

CRANN Support Group

Communities Supporting Each Other



Our Journey: 1999 to Present



1

1999: The Beginning

Ballivor Childcare Committee established to address disadvantage in South Meath, providing hot meals and homework assistance.

2

2003: Giggles Opens

First purpose-built community childcare service in Co. Meath opens its doors, funded through Equal Opportunities Childcare Programme.

3

2007: Shared Services Born

CRANN concept emerges as communities recognise the power of working together, sharing knowledge and expertise.

4

2012: Legal Identity

CRANN incorporated as The CRANN Support Group Ltd., becoming a recognised social enterprise.

The Power of Community

By 2007, it was clearly evident that **working together enabled communities to achieve more**. Through sharing knowledge, skills and expertise, the CRANN model was born.

The CRANN logo—a tree with the caption "Communities Supporting Each Other"—perfectly encapsulates this ethos of collaboration and mutual support.



Legal Structure & Compliance



Company Registration

Registered with CRO under Company Number 513085, filing annual returns in accordance with Companies Act 2014.



Charity Registration

Registered charity (RCN 20151928) subject to Charities Governance Code, ensuring robust governance and transparency.



Revenue Recognition

Registered with Revenue as charity (CHY 22096), granting tax-exempt status for our non-profit work.

Governance Excellence

Voluntary Board of Directors

Our governance structure exceeds minimum requirements with a dedicated voluntary board meeting regularly to oversee strategic direction.

- Audit, Risk and Compliance Sub-Committee
- Staff and Finance Sub-Committee
- All directors serve voluntarily without remuneration

Financial Transparency

Financial statements audited and prepared in accordance with Charity SORP under FRS102, ensuring accuracy and accountability.

This commitment demonstrates responsible use of funds and dedication to our mission of supporting communities.



Funding Milestones



Staffing Grant

Government funding supported wages for staff working directly with children, though ancillary services remained unfunded.



Community Service Programme - 2007

Successful grant application provided a manager and 6 FTE ancillary staff to be shared amongst community childcare services.



Community Employment Scheme

Ballivor Community Childcare became main sponsor of the dedicated childcare scheme, providing access to additional resources for affordable quality childcare.

Comprehensive Support Services



Governance & Management Support

Social enterprise management expertise tailored to community organisations.



Human Resources

Professional HR management supporting staff development and compliance.



Finance Management

Preparation of accounts to audit stage, ensuring financial transparency.



Education & Training

Continuous professional development opportunities for staff.



Procurement

Cost-effective purchasing solutions for member organisations.

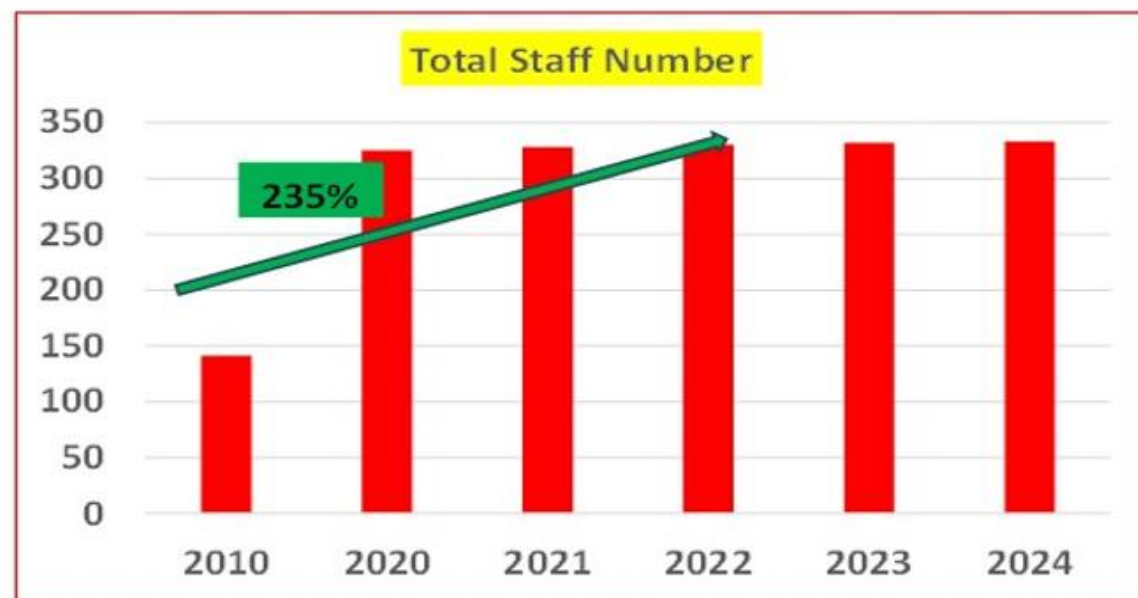
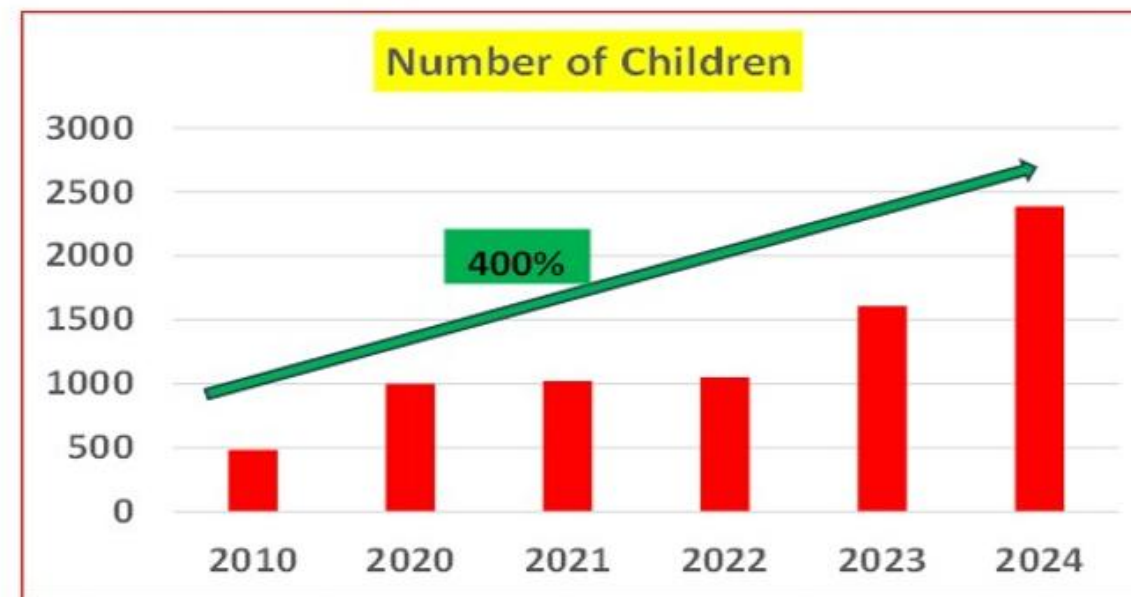


Facilities Management

Transport, maintenance, caretaking, security and cleaning services.

CRANN's Growth

CRANN Growth 2010 - 2024



Our Impact Across Ireland

32+ 1,700+ 287

Frontline Organisations

Supporting community services across all four corners of Ireland.

Children & Families

Accessing quality childcare through our member organisations.

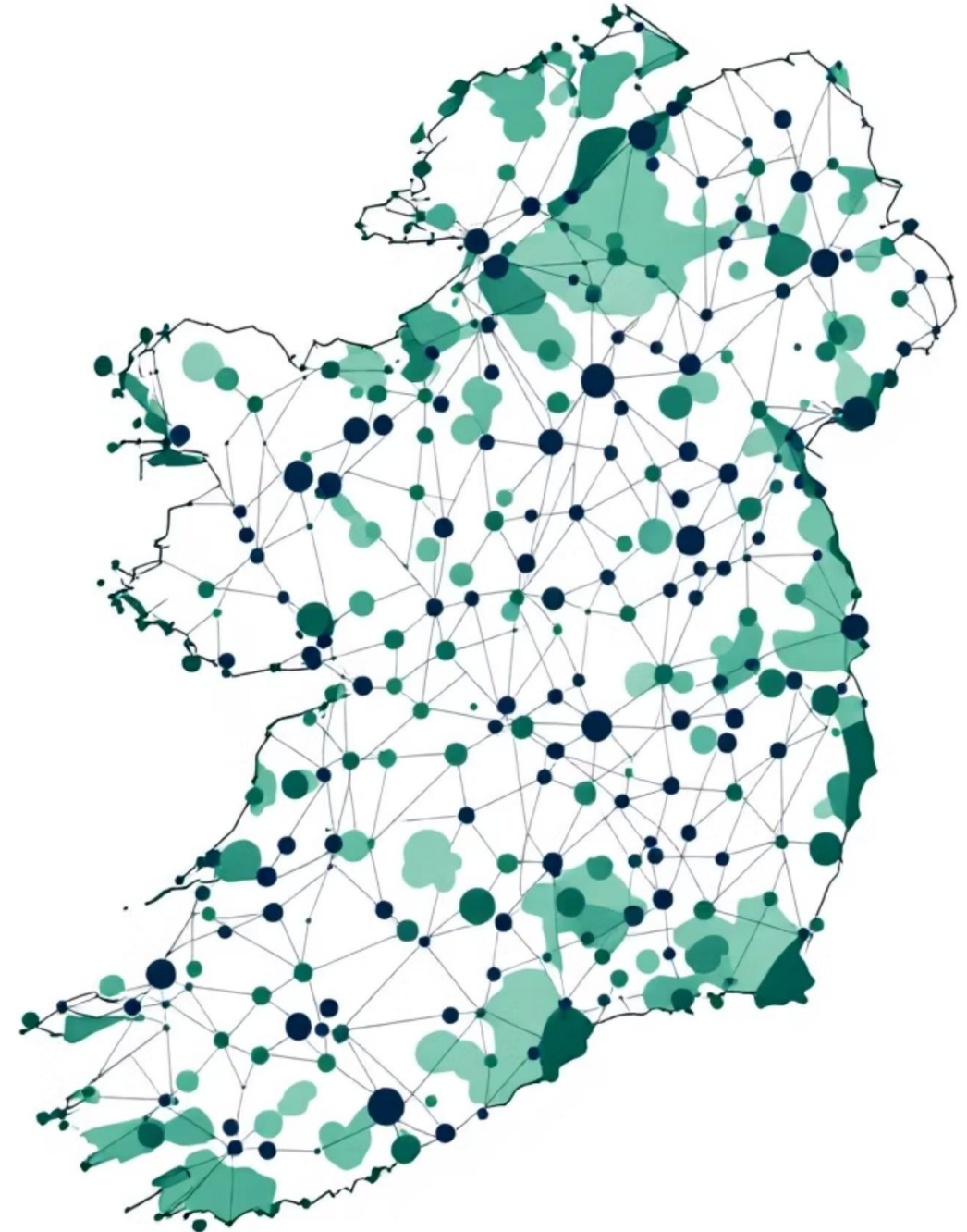
Young People

Benefiting from social inclusion programmes annually.

667

Adults Supported

Receiving vital social inclusion services each year.



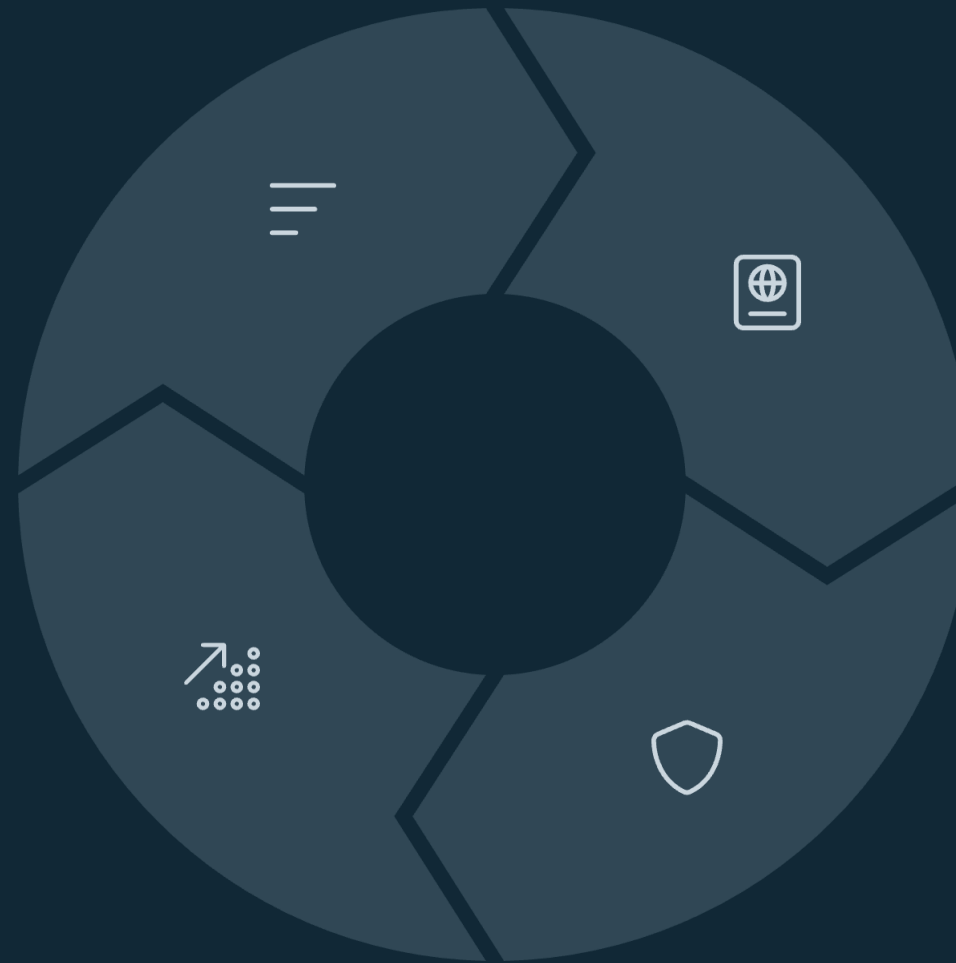
The Shared Business Services Model

À La Carte Services

Members choose services based on their specific needs.

Sustainable Growth

Cost-effective professional services ensure long-term viability.



Service Agreement

Organisations engage through clear Service Level Agreements.

Autonomy Maintained

Each member retains full independence and board control.

Each member organisation is an independent Company Limited by Guarantee with their own Board of Directors maintaining complete autonomy.

A Proven Model for Community Success

CRANN Shared Business Services is now recognised as a proven model of how community and voluntary organisations can access professional services in a cost-effective way, whilst ensuring the sustainability of their service.

From Idea to Impact

What began as a conversation between two people has grown into a large social enterprise serving communities across Ireland.

Professional Excellence

Our experienced, professional and committed team delivers high-quality support services.

Sustainable Future

Enabling organisations to thrive whilst maintaining their independence and community focus.



Core Objectives



Improve Governance

Enhance governance, compliance, HR, and financial management to meet statutory requirements including Charity Regulator and Governance Code standards.



Promote Sustainability

Ensure long-term sustainability through cost-effective business services and professional expertise for community groups.



Provide Training

Deliver continuous professional development in early childhood education, child protection, and health and safety.



Empower Communities

Support essential services like childcare and social inclusion projects.

Governance Excellence in 2024

Key Achievements

- 14 member organisations received tailored governance support
- 14 Child Safeguarding Statements updated per Children First Act 2015
- 13 Safety Statements reviewed and updated for compliance
- 14 Board Handbooks revised with role descriptions and governance policies
- 13 Risk Registers updated and formally accepted by Boards

Impact

Strengthened governance structures, enhanced safeguarding culture, improved risk management, and increased Board engagement through updated handbooks and acceptance forms.



Comprehensive HR Services

01

Compliance & Employment Law

Ensuring full compliance with Irish employment legislation, updated handbooks, and WRC inspection readiness.

02

Employee Relations

Managing performance, grievances, disciplinary matters, and workplace conflicts professionally.

03

Recruitment & Onboarding

Full recruitment process from advertising to interviews and new employee onboarding.

04

Training & Development

Workshops on HR topics, performance management, and coaching for professional growth.

05

Health & Safety

Compliance with Health, Safety and Welfare at Work Act 2005 for safe working environments.

Professional Development & Training

QQI Certifications

Staff achieved Quality and Qualifications Ireland awards across multiple levels:

- Level 5 & 6: Majority of certifications, essential for room leader positions
- Level 7 & 8: Advanced qualifications for management roles

Mandatory Training

- First Aid Responder (FAR)
- Fire Safety
- Infection Prevention and Control
- Manual Handling
- Pediatric First Aid
- HACCP



Lámh Training



GDPR & Data Protection

Financial Administration Excellence

€11 Million

Total funds administered on behalf of member organisations in 2024



Audit Preparation

Meticulous collection, organization, and verification of all financial data to audit stage.



Funder Reporting

Detailed financial returns to government departments ensuring transparency and compliance.



NCS Oversight

Managing National Childcare Scheme financial aspects, subsidies, and reporting.



ERO Compliance

Ensuring staff salary adjustments comply with Employment Regulation Order requirements.

The Finance Team participated in IPASS payroll training, Leadership and Management courses at UCD Professional Academy, and Sage 50 training to enhance their expertise and service delivery.

CRANN SHARED- SERVICES FEE POLICY

CRANN SUPPORT GROUP CLG

CRANN SHARED-SERVICES FEE POLICY



An annual Membership fee of €150.00 is paid in advance in order to access the services provided by CRANN. CRANN maintains a register of Members and the services provided to them.

The supply of services by an independent group of persons (being a group that is an independent entity established for the purpose of administrative convenience by persons whose activities are exempt from, or are not subject to, VAT) for the purpose of rendering to its members the services directly necessary to enable them to carry out their activities, but only if the group recovers from its members the exact amount of each member's share of the joint expenses



John Byrne
Crowe Horwath Consultancy
Dec, 2013

CRANN SHARED- SERVICES FEE POLICY

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CRANN SHARED-SERVICES FEE POLICY



Taking into account funding received from the Department of Rural and Community Development, CRANN generates income by **charging their members a fee using the “variable model” pricing structure.** In this pricing model, the customer is charged based on the number of services they avail of from the a la carté menu of services provided by CRANN.

Members are not required to avail of all services and will be charged for the services they do avail of that are necessary to enable them to carry out their activities.

CRANN recoups its costs through an apportionment system, where budgeted overheads costs are “apportioned” to its members according to the hours/units availed of for the service provided.

Service Level Agreement



CRANN & LAGORE ROAD COMMUNITY CHILDCARE SERVICE LEVEL AGREEMENT 2025



Name: The Crann Support Group CLG

Address: The Maudlins
Trim
Co. Meath

And

Name: Lagore Road Community Childcare CLG

Address: Lagore Road, Dunshaughlin, Co.Meath

SERVICE LEVEL AGREEMENT
FOR THE PROVISION OF SERVICES DESCRIBED BELOW

FOR THE PERIOD OF

1st January 2025 – 31st December 2025

Table A: Weekly Labour Costs:

<i>Service</i>
<i>Chief Executive Officer</i>
<i>Management Support (HR & Quality)</i>
<i>Preparation of Accounts to Audit Stage & Payroll plus Expenses</i>
<i>Transport Management</i>
<i>Receptionist</i>
<i>Cook</i>
<i>Cleaning</i>
<i>Maintenance</i>

Table B: Weekly Operational Costs:

Cost:
Insurance
Motor & Travel
Telephone
Audit
Postage & Stationary
Professional fees
Other

Annalitten Community Childcare
Baconstown Playgroup
Ballivor Community Childcare CLG
Ballivor Community Childcare CLG CE Scheme
Ballivor National School
CRANN Support Group CLG CE Scheme
Doohamlet Childcare
Duleek Community Childcare CLG
East Coast Family Resource Centre
Educate Together National School Trim
Finglas Childcare Centre
Graigcullen Parish Childcare Centre
Holy Angels
KADA
KC Childcare
Kilmainhamwood Area Development Association
Lagore Road Community Childcare CLG
Latton Community Childcare
Laytown Resource House
Manorcunningham Community Childcare
Meath Community Drug and Alcohol Response
Navan Community Childcare CLG
Navan Springboard Family Services
Navan Travellers Workshop CLG
Poppintree Early Education Centre
Raising Films
Ronanstown Community Childcare CE Scheme
Ronanstown Community Childcare CLG
Ronanstown Womens CPD Creche
Rowlagh Womens Group Preschool
Simonstown Childcare Facility CLG
Simonstown Childcare Facility CLG
South Meath Area Response to Teenagers
St. Michael's FRC
St. Oliver Plunketts Preschool
Summerhill Community Childcare CLG
Trim Community Childcare CLG

Testimonials from our Community Services

Real stories from organizations partnering with CRANN Support Group



Comprehensive Support, Exceptional Results



Governance

Full compliance with regulatory frameworks and charity standards



HR Services

Streamlined policies, onboarding, and employee relations support



Accounting

Expert financial management tailored to non-profit childcare sectors



Maintenance

Safe, clean, inspiring environments for children and communities

CRANN Support Group delivers a full suite of services that allow community organizations to focus on their core mission while ensuring operational excellence.

Community Impact

"By handling the complex operational aspects, they enable us to be a stable employer, contributing to local jobs. The high standards of care and safety enhance the community's trust in local services."

Dr. Martina Coombes

Director, Ronanstown
Community Childcare
Centre

A well-run childcare service strengthens the social fabric of communities, fostering healthier, more engaged, and prosperous environments for families.



Financial Expertise That Frees Your Team

1

Before CRANN

Staff time consumed by accounting processes, resources diverted from core mission

2

CRANN Partnership

Expert team brings specialized non-profit and childcare sector knowledge

3

After CRANN

Staff focus on educators and families, enhancing quality of care

📄 John Keoghan, Director, KC Childcare: "CRANN has become an indispensable extension of our team, providing proactive advice and streamlining our financial reporting."

Leadership Coaching That Creates Ripples

Tailored Coaching

Safe environment to explore challenges
and refine leadership style

Practical Strategies

Context-specific solutions with
immediate positive impact

Team Transformation

Better communication, cohesive staff,
higher quality care

Enhanced Confidence

Improved decision-making and clearer
vision for the future



Governance Made Simple

Completing the Code of Governance and ensuring full compliance with the Charity Regulator can feel daunting. CRANN provides the guiding hand organizations need.

- Full compliance with regulatory requirements
- Robust governance framework development
- Enhanced credibility with funders and partners
- New doors opened for collaboration



Fiona Carroll, Director, Kilmainhamwood Area Development Association: "We now have complete confidence in our governance framework, knowing it is fully compliant and robust."

Full Childcare Management Excellence



Regulatory Compliance

Complete adherence to Child Care Act 1991 Early Years Services Regulations 2016



Financial Stability

Efficient management brings transparency and optimal resource allocation



Family Confidence

Parents trust their children are in the best possible hands



Community Impact

Stronger relationships and trust within the local community

Maxine Dunne, Chairperson, Rowlagh Women's Group: "The positive impact on our families has been immeasurable."



Maintenance That Builds Community Pride

Safe Environments

Clean, inspiring spaces where children thrive and learn with confidence

Community Hub

Well-maintained grounds used for events, sports, and after-school activities

Local Partnership

Employing local talent, contributing to employment and economic well-being

A well-maintained school is a source of pride for parents, residents, and local organizations, enhancing the overall aesthetic and value of the area.

HR Support That Strengthens Communities

Internal Excellence

- Clear HR policies and procedures
- Efficient onboarding processes
- Expert guidance on employee relations
- Compliance with employment law

Community Benefits

- Reputation as responsible, fair employer
- Attracts dedicated local staff
- Contributes to local employment and economic stability
- Enhances community trust and confidence



Ethical employment practices strengthen the ability to serve communities effectively and build lasting social impact.

More Than a Service Provider

CRANN Support Group is an integral partner in community success—transforming operations, empowering teams, and strengthening the social fabric of local communities.





Looking Forward



Strengthened Foundation

2024 solidified CRANN's role in advancing compliance, accountability, and governance capacity across member organisations.



Continuous Improvement

Embedding continuous governance training, developing monitoring tools, and strengthening succession planning practices.



Sustainable Communities

Creating safer, better-governed environments for children, families, and local communities across Ireland.

"By working together, organisations can achieve more. CRANN supports and strengthens local communities through professional shared services, empowering members to focus on their mission of delivering essential services."