

# KHF KATHARINE HOWARD FOUNDATION

## ANNUAL REPORT 2021



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# CHAIRPERSON'S REPORT

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I am pleased to introduce the Katharine Howard Foundation's Annual Report 2021. The report provides an overview of the Foundation's work over the past year. KHF, as an independent Irish grant-making Foundation, works to improve the lives of young children and their families with a particular focus on working with and supporting children from 0-3 years and their families. All our work is underpinned by a commitment to equality, overcoming disadvantage and promoting equal opportunities for all children.

The Foundation's work in 2021 maintained a focus on its Programme of work including the completion of the Nurture Programme, ongoing support for the Community Mothers Programme Development Project and the development of its Strategic Grants Programme. The Foundation also aims to influence policy and practice through its programme of work and its collaborative working relationships with other Foundations and organisations with a focus on the early years sector. KHF also continued to identify opportunities to support ongoing work to enhance health and well-being outcomes for children and families.

KHF maintained a close working relationship with other Foundations such as the Community Foundation for Ireland and continued to network with other organisations in the philanthropic sector including Philanthropy Ireland. These positive working relationships were evident over the past months in working collaboratively to provide supports to children and families impacted by Covid 19. We are very aware of the impact of Covid and the emerging additional support needs for young families.

2021 was one of transition for the Foundation as it completed a review of its Strategic Plan (2017-2020) and finalised the development of a new Strategic Plan for 2021-2025. The review and reflection process proved very successful and reaffirmed our vision, principles and ethos underpinning the work, key elements of KHF's approach and provided a clear pathway for the next 5 years. We look forward to building on and strengthening the work of the Foundation over the coming years by maintaining our approach to responding to the needs of young children and families in a flexible and creative manner with a view to ensuring best outcomes for children and families.

Another important development in 2021 was the news that our Director, Noelle Spring, was retiring after 22 years with the Foundation. A succession and transition plan was developed to support the Trustees in planning for change which included the recruitment of a new CEO for the Foundation who took up the position in early January 2022.

Noelle will be greatly missed for all her great work over the years and for bringing the Foundation from its early beginnings, supporting communities and projects through our small grants programmes, to the development and implementation of a range of collaborative Programmes and Initiatives all aimed at improving the lives of young children and their families along with influencing practice and policy. The Trustees greatly appreciated Noelle's commitment and dedication and all that she has done in working with others to enhance the work of the Foundation and raise its profile as an independent Foundation working in the area of prevention and early intervention.

We are delighted that our new CEO is Dr Cliona Hannon, formerly Director of the Trinity Access Programmes, Trinity College. Cliona brings a wealth of experience to the role and I would like to wish her every success as she takes the Foundation forward.

I also wish to express our appreciation and thanks to the small staff team who supported the Director in 2021 during another difficult Covid 19 year.

A sincere thank you also to my fellow Trustees for their ongoing commitment to the governance of the Foundation. During 2021, there were a number of changes in the governance of the Foundation with the resignation of David Kingston as chairperson and my appointment as the new chairperson in May 2021. David has provided strong leadership to the Foundation over many years, and we are very grateful for his immense contribution to the work of KHF. Another Trustee, Dermot McCarthy, retired from the Board of Trustees in 2021. Dermot provided great guidance and support over the years and will be missed.



*Dr. Noelle Spring at her last Trustee Meeting as Director of KHF in December 2021, after 22 years at the helm of Foundation.*

However, we were pleased to welcome two new Trustees, Helen Johnston (who joined in late 2020) and Evelyn Leen who joined us in September 2021. Both Helen and Evelyn bring a wide range of experience, expertise and skills which will help to further enhance the work of the Foundation.

Finally on behalf of all the Trustees I would like to thank all those who worked with and supported KHF in 2021.

**Willie Holmes, Chairperson,  
April 2022**



# ABOUT US

## Our Mission

The Katharine Howard Foundation (KHF) is an independent Foundation focused on improving the lives of young children and their families by:

- Working with others to identify and respond to the needs of children and families
- Building on existing initiatives including at local community level
- Formulating, implementing, and evaluating new initiatives, both universal and targeted
- Making strategic grants that improve the outcomes for children and families
- Gathering and disseminating learning from experience
- Influencing and advocating for the development of policy and practice
- Protecting the endowment fund.

## Contact Information:

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## Trustees:

Willie Holmes  
*(Chairperson)*  
David Kingston  
Kieran Bristow  
Dermot McCarthy  
Maura Murphy  
Jane Forman  
Helen Johnston  
Evelyn Leen

## Legal and Financial:

Crawford Tipping F.C.A. – Auditor  
Irish Life Investment Managers (ILIM)

## Staff:

Director - Noelle Spring  
Administrator - Gina Allen  
Finance Manager – Jane Treacy  
Programme Manager - Francis Chance  
Strategic Planning Support – Marguerite Hanratty

## BACKGROUND TO THE FOUNDATION

The Katharine Howard Foundation (KHF) was established in 1979 by Katharine Howard, who was the last survivor of the Earls of Wicklow and resided most of her adult life in Co. Wexford. She set up the Foundation with assistance from friends who agreed to support her by becoming Trustees.

Her intention was to support locally based projects and community activities. She was a founder member of the Gorey Girl Guides and was involved in other voluntary organisations such as the Camphill Community that assisted people with disabilities and others involving environmental projects.

Initially she allocated £20,000 to her fund and gradually added more modest funds to the Foundation which continued distributing small amounts of funds until her death in 1990. Subsequently her estate and that of her American grandmother were then added to her endowment funds and this greatly increased the funding that was available. These funds were then carefully invested by the Trustees who also expanded the organisation and sought advice to become strategic and focused about its grant making.



## Key Principles

The key principles that underpin KHF's work are:

- A belief that KHF can make a difference through evidence informed interventions based on collaboration, reflective learning, adding value and flexibility
- A commitment to equality and overcoming disadvantage and promoting equality of opportunity for all children and their families
- A commitment to demonstrate respect, integrity and empathy in all aspects of KHF's work
- A commitment to work on the ground with people and communities
- A commitment to transparency and accountability throughout all KHF's work.

Since the early 1990s the Foundation has operated as an independent all Ireland grant making Foundation with a particular emphasis on supporting community projects and initiatives in areas that are socially disadvantaged, particularly those with a focus on families and young children.

## Work of the Foundation

The work of the Foundation includes:

- Advocacy and development work;
- Providing funding through strategic grants;
- Developing and implementing collaborative innovative programmes/initiatives.

KHF places great emphasis on working in partnership with statutory, community and voluntary organisations and other funders. This partnership approach has proved successful over the years and has affirmed the Foundation's developmental approach to its work in engaging in special projects especially in the area of young children and family support. KHF has built in a support role accompanying grants where possible. This support role includes an emphasis on designing and planning Programmes and Initiatives and supporting delivery and implementation through a considered and reflective approach. The impact of providing funding along with implementation support has strengthened the partnerships made by KHF within the sector in which it operates.

Collaborative initiatives developed by KHF include:

- Parent and Toddler Group Initiative (2006-2009) in partnership with the Office of the Minister for Children.
- Parenting Support Initiative (2013-2016) in partnership with The Community Foundation for Ireland.
- Nurture Programme: Infant Health and Wellbeing (2015-2019) in partnership with The Atlantic Philanthropies, the Health Service Executive, the Centre for Effective Services and the Community Foundation for Ireland.

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# STRUCTURE, GOVERNANCE AND RISK MANAGEMENT

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The Katharine Howard Foundation is a registered charity with the Charities Regulatory Authority: CRA Number 20010928. It also holds a Revenue Charity number: CHY 6255. The Foundation was established by a trust deed on the 14 June 1979 and amended by a deed of variation on the 25 November 1986.

The Trustees of the Foundation are those listed in the following section. New Trustees are appointed by existing Trustees. A scheme of delegation is in place and day to day responsibilities for the implementation of the current strategic plan rest with the Director assisted by two Trustee subcommittees: Finance and Investment and Strategic Planning.

The Director has responsibility for the operational management of the Foundation, including staff supervision and team development, in line with best practice. Trustee meetings are held at least four times a year and include a review of what was achieved and the outcomes of the work over the previous 12 months. This review helps to ensure that the objectives and activities remain focused on the stated aims of the Foundation. All grants are reviewed and approved by the Trustees. All Trustees give their time and expertise voluntarily, without any form of remuneration in cash or kind. The Foundation is a member of Philanthropy Ireland, a support organisation for grant making trusts and foundations. KHF liaises with other foundations operating in Ireland on sectoral issues and joint grant making. KHF is also a member of the Prevention and Early Intervention Network (PEIN), the Parenting Network and the Children's Rights Alliance. The Director and staff of the Foundation are assisted by establishing advisory groups for the various programmes and initiatives. In 2021 this included the Oversight Group for the Nurture Programme: Infant Health and Wellbeing and an Oversight Group for the Community Mothers Programme Development Project.

## RISK MANAGEMENT

The Trustees are aware of the major risks to which the Foundation is exposed, in particular those related to the finances and operations of the organisation and are satisfied that systems and procedures are in place to manage exposure to the major risks. The principal risks faced by the Trustees lie in the performance of investments and the operational risks of ineffective grant making.

The Trustees consider variability of investment returns on its equities, fixed interest stocks and cash constitute the Foundation's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. A medium risk level is deemed to be most suitable for the Foundation's investment and at least two meetings a year are held with the investment managers to oversee this approach. The Finance and Investment Sub-committee assists the Trustees with the oversight of the investments and reports at each Trustee meeting. The investment funds are managed by Irish Life Investment Managers.

The major operational risk is the extent to which the grants awarded make an impact on the intended beneficiaries. The review and reflection approach taken by the Foundation is informed by the reports received from grantees and/or programme partners. Recipients of strategic grants are required to provide a progress report within a year of the grant being allocated. This includes information on the grant purpose, project outline and information on what was achieved through the grant. Projects in receipt of multiannual funding through a specific programme, such as the Nurture Programme, provide quarterly financial and narrative reports. The learning from these reports informs KHF's approach to assessment for future funding.

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# KHF'S PROGRAMME OF WORK 2021

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2021 was another interesting and busy year for KHF. Covid-19 again brought challenges in 2021 which included staff continuing to work remotely for the first part of the year with a gradual return to the office during the late summer months but, despite the difficulties, the Foundation continued to work effectively with many partners. Collaborative work continued with the Community Mothers Programme (CMP) Development Project through funding from the Sláintecare Integration Fund which involves progressing the recommendations of the CMP national review completed in 2019. This important development project is being undertaken in collaboration with National College of Ireland (NCI) and the HSE and Tusla. The first phase of the CMP Development Project was completed in July 2021 and included the development of a revised National Model for the CMP. The Project moved into a second phase from July funded by NCI through a private donor. This phase enabled further refining of the revised CMP Model, development of a Manual to support implementation of the Model and exploring the possibility of the development of an agreed data collection system across the CMP sites. The future sustainability of the CMP and the implementation of the revised model will be the key challenge for 2022, which also includes the need for a National Support Structure and secure funding to support, enhance and further develop this important Programme.

Final elements of the Nurture Programme: Infant Health and Wellbeing were also addressed during 2021 and the work of the Programme is now part of the HSE's Healthy Childhood Programme which will ensure its future sustainability. KHF continued to maintain a positive collaborative working relationship with the HSE. The Infant Development Fund is an important development of the Nurture Programme and is a great legacy of the Programme.

KHF also continued to support a range of community projects and initiatives through its strategic grants programme which is linked to the Foundation's overall focus of supporting young children and families in areas of socioeconomic disadvantage.

Finally, from an organisation perspective, the focus on the completion of a review of KHF's Strategic Plan 2017-2021 and the development of a new plan was an important part of the work of the Foundation in 2021.

This review, reflection and planning process with Trustees and staff has proved very effective and we are now in the process on implementing the new Strategic Plan (2021-2025).

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## COMMUNITY MOTHERS PROGRAMME DEVELOPMENT PROJECT / COMMUNITY FAMILIES

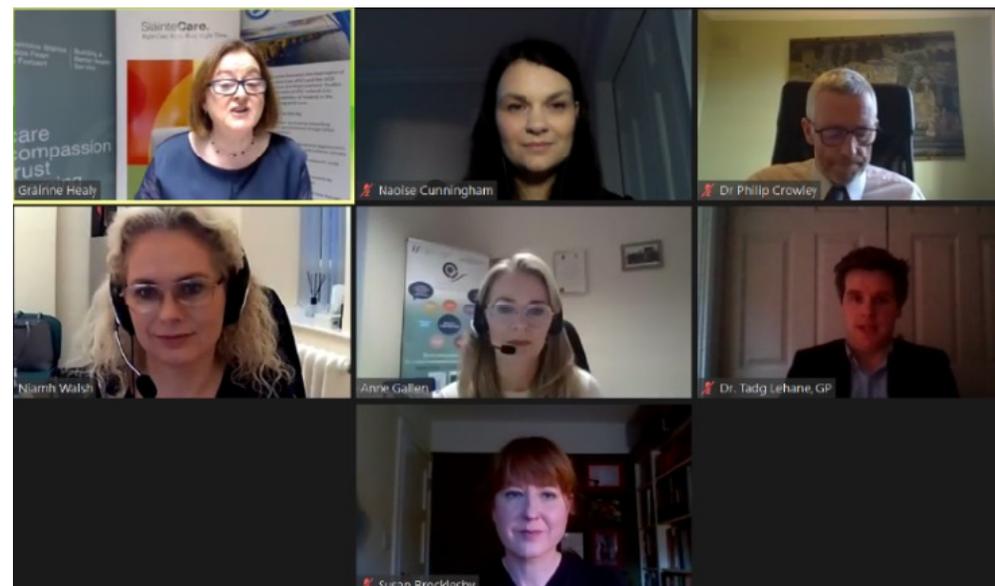
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The Katharine Howard Foundation's support to the development of the [Community Mothers Programme \(CMP\)](#) progressed significantly in 2021. This work has been carried out in partnership with the Health Service Executive, Tusla, the National College of Ireland (NCI) and the seven existing Community Mothers Programme (CMP) sites with support from a private donor funding secured by NCI.

An important aspect of this work has involved consultation with a wide range of key stakeholders at national and local level. A key report on consultation with parents was completed in 2021 and can be accessed [here](#). This report contains rich information on parents' experiences of the current service, on their needs and preferences and on their suggestions for the new programme model. This feedback has been a vital component of ensuring that the revised model has been co-created with the parents it is intended to benefit.

During 2021 work was completed on the development of Community Families, the agreed name of the programme to replace the Community Mothers Programme.

On 4th February 2021, Susan Brocklesby, Project Consultant with KHF, presented the Community Mothers Programme Development Project at a webinar for projects funded under the Sláintecare Integration Fund. The title of the webinar was "Improving the experience of patients and service users". Susan was interviewed by Dr Grannie Healy of Sláintecare, there was a screening of a video about the project which can be [viewed here](#). Susan participated in a panel discussion with Dr Philip Crowley, the HSE's Director of Quality Improvement and three other projects which focused on improving services in the fields of disability, mental health and homelessness. The full webinar can be [viewed here](#).



*Susan Brocklesby, Project Consultant, (bottom centre) presenting on Community Mothers Programme at the Sláintecare briefing webinar.*

In addition, KHF secured funding from the Infant Development Fund at the Community Foundation for Ireland to support sites in their engagement with key local stakeholders and to undertake a scoping exercise on the implementation of a standardised database for Community Families. This exercise will be completed in 2022.

A key priority has been the planning of a long-term National Support Structure to support the implementation of the new Model, Community Families in the current CMP sites and to oversee the quality, roll out and future development of the Programme.

The year concluded with a celebratory webinar with the Oversight Group and the sites which have participated in the Development Project. At this event, the long-term structure for Community Families was announced with a new Community Families National Oversight and Support Group to be launched in early 2022. This group will be co-chaired by Tusla and the HSE, a key indication of their shared long-term commitment to Community Families. Furthermore, both the HSE and Tusla have secured some once off development funding to support developments in 2022.

Further information on the Community Mothers Programme Development Project and Community Families is available on the [KHF website](#).



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# KHF'S OTHER AREAS OF WORK 2021

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The Foundation continued to work in partnership with statutory, community and voluntary organisations and other funders. This collaborative working is central to KHF's approach to all its work in supporting children and families with a key emphasis on the importance of prevention and early intervention approaches in improving outcomes for children. The following section highlights some of this collaborative work.

## THE PREVENTION & EARLY INTERVENTION NETWORK (PEIN)

The Prevention & Early Intervention Network (PEIN) is a network of evidence-based practice, advocacy and research organisations and individuals across the Republic of Ireland who share a commitment to improving outcomes for children, young people, and their communities. PEIN was originally funded through The Atlantic Philanthropies Disadvantaged Children and Youth Programme, and it first met in 2010. PEIN harnesses the commitment, expertise and experience of its many members, and the various perspectives which they bring. PEIN networking events offer opportunities to learn, share, challenge and collaborate in a supportive environment which seeks to promote effective approaches and provide a collective voice for the sector.

KHF continued as an active member of PEIN in 2021. PEIN continued to provide networking opportunities with other organisations with a focus on the importance of embedding Prevention and Early Intervention (PEI) in both policy and practice. PEIN organised several webinars during 2021 for members. The support to PEIN was enhanced through funding secured from Tusla which resulted in the employment of a part-time National Coordinator in February 2021 and a part time administrator in May 2021. PEIN was included in the working group formed by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) to support the creation of a National Model for Parenting Support Services as part of First 5, a whole-of-Government strategy to improve the lives of babies, young children and their families.

## PARENTING NETWORK

KHF is a member of the Steering Group of the Parenting Network. The Network was established in 2010 by the Centre for Effective Services (CES) as an all-Ireland Group with a focus on supporting parents in their parenting role. The Network includes organisation CEOs, funders, professional bodies and practitioners engaged in direct work along with academics and professional researchers working in this sector. A number of Network meetings were held throughout 2021 and Niamh McCarthy was appointed Chairperson at the September meeting. The Network was successful in securing

funding from Tusla to assist with co-ordination and administration support from PEIN. Through this support, developments in early 2021 included finalising policy papers, building on the Network's communication strategy with members, including the ongoing development of a website and connecting with the new Parenting Policy Support Unit (PPSU) in DCEDIY. Tusla also agreed to partner the Parenting Network on a series of webinars on parenting and two successful webinars were held in 2021, including a series of webinars on self-care and returning to work which ran over the summer and in November.



The Parenting Network Steering Group continued to meet regularly online throughout the year and also supported the work of the DCEDIY's Parenting Support Unit through its representation on the Working and Challenge Groups, established to support the unit in the development of a model for parenting support.

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## CHILDREN'S RIGHTS ALLIANCE

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KHF is a member of the [Children's Rights Alliance \(CRA\)](#) and continues its membership of the Early Years Advisory Group which provides a forum for consultation on CRA's early years policy and strategy. In 2021, the Children's Rights Alliance kept its focus on the need for a children's rights-based approach to major developments taking place in early years.

CRA launched the [13th Report Card](#) in February 2021, selecting 16 promises to children and rated the Government. Despite the challenging circumstances of Covid-19 some important new commitments were made, including pathways for undocumented children and on the long-awaited reform of the family law system.

In 2021, the Government published a [Workforce Development Plan](#) that aims to ensure the appropriate number of early years staff are available at all levels and to set targets for a graduate-led workforce. The Alliance had an opportunity to present to the Workforce Development Steering Group (February) and take part in stakeholder consultations. The Alliance was also invited to join the Steering Group for the National Action Plan for Childminding following the Government's publication of the National Action Plan on Childminding.

The Alliance also acted as the National Coordinator of a Europe-wide early childhood development campaign called First Years, First Priority in 2021. The overall aim of this campaign is to influence policies, plans and funding to increase investment in Early Childhood Development (ECD) and highlight the importance of ECD on a national and European level by building an evidence base across the 9 countries involved in the campaign (Bulgaria, Hungary, France, Finland, Ireland, Portugal, Serbia, Spain, Romania).



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## PHILANTHROPY IRELAND

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KHF is an active member of [Philanthropy Ireland \(PI\)](#), a network organisation, established to strengthen the social sector by advancing knowledge, practice and understanding of philanthropy. Philanthropy has long played a significant role in Irish society, however, during 2021 the impact of Covid saw the demands on philanthropy accelerate. The need, value, and potential of philanthropy to impact positively on social issues became increasingly evident. In 2021, many opportunities arose to attend online membership meetings, sharing opportunities and challenges from the various membership organisations.

Pressing for the advancement of a national policy for philanthropy was also a key area of focus for PI in 2021 and the organisation played a key role in bringing the European Research Network on Philanthropy (ERNOP) conference to Dublin for the first time. This gave policy makers the opportunity to advance the philanthropy policy agenda and they are committed to continued collaboration and provision of support for the development of policy in 2022.

# KHF STRATEGIC GRANTS 2021

The Foundation continued to fund a number of strategic grants in 2021 aimed at supporting organisations and groups involved in work linked to KHF’s strategic plan and which provide valuable learning opportunities. A small number of strategic grants were also made to support work with vulnerable young children and families.

KHF strategic grants often involve securing matching or co-funding from other Foundations and Trusts. In addition to direct grant-making, KHF also supported applications for funding through indirect support and collaboration with other philanthropic partners.

Organisation	Project Funded	Grant (€)
Irish Penal Reform Trust (IPRT)	<b>Children’s and Families Initiative</b> To establish an IPRT led Network focused on children and families affected by imprisonment—comprised of community-based organisations, researchers, academics and advocacy groups. The aim of the Network is to map current knowledge and supports and disseminate best practices and actions for change in supporting families and children of prisoners (Year 2 of a multi-annual grant)	€10,000
Common Purpose Ireland	1. Programme for Emerging Leaders Spring 2021 (2 bursary places) 2. Programme for Senior Leaders (1 bursary place)	€3,000 €3,150
Friends of Breastfeeding	Strategic Planning and Review	€5,000
Crann Centre, Cork	Creation of a fully accessible and inclusive Playground and Leisure Area for children with neurophysical disabilities	€10,000
INFORM- (a working group advocating for reform & change in early childhood education & care) Early Childhood Research Centre, DCU	Development of INFORM Strategic Plan	€5,000
Dolphin House Community Centre	Needs assessment for children & families in Dolphin House	€10,000
Children’s Rights Alliance	Dissemination of the UNCRC report	€10,000
	<b>Total</b>	<b>€56,150</b>

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# ACCOUNTS

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# INCOME & EXPENDITURE SUMMARY BALANCE SHEET

Income & Expenditure		
Income	2021 (€)	2020 (€)
Unrestricted Income	705	3,384
Restricted Income (Including Community Mothers Programme Development)	25,300	9,900
<b>Total Income</b>	<b>26,005</b>	<b>13,284</b>
Expenditure	2021 (€)	2020 (€)
Grants Allocated	56,150	36,107
Nurture Programme	856,259	444,624
Community Mothers Programme Review	18,900	9,900
Staff Costs	184,930	194,589
Governance Costs	5,000	6,537
Support Costs	48,541	38,429
<b>Total</b>	<b>1,169,780</b>	<b>730,187</b>

Summary Balance Sheet		
	2021 (€)	2020 (€)
Financial Assets	10,090,064	9,338,071
Current Assets	586,404	1,282,044
Current Liabilities	-66,095	-17,960
<b>Total Funds 31 December</b>	<b>10,610,373</b>	<b>10,602,155</b>
<p>The financial information on this page has been extracted from the Katharine Howard Foundation's Audited Financial Statements for year ended 31 December 2021 which were approved by the Trustees in May 2022.</p>		

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# KHF TRUSTEES

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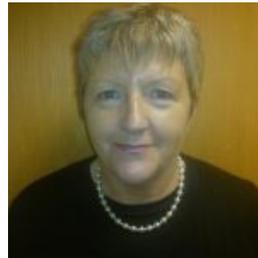
## **Willie Holmes (Chairperson)**

Willie Holmes, an Actuary by profession, has spent his working life in insurance, investment and pensions. He is a recent Past President of the LIA, which provides training to the financial services industry; and is currently a Director of the Financial Planning Standards Board Ireland. He is a former chairman of Celbridge GAA Club; joint founder of the Fr. John Nevin Scholarship Fund for Pakistan; and is currently chairman of the Maynooth Parish Finance Committee. He became a Trustee of the Katharine Howard Foundation in 2017. He is a member of the Finance and Investment sub-committee and the Strategic Planning sub-committee and took up the role of Chairperson in May 2021.



## **Kieran Bristow**

Kieran Bristow has worked his entire career in Financial Services including General Insurance, Life Assurance, Investment, Management and as a Bank Treasurer. He has been a Trustee representative on a school board with specific responsibility for Finance. Kieran became a Trustee of the Katharine Howard Foundation in May 2012. He is also the Chairperson of the Finance and Investment sub-committee.



## **Maura Murphy**

Maura is from Co. Wexford and trained as a nurse in the Mater Hospital, Dublin. She worked for the Health Service Executive and Tusla (Child and Family Agency) for 36 years (she retired from Tusla at the end of 2015). She was employed as a Public Health Nurse in New Ross Health Centre for 10 years and was appointed as Preschool Services Officer in 1995. During the past number of years, Maura has completed a BSc. Honours in Psychology and an MA (Ed) in Lifelong Learning. She has been involved with many voluntary and statutory agencies in the development of Preschool services in county Wexford and was a former board member of Wexford County Childcare Committee. She is passionate about the needs and rights of children and their families and the promotion of excellent standards of care and education for preschool children. Maura became a Trustee of the Katharine Howard Foundation in February 2015 and she is a member of the Strategic Planning sub-committee.



## **David Kingston**

David Kingston has spent his working life in insurance, investment and pensions. Originally from Co. Derry, he went to university in England and qualified as an actuary in Scotland before moving to Dublin in 1968. He has a special interest in equality, particularly equality of opportunity. He has been a Trustee of the Katharine Howard Foundation since 1998 and held the position of Chairperson from 2004 to May 2021.



## **Dermot McCarthy**

Dermot McCarthy is a former civil servant who worked in a range of government departments and was involved in a variety of areas of policy development and coordination, including anti-poverty strategy and local development. He has long been involved in voluntary and community organisations and serves on the boards of a number of voluntary and charitable bodies. Dermot became a Trustee of the Katharine Howard Foundation in February 2013.



## **Jane Forman**

Prior to her retirement, Jane worked as a Programme Executive for the Children and Youth Programme with The Atlantic Philanthropies. Jane has a background in vocational training and education and has fulfilled several senior management roles including operations management, programme development and business development with the Rehab Group and FAS. She spent ten years as Chairperson of the Tallaght Partnership and has significant board experience in the community and voluntary sector. She holds an MA from St Andrew's University, an MBA from The Open University and an IoD Diploma in Company Direction. Jane became a Trustee of the Katharine Howard Foundation in 2018 and she is a member of the Strategic Planning sub-committee.



## **Dr. Helen Johnston**

Dr. Helen Johnston joined NESCC as Senior Social Policy Analyst in July 2007. Since then she has worked on issues of well-being and social reporting, social regulation and standards, the social consequences of the 2008 economic crisis, as well as undertaking work for the OECD on social disadvantage. She has carried out research on low work intensity households and their transitions to employment. She has recently completed a project on the future direction of the social welfare system. Helen was previously Director of the Combat Poverty Agency. A native of Northern Ireland, Helen has previous experience working in the Northern Ireland civil service. She is currently Chair of the Centre for Cross Border Studies. Helen has qualifications in Environmental Science and Town and Country Planning, a Masters in Business Administration, and a Doctorate in Governance, where she examined the implementation of mental health policy in Ireland. She became a Trustee of the Katharine Howard Foundation in September 2020.



## **Evelyn Leen**

Evelyn is a Senior Investment Manager with the Ireland Strategic Investment Fund (ISIF) which is a sovereign development fund with a mandate to make commercial investments which result in economic activity and employment in Ireland. She previously worked at Bank of Ireland supporting the bank's agenda during the Global Financial Crisis through the execution of disposals and supporting strategically important Group projects. Evelyn has completed the Chartered Accountant exams and has an honours degree (BSC) in Finance from UCC and a diploma in Corporate Finance from the Chartered Accountants Ireland. She became a Trustee of the Katharine Howard Foundation in September 2021.

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## KHF TEAM

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**Dr. Noelle Spring**

Noelle has worked with KHF as Director since 1999. Her work with the Foundation has included designing, implementing and managing special grant initiatives including general grant schemes, demonstration programmes and research projects. Prior to working with KHF, Noelle worked as a Project Officer with the Combat Poverty

Agency and a Community Development Worker and Social Worker with the HSE (formerly the Eastern Health Board). A graduate of Social Work from Trinity College Dublin, Noelle was conferred in 2011 with a Doctorate in Education by St Patrick's College of Education in Dublin. Her doctoral thesis focused on absenteeism at Primary School Level in an area designated as disadvantaged.



**Gina Allen**

Gina joined KHF in 2014 to manage office and operational administration and programme support for the Foundation. She is an honours graduate of UCD with a degree in French and Spanish, and upon completing college, she joined the Department of An Taoiseach for 3 years, working in the Information Society Commission.

Following a period of travel, she returned to Ireland in 2000, joining Accenture European Service Centre, before moving to The Coca-Cola Company in 2004 where she got involved in the company's corporate citizenship programme. Gina returned to Australia in 2007 but a desire to work in the not-for-profit area in Ireland brought her back to Dublin in 2010 where she started volunteering initially, before joining the team at Suas Educational Development fulltime from 2010-2014.



**Jane Treacy**

Jane joined KHF as Finance Officer in January 2016, having worked with KHF on their financial systems for the previous four years on a sessional basis. Jane's background is in IT and she worked previously with Irish software consultancy Prose (now part of Version 1) for twenty years. Her role as Software Development

Manager involved working on a variety of financial and bespoke projects for a number of government departments, RTE and private business.

Jane joined the not for profit sector in 2007 working with Irish Charities Tax Research Ltd, who provided leadership and support for the Irish charity sector, managing their membership and financial systems. In 2012, she moved to the Insurance Institute of Ireland, a not-for-profit educational body, to work as a Systems Development Specialist on their student/member interface.



### **Marguerite Hanratty**

Marguerite has worked with KHF over many years in a strategic planning/programme consultancy role. Marguerite is a professionally qualified Social Worker and worked with the Health Service Executive (HSE) for 17 years, as a Social Worker and subsequently as a Community Development Worker in the

Clondalkin area of Dublin. Over the past 20 years she has worked as an independent consultant providing a range of supports and services to community, voluntary and statutory organisations with a particular focus on the planning and development of new projects, programmes and initiatives. In her role with KHF, Marguerite has supported the Director in relation to the overall strategic planning of the Foundation's work and in particular the planning and development of a number of new programmes/initiatives including the Tallaght West Small Grants Programme (2004-2006), the Parent and Toddler Group Initiative (2006-2008) and more recently with the Parenting Support Initiative (PSI) (2013-2016) and the Nurture Programme – Infant Health and Wellbeing (2015-2019).



### **Francis Chance**

Francis works with the Katharine Howard Foundation (KHF) in a consultancy capacity, in particular supporting the Community Mothers Programme Development Project. From 2015 to March 2020 Francis worked with KHF as Programme Manager of The Nurture Programme – Infant Health and Wellbeing.

Francis is a Professionally Qualified Social Worker with almost 40 years' experience of working with children in Ireland in both the statutory and voluntary sectors including in Children and Family Services within the Eastern Health Board and, latterly, the Northern Area Health Board and as Assistant Director of Children's Services in Barnardos. Francis has considerable experience in working strategically on committees and working groups at national, regional and local levels including the HSE Expert Group on Children (2006-2009), the Tallaght West Childhood Development Initiative, the South Dublin Children's Services Committee and the National Steering Group for Children's Services Committees.



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