

CRONIN & COMPANY

Company registration number: 398884

**INCLUSION IRELAND - NATIONAL ASSOCIATION FOR PEOPLE WITH AN
INTELLECTUAL DISABILITY**

DIRECTORS' REPORT & FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2018

Inclusion Ireland

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CRONIN & COMPANY

Inclusion Ireland
Company limited by guarantee

Directors and other information

Directors

Brian Delahunty	Resigned 15th May 2019
Thomas Healy	Resigned 20th June 2018
Stephen Kealy	
David Girvan	
Kate Butler	Resigned 31st July 2018
Lorraine Dempsey	
Francis Coughlan	
Kathryn O'Shea	Resigned 10th September 2018
Joe Mason	Resigned 2nd November 2018
Marian McNamara	
Martin Rowan	
Philomena Davey	Resigned 25th January 2018
Eamonn Tierney	Resigned 25th January 2018
David Quinn	
Sarah Jane Lavin	
David Fraughan	
Aisling McNiffe	

Secretary

David Quinn	
Kate Butler	Resigned 31st July 2018

Company number

398884

Registered office

Unit C2
The Steelworks
Foley Street
Dublin 1

Business address

Unit C2
The Steelworks
Foley Street
Dublin 1

Auditor

Cronin & Company
1 Terenure Place
Terenure
Dublin 6W

**Inclusion Ireland
Company limited by guarantee**

Directors and other information (continued)

Bankers	Bank Of Ireland St Stephen's Green Dublin 2
Solicitors	Eugene F Collins Temple Chambers 3 Burlington Road Dublin 4
Charity Number	CHY 7709
Finance & Governance Committee	Marian McNamara Stephen Kealy Brian Delahunty Lorraine Dempsey Sarah Lennon (Interim CEO)

Inclusion Ireland

Directors report

The directors present their annual report and the audited financial statements of the company for the financial year ended 31st December 2018.

Directors

The names of the persons who at any time during the financial year were directors of the company are as follows:

Brian Delahunty	Resigned 15th May 2019
Thomas Healy	Resigned 20th June 2018
Stephen Kealy	
David Girvan	
Kate Butler	Resigned 31st July 2018
Lorraine Dempsey	
Francis Coughlan	
Kathryn O'Shea	Resigned 10th September 2018
Joe Mason	Resigned 2nd November 2018
Marian McNamara	Appointed 7th February 2018
Martin Rowan	
David Quinn	
Sarah Jane Lavin	Appointed 9th April 2018
David Fraughan	
Philomena Davey	Resigned 25th January 2018
Eamonn Tierney	Resigned 25th January 2018
Aisling McNiffe	Appointed 31st July 2018

Principal activities

Inclusion Ireland - National Association for People with an Intellectual Disability (Inclusion Ireland) is a national voluntary organisation working to promote the rights, independence, dignity and equality of people with an intellectual disability in Ireland to ensure their full and equal participation in society.

Development and performance

The Directors' wish to achieve the maximum outcomes for persons with an intellectual disability and their families with the limited resources available, principally provided by HSE on a year-to-year basis.

The Finance & Governance Committee proposes the company's annual budget to the Board and monitors the financial performance of the company on a continuous basis. It provides all relevant reports to the Board for its consideration.

The retained surplus for the financial year amounted to € 69,077 (2017 - surplus € 18,901).

All Directors are volunteers and receive neither remuneration or benefits from their position.

Assets and liabilities and financial position

The directors are satisfied that the company is on a solid financial footing.

Inclusion Ireland

Directors report (continued)

Governance

The Board of Directors of Inclusion Ireland continued to apply a number of governance processes and the company is in full compliance with the requirements of the Charities Regulator and Charities Act, 2009 and the Standards in Public Office Act 2001. The Board also confirms that the company complies with The Governance Code for the Community, Voluntary and Charitable Sector in Ireland.

The Governance Code, which was voluntary, will be replaced in 2019 by the Charities Code. Inclusion Ireland will comply with all the required restrictions and instructions.

Likely future developments

The directors are not expecting to make any significant changes in the nature of the charity in the near future.

The directors would like to bring to the attention of its members and stakeholder's that the income for Inclusion Ireland from the HSE, on whom the charity depends on circa 83% of its annual income, was reduced for 2019 by €150,000 in February 2019. Funding from the HSE is subject to annual application and review and the company has no assurance of such from year to year. In relation to the SSNO funding, this is applied for on a 3 year basis and which Inclusion Ireland have secured funding from Pobal for the period of June 2019 to May 2022.

Retained Earnings Policy

In compliance with prudent financial governance and acknowledged sectoral best practice, the Directors have adopted a Retained Earnings Policy which dictates an obligation to build a Reserve (Retained Earnings) amount equivalent to a sustainable 3 months' operational expense.

Dividends

During the financial year the directors have not paid any dividends or recommended payment of a final dividend.

Events after the end of the reporting period

There are no post balance sheet events.

Accounting records

The measures taken by the directors to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The accounting records of the company are located at Unit C2, The Steelworks, Foley Street, Dublin 1.

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 Companies Act 2014:

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

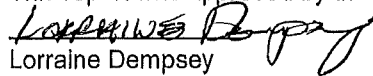
Inclusion Ireland

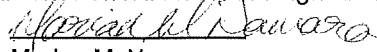
Directors report (continued)

Auditors

Cronin & Company, Chartered Certified Accountants, have expressed their willingness to remain in office and, in accordance with Section 383(2) of the Companies Act 2014 will continue in office.

This report was approved by the board of directors on 24/06/19 and signed on behalf of the board by:


Lorraine Dempsey


Marian McNamara

Inclusion Ireland

Directors responsibilities statement

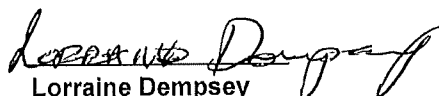
The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.


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 Companies Act 2014 and 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. 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 profit or loss 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 judgments and accounting 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 reasons 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, financial position and income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors report 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.


Lorraine Dempsey


Marian McNamara

**Independent auditor's report to the members of
Inclusion Ireland - National Association for People with an Intellectual Disability**

We have audited the financial statements of Inclusion Ireland - National Association for People with an Intellectual Disability for the year ended 31st December 2018 which comprise the Income and Expenditure, statement of income and retained earnings, balance sheet, statement of cash flows and related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and 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.

This 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 auditors 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.

Respective responsibilities of directors and auditor

As explained more fully in the directors responsibilities statement set out on page 6, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31st December 2018 and of its surplus for the year then ended; and
- have been properly prepared in accordance with the relevant reporting framework and, in particular the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the directors report is consistent with the financial statements.

**Independent auditor's report to the members of
Inclusion Ireland - National Association for People with an Intellectual Disability (continued)**

Matters on which we are required to report by exception

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors remuneration and transactions specified by sections 305 to 312 of the Act are not made.



Donal Cronin

For and on behalf of
Cronin & Company
Certified Public Accountants and Statutory Audit Firm
1 Terenure Place
Terenure
Dublin 6W

24/06/19

CRONIN & COMPANY

Inclusion Ireland

Income and expenditure Financial year ended 31st December 2018

	Note	2018 €	2017 €
Income	4	958,682	928,078
Administrative expenses		(871,484)	(890,368)
Surplus on ordinary activities before interest	6	87,198	37,710
Other interest receivable and similar income	8	-	10
Interest payable and similar charges	9	(18,121)	(18,819)
Surplus on ordinary activities before taxation		69,077	18,901
Tax on surplus on ordinary activities	10	-	-
Surplus for the financial year		69,077	18,901

All the activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the financial year as set out above.

The notes on pages 13 to 26 form part of these financial statements.

Inclusion Ireland

Statement of income and retained earnings
Financial year ended 31st December 2018

	2018 €	2017 €
Surplus for the financial year	69,077	18,901
Retained earnings at the start of the financial year	160,790	141,889
Retained earnings at the end of the financial year	<u>229,867</u>	<u>160,790</u>

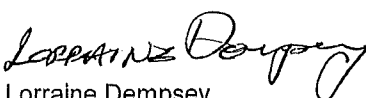
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Inclusion Ireland

Balance sheet As at 31st December 2018

	Note	2018 €	€	2017 €	€
Fixed assets					
Tangible assets	11	641,392		659,818	
			641,392		659,818
Current assets					
Debtors	12	12,104		15,165	
Cash at bank and in hand		308,588		249,242	
		320,692		264,407	
Creditors: amounts falling due within one year	14	(61,939)		(75,666)	
Net current assets			258,753		188,741
Total assets less current liabilities			900,145		848,559
Creditors: amounts falling due after more than one year	15		(670,278)		(687,769)
Net assets			229,867		160,790
Capital and reserves					
Income and Expenditure account	19		229,867		160,790
Members funds			229,867		160,790

These financial statements were approved by the board of directors on 24/06/19 and signed on behalf of the board by:


Lorraine Dempsey
Director


Marian McNamara
Director

The notes on pages 13 to 26 form part of these financial statements.

Inclusion Ireland

Statement of cash flows
Financial year ended 31st December 2018

	2018 €	2017 €
Cash flows from operating activities		
Surplus for the financial year	69,077	18,901
<i>Adjustments for:</i>		
Depreciation of tangible assets	18,426	18,596
Other interest receivable and similar income	-	(10)
Interest payable and similar charges	18,121	18,819
Accrued expenses/(income)	1,061	(10,742)
Rounding	-	(1)
<i>Changes in:</i>		
Trade and other debtors	592	(3,931)
Trade and other creditors	(12,319)	(15,417)
Cash generated from operations	94,958	26,215
Interest paid	(18,121)	(18,819)
Interest received	-	10
Net cash from operating activities	<u>76,837</u>	<u>7,406</u>
Cash flows from financing activities		
Proceeds from borrowings	(17,491)	(16,792)
Net cash used in financing activities	<u>(17,491)</u>	<u>(16,792)</u>
Net increase/(decrease) in cash and cash equivalents	59,346	(9,386)
Cash and cash equivalents at beginning of financial year	249,242	258,628
Cash and cash equivalents at end of financial year	<u>308,588</u>	<u>249,242</u>

Inclusion Ireland

**Notes to the financial statements
Financial year ended 31st December 2018**

1. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

2. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in Euro, which is the functional currency of the entity.

Inclusion Ireland - National Association for People with an Intellectual Disability is a company limited by guarantee (registered number 398884), and is a registered charity (charity number CHY 7709).

Compliance with the 'Accounting and Reporting by Charities: Statement of Recommended Practice (SORP)' - is now fully mandatory for Irish Charities. The company has adopted its disclosure requirements.

The directors have availed of the provisions of Section 291(5) of the Companies Act 2014 to use a format for the Financial Statements that better describes the activities of a company not trading for a profit. The main change being the replacement of the title "Profit and Loss" with the title "Income and Expenditure" and consequence changing of descriptions of certain items to be consistent with the descriptions appropriate to the not for profit sector.

Turnover

Income consists of government grants receivable from the Health Service Executive (HSE), and other statutory bodies. Income is also generated from donations from the general public and membership fees.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Research and development

Research expenditure is written off in the financial year in which it is incurred.

Development expenditure incurred is capitalised as an intangible asset only when all of the following criteria are met:

- It is technically feasible to complete the intangible asset so that it will be available for use or sale;
- There is the intention to complete the intangible asset and use or sell it;
- There is the ability to use or sell the intangible asset;
- The use or sale of the intangible asset will generate probable future economic benefits;
- There are adequate technical, financial and other resources available to complete the development and to use or sell the intangible asset; and
- The expenditure attributable to the intangible asset during its development can be measured reliably.

Expenditure that does not meet the above criteria is expensed as incurred.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

Tangible assets

Tangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated depreciation and impairment losses.

Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in capital and reserves, except to the extent it reverses a revaluation decrease of the same asset previously recognised in income or expenditure. A decrease in the carrying amount of an asset as a result of revaluation is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in capital and reserves in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in capital and reserves in respect of that asset, the excess shall be recognised in income or expenditure.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of tangible assets, the depreciation is revised prospectively to reflect the new estimates.

Impairment

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

When it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that are largely independent of the cash inflows from other assets or groups of assets.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Government grants are recognised using the accrual model and the performance model.

Under the accrual model, government grants relating to revenue are recognised on a systematic basis over the periods in which the company recognises the related costs for which the grant is intended to compensate. Grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs are recognised in income in the period in which it becomes receivable.

Grants relating to assets are recognised in income on a systematic basis over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income and not deducted from the carrying amount of the asset.

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

Financial instruments

A financial asset or a financial liability is recognised only when the company becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the transaction price, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Debt instruments are subsequently measured at amortised cost.

Where investments in non-convertible preference shares and non-puttable ordinary shares or preference shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income or expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in income or expenditure, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised in income or expenditure immediately.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised in income or expenditure immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised in finance costs in income or expenditure in the period in which it arises.

3. Limited by guarantee

The company is one limited by guarantee not having a share capital. The liability of each member, in the event of the company being wound up is €2.

The company is limited by guarantee as disclosed under the Companies Act 2014. The company is a not for profit organisation with Charitable status, which exempts the company from Corporation Tax.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

4. Income

Income arises from:

	2018	2017
	€	€
Grants, Fees & Funding	<u>958,682</u>	<u>928,078</u>

The whole of the turnover is attributable to the principal activity of the company wholly undertaken in Ireland.

	2018	2017
	€	€
HSE and Grant Income	940,986	907,578
Affiliation and Membership Fees	11,033	13,434
Sundry Income	6,663	7,066
	<u>958,682</u>	<u>928,078</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

5. Restricted Income & Expenditure

During the financial year, Inclusion Ireland were in receipt of the following restricted income:

		2018 €
Scheme to Support National Organisations		
Grant Recieved		88,762
Directly Associated Expenditure		
Wages & Salaries	84,024	
Administrative Overheads	602	
	<u> </u>	(84,626)
Excess Income		<u> </u> <u> </u> 4,136
 National Disability Authority		
Grant Recieved - Research		25,000
Grant Recieved - Assisted Decision Making		15,849
Directly Associated Expenditure		
Research Conducted	25,000	
Administrative Overheads	5,797	
	<u> </u>	(30,797)
Excess Income		<u> </u> <u> </u> 10,052
 Transforming Lives		
Grant Recieved		9,256
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	8,637	
	<u> </u>	(8,637)
Excess Income		<u> </u> <u> </u> 619
 IHREC		
Grant Recieved		18,009
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	15,196	
	<u> </u>	(15,196)
Excess Income		<u> </u> <u> </u> 2,813

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

See note 17 detailing grant information.

6. Surplus on ordinary activities

Operating surplus is stated after charging/(crediting):

	2018	2017
	€	€
Depreciation of tangible assets	18,426	18,596
Operating lease rentals	1,614	1,614
Fees payable for the audit of the financial statements	4,305	4,305

7. Staff costs

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

	2018	2017
	Number	Number
Members of Staff	15	16

The aggregate payroll costs incurred during the financial year were:

	2018	2017
	€	€
Wages and salaries	624,172	670,082
Other retirement benefit costs	35,358	34,917
	659,530	704,999

Employee remuneration brackets:

	2018	2017
	Number	Number
Number of Employees in excess of € 100,000	-	-
Number of Employees in excess of € 75,000	1	1
	1	1

All Directors are volunteers and receive neither remuneration or benefits from their position.

8. Other interest receivable and similar income

	2018	2017
	€	€
Bank deposits	-	10

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

9. Interest payable and similar charges

	2018	2017
	€	€
Other interest payable and similar charges	<u>18,121</u>	<u>18,819</u>

10. Tax on profit on ordinary activities

The company is exempt from corporation tax as it has been granted charitable status by the Revenue Commissioners (Registered Charity Number CHY 7709).

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

11. Tangible assets

	Freehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 01/01/18 and 31/12/18	<u>863,412</u>	<u>147,944</u>	<u>1,011,356</u>
Depreciation			
At 01/01/18	206,535	145,003	351,538
Charge for the financial year	<u>17,268</u>	<u>1,158</u>	<u>18,426</u>
At 31/12/18	<u>223,803</u>	<u>146,161</u>	<u>369,964</u>
Carrying amount			
At 31/12/18	<u>639,609</u>	<u>1,783</u>	<u>641,392</u>

	Freehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 01/01/17 and 31/12/17	<u>863,412</u>	<u>147,944</u>	<u>1,011,356</u>
Depreciation			
At 01/01/17	189,267	143,675	332,942
Charge for the financial year	<u>17,268</u>	<u>1,328</u>	<u>18,596</u>
At 31/12/17	<u>206,535</u>	<u>145,003</u>	<u>351,538</u>
Carrying amount			
At 31/12/17	<u>656,877</u>	<u>2,941</u>	<u>659,818</u>

12. Debtors

	2018 €	2017 €
Other debtors	-	400
Prepayments and accrued income	<u>12,104</u>	<u>14,765</u>
	<u>12,104</u>	<u>15,165</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

13. Cash and cash equivalents

	2018	2017
	€	€
Cash at bank and in hand	<u>308,588</u>	<u>249,242</u>

Included in bank and cash is an amount held in the Adams Fund Bank Account

	2018	2017
	€	€
Adams Fund bank account	<u>7,998</u>	<u>7,998</u>

The funds in the Adams Fund bank account are restricted in use.

14. Creditors: amounts falling due within one year

	2018	2017
	€	€
Trade creditors	3,570	331
Deferred Income	16,310	24,345
Other creditors	17,277	19,122
Tax and social insurance:		
PAYE and social welfare	10,146	15,824
Accruals	14,636	16,044
	<u>61,939</u>	<u>75,666</u>

15. Creditors: amounts falling due after more than one year

	2018	2017
	€	€
Bank loans and overdrafts	<u>670,278</u>	<u>687,769</u>

Inclusion Ireland

Notes to the financial statements (continued)
 Financial year ended 31st December 2018

16. Details of Borrowings

	Within 1 year €	Between 1 & 2 years €	Between 2 & 5 years €	After 5 years €	Total €
<u>Repayable other than by instalments</u>					
Bank Overdraft	-	-	-	-	-
<u>Repayable by instalments</u>					
Bank Term Loan	35,611	271,283	106,834	256,550	670,278
	<u>35,611</u>	<u>271,283</u>	<u>106,834</u>	<u>256,550</u>	<u>670,278</u>

EBS Loan are secured by a mortgage incorporating fixed and floating charges over the premises known as Site No. C2, Block C, The Mill House, The Steelworks, Foley Street, in the city of Dublin.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

17. Government grants, Special Funds & Projects

i) Adams Fund

The Adams Fund was established by, and is administered by, the Board of Directors to support initiatives for people with intellectual disabilities in Eastern European countries. The focus of the fund is to support the establishment and growth of the Bulgarian equivalent of Inclusion Ireland.

The fund consists of donations from Inclusion Ireland members and is held by Bank of Ireland, St. Stephen's Green. The fund was named in memory of Colonel Joseph Adams, who was, for many years, the Secretary of the Association.

ii) Trustee Visiting Scheme

The purpose of the fund is to carry out the work undertaken by a Trustee Scheme set up in 1971. The work involves monitoring the welfare of children nominated by parents who entered the scheme. This work is carried out by a qualified Social Worker who pays regular visits to the person following the death of the nominating parent. A retired Social Worker visits the person on up to two occasions annually and the Trust provided gifts at Christmas and on the birthdays of the participants.

Originally the scheme was designed to be self-funding through insurance policies on the life of the nominating parents. To date the original insurance policies are inadequate and the fund has been continued by the company.

The retired Social Worker who undertook the visit's died during 2018. Currently there are no plans to bring on another qualified individual to take over this scheme.

iii) Scheme to Support Voluntary Nationwide Organisations (SSNO) (URN 517824G)

The Department of Environment, Community and Local Government have provided funding through Pobal to support the development of the 'Connect Family Network'.

The aim of the Connect Family Network is to offer information, training and networking opportunities for disability family support groups. There will also be an opportunity for families to have an input into the development and implementation of disability related policy and legislation. Family members will be able to avail of 'capacity building training' to engage with various government agencies. Through a dedicated policy officer, family members will have their voices heard through submissions and position papers on various topics of interest to families who have a member with a disability.

The total grant awarded for 2016 - 2019 was € 270,000.

iv) Dormant Accounts - Local Area Co-ordination Project

In November 2015 a grant of € 95,228 was awarded by Pobal to Inclusion Ireland for the purposes of delivering a Local Area Co-ordination Programme over an 18 month period. The aim of this project is to work with a total of 50 people with intellectual disabilities or autism who live in either Aras Attracta or Cregg House.

This project finished on 30th June 2017. Inclusion Ireland spent a total of € 94,764.06 on the project.

Inclusion Ireland requires tax compliance to be in receipt of the Pobal grant. The company has complied with this requirement and is fully tax compliant and up to date.

Inclusion Ireland**Notes to the financial statements (continued)**
Financial year ended 31st December 2018**v) Transforming Lives**

In 2012 the Department of Health published a Value for Money and Policy Review (VFM) of disability services. The report recommended significant reform of the way disability services are provided and funded. The HSE established 6 working groups to implement the recommendations of the report. One of these groups (Working Group 3) is to produce a framework for consultation which would ensure persons with a disability and their families are consulted about the design and delivery of disability services and supports. The CEO of Inclusion Ireland, Paddy Connolly, chairs Working Group 3. Inclusion Ireland facilitates the management of the budget for the work of this group.

vi) Donations

During 2017 the company gratefully received a donation from Barclays Bank. This donation has been deferred to 2019, where it will fund IT expenditure for Inclusion Ireland.

vii) IHREC

Inclusion Ireland received funding from the Irish Human Rights & Equality Commission to develop a "good practice guide" for equality & rights committees in disability services. As part of that project, Inclusion Ireland established a steering committee of men and women with disabilities, held regional training events and developed: "Making Equality and Rights Real: A tool kit for setting up Equality & Rights Committees in Disability Services in an Easy to Read format." The project ran throughout 2017 and concluded in December with a launch of the booklet in IHREC's offices on the International Day of Persons with Disabilities.

Inclusion Ireland received funding in 2018 from the Irish Human Rights and Equality Commission to raise awareness of Public Sector Duty with rights holders who have an intellectual disability. Awareness of Public Sector Duty was raised through peer training, assessable information, five local workshops and assisting people with intellectual disabilities to review public services. The project successfully delivered a "tool kit" for using the Public Sector Duty and a training video workshops for peer training on the Duty. The project was completed in December 2018 with the launch of a publication, Public Sector Duty checklist and Guide by Chief Commissioner Emily Logan.

viii) National Disability Authority (NDA)

Inclusion Ireland received funding in 2018 to undertake a research project under the NDA Research Promotion Scheme (Community Integration) 2017 to select and present at least 19 case studies of people with intellectual disabilities living in Ireland which provide examples of the lived experience of social inclusion and identify key policy messages to promote social inclusion from the analysis of the case studies presented.

Inclusion Ireland received funding to run a consultation project with qualitative information gathered from 5 focus groups discussing key elements of the draft Codes of Practice under the assisted Decision Making Act 2015. The data gathered from the focus groups was analysed and presented in a report that can inform the draft Codes.

ix) HSE Local Grants

Inclusion Ireland received funding from the HSE to build the capacity of people with an Intellectual Disability, who are attending Day Services in Sligo, to speak up for themselves and develop a vision for change in line with New Direction and to document this work using video and photography in a way that is empowering for the participants, facilitates their advocacy and facilitates the dissemination of learning from the project.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2018

18. Employee benefits

The amount recognised in income or expenditure in relation to pension contribution plan was €35,358 (2017: €34,917).

The company operates a defined contribution pension scheme which was set up under trust independent of the company. The scheme assets are managed by the trustee on behalf of the members. DTD Dedicated Trust Services Ltd is the trustee of the fund. The assets of the trust are held separately from those of the employer.

The company contributes 5% of qualifying employees gross wage to the pension fund for those who wish to be part of the scheme.

19. Reserves

The reserves constitute a surplus of non-restricted income over expenditure.

20. Controlling party

21. Approval of financial statements

The board of directors approved these financial statements for issue on 24 June 2019.