistic nature of our service. Families refer to the service as *'The Gift of Time'*. Time to do the ordinary things that others often take for granted. Throughout the challenging climate that is Covid-19, we have adapted our model of care to meet HSE guidelines, as well as the care needs of our families. That flexibility is key to our service.

Significant advances in medical science, research and evidence-based care, technology and neonatal care

have now enabled and supported infants and children to survive longer with complex life threatening and rare conditions. Our core nursing team has been involved directly in the development of national policy and has been instrumental in the evolving paediatric palliative care movement.

Our Jack & Jill nurses have extensive experience in caring for babies, children and young people with a wide range of complex medical needs and life-limiting conditions and disabilities, including cerebral palsy, epilepsy and Rett syndrome, with different severity levels and complications including, but not limited to:

- Neonatal care
- Ventilator and tracheostomy care
- Wide range of physical and intellectual disabilities
- Peg feeding
- Infection control, first aid and patient manual handling.
- Life-Limiting Illnesses
- Congenital defects and disorders

The Rainbow of Care is reflective of the care and values of The Jack and Jill Children's Foundation



CONTINUITY THROUGH 2020

It was identified early in the Covid-19 outbreak that the children we support could be at higher risk of complications from the virus, and being under 16, they would not be offered a vaccine. Furthermore, a key question was and still is: who will mind a child with a highly complex medical condition if their primary carer was unable to do so after contracting Covid-19?

Our nursing team stayed in close contact with the HSE and continued to provide support via essential home visits and over the phone, always at the direction and invitation of the parent, as the primary carer, and observing guidelines. Support was individualised to each family. We continued to receive referrals and provided in-home nursing/respite support and end-of-life care to all who met our criteria, listening to the parent and following a Covid-19 protocol developed by our nurse managers to minimise risk.

We made it our immediate priority to offer information and guidance our families could trust, while keeping our nursing team as safe as possible. Our Jack & Jill coronavirus support pages were the most viewed on our website, with very positive feedback from families who really appreciated having someone to listen to their concerns and answer their questions during such an unsettling time.

Equitable and timely access to homecare and palliative care services for children with life-limiting conditions was more important than ever in 2020, particularly with so much community respite cancelled. However, every family was left to make their own decision about cocooning as we looked to the parent as the primary carer. Throughout 2020, we were operating at an average level of 70% in terms of in home respite hours, with the remainder of families being supported by weekly support calls by our specialist children's liaison nurses and home visits. It was hugely important to



Liaison Nurse Eilín Ní Mhurchú

maintain our end-of-life service and of the 36 Jack & Jill children who passed away in 2020, 24 received end-of-life support at home.

We delivered 94,106 homecare hours to 376 children, that's 76% of the 123,053 hours we delivered in 2019, which is strong performance. In addition, our core nursing team delivered over 25,000 hours, backed up by a further 3,300 hours from our Family Support team.

Advocacy is part of our DNA at Jack & Jill, with our original memorandum of association committed to 'advocate for the best possible medical care for seriously sick children in Ireland'. We continued to advocate for children under our wing in 2020, at both a local and at a national level, assisting parent carers to apply for all the services they can to assist them in looking after their child at home. The Covid-19 crisis has further highlighted the immediate need for further homecare and community respite supports, which must be a priority for Government linked to the Sláintecare Health strategy and equality of access to homecare services across the country. In the implementation of Sláintecare, long-term support and care in the community for people with disabilities and life-limiting conditions must be given as much consideration as acute hospitals.

Supporting Jack & Jill Families During Covid-19



376 families under our wing, with new referrals continuing



70% of families receiving in-home nursing support



Over 94,000 hours of home nursing care funded and delivered in 2020, despite Covid-19



Over 25,000 hours from core nursing team in 2020, plus 3,300 hours from family support



Essential visits and over the phone support for cocooning families continues



Money follows the patient into the home, via donation direct to family model

COMMUNITY REACH

Community was at the heart of everything in 2020, prompting supporters to answer our SOS appeal, which has developed into our 'Support Local Donate Local' campaign into 2021 and what is now a 2-year Covid Response Plan. We worked with a range of donors including private donors, businesses, schools, clubs and other local stakeholders to build our local *Care Capital* to support local families, demonstrating our county breakdown and community reach and asking people to donate to Jack & Jill in the knowledge their donations fund home nursing care hours for local children. Our Community Champion programme launched in 2020 and had strong initial support from local businesses, as well as bigger organisations with a local branch network, who want to demonstrate local support through Jack & Jill.

Championing the voice of children and their carers, sharing our expertise, and telling our story through traditional and digital media are an important part of our work. Increased time and investment towards digital media resulted in significant growth in 2020. We're committed to building the trust and respect of our communities and to attract more volunteers, something that was made more difficult through the pandemic, especially in relation to TY (Transition Year) students.



The O'Brien Family, Kildare

We believe that volunteering contributes to healthier and more resilient communities, as well as personal and professional development for the volunteer.



Tracy, Noah, John and Willow Carroll, Meath



Victoria Jamison, Mum Carole and Evie, Dublin

FINANCIAL SUSTAINABILITY

Achieving financial sustainability and meeting demand for our services were the two top challenges we faced in 2020, as we continued to take a focused approach to providing and targeting resources to deliver the greatest impact with the available resources. As an essential healthcare provider, we continued to maintain our service throughout all levels of restrictions, operating in line with public health guidelines. After all, we care for some of the most vulnerable in our society.

Fundraising is the lifeblood of our charity. It enables us to survive and fulfil our mission of empowering parents to care for their child at home, in communities across Ireland. We started 2020 with a calendar full of events to help raise the €3.7m we needed for critical services. However, by March 2020, the charity was forced to cancel all our physical event fundraising drives to raise the 80% of donations we rely on. The government restrictions also meant that we had to pull the shutters down on our nine charity shops at various points of the year.

The rapid digital transformation for all of society was something everyone at Jack & Jill had to embrace; from how we engaged with parents and nurses, to how we worked together, to how we fundraised and kept our finance and family payments system going. We invested heavily in our digital technologies to enable remote working and as a management team, experienced additional challenges managing a team who were working remotely and continue to do so. These swift and creative actions, coupled with the generosity of our supporters and the capacity of our reserves, have allowed us to weather this Covid crisis.

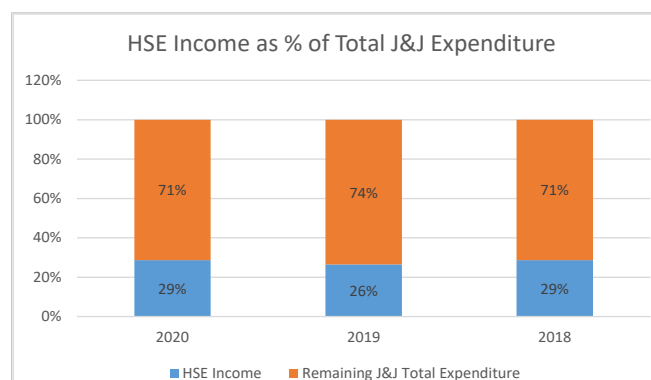
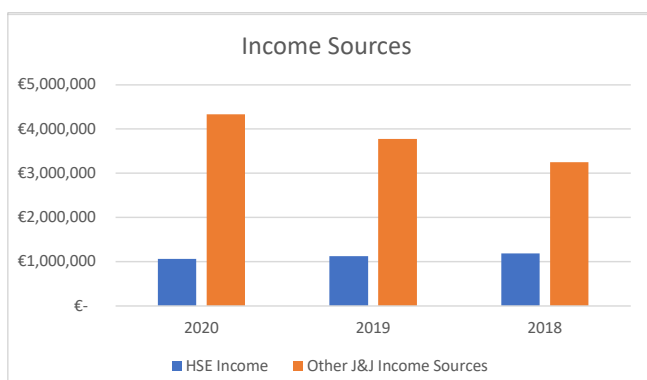
Early in 2020, we took a number of emergency cost reduction and SOS funding appeal measures to meet the financial challenges. We also conducted weekly Board conference calls from mid-March through to

June to ensure key stakeholders were up to speed with operational plans. Fortunately for us our families and supporters, including the HSE, mobilised as they know what could happen if we didn't have the funding. To help plug the gaping hole in finances, the charity issued an SOS appeal from April to June that raised over €530,000 and we also launched a strong Christmas appeal linked to a feature on RTE Nationwide that delivered private donations of €293,602 and corporate donations of €150,695 in December. That month we also took the decision to close one of our retail stores on the point of lease renewal which also affects future funding streams. We also gratefully received government support through the Wage Subsidy Scheme, €200,000 through the Pobal Stability Fund and an additional €100,000 from Minister Stephen Donnelly/ HSE for palliative and end-of-life care that will support us in our 2-year covid response plan.

Sustainability in 2020 was achieved through cutting costs and switching all fundraising online, while protecting our people. However, our funding remains an ongoing issue around sustainability of service provision, given we have to raise over 80% of our income annually.

A critical service with a strong case for more State funding:

Throughout 2020 and into 2021, we have continued to work in close partnership with our statutory funders, government agencies and colleagues in the community and voluntary sector. At the time of writing of this report, we have had strong engagement from the HSE in reviewing our current funding model and we will continue to make our case for more State funding via a multi-year sustainable funding model for the charity.



HOW WE ARE GOVERNED AND MANAGED

Protecting Our People and Our Community

When our office and retail stores closed to prevent the spread of Covid-19, the working lives of our staff and volunteers changed overnight. Finding new ways to communicate with staff and our community nurses and carers was crucial. Furthermore, weekly Board video conferences took place throughout Q2 2020 and this support proved critical during this very challenging time. Kitchen tables became desks, many colleagues navigated work with home schooling, and everyone struggled to adjust to a new normal. To ensure the safety and wellbeing of our staff and volunteers, we circulated updates on Covid-19, along with advice for home working. Our management team addressed key questions in weekly team video conferences and colleagues were able to feedback their experiences to the Board, in turn shaping our HR response to the crisis.

Adaptability and flexibility have been key as we found new, effective ways of working together while apart. Anxiety levels were high amongst our fundraising, finance and nursing team, particularly at the start of this pandemic, as we did not know the health consequences but we were determined to find a way to keep going, in safety mode. The families of our nursing staff were worried, as they continued on the frontline, but we took every precaution in terms of protocol and personal protection equipment (PPE).

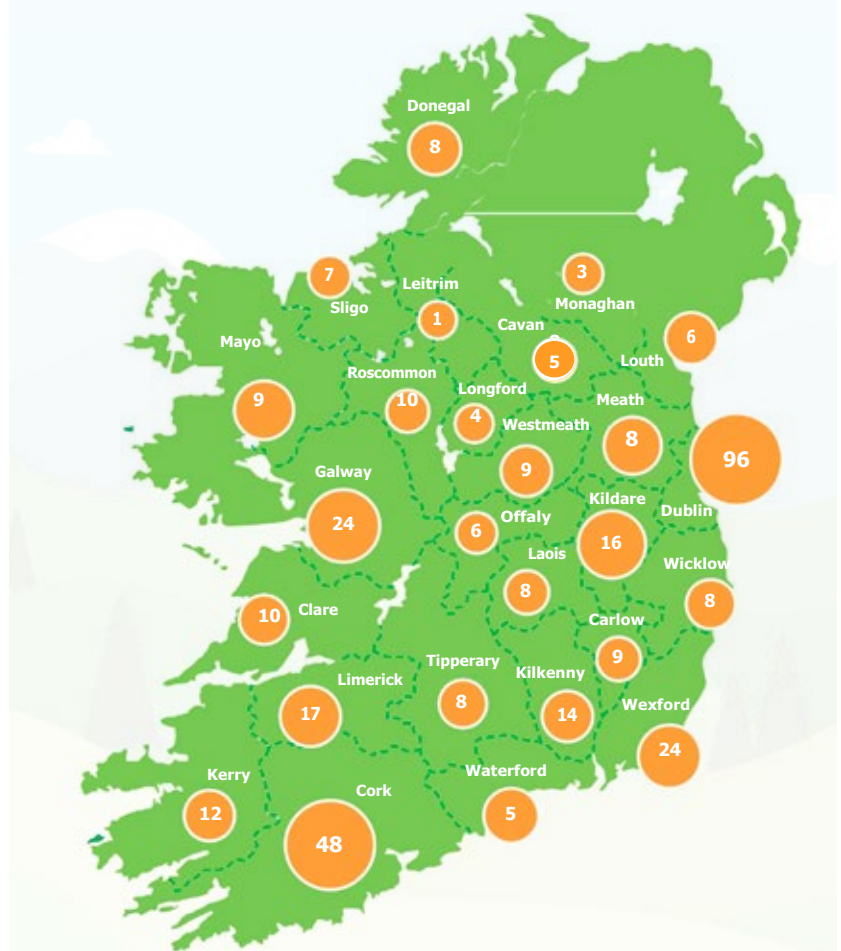
The cost of executing services also increased in many cases, due to the additional cost of ensuring staff were properly equipped with PPE. Self-care days moved online for our nurses. Beneficiaries were also affected at different stages, some requiring additional emergency funding as they came in and out of their Covid-19 bubble.

There are continued implications therefore for our charity income, expenditure and commitments from

2020 into 2021 in this 2-year Covid Response Plan. Resourcefulness and keeping up to date with an ever-changing medical landscape has been so important for Jack & Jill. This virus impacted rapidly on the whole country and keeping our team fully informed has been paramount. The professionalism, expertise and experience of our nursing team were tested, as was the resilience and creativity of our fundraising and finance team. We've all learned so much about ourselves, our team, our impact and our value in continuing to deliver and fund our frontline home nursing and end-of-life care in every community across the country.

However, the compassionate care provided in the private realm of home and family, the development of trusting relationships between families, children and nurse, and the mission of child and family centred care remain essentially unchanged.

Number of Jack & Jill Children Nationwide as of December 2020



How we are Governed and Managed

At Jack & Jill we believe that good governance must be demonstrated and earned. Our governance framework is there to encourage the efficient use of resources and to show transparency in and accountability for the stewardship of those resources. The Jack & Jill Children's Foundation is committed to operating ethically and being open, transparent and responsible in how we raise and spend our funds. More details of our governing policies and practices are contained in this report and on our website www.jackandjill.ie.

As an organisation we are fortunate to have a hard-working, diverse and dedicated Board of Directors who are fully committed to transparency and ethical fundraising. The Board ensures that the activities of the charity are consistent with its charitable purpose and aims.

Our Board operates to good practice guidelines for governance and has signed up to the Governance Code. The Board members give their time to Jack & Jill on a voluntary basis and receive no remuneration. We comply with the Charities Institute Ireland Triple Lock Standards, ensuring transparent reporting, good fundraising and governance. We publish an Annual Report and comply with SORP (Statement of Recommended Practice) standards and our accounts are externally and independently audited. There is a clear division of responsibility in the organisation, with the Board retaining control of major decisions in relation to our strategic plan and the CEO responsible for implementing policy within the authorities delegated to her by the Board. The role of Chairperson and CEO are separate, and all Directors are independent of the management of the charity.

In 2020, Board meetings continued to be held remotely and more regularly to maintain open lines of communication around operations, continuity of care for families, supporting our staff, financial resources and cash flow in order to enable swift decision-making. The board continued to give priority to achieving the highest standards of corporate governance, including strategic planning, financial management and fundraising.

Starting in 2020 and continuing into 2021, we examined our own governance architecture and re-constituted our four Board Sub-Committee of Audit Finance & Investment, Fundraising Communications & Retail, Nursing & Clinical and Governance & Compliance, with the goal being to carry out specific work delegated by the Board. The terms of

reference for these Sub-Committees focus on the following objectives:

- Harnessing the skills and experience of Board members.
- Enabling more time to be spent on specific matters such as nursing, fundraising, communications, risk or finance.
- Freeing up boardroom time to focus on policy, strategy and major operational issues.
- Facilitating the use of external members to support the Committee where key skills are not available on the Board.



We were the proud winners of a Carmichael Good Governance Award for our Digital Pivot in 2020, recognised for adapting to forced rapid innovation across the organisation. Welcoming the award, Maeve Beggs, Chairperson said, "The ultimate success for us has been measured not simply by the financial success of the pivot, with Jack & Jill revenues broadly in line with the original budget, but in the fact that our risk register has not expanded or raised any red flags as a result of this pivot. Most importantly, our critical home nursing service continued for families right throughout this Covid-19 storm. This award demonstrates innovation delivered in a balanced and fully risk managed and mitigated manner. The bonus is our new capability in consumer engagement models and fresh (now proven) ecommerce revenue models for 2021 and beyond."

We also won The Wheel's Charity Trustee of the Year Award, which went to Donal Kavanagh, the outgoing Chairman of Jack & Jill Children's Foundation, for his strong navigation of our charity journey with clarity and courage, cited as "a leader who clearly plots the journey ahead, the choppy waters, the skills we must have on board, while instilling his crew with a sense of purpose for the extra-special children and families under our wing. Donal's stewardship of the charity through good times and bad really shone through."

EVOLUTION OF VISION AND KPIs

EVOLUTION OF VISION 2023

Vision 2020/3

Board and management team, in consultation with staff, extended Vision 2020 to Vision 2023. Approved by the Board in December 2019 and published in our annual report. This is the basic road map to 2023 and this document highlights the Fiercely Important Goals (FIGS) behind the budget figures at Jack & Jill and how we measure progress via KPIs (Key Performance Indicators).

2021 – Develop & Extend

As a charity with a service that works, a solid track record and reach across the country, we want to develop and extend that service rather than diversify. Staying child and family centred is key and means designing and tailoring the support around the child and family. Our long-term strategy builds on what we do well, while finding ways to improve, working in collaboration with the HSE / community partners and demonstrating good governance. Making the pilot scheme to extend to 6 permanent from Jan21 and increasing the family donation rate from €16 to €18 in April21 are key goals for 2021; as are making the business case for increased HSE funding, while recruiting more corporate partners to sponsor hours for local families and tapping into that 'Support Local' sentiment, continuing the pivot to digital, while developing our retail arm and working around lockdowns.



2 Year Covid Response

With the onslaught of Covid-19 Jack & Jill's strategy was updated to deal with the impact of Covid-19 by tailoring our service and funding that service through an SOS Appeal which is now a 2-year Covid Response Plan. With full Board approval, we pivoted fundraising online rapidly, winning us both Good Governance and Charity Impact awards in 2020. The critical service continues throughout Covid and is tailored around families. Our retail arm is only recently (May21) out of our third lockdown.

2022 Sustainable Growth

Families rely on us more than ever in 2021/3. Achieving financial sustainability and meeting demand for services are the two top challenges we face. Our corporate and community drive is key to sustainable growth, with the focus on regular giving, rather than once off. We have a clear call to action to support hours for local families, requiring a big communications push in 2021. We are investing in Digital, CRM and upskilling. However, above all else, we need more HSE and Government funding and that is the key to sustainability and we have made a strong business case for extra funding this year and are awaiting a decision on same.

Care	Community	Sustainability	Governance
Team expansion and adjustments with 4 new nurses recruited in Erin, Siobhan, June and Anne, bringing our core nursing team to 15.	HR support thanks to Queally Group / benchmarking salaries with Charities Institute to ensure best practice.	Specialist IT providers contracted to improve our technology base.	DPO appointed and focusing on Governance and Compliance.
Counselling service for nursing team expanded.	Training budget and policy in place – good uptake into 2021	Strengthening fundraising and communications team.	Improved format of weekly meeting and management meeting, and Board guest spots working well.
Coventry Report Research implemented key recommendations re nurse self-care days, parent networks (2020 started with Roadshow in Galway, Limerick, Westmeath), moving to 6, family folders updated.	HR Audit completed and contracts update underway.	Connecting all staff to Vision and Budget and Fiercely Important Goals.	Board Sub-Committees reconstituted in 2021 with updated Terms of Reference.
Feedback via HSE homecare review very positive.	New website launched and updating literature, vision, mission, backdrops etc.	Search for new premises underway to further enable our growth plans.	Won Good Governance Awards x 2 plus Charity Impact Award
We were keynote sponsor, along with Laura Lynn and IHF at the Palliative Care Conference in Galway 2019.	Much stronger on digital marketing strategy, with focus on video stories.	Record fundraising year in 2020, despite Covid with SOS public response supporting us hugely across 2 year Covid response.	Risk Register implemented and discussed and updated at each Board meeting.
Endorsement of our service via Pobal Stability Fund + for Palliative & End-of-Life care.	We have spelled out our unique model of care and our marketing drive is playing to our strengths across country / county / ongoing presence in the home. RTE Nationwide a real showcase.	Big changes on the people side and investing in 2 new big systems 2020 (CRM and Finance Package)	Handbook / Director's Manual for Board in place alongside induction for new Directors.
Two big new projects for 2021 - moving to 6, as well as increase in donation to families.	Flipping the Switch on Local 2021.	Continue to ensure that services are centred on the child and their family and not on processes and funding streams.	Charities Governance Code implemented & Triple Lock Standards in place.
Part of the HSE Children's Palliative Care Strategic Advisory Group.	Advocacy more defined and evidence based.	We have transitioned from one man's story to our story, with that one man still involved.	Annual Reports 2017-2019 published (shortlisted in top 4 for Annual Report award)

MEET THE BOARD



Maeve Beggs

Entrepreneur, Company Director and Professional Manager, Maeve has built up one of Ireland's leading technology companies, the Helix Health Group, and is a member of Irish Institute of Training and the Corporate Governance Institute of Ireland.



Alan Bateson

Managing Director for Volkswagen Commercial Vehicles in Ireland, with strong experience in automotive, business management and strategic development, along with marketing and legal skills.



John O'Leary

Former Dublin All-Ireland winning captain, John brings a wide range of experience from his successful sporting, finance and banking career. He is involved in a lot of voluntary work, specifically with the GAA, supporting and training several teams.



John Sheridan

A Partner at Clearwater International Corporate Finance, John heads up its Global Food and Beverage team. He was previously the Managing Director of Corporate Finance at Key Capital and prior to that, a Director of Corporate Finance at Merrion Capital.



Catherine Logan

A media and communications strategist, Catherine runs her own agency and has been involved in the refurbishment, marketing and branding of The Johnstown Estate.



Diarmaid Cunningham

Chief Administrative Officer, General Counsel and Executive Vice President of ICON plc, a world-leading healthcare intelligence and clinical research organisation. With headquarters in Dublin, Ireland, ICON operates from 150 locations in 47 countries and has approximately 38,000 employees.



Oliver Sutherland

Chief Commercial Officer / Managing Director Findlater & Co at Valeo Foods, Oliver is involved in the manufacturing, distribution and marketing of a wide portfolio of consumer brands.



Martin Jacob

Board Company Secretary

Martin is a leading expert in Company Law, Corporate Governance and Company Secretarial Practice.

On behalf of the children and families we support, we want to acknowledge and thank our driven and dedicated Board of Directors for their continued service to the Jack & Jill Children's Foundation. All done voluntarily, without remuneration, the Board sits above the management team, directing strategy rather than day-to-day operations, which is the role of the CEO. Our Board members have a highly responsible and unpaid job in terms of good governance and financial performance of the charity, as the guardians.

Specifically, the Board of Directors is responsible for ensuring that the Foundation is compliant with the provisions of the Charities Act 2009, the implementation of which commenced in 2014. The Board ensures that the Foundation's activities support its vision, mission and objectives. As such, it oversees everything the Foundation does, monitoring all areas of performance, including its spending and is accountable to all key stakeholders. It gives Jack & Jill's CEO authority to operate the business of the Foundation and to fully account for, and report to, the Board on day-to-day operations and performance.

The key communication channels to and from the Board are:

- Board meetings
- Monthly financial reports
- Monthly meetings between the Chairperson and CEO
- Sub-Committee meetings and action plans across Nursing; Governance; Fundraising & Communications; Finance
- Annual review of Vision 2023

Board members give their time, commitment and leadership voluntarily and freely to the Jack & Jill Children's Foundation and they planned and directed a very strong performance in 2020, in line with our vision. For example, when the Covid-19 crisis hit in March 2020, this Board more than doubled its input and engaged on a weekly basis with the management team, lending their full support and attention to Jack & Jill's SOS Crisis Response Plan across both the service and the fundraising side of the charity. Their absolute commitment was evident in the huge



Source: Ness Porter Kelly art from the Incognito Collection.

time investment as weekly Zoom meetings were the norm, right up until June 2020. Once our crisis response was underway, the Board reverted to our regular calendar of meetings in 2020 and 2021.

We must acknowledge the fact that two Board members postponed their planned resignation to help deal with the crisis in 2020, namely Donal Kavanagh and Dan Murphy. Therefore, we were very happy to see this Board commitment being acknowledged by The Trustee of the Year Award for Donal Kavanagh, who accepted this on behalf of the whole Board. We can never thank Dan Murphy and Donal Kavanagh enough for their huge gift of time to Jack & Jill and both remain connected to the charity today. Dan was succeeded by Mr Diarmaid Cunningham who was appointed as a Director in January 2021. Maeve Beggs, our previous Vice-Chair, was appointed Chairperson of the Jack & Jill Children's Foundation in November 2020.

Communicating through Covid

In 2020, the Board met formally 7 times (2019: 5) but under the leadership of Donal Kavanagh, this Board also committed to weekly informal but crucial Zoom meetings from March to June 2020. Throughout the crisis we faced, we continued to give priority to achieving the highest standards of service delivery, corporate governance, strategic planning, financial management and fundraising.

Maeve Beggs	Chair	7/7
John O'Leary	Director	5/7
Catherine Logan	Director	7/7
Oliver Sutherland	Director	7/7
Alan Bateson	Director	5/7
John Sheridan	Director	7/7
Donal Kavanagh	Former Chairman	6/6
Dan Murphy	Director	5/7
Martin Jacob	Company Secretary	6/7

**Donal Kavanagh resigned as a director on 5th November 2020 and Mr Daniel Murphy resigned as a Director on 14th January 2021. We thank them for their exemplary service to Jack & Jill. Mr Diarmaid Cunningham was appointed a Director on 14th January 2021.*



Donal Kavanagh



Daniel Murphy

The Jack & Jill Children's Foundation is a company limited by guarantee, not having share capital and is also registered as a charity - Registered Charity Number (RCN) is 20036201.

Board Subcommittees

In further developing our own governance architecture and keeping us on track for Vision 2023, the Jack & Jill Board re-constituted our 4 Board Sub-Committees to further develop and carry out key aims and activities delegated by the Board across our 2-year Covid Response Plan 2020/21, consisting of:

- Audit Finance & Investment
- Fundraising, Communications & Retail
- Nursing & Clinical
- Governance & Compliance

Subcommittee members

Audit, Finance and Investment

Members : John Sheridan (Chair), Maeve Beggs, John O'Leary, Matt Hoban

Fundraising, Communications and Retail

Members : Carmel Doyle (Chair), Catherine Logan, Oliver Sutherland, Alan Bateson, Deirdre Walsh, Alie Sheridan, Matt Hoban

Nursing and Clinical

Members : Sandra Nolan (Chair), Carmel Doyle, Sinead Moran, Maeve Beggs, Eilín Ní Mhurchú, Catherine Logan

Governance, Compliance and Internal Audit

Diarmaid Cunningham (Chair), Maeve Beggs, Deirdre Walsh, Matt Hoban

ADDRESSING RISK AND MANAGING REPUTATION

Board, management and staff resilience and risk management have been critical in dealing with unforeseen risks in 2020. However, risk management alone does not eradicate risk, rather it provides a process and framework for assessing and managing risk in a controlled environment. This control assisted Jack & Jill to achieve its strategic goals and key to doing this was keeping our internal audience informed and motivated about our FIGs (Fiercely Important Goals).

Specifically, the adoption of a Risk Register, which is on the agenda at monthly management meetings and every Board meeting, has been beneficial in allowing the Foundation to identify, assess, and prioritise real and potential risks. Ironically, a pandemic like Covid-19 was not on the Risk Register pre-2020 and what was most difficult about dealing with the Covid Crisis was the fact that no one was able to predict an end to it. Even the most seasoned crisis managers struggled with the lack of the finish line to this crisis, which had real impact on staff and family morale and burn out, stress and grief were all predicted and very real risks to deal with. Our people knew they just had to keep going, but until when? Furthermore, some of our staff and their families had contracted the virus. Many of us knew friends and neighbours who died due to the virus or complications as a result of it, or people within our family and community who had passed away at a time when funerals were limited and grief was postponed. The simple question of 'How are you?' took on a whole new depth in terms of the answers we could anticipate, especially difficult over Zoom calls.

Risk Register

At Jack & Jill we know that risk can't be avoided, but most types of risk can be anticipated and therefore planned for. Our Risk Register is a monitor of all risks relating to strategy, rates their potential impact and outlines control measures and corrective actions that are put in place to mitigate against their affect. Throughout the year, we highlighted areas which potentially needed addressing including our: investment strategy versus liquidity; internal audit; updating reserves policy; governance architecture; GDPR compliance; nursing and clinical standards, and

staff review processes. However, staff fatigue and burn out was highest on the Risk Register and something that needed constant monitoring and attention from the management team. Some staff had to be persuaded to take a break, even though it did not feel like a break when working, living and staying at home during the worst parts of the crisis. Social Zoom calls where staff just caught up with each other, or marked a birthday or an anniversary, were more important than ever. We had already extended our supervision counselling for nurses as a service for all staff, and many people benefited from it.

Community and voluntary organisations, charities and social enterprises operate in particularly high-stress and high-risk environments, coping with uncertain funding streams despite the pressure and expectation of having vulnerable recipients so dependent on their help. It is important that all our people, whether as volunteers or paid staff, are aware of the risks involved and feel comfortable dealing with them.

We found it particularly challenging to recruit and retain new staff during this pandemic.

Internal Communications

The process of Board and management team buy-in at Jack & Jill and working with all stakeholders, including all staff, on these issues has improved communication, engagement and job satisfaction throughout the entire organisation. Our Vision 2023 is Work in Progress and all members of staff can make the connection between their job, their success and realising this Vision. We took time out to tick box the successes and to call out the failures and to be honest with people. At Jack & Jill, KPIs start with Kindness Performance Indicators and effective team work.

Having the name and awards for Good Governance and a clear Vision 2023 also allowed us to pitch to and win several large Corporate Social Responsibility contracts and partnerships based on our diligence, transparency, Triple-lock status, and governance compliance. The Board is spearheading our Good Governance approach which starts with Risk Management and is populated with strong Action and Compassion.



2020 Risk Management Examples

The key governance issue addressed by the Jack & Jill Children’s Foundation in 2020 was the Board and Management’s rapid adaptation to assess, manage and mitigate an entirely new and unfamiliar torrent of unexpected risks, thrust upon us by Covid-19’s impact on our traditional funding model.

The urgent need for action arose from our requirement to adapt to and ultimately overcome the fundamental threat to our fundraising activities. This required a rapid pivoting of our funding model from the traditional (charity shops, large events, school programmes, roadshows) to a predominantly online and ecommerce-centric model to compensate for the projected loss of income. The initiative implemented by the Board is more notable perhaps, as it was a coordinated, rapid adaptation to previously non-existent risks for Jack & Jill, as we pivoted the operating and revenue model in a matter of weeks.

The Board and management team quickly realised we would have to pivot the business. That meant innovating for new ways to deliver the Incognito art sale and launching an emergency SOS (Save our Service) campaign, using every social and traditional media available, while putting governance and GDPR structures in place to mitigate any risk to the charity. This resulted in a new Business to Consumer (B2C), e-commerce model tailored for charity. Whilst

Incognito’s new online store’s challenge was specifically around payment processing, GDPR and other related considerations to comply with Charity Code, the SOS appeal was a more practical challenge, as we asked people to raise funds and awareness on social media, utilising viral marketing videos and building network momentum.

Necessity is the Mother of Innovation

Throughout the year, payment platform risks were paramount along with online fraud prevention and GDPR, but there was an extensive range of additional risks and new challenges, where we had little experience. The alternative was unthinkable, resulting in the closure of our retail arm, the cancellation of key events and a devastating impact on our ability to raise the funds to support our vital service. Hence the maxim ‘Necessity is the Mother of Invention’ or in our case ‘Innovation’.

We had to educate ourselves on all the risks. Assess them, mitigate them and be satisfied that the proposed pivot model was safe, sustainable and in line with the Charity Code. We had to be sure that the related risks to proposed innovations were balanced with the expected reward and could be fully understood, managed and mitigated satisfactorily. The success of our weekly Board meetings and engagement, as we pivoted the Revenue Model, is reflected in the fact that we do not have an enhancement of our Risk Register as a result the initiatives taken and our funding targets were mostly achieved. The cloud-based, online world, video Board meetings, data sharing and increase in online payment processing were all firsts for Jack & Jill, with a traditional funding model. To sell the entire 2,700 Incognito art collection online in minutes, with 15,000 visitors to our new online store, was such a great business to consumer (B2C) result, giving us digital confidence.

Our Governance & Compliance Board Sub-Committee was faced with a whole side swipe of different risks we had never dealt with before, such as online -centric activities, payments online, B2C engagement at scale and all at rapid pace. We also had to address things like phishing, scamming prevention, emails, clinical file protection, anti-money laundering considerations, additional layers of GDPR and potential fraud and “Passing off”. This was done against a backdrop of



nurses communicating and collaborating more by means of electronic records, continuance of urgent care provision, along with PPE considerations and staff working from home. We were delighted to be successful in being awarded the 2020 Good Governance Award from

the Carmichael Institute for this adaptation to forced rapid innovation across the organisation. For Jack & Jill, Covid-19 was not just a change catalyst, but a change accelerant, that makes us stronger.

Lobbying

In relation to lobbying activities, we abide by the Code of Conduct for persons carrying on lobbying activities under the Regulation of Lobbying Act and we are totally up to date and are fully compliant.

Board Induction and Education

All new Directors are required to go through an induction process, which includes exposure to the

aims and purpose of the Foundation and how they are being fulfilled; the role and duties of Directors; financial and risk management. The process includes an induction pack provided to each new Board member with a range of documents to assist the Director to learn more about Board procedures and governance and homecare services. Directors meet with the Chief Executive, other members of the Executive Management Team and other staff. They also talk to Jack & Jill families directly, in order to gain a better understanding of the services we provide. The training, time and emphasis by the Board on good governance has reinforced the overall ethics and values of the Foundation, in line with our 'Vision 2023' for which governance is a cornerstone. This was all done online in 2020 in terms of recruiting new Director Diarmaid Cunningham, ICON plc.

Remuneration and Addressing the Gender Pay Gap

The Board give their time to The Jack & Jill Children's Foundation on a voluntary basis and receive no remuneration. Staff remuneration aims to match the relevant job market, within the bounds of fiscal

	% of Workforce		Mean Hourly Rate		Mean Gender
	Men	Women	Men	Women	Pay Gap
Lower hourly pay quarter	45%	55%	€ 11.88	€ 12.02	-1%
Lower middle hourly pay quarter	0%	100%	€ -	€ 16.89	n/a
Upper middle hourly pay quarter	0%	100%	€ -	€ 27.96	n/a
Upper hourly pay quarter	18%	82%	€ 39.06	€ 35.93	8%
Total	16%	84%	€ 19.27	€ 24.02	-25%
Median Male	€ 12.00				
Median Female	€ 24.48				
Median Gender Pay Gap	-104%				

responsibility. We benchmark pay scales, also ensuring that there is no difference in pay based on gender. We have put the €90,000 pay rate of our CEO in the public domain.

Specifically, we undertook research into gender pay gap for the snapshot date of 31 December 2020. We wanted to test where we stood with the sector 'norm' whereby female leaders in the voluntary, community and charitable sector are being paid an average of 15.2% less than male counterparts, according to research published by The Community Foundation for Ireland and The Wheel, in November 2020.

Understanding the particular challenges that may be faced by women in attaining the most senior management levels is critical. Committing to overcome those challenges as an organisation can be a determining factor in organisational success in reducing gender pay gap, increasing female participation and development, and providing a more equitable, fair and just organisation for all employees.

84% of our Jack & Jill workforce of full-time employees are female and we were happy to report to the Board that we are ahead of the national curve and that there is not a significant pay gap based off female gender with our Foundation. Splitting the numbers by hourly pay quartiles also allowed us to look closely at the fact that more males may be working at higher levels of management and we are happy to report that Jack & Jill bucks the trend in that case also.

We consider our Foundation to be a progressive organisation and we are proud to demonstrate that women leaders bring a different perspective to resolving social justice, equality and many other issues facing our communities. Their talents, skills and ability are a key part of the solution to these issues. We see the negative effects of the gender pay gap through our work and can play an important leadership role in doing better. Proactively providing equal pay will bring significant benefits to organisations, and more importantly to society overall. In doing this we can better practice our values while also ensuring we are benefiting from a broader set of experiences and expertise to best serve the needs of those we support, and to better reflect the diversity of our population.

Diversity & Inclusion

At Jack & Jill we celebrate the richness of our diverse employees, volunteers, families and the communities we serve. We are actively committed to building a culture of awareness and belonging throughout our Jack & Jill Community of Care, as we strive to ensure we are a welcoming, inclusive, and culturally competent organisation. As we work to make a difference in people's lives, we are dedicated to respect, equity, and the engagement of those we serve and our employees.

To help with realising our Vision 2023, we foster a diverse and inclusive culture where our employees are encouraged to learn and grow, while making a meaningful difference to the lives of those we care for. Our nursing team have participated in cross cultural studies conducted by DCU students, whereby family norms and traditions in caring for children with a high level of disability have been documented and discussed amongst the team.

We want to ensure that each family, employee and volunteer feels welcomed, comfortable, and included in our environment at all times. We value different perspectives and welcome conversations about race, gender, religion, sexual orientation, socio economic status, culture and mental and physical health and wellbeing. Because it takes everyone to build healthier communities. Our Board works in close collaboration with the senior leadership team to foster an environment that values diversity in all aspects of our culture and operations.

Sustainability

Usually, when making the case for sustainability we are talking about financial sustainability at Jack & Jill. However, that changed in 2020 as Jack & Jill's senior management team got involved in PR and charity sector working groups in the area of sustainability in terms of sustaining the planet for future generations. Considering on our switch to digital for fundraising, with less emphasis on paperwork and leveraging the reputation of Jack & Jill as the charity that has recycled mobile phones, lego and clothes as a currency for care, we have a good base to build on.

THE POWER OF STORYTELLING

Climbing a hill for Hannah

Reporter THOMAS LYONS caught up with the Cassidy family in Sherwood who are being supported by the Jack & Jill Foundation, which this month is urging people to walk up a hill for Jack & Jill.



Reporter THOMAS LYONS caught up with the Cassidy family in Sherwood who are being supported by the Jack & Jill Foundation, which this month is urging people to walk up a hill for Jack & Jill.

“They spend time with Hannah, they do her hair, they play and just interact with her...”

'We missed Jack and Jill lifeline'


Cork dad Tommy Cliffe tells CHRIS DUNNE how they missed the respite care offered by the Jack and Jill Foundation during COVID-19, and why they are glad to have the miracle workers back



Tommy Cliffe says the respite care was a lifeline for his family during the COVID-19 pandemic. He describes how the Jack and Jill Foundation provided essential support when other services were unavailable. He expresses his gratitude for the staff and volunteers who kept his children safe and happy during a difficult time.

I'm getting rewards I never expect

Jonathan Irwin started the Jack and Jill Foundation in the wake of a personal tragedy. It's a pattern of making something positive from difficult times that runs through his whole life, including now, writes Emily Hourigan



Jonathan Irwin started the Jack and Jill Foundation in the wake of a personal tragedy. It's a pattern of making something positive from difficult times that runs through his whole life, including now, writes Emily Hourigan.

Call for school supplies for children in direct provision

2 News

27,000 foreign birth certs in limbo

Department stopped processing such registrations due to Covid-19



There is a call for school supplies for children in direct provision. Additionally, there is a report that 27,000 foreign birth certificates are in limbo because the Department stopped processing such registrations due to COVID-19.

LIFE live it w

A devoted single mum told how following gruelling rounds of IVF her miracle baby was born, but the shocking news that he may never walk, talk or eat crushed her.

Revealed: Dubliner Nina Fitzpatrick said without the tireless support from the Jack and Jill Foundation she would have fallen apart.

Nina told the Irish Mirror: My path to getting Jack was a very strange hard one. I don't know what normal motherhood is like because I only know our world.

"I had a number of rounds of IVF before I had Jack so I went into this whole world of being a mum by myself. I was very much career driven and thought there's no man in my life at the moment, so I'll go it alone."

"All that comes along with being a single parent is tough and in my former life I was a HR manager. I worked in a very corporate world, it was suits and meetings, it's like night and day the way my life has changed."

"I'd always wanted to be a mum, and then a miscarriage, I thought that was the hard bit, but that was child-play compared to when Jack was born."

"When I was pregnant I was told there was something wrong each time I went for a scan in Liffes Street. They would say, he's very small, there's fluid, heart problems, but at 33 weeks they said there's a genetic issue. It ruined the rest of the euphoria of my pregnancy, it was just constant worry."

"He was so tiny he had a condition called IUGR, intra uterine growth restriction."

"They were anxious to get him to 37 weeks, so I went in for a C-section. Jack's entrance to the world was a dramatic one, the loving mum continued."

"It was like a scene out of ER, there were about 12 people around me when Jack came out, he took one breath and stopped breathing. Jack was the hard bit, but that was child-play compared to when Jack was born."

"When we got home it was such a struggle to get him to feed, he was screaming."

"The public health nurse was concerned as he wasn't growing and so we went to Temple Street. I thought I might be on a feeding tube and they put him on a feeding tube and he still didn't take to this day."

"This tube that went up through his nose and into his stomach, I had to be trained in how to pass that tube, it was quite horrific."

"If you do it wrong you could almost drown him with food."

"He had to be tube fed with every two hours with severe reflux, I didn't leave the house for weeks, I felt like a prisoner in my own home. This machine took over my life, the first few months of Jack's life passed as a blur."

"We were back and forth to the heart team in Crumlin, it was all just



Well EXCLUSIVE

Never forget the consultant on Temple Street telling me I'd be doing the job of other mothers...

A single mum Nina Fitzpatrick full of praise for support she and her disabled son Jack have received from Children's Foundations charity

...I was told the mortality rate is quite high. There was a 40 per cent chance he might die in childhood. I just thought, 'we already had a nightmare year and now I'm being told my child may not have much of a life and might die.' I felt both myself and Jack have been given a life sentence, after this appointment I gave up hope. 'I wasn't just a carer, I was a nurse, tube-feeding, I thought this wasn't the life I envisaged for me and my child.' With perseverance and hope Nina has helped Jack to thrive as best he can and he continues to reach some very special milestones in his own very special milestones. 'I can't speak but he communicates, the team at St Michaels House and Child Vision are amazing. He is almost blind in one eye, so he attends child vision too, he suffers with his arms too, they're fused at the elbow, so he'll never have full function of his arms either, he finds it hard to play with toys. He communicates by pointing at things and touches things he wants. Most of the time he shows me what he wants. He has a little Kay walker, a little frame and he lies on his back on that now, that was our lockdown one project. He became very proficient in the first lockdown, he's getting better at holding his hands and walking.

LOVING CARE
Nina Fitzpatrick and her son Jack

TREK-MENDOUS
Nina and Jack at Christmas

FUN TIME
Jack enjoys the outdoors

ON THE MOVE
Jack on his Kaye walker

DOING HOME
Nina and Jack



By **SIOBHAN O'CONNOR**

BEAUTY BUZZ

By **KATIE GALLAGHER**

They say you are never fully dressed without a smile. So make dental wellness part of your 2021 self-care routine and invest in our best dressed pearly whites. With many of us missing out on dentist appointments and checkups due to restrictions, putting your own oral care on top of the priority list has never been easier with these revolutionary products.

GADGETS GALORE
Whether it's whitening products, electric toothbrushes or even the first ever '365 Toothbrush' Irish company 'Teeth Whitening Fairies' have got your home oral health covered. Owner Aisling Burke's range of 'Whitening Fairies' products designed to clean and whiten teeth from the comfort of your own home. These include an innovative '365 Toothbrush' for only €99, an at-home teeth whitening kit for €65, and the Sonic Toothbrush for €100.

THE FULL PACKAGE
Spotlight Oral Care's Ultimate Total Care Bundle is €168.00. Sticking with spotlight on leading Irish businesses in the field, Spotlight Oral Care's Ultimate Total Care Bundle is a game changer to your brushing routine, comprising everything from Teeth Whitening Strips to dental floss. Also packed with their signature toothpaste, mouthwash and sonic toothbrush, this range is one stop shop for your everyday oral health needs. Created by Galway born dentist duo and sisters Dr Lisa and Dr Vanessa Crowen, this is the ultimate set to kick start the whitening and strengthening teeth process.

POLISHED AND PRACTICAL
A firm favourite in home oral care, with an aim to create a cruelty-free, vegan and luxurious answer to oral care and safe ways to care for and whiten your teeth at home or on the go. From their luxury Whitening Paste and Mouth Care, which gives silver in colour, to their 'Toothpaste Tablets' an environmentally friendly addition to your everyday regime which contain the perfect amount of 'toothpaste' to transform your teeth - these are sure to clean your teeth.

ROUTINE
And for those looking to up their oral care routine, their newly released Bamboo Toothbrush and soft CB is veggie friendly BPA and Fluoride free.

For more info see [jackandjill.ie](#)

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A SWORDS DAD'S CLOSE SHAVE TO AID JACK AND JILL

PAUL'S HAIR RAISING FUNDRAISER FOR JACK AND JILL FOUNDATION

IRISH DAILY MIRROR
THURSDAY 21.01.2021

Mum tells of 'massive' help Jack & Jill have been to her

State backing: Children's charity which offers home help to six Longford families in funding plea



Ann Cooney has written to the Minister for Health, Simon Harris, asking for state backing for the Jack & Jill Children's Foundation. She says the charity has provided a "massive" amount of help to her and other families in Longford.

Ms Cooney, who is a mother of three children, says that her youngest child, Jack, has a severe learning disability. She says that the Jack & Jill Children's Foundation has provided her with a range of services, including home help, respite care, and financial support.

She says that the charity has been a "lifeline" for her family and that she is grateful for the support that they have provided. She is now asking for state backing for the charity so that it can continue to provide this support to other families in Longford.

ht fire

Fire broke out at a house in Carrickmacross, Dublin, on Tuesday night. The fire was caused by a gas boiler and spread to a very large fire. The fire was extinguished by the fire service and no one was injured.



Pupils climb hill for Jack & Jill!

By SHIRLEY

80 pupils from the Ballymore National School climbed a hill for the Jack & Jill Children's Foundation on Tuesday. The pupils were accompanied by their teachers and parents. They were carrying orange balloons and a banner that said "We Climbed A Hill For Jack & Jill".

The Jack & Jill Children's Foundation is a charity that provides support to children with disabilities. The pupils' fundraising efforts will help the charity to provide this support to other children in the area.

Maura skates off DOI

By SHIRLEY

Maura Higgins has skated off the top of the Irish Open Ladies Curling Championship. She won the final against her opponent, securing a victory that was well-deserved.

Higgins has been in excellent form throughout the tournament and her performance in the final was no exception. She showed great skill and control, leading her team to a comfortable victory.

This win marks a significant achievement for Higgins and her team. It is a testament to their hard work and dedication to the sport.



Baby's distressed cry alerted garda to blaze after chip pan caught fire

By SHIRLEY

A baby's distressed cry alerted a garda to a fire in a chip pan in a home in Carrickmacross, Dublin. The fire was caused by a gas boiler and spread to a very large fire. The fire was extinguished by the fire service and no one was injured.

The garda was alerted to the fire by the sound of a baby crying. She went to the house and found a large fire in the kitchen. She called the fire service and they arrived shortly afterwards.

The fire was caused by a gas boiler that had caught fire. The fire spread to a chip pan and then to the rest of the kitchen. The fire service was able to extinguish the fire and no one was injured.



New car sales limping along at half their usual number

By SHIRLEY

New car sales in Ireland are down to half their usual number. This is due to the economic downturn and the impact of the COVID-19 pandemic. Many people are unable to afford a new car and many dealerships are struggling to sell their inventory.

The Irish Motor Vehicle Industry Association (IMVA) has reported that new car sales in Ireland are down by 50% compared to the same period last year. This is a significant decline and it is expected to continue for some time.

Dealerships are struggling to sell their inventory and many are offering discounts to attract buyers. However, the economic situation is not expected to improve in the near future.

Connell's kit: Now's your chance to get your hands on GAA shorts from 'Normal People' ... and all for charity

By SHIRLEY

It's your chance to get your hands on GAA shorts from the hit TV show 'Normal People'. The shorts are available for purchase and all the proceeds will go to charity.

The shorts are a replica of the shorts worn by Connell in the show. They are available in a range of colors and sizes. They are available for purchase from the Jack & Jill Children's Foundation.

The Jack & Jill Children's Foundation is a charity that provides support to children with disabilities. The proceeds from the sale of the shorts will help the charity to provide this support to other children in the area.



The shorts are available for purchase from the Jack & Jill Children's Foundation. They are available in a range of colors and sizes. They are available for purchase from the Jack & Jill Children's Foundation.

The Jack & Jill Children's Foundation is a charity that provides support to children with disabilities. The proceeds from the sale of the shorts will help the charity to provide this support to other children in the area.

18 NEWS

Guess who? Band of Kilkenny artists go undercover for charity art sale

By SHIRLEY

A group of 13 talented Kilkenny artists have gone undercover to raise money for the Jack & Jill Children's Foundation. They have sold their art at a charity art sale and the proceeds will go to charity.

The artists are from Kilkenny and they have been working together for many years. They have a range of talents and they have created a wide variety of art. They have sold their art at a charity art sale and the proceeds will go to charity.

The Jack & Jill Children's Foundation is a charity that provides support to children with disabilities. The proceeds from the art sale will help the charity to provide this support to other children in the area.



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COMMUNICATIONS

A vital part of our work is raising awareness and funds by demonstrating real impact through the voice and experience of our families and the expertise of our nurses and we tell these 'Jack & Jill & Me' stories across digital and traditional media. Our increased time and investment in digital media, in particular, paid off in 2020 through tangible results and that digital drive continues into 2021/3.

In comparison to 2019, we had a 19.5% increase in our Twitter audience in 2020, 9.6% in Facebook and a whopping 160.6% increase in our Instagram followers with the actual audience figures listed below. We have been monitoring the trends in social media across lockdown too, with more women in the 40+ age bracket likely to use Facebook as their preferred fundraising platform, and that augured well for us through the SOS campaign.

Our overall reach was 183,720,689 in 2020 as we continued to provide informative and engaging social media content in 2020, with a clear call to action in terms of donating money to Jack & Jill to support specialist home nursing care hours for local children; while informing people of the shortfall we faced March

2020 right through to December 2020. This was evident in online donations across the year, sparked by our SOS campaign, a new online Auction involving the GAA shorts of one Paul Mescal that attracted front page headlines; our Autumn Up the Hill for Jack & Jill campaign; followed by our Christmas Appeal that resulted in a wonderful feature on RTE1 Nationwide, with 600,000 viewers tuning in. Across the year, the SOS response was phenomenal both in terms of raising awareness and funds.

2020 Social Media

Followers



2019 - 41,199

2020 - 45,144

9.6% increase



2019 - 1,002

2020 - 1,453

45% increase



2019 - 3,184

2020 - 8,297

160.6% increase



2019 - 3,543

2020 - 4,234

19.5% increase

Media Coverage

The media coverage we generated in 2020 through real family impact stories from across the country, meant that Jack & Jill remained top of mind with our core audience, as we were very clear about the shortfall we faced as a result of Covid-19 cancelling so much traditional fundraisers, while it was essential that our critical service keep going, just like the families we support. We kept updating our message and targets across this SOS campaign, as momentum was built and our family and supporter base embraced the campaign themselves, carrying our appeal and demonstrating where the money goes with Jack & Jill.

Our Jack & Jill & Me campaign was embraced by families endorsing and supporting Jack & Jill's vital service and what it meant to them. This SOS campaign moved from a Jack & Jill led appeal to a community-based, generic appeal across every county and spearheaded by families. This digital campaign was generic rather than paid for in terms of media, as our community highlighted the real impact our nurses make and how Jack & Jill's child and family centred approach works and why it was more important than ever through this pandemic.

Timing is everything for media and our online "Auction Thrill for Jack & Jill" which included sports and Rockstar memorabilia donated by stars, from Shane Lowry to Bono, really benefited from coinciding with two Emmy Award nominations for the popular series 'Normal People'. The fact that director Lenny Abrahamson and Paul Mescal had donated a signed script and GAA shorts to the auction sparked front page bonus coverage for Jack & Jill and €24,389 was raised.

Overall in 2020, we featured in 131 pieces of media coverage across national and 447 regional print publications. Radio, television, website and magazine publications also increased and the quality of coverage and media enquiries was significant in increasing our reach, with our CEO, families, charity ambassadors and many members of our team acting as spokespeople during interviews.

2020 Social Media

Impressions



2019 - 4643.5k
2020 - 4144.8k

10.7% decrease*

*Significant Facebook investment in 2019. Target achieved in 2020



2019 - 77.9k
2020 - 140.4k

80.2% increase



2019 - 177.3k
2020 - 478.3k

169.8% increase



2019 - 530.8k
2020 - 858.2

61.7% increase

FAMILY TESTIMONIALS



The O'Mahonys from Kerry

"Alexis is just one child in Kerry that Jack & Jill are helping, and when they're here, 40 hours a month, Teresa and I can go to the pharmacy for Alexis, we can get equipment we need from KIDS, We can also cut the lawn, make the dinner, whatever we need to do around the home. Two nurses are currently splitting the hours between them, and they're a lifeline to us." Steve, Jack & Jill Dad.



The Fitzpatricks from Co. Dublin

I'm a single parent, my job is 24/7 there is no time off, no holidays, no time to be sick. My son Jack has a rare condition called Oberklind Danks Syndrome, there are about 50 cases in the world. Finding out your child has a condition that is lifelong and in cases life limiting, isn't easy. I was told he may never walk, talk or eat and I would be doing the job of 10 Mothers. Through the extreme highs & the extreme lows Jack & Jill have been the constant thread in my life since the very beginning. Nina, Jack & Jill Mum



The Fitzgeralds from Co. Laois

"We use our Jack & Jill hours to bring or collect Jake from school. It gives him a sense of normality, because he had to grow up so quickly when Olivia came along. He struggled with senior infants but I think that was mostly due to us being back and forth from hospital. He loves first class this year, which is great." Amanda, Jack & Jill Mum



The Bonners from Co. Donegal

"Ellie is a little fighter and has done much better than predicted. She continues to amaze us. Our nurses are like part of the family and it is wonderful when they come. I feel comfortable and reassured that Ellie will be well looked after and I can get a real break." Isobel, Jack & Jill Mum.



The Gills from Co. Meath

"It was such a relief to have someone in the early days to walk us through all this, the complexities are easier to face when there is Jack & Jill expertise to guide you through everything, from establishing a routine for your child's care needs to organising supplies and how you order your oxygen etc. It's so much more than the break you get, it's that support when you're trying to figure it all out." Deirdre, Jack & Jill Mum

FUNDRAISING HIGHLIGHTS

QUARTER 1



Amelia & Sophie raise funds for Jack & Jill's SOS Appeal



Stairway to Heaven Walk in memory of Baby Rory Boland RIP



Community Fundraiser - Norah Delaney Hair Chop



Kilkenny Boutique Opens



Official Opening of Kilkenny Boutique, Nurse Joanne Doyle, Michael Butler & his parents Ned & Lorraine with Siobhan Donohoe



Marie Phelan - Winner of a real diamond pendant from Jack & Jill candle

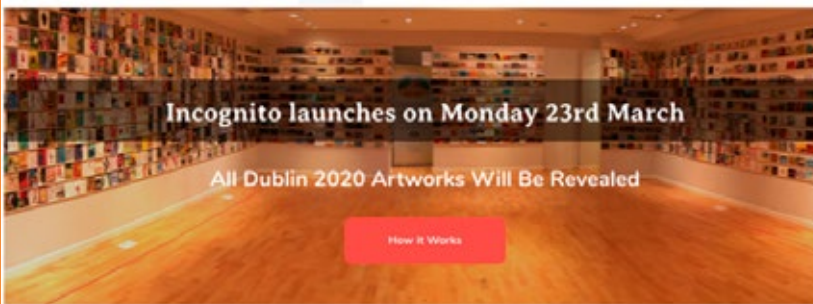


Munster Rugby/Lifestyle Sports partnership with Jack & Jill Launch

QUARTER 2

The Ultimate #StayAtHome Challenge For Art Aficionados

incognito THE JACK & JILL CHILDREN'S FOUNDATION [Home](#) [How it Works](#) [Gallery](#) [News](#) [Jack & Jill Children's Foundation](#)



incognito  A PUBLIC ARTS INITIATIVE IN AID OF THE JACK & JILL CHILDREN'S FOUNDATION



Mum Victoria, Evie & Granny Carole



O'Henneachain Family on RTE News



Artane Boys Band Fundraise for Jack & Jill in Croke Park on Ireland AM

QUARTER 3



Jack & Jill auction Paul Mescal shorts



Jack & Jill Auction Paul Mescal shorts



Baby Bibs Design Competition in aid of Jack & Jill



Isla Manning walks to fundraise for Jack & Jill



Jack & Jill Auction British Open Flag signed by Shane Lowry



Ystyle & DFS raffle in aid of Jack & Jill



Jack & Jill join Thriftify. Pictured Rebecca Von Metzradt

QUARTER 4



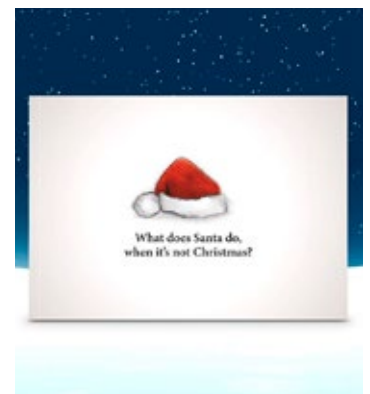
Launch of Jack and Jill on the Revolut platform



Jack & Jill Christmas products 2020



Late Late Toy Show families



Paddy Comyn's A Christmas Tale for Jack & Jill





Up The Hill for Jack & Jill 2020



Up The Hill Orla McGrath - Loughcrew in memory of baby Jack



Siobhan Reen, Rosses Castle, Killarney



Family & friends who came together in memory of Rory to take on the Stairway to Heaven Walk



Eamon Fennell climbs Croke Park for Jack & Jill



Eamon & Fiona Fennell Up The Hill for Jack & Jill in Croke Park 2020



Carl Mullan goes Up the Hill for Jack & Jill



Carl Mullan hosts a Christmas competition for Jack & Jill



Casual Style by Sarah Up The Hill

RETAIL REPORT



Retail Team of 12



45 Volunteers & 21 CE & TUS workers



91,125 transactions

As for many businesses, 2020 was a very tough year for the retail arm of the Jack & Jill Children's Foundation, with the charity shops closed for almost 5 months of the year. However, thanks to the high quality stock donated, the generous support of our customers and the resilient work of our retail team, meant we finished the year with a surplus of €231,278. While this is a 16% decrease on 2019, it is a great result against the backdrop of the pandemic.

We must also thank and acknowledge the support we received from our landlords and the Local Councils who supported us through the lockdowns with rent and rate freezes.

We started 2020 with the opening of our new Kilkenny store, increasing our network from 8 to 9 shops. This shop, in the heart of the city, did well and,

along with our other 8 shops, exceeded the revised projections for the year. However, in December 2020 prior to the lease renewal for our Naas store, we had to make the difficult decision to close based on performance and this we did with a heavy heart.

We moved quickly to an online offering due to the temporary closure of the shops in line with government restrictions. In September 2020 we began trading on the Thriftify platform, which improved our overall performance in Q4 2020. This is a platform that continues to grow from strength to strength, with over 3500 items (gems!) online at any one time.

We also invested in a new Electronic Point of Sale till system for each shop in late 2020, which not only records transactional information but also generates rapid and detailed data reports. This provides our management team with a clearer, faster insight into retail performance, allowing speedy decision making and adjustments to protect and increase revenue.

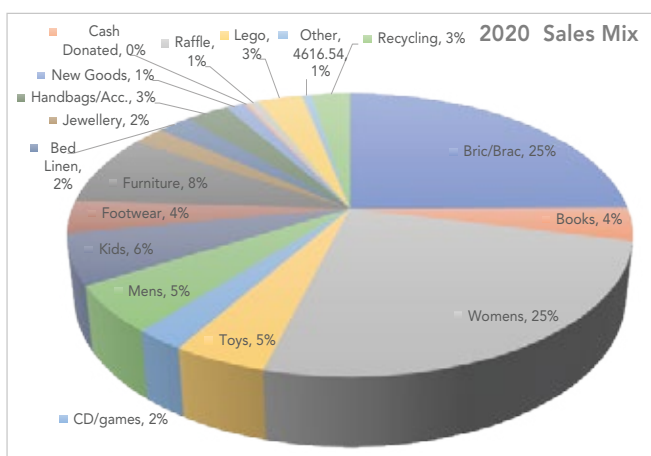
The Covid-19 challenge and restrictions continued into Q1 and Q2 2021, with retail facing another 5 month lockdown and our shops closed again. Our team responded with more online retail innovation, which will continue throughout 2021, such as:

Filling the gap in the market for avid readers as we put together and dispatched over 700 Book Bundles from our shop stock, sold through our online shop.

This was quickly followed by the creation of Mystery Boxes of new ladies' clothes, children's clothes and Treat Boxes and Mother's Day Boxes. This pivot to online bundles and boxes was possible due to the large donations of new garments, bric-a-brac and shoes from high street retailers and to date, we have dispatched over 1,500 of these Mystery Boxes.

Sincere thanks must go to all those who make our stores a success: customers, donors, volunteers, the CE (Community Employment) and TUS (community work placement) workers, landlords and of course, our Jack & Jill retail team.

We are determined to deliver another year of resilient retail in 2021 and our charity shops continue to be a local window into the community for Jack & Jill. Our Vision 2023 is to grow both our physical and online retail footprint in a sustainable and steady manner.



VALUING VOLUNTEERS

We value and salute our wonderful volunteers across the country who give their time freely and willingly. Their generosity and time is woven into the fabric of our charity forever. Their effort is appreciated. Their energy is a joy to behold, despite Covid. They keep our charity shops going; they pack and post our Christmas stock; they are part of our online sales team; they create their own fundraisers at work, often coaxing their work colleagues to jump on board; they drive for us; they set up stalls for us and, when our family fun day is back up and running, they run school programmes for us, collecting Lego across the country; they sprinkle magic across Jack & Jill.



Office Volunteers, Margaret Stapleton & Stephen Moran



Arklow Volunteers, Dorothy Rowan & Alanna Charmant with Manager Theresa



Crookstown Volunteer, Johanna Rock with Manager Mary



Gorey Volunteers, Ashleigh Bailey, Stephanie Horan, Joanne Breen & Mary Reid with Manager Robert



Newbridge Volunteers, Ger Dempsey & Hazel English with Manager Peter



Tullamore Volunteer, Martina Gorry with Manager Julie



Kilkenny Volunteers, Bridget O’Keeffe, Craig Keyes & Kathleen Gittens with Manager Irene



Wicklow Volunteers, Fiona Fitzpatrick & Linda Brandon with Manager Rachel

FINANCIAL REVIEW

Financial Review and Building Sustainability

We are delighted to present our Annual Report and Financial Statements for the year to 31st December 2020, along with an overview of the year. Overall, we are in a very strong position at the end of 2020 and the scale of the surplus we achieved is impressive, given the immediate shortfall of €242,000 we faced in March 2020 and a projected shortfall of €500,000 to year end 2020. In that first quarter of 2020, Covid-19 had cancelled our fundraising calendar overnight, forcing the charity into a full, urgent pivot onto a digital strategy. This focus on digital fundraising continues into 2021 through what is now a 2-year Covid Response Plan and we expect 2021 to be very challenging in terms of fundraising.

Given all the challenges presented by 2020, we were encouraged to see exceptional growth in our unrestricted income of €5,170,316 compared to €4,633,130 in 2019. Exceeding our income target fuels our commitment to future sustainability and in 2020 our total income grew by 17% reaching €5,404,648. This increase would not have been possible without the generosity of our donors, sponsors, supporters and government agencies who are dedicated to working with us to make Jack & Jill sustainable.

Income for the past 5 years					
	2020	2019	2018	2017	2016
Donations and legacies	€ 3,006,102	€ 2,550,270	€ 2,258,076	€ 2,193,023	€ 2,352,061
Charitable activities	€ 1,094,481	€ 891,094	€ 894,118	€ 795,580	€ 594,624
Other trading activities	€1,158,938	€ 1,152,649	€ 950,369	€ 951,760	€ 1,077,898
Investments	€ -	€ 33,987	-€ 47,013	€ 38,112	-€ 22,850
Other	€ 145,127	€ 5,130	€ 50,195	€ 4,601	€ 17,974
Total	€ 5,404,648	€ 4,633,130	€ 4,105,745	€ 3,983,076	€ 4,019,707

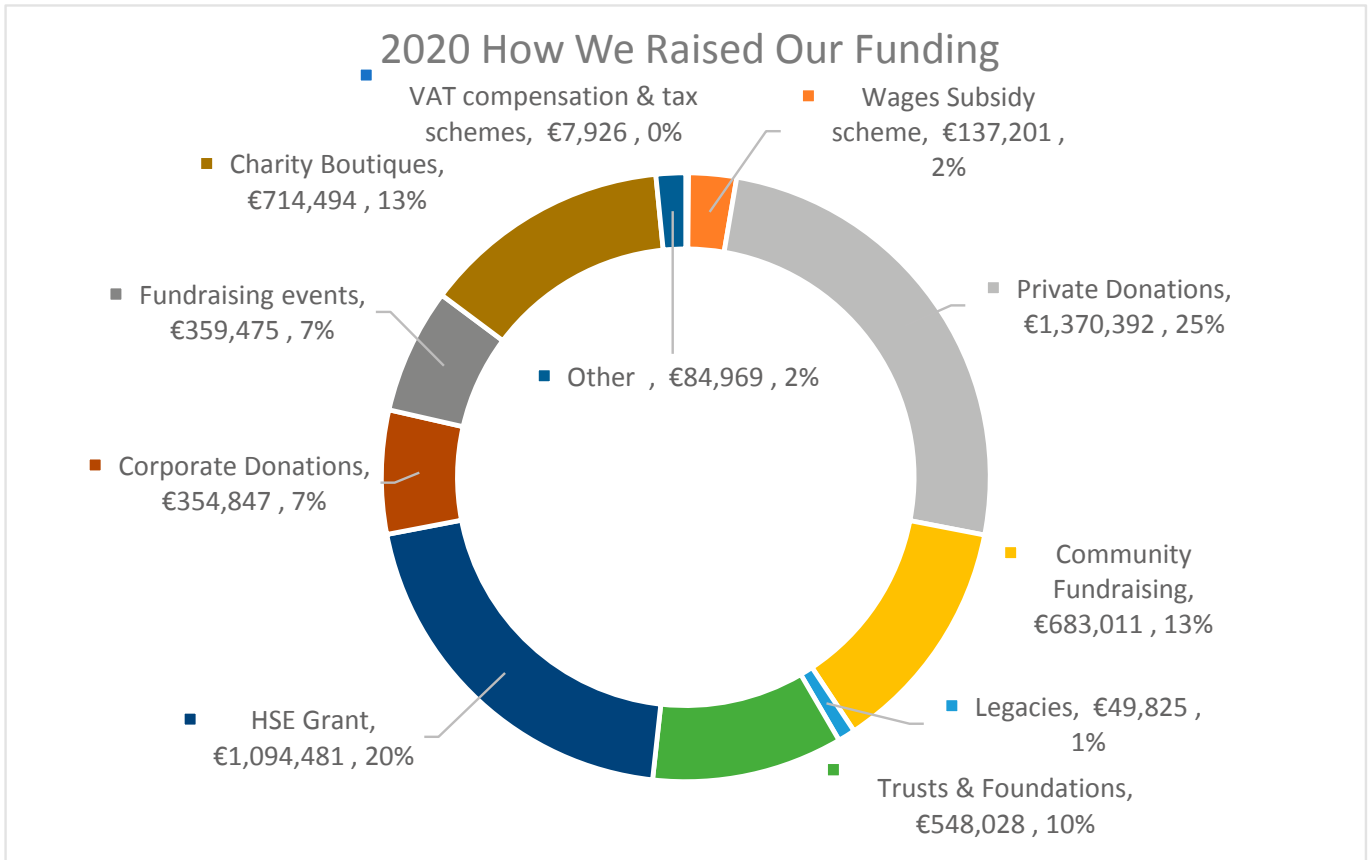


Donations and legacies at €3,006,102 improved by 18% on the previous year, as the public responded to our SOS appeal from April - June, raising over €530,000 and followed by a strong Christmas appeal linked to a feature on RTE Nationwide that delivered private donations of €293,602 and corporate donations of €150,695 in December 2020. Huge credit and thanks must go to the Odlums team at Valeo who put so much energy into our SOS Campaign and Volkswagen Ireland who helped steer our Christmas Appeal, with both organisations bringing their media partners on board for Jack & Jill, generating much needed funds. Income from charitable activities increased 23% to €1,094,481 as a result of our €200,000 Pobal Stability Grant funding and additional grant funding from Minister for Health Stephen Donnelly and the HSE to recognise Jack & Jill's role and resilience in the provision of end-of-life care. Other income increased due to the receipt of government supports through the Covid-19 Wages Subsidy Scheme.

Our charity shops also helped to bridge the gap in fundraising and we are proud to report a strong performance in 2020 with a surplus of €231,278, despite the government restrictions on non-essential retail which resulted in stop start retail sales.

This represents a modest 17% decrease on the 2019 surplus level. While our new Kilkenny shop provided extra support to the retail team, we took the decision in December 2020 not to renew our lease and to close our Naas shop based on performance. We continue into 2021 with a scalable approach to shops opening and closing, while building up our online store.





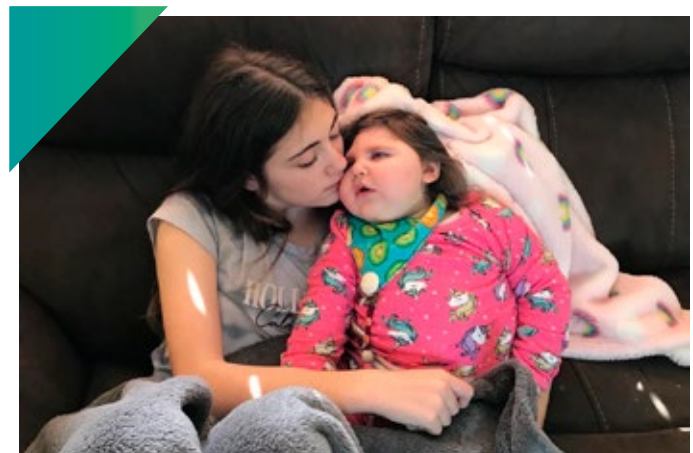
Achieving our Mission

Direct charitable expenditure at Jack & Jill is a healthy 67% of total expenditure, demonstrating the monies raised following the patient, in this case the Jack & Jill child, into the home. This donation direct to family model supports parents, as the primary carers, and demonstrates real value for each donation to the Jack & Jill Children’s Foundation. We raise income from individuals, companies, organisations and community fundraisers which translates into care capital funding the operation of our homecare service. Therefore, empowering parents to care for their child at home, in communities across Ireland, in line with our mission.

The number of children supported in 2020 was 376, with the Foundation funding and supporting 94,106 home nursing care hours to the children under its wing in addition to the 25,000 hours of hands on, case management and advocacy from our specialist children’s liaison nurses.



Jack & Jill Nurse Fiona with Harry



Lucy Wall with her big sister Eva

Risk Management in Action

Covid-19 happened – threatened our cash flow, decimated our corporate funding, shut our charity shops and cancelled our Incognito art gallery sales in Cork and Dublin, with a raft of community events wiped out. All were central to raising money to deliver our critical, front line, home nursing care and end-of-life support for the 376 children with complex medical and life-threatening conditions, under our wing. While we hadn't anticipated a pandemic on our Risk Register, we had a crisis management team in place, involving Board, CEO, CFO, Nurse Managers and Compliance.

Our Board and management team rapidly analysed the situation and the risk posed by Covid-19, while engaging with the Charities Institute and the Wheel, peer group CEOs, CFOs, charity Directors and corporate partner advisors about the escalating risk. The Board decided that we would have to pivot the fundraising business and move fast. That meant innovating for new ways to deliver the Incognito art sale, from gallery to an online art store- and launching an emergency SOS (Save our Service) campaign over Easter weekend, using every social and traditional media available.

This was all done, while putting governance and GDPR structures in place to mitigate any risk to the charity and resulted in a new Business to Consumer (B2C), e-commerce model tailored for the charity. Whilst Incognito's new online art store's biggest challenges were specifically around payment processing, GDPR and other related considerations to comply with the Charity Code, the SOS appeal was a more practical challenge, as we asked people to raise funds and awareness on social media, utilising viral marketing videos to tell their Jack & Jill & Me stories and building network momentum.

As a result, our fundraising mix changed significantly in 2020 to a predominantly online and ecommerce-centric model to compensate for the projected loss of income. Our Risk Register was updated on a weekly basis. This was innovation delivered in a balanced and fully risk managed and mitigated manner. Fast forward and the bonus today is our new capability in consumer engagement models and fresh (now proven) ecommerce revenue models for 2021. We are very proud that our pivot to digital won

a Good Governance Award with Carmichael, thus enhancing our credibility as an organisation governed and managed in line with best practice, in accordance with our 4 cornerstone pillars of Care, Community, Sustainability and Governance.

Funds Employed - Where the Money Goes

In Q1 2020, we took a number of emergency cost reduction measures to meet the financial challenges we faced. We scrutinised our charity's supplier and purchasing arrangements to make further savings across operations, based on effectiveness and a rolling cost benefit analysis. Our management team could only do this by understanding our impact and assessing our social return on investment. Our core nursing team tailored the home nursing care model to meet the requirements of families. Meanwhile, we reforecasted our budgets and projections on a weekly and monthly basis from March onwards, putting together different scenarios for different levels of income and expenditure, which helped us greatly. Performance across all of the organisation and an understanding of capacity were important - knowing what our staff can do and our organisation's capacity meant we could be realistic about what we could achieve in the midst of the Covid-19 pandemic, and at what cost.

Total expenditure at €3,716,457 represents a decrease of 7% from 2019 and is primarily due to the reduced expenditure across the board surrounding fundraising events, the associated costs with additional charity shops, and reduced homecare costs and visits, offset to some extent by telephone consultations. Expenditure on charitable activities in 2020 totalled €2,489,297, a 10% decrease from 2019.

Most importantly, in line with our strategic goal to ensure children and families are supported and empowered at home, we kept the service side going throughout 2020 while observing HSE guidelines. Throughout this pandemic, we continued to receive referrals through acute hospitals, disability services, social workers, clinical nurse co-ordinators, complex needs community nurses, public health nurses, GPs and homecare and hospice services.

The total costs in relation to raising funds and charitable activities include attributable support costs and charity shop costs. The support costs include the key services of finance, governance, human resources and information technology. These services play a crucial role in providing core organisational support for the delivery of our services. Direct charitable expenditure at Jack & Jill is a healthy 67% of total expenditure, with the remaining 23% of expenditure keeping the fundraising and organisations wheels in motion to keep the core service sustainable and adhering to good governance.

Overall, we are satisfied with the financial performance for the year and have taken measures to keep our costs low, which will have a positive impact on these indicators in 2021. Our 2020 Annual Report is rooted in our 4 key strategic priorities namely, to maintain and develop our income sources to ensure the continuation of our work and financial sustainability; to demonstrate good governance in action across the whole organisation; to grow and enhance our community of care across the country; to ensure Jack & Jill children and their families are supported because there is 'no care like home care'.

Going Concern

The Directors have prepared budgets and cash flows for a period of at least 12 months from the date of approval of the financial statements, which demonstrates that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due and to continue as a going concern. The Board have considered the impact on the organisation of the events subsequent to the balance sheet date, in particular the risks associated with the Covid-19 pandemic into 2021. The Board state that following their review, The Jack & Jill Children's Foundation have no current going concern issues and expect the charity to remain viable and solvent for the foreseeable future.

On this basis, the Directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the

carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

Reserves Policy

A fundamental review of the appropriateness of our reserves policy was undertaken in 2020/2021. In doing so, key consideration was given to the ongoing nature of the commitment to the children under our care, from birth to 6 years of age, through a monthly donation direct to family, that covers up to 80 hours per month. Once a child is formally approved for Jack & Jill funding through our Beneficiary Committee, our nursing care support and funding becomes part of the ongoing care regime of the family. This commitment to Care Capital is not something that can be retracted easily and without due notice.

Furthermore, the Board of Directors has examined the charity's requirement for reserves in light of the main risks to the organisation and instituted a new Reserves Policy to provide a prudent degree of resilience in the unlikely event of a significant adverse development. The Board considers the key measure of sustainability for The Jack & Jill Children's Foundation to be current and future liquidity cover, rather than the surplus or deficit accounting position. Consequently the Directors have set an appropriate Reserves Policy relating to liquidity, based on the relationship between readily realisable assets and the cash required to settle grant liabilities and sustain the Foundation's operations for an anticipated period.

Free reserves are maintained at a level which ensures that at least 12 months of the charity's core activity could continue during a period of unforeseen difficulty, such as a reduction in funding and an increase in costs. In the 2021 trading year this was budgeted for and equates to approximately €5 million. A substantial proportion of these reserves should be maintained in a readily realisable form.

Once sufficient funds have been set aside for working capital and to provide a buffer against income fluctuations, the Board recognises that a portion of capital should be invested in order to achieve a return in excess of inflation so as to support the activities and mission of Jack & Jill

into the future. While the Board prefers to retain a low to medium level of risk, the Board also recognises the necessity of accepting risk if Jack & Jill is to be able to meet its long-term investment goals. In early 2021 we have completed an exercise to look at our investment policy in the face of diminishing interest rates and we hope to place some of our reserves in a diversified multi-asset portfolio.

We have gone through a cycle of building reserves over the last number of years - however looking at economic patterns the last recessionary period covered 2009-2012 and we look as if we are facing into a similar economic cycle and will need that cushion of reserves. The reserves position of the charity currently sits at €5.2m. The results from a recent Charities Institute Ireland Survey shows that we are prudent and in line with 18% of Irish charities who hold up between 1-2 years of expenditure as reserves. At 31st December 2020, our total cash, deposits and investments of €5.2m was therefore within the reserves range. Our strategic plans assume reserves will reduce over the short to medium term.

An annual review is completed to ensure the actual level of reserves meets with the policy requirements above. A fundamental review of the appropriateness of the Reserves Policy is undertaken on a two- yearly basis or sooner, if warranted by internal or external events or changes.

Future Outlook

The unpredictable nature of the Covid-19 emergency and the potential for future lockdowns means the financial outlook for 2021/3 remains volatile. This makes economic forecasting difficult. Within the context of our strategic plan and objectives, the Covid-19 pandemic has created challenges for Jack & Jill, like every charity, around funding, fundraising, and maintaining good governance practices while remote working. Throughout 2020, the investment in and implementation of new financial software has provided an integrated financial system capable of supporting the growth plans for the charity ensuring "one entry drives many outputs". Specifically, we have invested in:

- New electronic point of sale systems for each of our retail stores in late 2020 which not only record transactional information but can then generate detailed reports in response

to the input data. This affords our finance team and managers more insight into the retail performance, allowing them to make actionable changes to increase revenue.

- A new Financial Reporting System and CRM Donor System that will assist us with improved financial reporting and allow for greater collaboration across fundraising activities.

Covid-19 is a constantly changing situation and we are monitoring advice from the HSE and the Department of Health, as well as liaising with other stakeholders, to ensure that we can respond to developments as they arise. The effects of Covid-19 on the charity sector will be most obvious in three closely related areas: demand, workforce and financial viability. The ability of charities to respond to this demand will be affected by the most obvious HR risk in a pandemic: that staff will get sick or have to self-isolate following government guidance. We have robust plans in place to cope with these risks.

The Covid-19 pandemic has had an impact on all of our community fundraising activities in 2020 and 2021 but we are rapidly adapting to meet the needs of families. Digital technology has been crucial in mobilising the general public during this time. It is important now more than ever before to continue to reach and provide support to the Jack & Jill children and families that need us most. Throughout this crisis, Jack & Jill's specialist home nursing and end-of-life care continues, with families still in receipt of home respite hours from their regular nurse or carer. Most important of all, we would like to thank each of our generous donors and supporters - you are the key to overcoming our present challenges, the driving force of everything we have done, and all that we will do in the future.



FINANCIAL SUMMARY

**The Jack and Jill Foundation CLG
Report and Financial Statements
for the year ended
31 December 2020**

THE JACK AND JILL FOUNDATION CLG

REPORT AND FINANCIAL STATEMENTS 2020

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THE JACK AND JILL FOUNDATION CLG

DIRECTORS AND OTHER INFORMATION

BOARD OF DIRECTORS

John Sheridan
Alan Bateson
Oliver Sutherland
John O’Leary
Maeve Beggs
Catherine Logan
Diarmaid Cunningham

SECRETARY AND REGISTERED OFFICE

Martin Jacob
Johnstown Manor
Johnstown
Naas
Co. Kildare

CHY NUMBER

12405

COMPANY NUMBER

231955

CRA NUMBER

20036201

AUDITORS

Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2

BANKERS

AIB
41 South Main Street
Naas
Co. Kildare

SOLICITORS

AMOSS Solicitors
26 Burlington Road
Ballsbridge
Dublin 4

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

The directors submit their directors' report and audited financial statements for the year ended 31 December 2020.

1. OBJECTIVES AND ACTIVITIES

The Jack & Jill Foundation (the "Charity" or "Jack and Jill") provides a unique home nursing care and respite service to children with highly complex medical conditions, from birth to 6 years of age around the country and has done so for 24 years. Typically, these are children with neurological issues who may not be able to walk or talk, are tube fed, oxygen dependent, on heavy medication and in need of around the clock holistic care through a Jack & Jill community service that operates 7 days a week, with no means test or waiting list. However, underneath all of this disability and uncertainty, what we do know for sure is that these children do better at home, with support from Jack & Jill, and the charity has supported 2,568 children and their families since 1997. The charity also provides end-of-life care to children in this age cohort who require it, regardless of the diagnosis, through a care model that is both child and family-centred. Post an assessment from a Jack & Jill specialist children's liaison nurse, the charity approves and donates funding for up to 80 hours of home nursing care per month to the family, supporting parents to engage a qualified nurse to provide the home nursing respite care that is tailored for that family. The charity has up to 380 children under its wing at any one time and it is the only charity in Ireland providing this service across the country. For more information, please visit www.jackandjill.ie.

2. FINANCIAL REVIEW, ACHIEVEMENTS AND PERFORMANCE

The Statement of Financial Activities for the year ended 31 December 2020 and the Balance Sheet as at 31 December 2020 are set out on pages 13 and 14, respectively.

2020 was a challenging financial year with the onset of the Covid-19 pandemic but this year has also tested the resilience of our care community from families to nurses and fundraisers. The outbreak of the Covid-19 coronavirus at the start of 2020 presented unprecedented challenges. This is an ongoing crisis, and the severity of the situation has hugely impacted our ability to raise vital funds and led to many difficult organisational decisions. Following the launch of our Save Our Service 'SOS Appeal' in April, a rapid pivot of our fundraising online and a strong Christmas Appeal, donations and legacies improved by 18% on the prior year at €3m. We finished the year with a surplus of €1.7m, with income 7% ahead of the budget. The Jack & Jill Foundation would like to recognise and thank the Odlums team and their media partners for their generous support in developing and delivering this SOS campaign which generated much needed funds and set the tone for an ongoing response to our fundraising call throughout the year. Furthermore, income from charitable activities increased 23% year on year to €1.1m as a result of the receipt of the Pobal Stability Fund Grant and a once-off Department of Health grant in recognition of our continued work in palliative and end-of-life care. Direct charitable expenditure at Jack & Jill is a healthy 67% of total expenditure, demonstrating the monies raised following the patient, in this case the Jack & Jill child, into the home. This donation direct to family model empowers parents, as the primary carers, and demonstrates real value for each donation to the Jack & Jill Foundation.

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

2. FINANCIAL REVIEW, ACHIEVEMENTS AND PERFORMANCE (*continued*)

The number of children supported in 2020 was 376 (2019: 400), with the charity funding and supporting 94,106 (2019: 123,053) home nursing care hours to the children under its wing in addition to the hands on, case management from our liaison nurses. The fact that the Jack & Jill care model was able to cope with demands on its service in the midst of a global pandemic, underpins the sustainability of the Board's decision to increase the age range to 6 year olds on a pilot basis, a move much welcomed by families and in line with the recommendation of The Coventry University/ Trinity College Service Evaluation Report and Jack & Jill's Vision 2020. The county breakdown of children supported continues to highlight the charity's community reach and the reputation of the Jack & Jill service, along with the powerful stories from families regarding the 'life line' that is Jack & Jill.

Our charity shops help bridge the gap between funding we receive from the HSE, our fundraised income and the finances we need to provide for the families who use our services which is an ongoing commitment to children in those critical early years from birth to 6 years of age. The charity shops performed strongly alongside our increased online retail presence in 2020 with a surplus of €231,278 (2019: €277,330), with the newly opened Kilkenny shop giving the retail model the capacity to grow further. Unfortunately, in late December 2020 we had to close our Naas store, reducing the number of shops to eight but maintaining our connection with the local communities in which we operate.

HSE core grant funding for 2020 increased €100,000 on 2019 following receipt of the once off Department of Health palliative and end-of-life care grant and is included in Income from Charitable Activities at €894,481 (2019: €794,481).

In 2020, key fundraising initiatives included the Odlums SOS Campaign, Up the Hill with Jack & Jill, Dunnes Stores Jumper Day, Summer Online Auction, and the Incognito art sale supported by William Fry.

3. RESERVES

A fundamental review of the appropriateness of our reserves policy was undertaken in 2021. The Board of Directors has examined the charity's requirement for reserves in light of the main risks to the organisation and instituted a new reserves policy to provide a prudent degree of resilience in the unlikely event of a significant adverse development. This policy is based on a realistic assessment of need and stipulates:

- i. the reasons why the charity needs to hold reserves;
- ii. the level of reserves required by the charity;
- iii. what steps are being taken to maintain reserves at the agreed level;
- iv. arrangements for monitoring and reviewing the policy

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

3. RESERVES (CONTINUED)

The policy requires that:

- Free reserves are maintained at a level which ensures that at least 12 months of the charity's core activity could continue during a period of unforeseen difficulty such as a reduction in funding and an increase in costs. In the 2021 trading year, this was budgeted for and equates to approximately €5m.
- A substantial proportion of these reserves should be maintained in a readily realisable form.
- Once sufficient funds have been set aside for working capital and to provide a buffer against income fluctuations, the Board recognises that a portion of capital should be invested in order to achieve a return in excess of inflation, so as to support the activities and mission of Jack & Jill into the future. While the Board prefers to retain a low to medium level of risk, the Board also recognises the necessity of accepting risk if Jack & Jill is to be able to meet its long-term investment goals.
- An annual review is completed to ensure the actual level of reserves meets with the policy requirements above.
- A fundamental review of the appropriateness of the reserves policy is undertaken on a two-yearly basis or sooner if warranted by internal or external events or changes.

The reserves position of the Jack and Jill Foundation CLG on 31 December 2020 is as follows:

Restricted reserves	€248,306
Unrestricted reserves	€4,885,817
Total Reserves	€5,134,123

The current level of free reserves, at €4,731,689 is adequate to finance more than 12 months' core activity. At the time of approving these Financial Statements, Ireland is still responding to the outbreak of Covid-19 and the Directors anticipate that economic conditions will reduce freely available reserves in 2021.

4. STRUCTURE, GOVERNANCE AND MANAGEMENT

The Jack & Jill Foundation is constituted under Irish company law as a company limited by guarantee and is a registered charity. The company is exempt from using 'Company Limited by Guarantee' under Section 1180 of the Companies Act 2014. All management accounts and financial statements are now provided in Charities SORP format in line with best practice under Triple Lock Governance standards.

Jack & Jill Foundation currently has 7 directors. Details of the directors of the company are maintained in the Directors Register and any appointments / resignations are notified to the Companies Registration Office (CRO) in a timely manner in line with current Company Law. The Board will recruit new Board members based on skill sets and diversity. The Board endeavours to provide training courses annually for all Board members and induction is provided for all new Board members. An appointment letter is also issued to all new Board members.

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

4. STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

The directors who served during the year did not have a beneficial interest in the company. All directors serve in a voluntary capacity. The Senior Management team in 2020 comprised of the Chief Executive Officer (CEO) Carmel Doyle, two Senior Liaison Nurse Managers, Head of Compliance & Retail, Head of Finance and Head of Fundraising & Communications.

Decisions regarding the pay and remuneration of key management personnel and the senior management team are made by the Board. All roles are benchmarked against similar positions within the charity sector.

The Board officially met 7 times during the year, (2019: 5). It continued to give priority to achieving the highest standards of corporate governance, including strategic planning, financial management and fundraising. Board meetings continue to be held remotely and more regularly to maintain open lines of communication around operations, continuity of care for families, supporting our staff, financial resources and cash flow in order to enable swift decision-making. It is crucial in such unusual and stressful circumstances that individuals know there are supports available to them, especially where they are operating in high stress environments. Good governance is even more important in times of crisis.

Charities Regulatory Authority Governance Code compliance was a high priority for the charity and the Board in 2020. The charity is fully committed to ensuring these principles are stringently adhered to. We operate in an open and transparent manner and strive to foster trust with our service users, staff and stakeholders. The adoption of the Charities Governance Code is underway, along with the introduction of best practice systems that demonstrate good governance in action.

In common with many charities, the organisation must maintain and develop its income sources to ensure the continuation of its work and sustainability. Furthermore, the directors review the sources of income on an ongoing basis. In addition, reserve levels are monitored to ensure that they are maintained at a reasonable level in the context of planned expenditure and future commitments.

The Board delegates the management of Jack & Jill to a management team which is made up of the CEO, two Senior Liaison Nurse Managers, Head of Compliance & Retail, Head of Finance and Head of Fundraising & Communications.

Our Board prioritises good governance and transparency and will continue to strive to ensure that the charity retains its reputation for strong governance. We are determined that the good name of our charity corresponds with best practice so that trust is evident and merited. Jack & Jill was awarded with two Good Governance Awards from Carmichael Ireland and The Wheel respectively in 2020 of which we are very proud.

5. PRINCIPAL RISKS AND UNCERTAINTIES

The current economic climate poses the greatest risk and uncertainty as we rely so heavily on the generosity of people to donate to our charity. A risk register for the charity is in place with risks identified and prioritised alongside plans to mitigate them and address them should they occur. The Covid-19 pandemic has created challenges for charities around funding, fundraising, recruiting and retaining the right people and maintaining good governance practices while remote working. We

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

5. PRINCIPAL RISKS AND UNCERTAINTIES (CONTINUED)

continue to regularly review the risk register to analyse indirectly heightened risks or perhaps opportunities arising from the changed circumstances.

Covid -19 is a constantly changing situation and we are monitoring advice from the HSE and the Department of Health, as well as liaising with other stakeholders to ensure that we can respond to developments as they arise. We are implementing a 2-year Covid-19 response plan to December 2021 across the continuance of our service to families and raising the funds to support that.

6. FUTURE DEVELOPMENTS

The Jack & Jill Foundation is fully committed to continue to provide home nursing respite care to children with highly complex and life-threatening medical conditions nationwide. After a successful pilot scheme in 2020 enabling us to look after children up to the age of 6, the charity made this a permanent extension from January 2021. Since then, the charity has been consolidating and reinforcing that additional case load, including emergency funding for families in need of extra support post Covid-19 and the additional fundraising required to do this. We are also exploring ways to extend the service further, using reserves and considering more collaboration with partner charities and the HSE.

The Covid - 19 pandemic has had an impact on all of our community fundraising activities in 2020 and the first half of the year in 2021, as we continue to adapt to meet the increasing needs of families. Fundraising at the Jack & Jill Foundation has been impacted by Covid - 19, temporarily closing the charity shops and cancelling most of its fundraising events. Meanwhile, it is vital to continue to fund and deliver our vital service to support children and families that rely on us more than ever, with so much of their local community respite cancelled or postponed. With this in mind, our fifth annual Incognito art sale was moved online again in 2021, with most of our fundraising switched online.

Throughout this crisis, Jack & Jill's specialist home nursing and end-of-life care continues, with the majority of families still in receipt of home visits from their regular nurse or carer. For the remainder, who have been self-isolating for some time, the nursing team provides phone support to help parent carers keep their sick child safe and well cared for at home, where they belong.

7. DIRECTORS AND SECRETARY

In accordance with the company's Constitution, the directors are now required to retire by rotation.

The names of the individuals who were Directors at any time during the year ended 31 December 2020 are set out below. Unless otherwise indicated they served as Directors for the entire year.

Maeve Beggs (Chairperson)	John O'Leary
Donal Kavanagh (resigned 5 November 2020)	Alan Bateson
Daniel Murphy (resigned 14 January 2021)	Oliver Sutherland
Catherine Logan	Diarmuid Cunningham (appointed 14 January 2021)
John Sheridan	

Martin Jacob acted as Company Secretary throughout 2020.

Julie Ling (resigned 21 February 2020)

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' REPORT

6. POST BALANCE SHEET EVENTS

There have been no significant events affecting the company since the balance sheet date.

7. ACCOUNTING RECORDS

The measures that the directors have taken to secure compliance with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Johnstown Manor, Johnstown, Naas, Co. Kildare.

8. STATEMENT ON RELEVANT AUDIT INFORMATION

In the case of each of the persons who are directors at the time this report is approved in accordance with Section 332 of the Companies Act 2014:

(a) so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and

(b) each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's statutory auditors are aware of that information.

9. AUDITORS

Mazars, Chartered Accountants and Statutory Audit Firm, continue in office in accordance with Section 383(2) of the Companies Act 2014.

On behalf of the Board

Maeve Beggs

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Maeve Beggs
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John Sheridan

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John Sheridan
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Date:

13-Jun-21

THE JACK AND JILL FOUNDATION CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

The directors are responsible for preparing the annual report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland and The Statement of Recommended Practice (Charities SORP (FRS 102)), issued by the Charity Commission for England and Wales, the Charity Commission for Northern Ireland and the Office of the Scottish Charity Regulator. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reason for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities and financial position of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance of the financial information included on the company's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Board

Maeve Beggs

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Maeve Beggs
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John Sheridan

DocuSigned by:
John Sheridan
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Date:

13-Jun-21

**INDEPENDENT AUDITOR'S REPORT TO THE
MEMBERS OF THE JACK AND JILL FOUNDATION CLG**

Report on the audit of the financial statements

Opinion

We have audited the financial statements of The Jack and Jill Foundation CLG ('the Company') for the year ended 31 December 2020, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and notes to the Company financial statements, including the summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2020 and of its net income for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the Company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

**INDEPENDENT AUDITOR'S REPORT TO THE
MEMBERS OF THE JACK AND JILL FOUNDATION CLG (*continued*)**

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the directors' report has been prepared in accordance with applicable legal requirements;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE
MEMBERS OF THE JACK AND JILL FOUNDATION CLG (*continued*)**

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement out on page 9, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

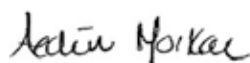
Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Aedín Morkan
for and on behalf of Mazars
Chartered Accountants & Statutory Audit Firm
Harcourt Centre
Block 3
Harcourt Road
Dublin 2**

Date: 18 June 2021

THE JACK AND JILL FOUNDATION CLG

STATEMENT OF FINANCIAL ACTIVITIES (including an income and expenditure account)

	Notes	Restricted Funds 2020 €	Unrestricted Funds 2020 €	Year ended 31 December 2020 €	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Year ended 31 December 2019 €
Income from:							
Donations and legacies	6	97,131	2,908,971	3,006,102	-	2,550,270	2,550,270
Charitable activities	7	-	1,094,481	1,094,481	-	891,094	891,094
Other trading activities	8	-	1,158,938	1,158,938	-	1,152,649	1,152,649
Investments	9	-	-	-	-	33,987	33,987
Other	10	137,201	7,926	145,127	-	5,130	5,130
Total income		<u>234,332</u>	<u>5,170,316</u>	<u>5,404,648</u>	<u>-</u>	<u>4,633,130</u>	<u>4,633,130</u>
Expenditure on:							
Raising funds	11	-	1,159,614	1,159,614	-	1,176,864	1,176,864
Charitable activities	11	150,679	2,338,618	2,489,297	2,480	2,777,451	2,779,931
Other	11	12,150	55,396	67,546	-	54,456	54,456
Total expenditure		<u>162,829</u>	<u>3,553,628</u>	<u>3,716,457</u>	<u>2,480</u>	<u>4,008,771</u>	<u>4,011,251</u>
Net income/ (expenditure)		<u>71,503</u>	<u>1,616,688</u>	<u>1,688,191</u>	<u>(2,480)</u>	<u>624,359</u>	<u>621,879</u>
Net movement in funds		71,503	1,616,688	1,688,191	(2,480)	624,359	621,879
Total funds brought forward	22	198,471	3,247,461	3,445,932	200,951	2,623,102	2,824,053
Transfers between funds		<u>(21,668)</u>	<u>21,668</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total funds carried forward	22	<u>248,306</u>	<u>4,885,817</u>	<u>5,134,123</u>	<u>198,471</u>	<u>3,247,461</u>	<u>3,445,932</u>

There were no recognised gains and losses in the current or prior year other than those included in the Statement of Financial Activities. All income and expenditure derive from continuing activities. The notes on pages 16 – 33 form part of these financial statements.

THE JACK AND JILL FOUNDATION CLG

BALANCE SHEET

	Notes	31 December 2020 €	31 December 2019 €
FIXED ASSETS			
Tangible assets	16	347,103	309,405
Investments	17	55,331	55,331
		<u>402,434</u>	<u>364,736</u>
CURRENT ASSETS			
Debtors	19	175,152	125,385
Cash and cash equivalents		5,232,224	3,701,563
		<u>5,407,376</u>	<u>3,826,948</u>
CREDITORS			
Amounts falling due within one year	20	<u>(675,687)</u>	<u>(745,752)</u>
NET CURRENT ASSETS		<u>4,731,689</u>	<u>3,081,196</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u><u>5,134,123</u></u>	<u><u>3,445,932</u></u>
THE FUNDS OF THE CHARITY			
Restricted funds	21	248,306	198,471
Unrestricted funds	21	4,885,817	3,247,461
TOTAL CHARITY FUNDS		<u><u>5,134,123</u></u>	<u><u>3,445,932</u></u>

The notes on pages 16 – 33 form part of these financial statements.

On behalf of the Board

Maeve Beggs

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John Sheridan

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John Sheridan
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Date:

13-Jun-21

THE JACK AND JILL FOUNDATION CLG

STATEMENT OF CASH FLOWS

	Notes	Year ended 31 December 2020 €	Year ended 31 December 2019 €
Cash flows from operating activities:			
Net income		1,688,191	621,879
Gain in fair value of investments	18	-	(33,987)
Depreciation	16	28,027	18,735
Loss on disposal of tangible assets		485	-
Movement in debtors		(49,767)	(93,387)
Movement in creditors		(70,065)	359,591
Net cash provided by operating activities		1,596,871	872,831
Cash flows from investing activities:			
Purchase of tangible fixed assets	16	(66,210)	(20,101)
Proceeds from disposal of investments	18	-	802,173
Net cash (used in) provided by investing activities		(66,210)	782,072
Change in cash and cash equivalents during the year		1,530,661	1,654,903
Cash and cash equivalents at beginning of year		3,701,563	2,046,660
Cash and cash equivalents at end of year		5,232,224	3,701,563

The notes on pages 16 – 33 form part of these financial statements.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

These financial statements, comprising the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes 1 to 28 constitute the individual financial statements of The Jack and Jill Foundation CLG for the financial year ended 31 December 2020.

The Jack and Jill Foundation CLG (the “charity”) is a private company limited by guarantee, incorporated and domiciled in the Republic of Ireland and is a registered charity (registration number: 231955). The company is a public benefit entity. The registered office and principal place of business is Johnstown Manor, Johnstown, Naas, Co. Kildare. The nature of the company’s operations and its principal activities are set out in the Directors’ Report.

2. STATEMENT OF COMPLIANCE

The financial statements have been prepared in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (FRS 102). The financial statements have also been prepared in accordance with the Statement of Recommended Practice (Charities SORP) (FRS 102) “Accounting and Reporting by Charities”.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

a) Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention modified to include certain items at fair value. The financial reporting framework that has been applied in their preparation is the Companies Act 2014, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council and the Statement of Recommended Practice (Charities SORP (FRS102)) as published by the Charity Commission for England and Wales, the Charity Commission of Northern Ireland and the Office of the Scottish Charity Regulator which are recognised by the UK Financial Reporting Council (FRC) as the appropriate bodies to issue SORPs for the charity sector in the UK. Financial reporting in line with Charities SORP is considered best practice for charities in Ireland. As noted above, the directors consider that the adoption of the Charities SORP requirements is the most appropriate accounting to properly reflect and disclose the activities of the organisation.

The financial statements are presented in Euro (“€”) which is also the functional currency of the company.

b) Consolidation

In accordance with the exemptions available under FRS 102 *Consolidated and Separate Financial Statements* Section 9.3(e) and Section 293 of the Companies Act 2014, the company has not prepared consolidated financial statements as it qualifies as a small company as set out therein. Therefore, the financial statements reflect the results of the holding company only for the year ended 31 December 2020.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

b) Consolidation (continued)

The information required by Company Law in respect of group companies is given in Note 18 to the financial statements.

c) Income

All income is recognised in the Statement of Financial Activities (“SOFA”) when the company is legally entitled to the income, receipt is probable, and the amount can be quantified with reasonable accuracy. Income comprises donations, legacies, grants, income from fundraising activities and charity boutique sales. Income is deferred where the charity is restricted by specific performance related conditions that are evident in the grant agreement, where there is a specification of a time period that limits the charity’s ability to spend the grant until it has performed that activity related to the specified time period and when there are specific terms or conditions within the agreement that have not been met and are not within the control of the charity.

Public donations and similar income arising from fundraising events are accounted for when received. As with many similar charitable organisations, independent groups from time to time organise fundraising activities in the name of the organisation. However, as amounts collected in this way are outside of the control of the organisation, they are not included in the financial statements until they have been received.

Donated goods are recognised as income when sold. The value is derived from the resale value after deducting the cost to sell the goods. Donated services are measured and included in the SOFA on the basis of the value of the gift to the charity, a corresponding amount is then recognised in expenditure in the period of receipt. In accordance with Charities SORP, general volunteer time is not recognised.

Legacy income is recognised in the accounting period in which it is received or when it is probable that the legacy will be received and the value of the legacy can be measured reliably. In these circumstances, if the legacy income has been received post year end, and the personal representatives have agreed to the amount thereof prior to the year end, the income can be recognised.

Income from the Temporary Wage Subsidy Scheme (TWSS) has been accounted for in accordance with accounting for government grants in line with Charities SORP.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

Income is analysed as Restricted or Unrestricted. Restricted funds represent income recognised in the financial statements, which is subject to specific conditions imposed by the donors or grant making institutions. Unrestricted funds represent amounts which are expendable at the discretion of the organisation, in furtherance of the objectives of the charity. Such funds may be held in order to finance working capital or capital investment.

Grants, being contributions towards the operating expenditure, are accounted for using the performance model by crediting the SOFA in the period in which the performance related conditions attached to the grant are met by the charity.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Income (continued)

Grants received towards capital expenditure are credited to the SOFA when received or receivable, whichever is earlier, subject to performance related conditions being met.

Grants are recognised when there is evidence of entitlement and their receipt is probable. Grants are deferred where the funding received relates to a specific future period where specific performance obligations within the grant agreement have not been met at the balance sheet date.

d) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Support costs arise from those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration costs, finance, personnel, and governance costs which support the charity's activities.

These costs have been allocated between cost of raising funds and expenditure on charitable activities. Where costs cannot be directly attributed to particular headings, they have been allocated on a basis consistent with the use of the employee resources. Expenditure includes VAT, where applicable, which cannot be recovered, and is reported as part of the expenditure to which it relates.

d) Employee Benefits

The company provides a range of benefits to employees, including paid holiday arrangements and defined contribution pension plans.

Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits are recognised as an expense in the period in which the service is received.

Defined contribution pension plans

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the company in independently administered funds.

Termination benefits

Once-off termination payments that are not required by contract, legislation, or other obligations or commitments, are recognised in the financial year in which they become payable.

e) Taxation

As a registered charity, The Jack and Jill Foundation CLG has been granted charitable tax exemption by the Revenue Commissioners.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

f) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation. Cost includes the original purchase price and costs directly attributable to bringing the asset to its working condition for its intended use.

Depreciation

Depreciation is provided on a straight-line basis at the rates stated below, which are estimated to reduce the assets to realisable values by the end of their expected useful lives.

Freehold premises	2%
Office equipment	33%
Computer equipment	33%
Fixture & fittings	10%
Motor vehicles	25%

Derecognition

Tangible fixed assets are derecognised on disposal or when no future economic benefits are expected. On disposal, the difference between the net disposal proceeds and the carrying amount is recognised in the SOFA.

g) Investments in subsidiary undertakings

Investments in subsidiary undertakings are stated at cost less provisions for impairment in value. The cost of any acquisition represents the cash value of the consideration. Where a diminution in value occurs, the financial fixed assets are written down to net realisable value.

h) Cash and cash equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short term highly liquid investments that are readily convertible to known amounts of cash that are subject to an insignificant risk of change in value.

i) Financial instruments

Financial assets

Basic financial assets, including accrued income and other debtors are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Investments in non-puttable equitable shares which are listed and actively traded on recognised stock markets are initially recorded at cost plus transaction costs. Thereafter these are valued at fair value which is the quoted price of the securities in an active market at the reporting date.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

i) Financial instruments (continued)

Financial liabilities

Basic financial liabilities, including other creditors, accruals and amounts due to subsidiary undertakings are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised at transaction price.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Offsetting

Financial assets and liabilities are offset, and the net amounts presented in the financial statements when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle to liability simultaneously.

j) Operating leases

Operating lease payments are charged to the SOFA in the period to which they relate.

k) Provisions and liabilities for charges

Provision is made for liabilities or losses which have arisen or are likely to arise in respect of the financial year to which the accounts relate but where there is uncertainty as to the amount or the timing of the liability or loss.

l) Funds

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the directors have decided at their discretion to set aside for a specific purpose. Restricted funds are grants or donations which the donor has specified are to be solely used for particular areas of the company or for specific projects being undertaken by the company.

4. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

4. JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Going concern

The directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the company's ability to meet its liabilities as they fall due, and to continue as a going concern. In making this assessment, the directors have considered the impact of Covid-19 and do not consider that the impact will be so significant as to cast doubt on the ability of the organisation to continue in operational existence. On this basis the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

Useful Lives of Tangible Fixed Assets

Tangible fixed assets comprise freehold premises, office equipment, computer equipment, fixtures & fittings and motor vehicles. The annual depreciation charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary, to reflect current conditions. In determining these useful lives, management consider technological change, patterns of consumption, physical condition and expected economic utilisation of the assets. Changes in the useful lives can have a significant impact on the depreciation charge for the financial year. The net book value of tangible fixed assets subject to depreciation at the financial year end date was €347k (2019: €309k).

5. STATUS OF THE COMPANY

The charity is limited by guarantee and has no share capital. The members have each undertaken to contribute to the assets of the company in the event of its being wound up whilst they are members, or within one year after they cease to be members, for the payment of such debts and liabilities contracted before they ceased to be members and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amounts as may be required but not exceeding €1.

6. DONATIONS AND LEGACIES

Current year	Restricted Funds 2020 €	Unrestricted Funds 2020 €	Total 2020 €
<i>Donations</i>			
Private donations	-	849,797	849,797
Community fundraising	97,131	2,009,349	2,106,480
Total income from donations	97,131	2,859,146	2,956,277
<i>Legacies</i>	-	49,825	49,825
Total income from donations and legacies	97,131	2,908,971	3,006,102

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

6. DONATIONS AND LEGACIES (continued)

Prior year	Restricted Funds 2019 €	Unrestricted Funds 2019 €	Total 2019 €
<i>Donations</i>			
Private donations	-	355,659	355,659
Community fundraising	-	1,383,919	1,383,919
Total income from donations		<u>1,739,578</u>	<u>1,739,578</u>
<i>Legacies</i>			
	-	810,692	810,692
Total income from donations and legacies	<u>-</u>	<u>2,550,270</u>	<u>2,550,270</u>

All donations and legacies arose in the Republic of Ireland.

7. CHARITABLE ACTIVITIES

Current year	Restricted Funds 2020 €	Unrestricted Funds 2020 €	Total 2020 €
Respite Care			
<i>Grants</i>			
Health Service Executive	-	894,481	894,481
Pobal Covid-19 Stability grant	-	200,000	200,000
	<u>-</u>	<u>1,094,481</u>	<u>1,094,481</u>
Prior Year			
	Restricted Funds 2019	Unrestricted Funds 2019	Total 2019
Respite Care			
<i>Grants</i>			
Health Service Executive	-	794,481	794,481
Health Service Executive County grants	-	42,942	42,942
National Lottery grants and other grants	-	53,671	53,671
	<u>-</u>	<u>891,094</u>	<u>891,094</u>

HSE grant funding covers intensive home nursing care for children with life limiting conditions from birth to 5 years old, as well as end of life care for children. In 2020, the charity received a grant amounting to €200,000 from Pobal for the delivery of critical supports and services.

All income from charitable activities arose in the Republic of Ireland.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

8. OTHER TRADING ACTIVITIES

	2020	2019
	€	€
Fundraising events	359,475	273,901
Charity Boutiques	714,494	781,267
Other	84,969	97,481
	<u>1,158,938</u>	<u>1,152,649</u>

All other trading activities are unrestricted. All income from other trading activities arose in the Republic of Ireland.

9. INVESTMENTS

	2020	2019
	€	€
Increase in fair value of investments	-	33,987
	<u>-</u>	<u>33,987</u>

Investment income is classified as unrestricted. Investment income was derived from the Republic of Ireland.

10. OTHER

	2020	2019
	€	€
Temporary Wage Subsidy Scheme (TWSS)	137,201	-
VAT compensation scheme	5,962	5,130
Tax refund on donations	1,964	-
	<u>145,127</u>	<u>5,130</u>

All other income is classified as unrestricted, except for the TWSS which is classified as restricted. All other income was derived from the Republic of Ireland.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

11. EXPENDITURE

Current year	Restricted funds 2020 €	Unrestricted funds 2020 €	Total 2020 €
<i>Raising funds</i>			
Staff costs	-	546,665	546,665
Fundraising events	-	214,755	214,755
Shop costs	-	229,994	229,994
Promotion and publicity	-	81,685	81,685
Other costs	-	86,515	86,515
	-	1,159,614	1,159,614
<i>Charitable activities</i>			
Staff costs	137,201	998,394	1,135,595
Homecare payments	-	1,106,312	1,106,312
Other costs	13,478	233,912	247,390
	150,679	2,338,618	2,489,297
<i>Other</i>			
Staff costs	-	7,139	7,139
Depreciation	12,150	15,877	28,027
Bank charges	-	6,116	6,116
Other costs	-	26,264	26,264
	12,150	55,396	67,546

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

11. EXPENDITURE (continued)

Included within the costs above are support costs as follows:

	Allocated to cost of raising funds 2020 €	Allocated to charitable activities 2020 €	Total 2020 €
Marketing	-	32,762	32,762
Finance and administration	275,064	212,995	488,059
Governance costs – external audit (incl. VAT)	-	14,760	14,760
	<u>275,064</u>	<u>260,517</u>	<u>535,581</u>
Prior year			
	Restricted funds 2019 €	Unrestricted funds 2019 €	Total 2019 €
<i>Raising funds</i>			
Staff costs	-	533,642	533,642
Fundraising events	-	261,692	261,692
Shop costs	-	255,206	255,206
Promotion and publicity	-	54,364	54,364
Other costs	-	71,960	71,960
	<u>-</u>	<u>1,176,864</u>	<u>1,176,864</u>
<i>Charitable activities</i>			
Staff costs	-	1,031,576	1,031,576
Homecare payments	-	1,450,401	1,450,401
Other costs	2,480	295,474	297,954
	<u>2,480</u>	<u>2,777,451</u>	<u>2,779,931</u>
<i>Other</i>			
Staff costs	-	12,352	12,352
Depreciation	-	19,023	19,023
Bank charges	-	7,594	7,594
	<u>-</u>	<u>15,487</u>	<u>15,487</u>
	<u>-</u>	<u>54,456</u>	<u>54,456</u>

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

11. EXPENDITURE (continued)

Included within the costs above are support costs as follows:

	Allocated to cost of raising funds 2019 €	Allocated to charitable activities 2019 €	Total 2019 €
Marketing	-	28,863	28,863
Finance and administration	264,543	277,373	541,916
Governance costs – external audit (incl VAT)	-	14,760	14,760
	<u>264,543</u>	<u>320,996</u>	<u>585,539</u>

12. STAFF NUMBERS AND COSTS

	2020 €	2019 €
Wages and salaries	1,470,976	1,320,363
Social welfare costs	136,592	149,393
Pension costs	77,853	63,499
Other compensation costs	3,978	44,114
	<u>1,689,399</u>	<u>1,577,369</u>

The average monthly number of persons employed by the company during the year was 41 (2019: 37). An analysis of employee numbers at the year-end is as follows:

	2020 Number	2019 Number
Services to children	18	14
Fundraising	8	8
Administration	4	5
Retail	11	10
	<u>41</u>	<u>37</u>

The CEO's gross salary was €96k in the year (2019: €93k).

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

12. STAFF NUMBERS AND COSTS (continued)

Number of employees whose emoluments for the year (including taxable benefits in kind but excluding employer pension costs) fall within the following bands:

	2020 Number	2019 Number
€60,001 – €70,000	1	1
€70,001 – €80,000	-	-
€80,001 – €90,000	-	-
€90,001 – €100,000	1	2

DIRECTORS' REMUNERATION

No remuneration or other benefits have been paid or are payable to any charity directors directly or indirectly from the funds of the charity.

The total amount of expenses accrued by directors was €nil (2019: €nil).

13. INTEREST PAYABLE AND SIMILAR CHARGES

	2020 €	2019 €
Bank interest and charges	6,116	15,487

14. PENSION

	2020 €	2019 €
Contribution to pension scheme	77,853	63,499

The company operates an externally funded defined contribution scheme that covers substantially all the employees of the company. The assets of the scheme are vested in independent trustees for the sole benefit of those employees.

The liability in respect of pension contributions outstanding at 31 December 2020 is Nil (2019: €10,887).

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

15. NET MOVEMENT IN FUNDS

	2020 €	2019 €
Net movement in funds is stated after charging:		
Depreciation of tangible assets	28,027	18,735
Operating lease rentals	107,419	104,704
Auditor's remuneration – audit services (excl. VAT)	12,000	12,000
Auditor's remuneration – tax compliance services (excl. VAT)	1,200	1,200
	<u>1,200</u>	<u>1,200</u>

16. TANGIBLE FIXED ASSETS

	Freehold Premises €	Office Equipment €	Computer Equipment €	Fixtures & Fittings €	Motor Vehicles €	Total €
Cost						
At 1 January 2020	367,805	86,193	94,103	12,923	14,703	575,727
Additions	-	-	66,210	-	-	66,210
Disposals	-	(73,241)	(93,060)	-	-	(166,301)
At 31 December 2020	<u>367,805</u>	<u>12,952</u>	<u>67,253</u>	<u>12,923</u>	<u>14,703</u>	<u>475,636</u>
Depreciation						
At 1 January 2020	93,183	77,178	89,428	3,519	3,014	266,322
Charge for the year	7,356	4,292	11,411	1,292	3,676	28,027
Disposals	-	(73,241)	(92,575)	-	-	(165,816)
At 31 December 2020	<u>100,539</u>	<u>8,229</u>	<u>8,264</u>	<u>4,811</u>	<u>6,690</u>	<u>128,533</u>
Net Book Values						
At 31 December 2019	<u>274,622</u>	<u>9,015</u>	<u>4,675</u>	<u>9,404</u>	<u>11,689</u>	<u>309,405</u>
At 31 December 2020	<u>267,266</u>	<u>4,723</u>	<u>58,989</u>	<u>8,112</u>	<u>8,013</u>	<u>347,103</u>

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

17. INVESTMENTS

	2020	2019
	€	€
<i>Investment in subsidiary undertakings</i>		
Investment in Jack and Jill Partnership Limited	55,331	55,331
Provision for impairment	(200)	(200)
	<hr/>	<hr/>
<i>Realisable Value of investment in</i>		
Jack and Jill Partnership Limited	55,131	55,131
Investment in Jack and Jill Recycling Limited	200	200
	<hr/>	<hr/>
	<u>55,331</u>	<u>55,331</u>

The charity owns 100% of the share capital in issue in Jack and Jill Partnership Limited, which has ceased operations, and has a registered address of Johnstown Manor, Johnstown, Naas, Co. Kildare. At 31 December 2020, Jack and Jill Partnership Limited had net assets of €55,131 (2019: €55,131) and the result for the financial year was €nil (2019: €nil). The charity has an outstanding payable to Jack and Jill Partnership Limited amounting to €55,131 at year end (2019: €55,131).

The charity owns 100% of the share capital in issue in Jack and Jill Recycling Limited which carries on recycling activities, and has a registered address of Johnstown Manor, Johnstown, Naas, Co. Kildare. At 31 December 2020, Jack and Jill Recycling Limited had net assets of €865 (2019: €1,115) and the result for the financial year was a loss after tax of €250 (2019: profit after tax €13,250).

In the opinion of the directors, the carrying value of the unlisted investments, as outlined above, are not less than their book values.

18. CURRENT FINANCIAL ASSETS

	2020	2019
	€	€
<i>Listed investments</i>		
At 1 January	-	768,186
Increase in fair value of investments	-	33,987
Disposal of investments	-	(802,173)
	<hr/>	<hr/>
At 31 December	<u>-</u>	<u>-</u>

The listed investments, all of which are fund investments are measured at fair value through profit and loss in line with the company's accounting policy. The fair value was determined with reference to the quoted market price at the financial year end date. The investments were disposed of during 2019.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

19. DEBTORS

	2020 €	2019 €
Prepayments and accrued income	168,352	89,915
PAYE/PRSI	-	27,741
Other debtors	6,800	7,729
	<u>175,152</u>	<u>125,385</u>

The carrying amounts of other debtors and prepayments approximate their fair value largely due to the short-term maturities and nature of these instruments.

20. CREDITORS

	2020 €	2019 €
Deferred income (Note 22)	300,000	395,002
PAYE/PRSI	49,385	-
Other creditors and accruals	271,171	295,619
Amounts due to subsidiary undertakings (Note 18)	55,131	55,131
	<u>675,687</u>	<u>745,752</u>

Trade and other creditors

The carrying amounts of trade and other creditors approximate their fair value largely due to the short-term maturities and nature of these instruments. The repayment terms of trade creditors vary between on demand and 90 days. No interest is payable on trade creditors.

Accruals

The terms of the accruals are based on underlying contracts.

Taxes and social welfare costs

Taxes and social welfare costs are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

21. FUNDS OF THE CHARITY

Current Year	Restricted Funds €	Unrestricted Funds €	Total €
Balance at beginning of year	198,471	3,247,461	3,445,932
Income	234,332	5,170,316	5,404,648
Expenditure	(162,829)	(3,553,628)	(3,716,457)
Transfers between funds	(21,668)	21,668	-
Balance at end of year	248,306	4,885,817	5,134,123

The transfer between funds amounting to €21,668 pertains to the excess restricted funds that can now be used for other purpose of the Charity.

	Restricted Funds €	Unrestricted Funds €	Total €
Funds of the Charity:			
Fixed assets	248,306	154,128	402,434
Current assets	-	5,407,376	5,407,376
Current liabilities	-	(675,687)	(675,687)
	248,306	4,885,817	5,134,123

Prior year

	Restricted Funds €	Unrestricted Funds €	Total 2019 €
Balance at beginning of year	200,951	2,623,102	2,824,053
Income	-	4,633,130	4,633,130
Expenditure	(2,480)	(4,008,771)	(4,011,251)
Balance at end of year	198,471	3,247,461	3,445,932

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

21. FUNDS OF THE CHARITY (continued)

	Restricted Funds	Unrestricted Funds	Total
	€	€	€
Funds of the Charity:			
Fixed assets	163,325	364,736	528,061
Current assets	35,146	3,628,477	3,663,623
Current liabilities	-	(745,752)	(745,752)
	<u>198,471</u>	<u>3,247,461</u>	<u>3,445,932</u>

22. DEFERRED INCOME

	2020	2019
	€	€
At 1 January	395,002	47,177
Credited to Statement of Financial Activities	(395,002)	(47,177)
Deferred during the year	<u>300,000</u>	<u>395,002</u>
At 31 December	<u><u>300,000</u></u>	<u><u>395,002</u></u>

Deferred income at 31 December 2020 relates to donations of €300k received for the extension of the pilot scheme to extend the age limit of care to 6 years which commenced in 2021. The Jack and Jill Foundation does not have entitlement to this income at 31 December 2020 and hence income has been deferred.

23. FINANCIAL INSTRUMENTS

The analysis of the carrying amounts of the financial instruments of the charity required under Section 11 of FRS 102 is as follows:

	2020	2019
	€	€
Financial assets at amortised cost		
Cash and cash equivalents	5,232,224	3,701,563
Accrued income	151,751	71,653
Other debtors	<u>6,800</u>	<u>7,729</u>
	<u><u>5,390,775</u></u>	<u><u>3,780,945</u></u>

THE JACK AND JILL FOUNDATION CLG

NOTES TO THE FINANCIAL STATEMENTS

24. FINANCIAL INSTRUMENTS (continued)

	2020	2019
	€	€
Financial liabilities at amortised cost		
Amounts due to subsidiary undertakings	55,131	55,131
Other creditors and accruals	271,171	295,619
	<u>326,302</u>	<u>350,750</u>

25. COMMITMENTS

The company has a number of lease commitments in relation to properties in the Republic of Ireland. The minimum lease payments under non-cancellable operating leases are as follows:

	2020	2019
	€	€
Within one year	136,851	133,262
Greater than one year and less than five years	381,427	301,155
Greater than five years and less than ten years	-	125,000
	<u>518,278</u>	<u>559,417</u>

26. RELATED PARTY TRANSACTIONS

Related party transactions

There were no related party transactions under FRS 102 Section 33 Related Party Disclosures during the year other than those disclosed in Note 18.

Key management personnel compensation

The senior employees who have authority and responsibility for planning, directing and controlling the activities of the company are considered to be key management personnel. Total remuneration in respect of these individuals is €329,006 (2019: €358,831).

27. EVENTS AFTER THE END OF THE REPORTING PERIOD

There are no subsequent events that affected the company.

28. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved by the Board of Directors on 13th June 2021

IMPACTFUL STORYTELLING

WEB FEAT: EVENT BEATS COVID-19



CHARITY WITH A HEART OF GOLD

Jack & Jill's fundraiser to go online with works for sale from world famous artists

Family are incredibly supportive. It's a just absolutely amazing and in eating all of her food orally which is absolutely fantastic. The first year was really difficult, but we had a handful of days where she doesn't have a seizure, but we're so happy with all the progress she's making." Central to the round-the-clock care that Eve needs is a Jack & Jill nurse who provides

THOMAS LYONS caught up with... which this month is urging people...

Living with: Dublin mum opens up about son's heartbreaking brain injury diagnosis

"The guilt is always there, you think 'Maybe I didn't take it easy enough when I was pregnant, even though there's nothing that could have been done.'"



Artists go incognito for charity

MEMBERS of the Arklow Visual Arts Gallery are using their brushes to support a good cause. They are taking part in 'Incognito 2020', Ireland's largest public art exhibition, and helping to raise funds for the Jack and Jill Foundation. Each artist has donated three postcard-size pieces to the exhibition. "We are delighted to be involved in Incognito 2020 with Andrew and Attracta Manson, Sarah Era Manson, Noel Fallon, David Owens, Margaret Tyner, and Michelle Harton among some of our members that have submitted artworks for this wonderful cause," a spokesperson for Arklow Visual Arts Gallery explained. "Each artist has worked on three postcard-sized pieces that will be sold for €50 each giving the possibility for our members to raise €1050 for the Jack and Jill Foundation. Buyers will not know who's artwork they have bought until they buy the work and look at the back of the piece."

'We missed Jack and Jill lifeline'

Cork dad Tommy Cille tells CHRIS DUNNE how they missed the respite care offered by the Jack and Jill Foundation during Covid-19, and why they are glad to have the miracle workers back



It was a particularly tough one for Tommy Cille and his family. "I was particularly grateful to the Jack and Jill Foundation for the respite care they provided during Covid-19. It was very aware that I could pick up the virus, so we had to be extra vigilant."



Up for grabs: Left, an auctioned for the Jack Bono is among the c

Keeping it in the dark: Springsteen and Bono join

Devin Sean Martin

BRUCE Springsteen and his wife Patti Scialfa are the latest to donate their original art to Jack & Jill Children's Foundation's INCOGNITO public art initiative. The annual initiative, heading into its fourth year, sells

money for home nursing care for children with life-limiting conditions. The foundation sells the artwork for €50 on a first-come-first-served basis, but the initiative keeps the creator of the work anonymous until someone

to get their hands on original pieces of work by new internationally acclaimed artists, illustrators and designers valued way and beyond the sale price of €50," the Jack & Jill organisation said.

Springsteen is joining U2's Bono, Irish fashion designer Paul Costelloe and about

'I bought a piano when the family thought I'd popped out for bread and milk'

Me & My Money: Carmel Doyle, chief executive of Jack and Jill Children's Foundation

© Mon, Dec 14, 2020, 05:30

Tony Clayton-Lea



Carmel Doyle chief executive of Jack and Jill Children's Foundation: "It's important to have a know when enough is enough." Photograph: Colm Mahady/Fennells

6 **SPIN** Wednesday, April 29, 2020

FRONTLINE HEROES



PAUL MULLANE BUS EIREANN DRIVER

'People in small villages have no trains or taxis'

MANY frontline workers rely on public transport to get them to their places of work during the lockdown, while it's a vital lifeline for people accessing urgent medical care. That's where Paul Mullane comes in. A driver with Bus Eireann for the last 20 years, the Waterford man operates all of the company's routes through the south-east, so well as its Intercity and Expressway services. His normally busy routes have changed dramatically over the last seven weeks. "On an Expressway service there's 52 seats, but now there's only 14 or 15 seats available," he says. "It's costing Bus Eireann to run it when it's that empty but we have commercial services on these routes so it's necessary for us to have essential workers who need to get to their jobs. It's also very important for

BACKING THE FRONTLINE



By FIONA ELLIS and DOCTORS and nurses work at the epicentre of the epidemic. But they rely on other medical professionals to help them fight Covid-19. Pharmacists, support workers and trainees are also putting themselves as they face the pandemic.



CONOR CLANCY CONTACT TRACING

'Callers getting through a good nursing care for children under Jack & Jill wing today,' the foundation said in a statement.

UNIVERSITY of Limerick students are helping the fight against Covid-19 by advising those affected by the virus and contact tracing to prevent the spread. The university, in partnership with the HSE, has set up the UL Virtual Contact Tracing Hub. The students are making calls to inform people that they have had a positive test result, as well as providing health advice. UL staff are managing the contact tracing hub and are providing technical support to staff and further 270 staff and students have

'The world has adjusted to our normal' - how it feels to have a child with special needs during Covid-19

By Lizette Gore-Greaves 08th Oct 2020



"The girls have missed the nurses on the frontline, I was very nervous about the virus, so we had to be

We missed Jack

LOVES VITAL SUP

people in rural areas. We take things for granted in the big towns and cities, but people in small villages have no trains or buses to rely on the bus.

He added: "Some of our routes also use the hospitals, so people are not getting to appointments as they would have if we noticed a change in the last few weeks. People were wary of going to hospital, but the HSE said they shouldn't stay away but now we're seeing more people travelling to University Hospital Waterford especially."

He said: "I'd be a fool to say I'm not worried. I've two elderly parents and my father's not well, but at the same time, I'm glad to be working. The nurses and doctors are the real heroes in my eyes, and the people who are keeping us fed, and the people who are trying to provide them with services. I'm delighted to do something small that helps to keep the show on the road."



TJ and his parents create a corona tree

A green area in Oylegate village is now the location for a corona tree thanks to the efforts of local couple, Darren and Julie Shell, and their son TJ.

TJ suffers from a condition called lissencephaly which means he needs 24-hour care.

However, he and his parents were inspired by the efforts of a local primary school girl named Mia-Lilly Rattle who thought up the idea of a 'corona tree' to keep her family safe during the current Covid-19 pandemic.

Speaking to this newspaper about their tree TJ's dad, Darren, said they were inspired by what Mia-Lilly did.

"We had the house decorated with lights at Christmas for the Jack & Jill Foundation and the lights were still up on the tree so we decided to leave them up now and use them as well as part of the corona tree decorations," said Darren.



The colourful Corona tree created by TJ Shell (left) outside his home in Oylegate.

"We had a lot of fun decorating the tree and it looks really good," said Darren.

He also said it was good to bring a little bit of colour into people's lives at the moment especially with everyone worried about the dangers posed to those at risk of exposure to the coronavirus.

"I've two elderly parents and my father's not well, but at the same time, I'm glad to be working. The nurses and doctors are the real heroes in my eyes, and the people who are keeping us fed, and the people who are trying to provide them with services. I'm delighted to do something small that helps to keep the show on the road."

GUP

hope that by doing this small bit of help... can help make sure they are safe. Sometimes people are happy to get at home. Luckily, my calls have been... it is not as too much to do as for... very positive to be able to do some... done the coming... to see the impact...



ALL IN FIGHT So many sectors behind medicine in pandemic battle



FAMILY TIME: The Cliffe family, from Kinn, and Tommy, Luke, and...

The Nationalist

Kylie Reilly's extra-special birthday party

No Gaelic Games until 2021? Turlough O'Brien chats about uncertain times

Ploughing may not come back to Carlow next year

NPA could choose a bigger venue as Ireland will host world championships

By Michael Treacy

Ploughing Championships, which will run alongside the national ploughing events...

THE BACK-UP PLAN

Blackburne from Durrough, Wickham with his daughter Emily, as they take part in 'Solo's Marathon to Help' fundraiser for the Jack and Jill Foundation.

own up with Luke! We really... (ling during Covid-19. Being on... try aware that I could pick up the... be extra vigilant.

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OUR FAMILIES NATIONWIDE



Ella & Leo Johnston, Dublin



Byrne Family, Co. Carlow



Sam & Oscar Fitzgerald, Co. Kildare



Saoirse Gill with Aunt Fiona, Co. Meath



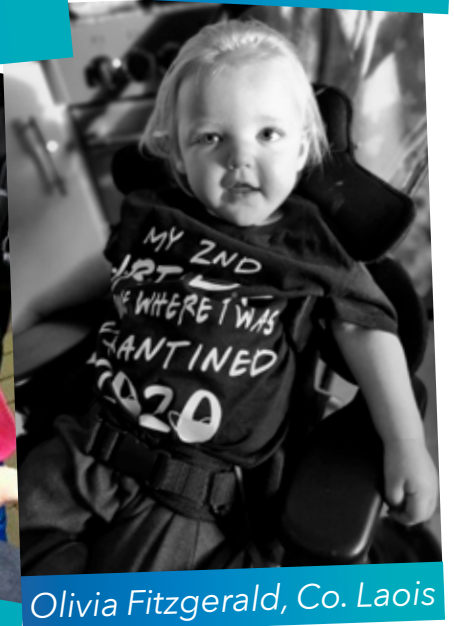
Cassidy Family, Co. Cavan



Eva Wall & Lucy Hall, Co. Wexford



Evie Jenkins, Dublin



Olivia Fitzgerald, Co. Laois

CALL TO ACTION

With the Jack & Jill Children's Foundation, charity really does begin at home.

Our call to action is for people to continue to 'support local and donate local' please.

Your individual, club, school or business donation supports local children and their families with specialist home nursing care hours, including end-of-life care for some.

We've been doing this for nearly 25 years, but we couldn't do it without continued support from the public, people who genuinely care.

Specifically, we need more businesses to sign up as County Champions, sponsoring local children for a month for €900 or for a year for €10,800.

We need more volunteers.

And a real push up the steep fundraising hill we climb, year in, year out.

Remember, every €18 counts for 1 hour of home nursing care and we can demonstrate the reach and reputation of Jack & Jill across the country. So if you work in a business wishing to nominate a charity partner that makes a difference, please get in touch.

If you are, or you know, another sporting hero, celebrity or social media influencer who can help tell our story and join our team of ambassadors, we need to hear from you.

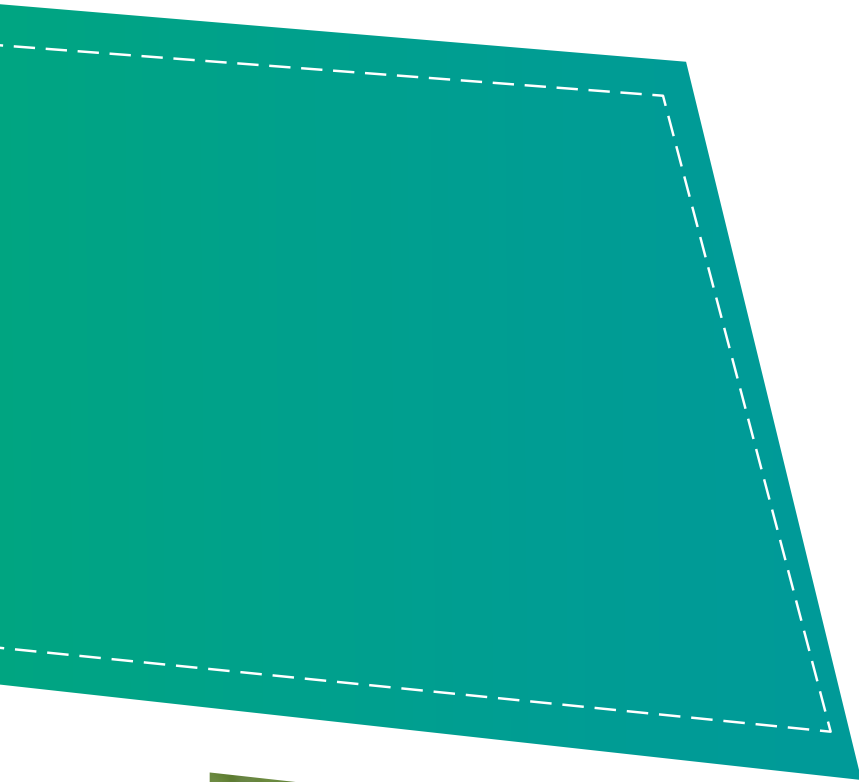
Please take five minutes to visit us at www.jackandjill.ie to find out how you can accelerate our community drive.

Because, community matters.

Thank you.



Jack & Jill Nurse Manager Sinead Moran in action



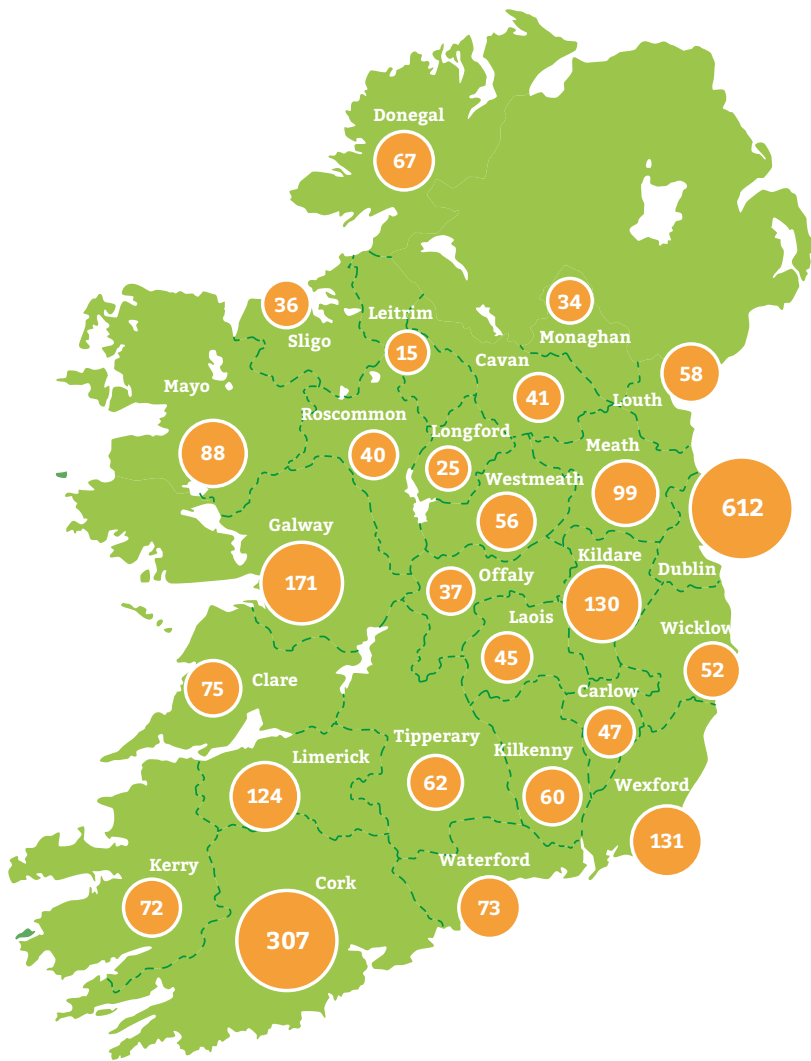
"I simply cannot express how much we appreciate the many people and organisations across Ireland who rolled up their sleeves, dug in and answered our SOS Call in 2020. You made a genuine difference and, for that, we are eternally grateful. THANK YOU!"

***Jonathan Irwin, Founder,
The Jack & Jill Children's
Foundation***



OUR SERVICE

Number of Jack & Jill children since 1997



The Jack & Jill Children's Foundation

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Registered Charity Number: 20036201

