

**CRONIN & COMPANY**

**Company registration number: 398884**

**Inclusion Ireland - National Association for People with an  
Intellectual Disability  
Trading as Inclusion Ireland  
(A Company Limited by Guarantee and not having Share Capital)**

**Financial statements**

**for the financial year ended 31 December 2019**

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

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**Inclusion Ireland - National Association for People with an Intellectual Disability  
Company limited by guarantee**

**Directors and other information**

<b>Directors</b>	Steven O'Riordan David Fraughan Stephen Kealy David Girvan Sarah Jane Lavin Lorraine Dempsey Francis Coughlan Helen Connaughton Dermot Reynolds Marian McNamara
<b>Secretary</b>	Patricia O'Connell
<b>Company number</b>	398884
<b>Registered office</b>	Unit C2 The Steelworks Foley Street Dublin 1
<b>Business address</b>	Unit C2 The Steelworks Foley Street Dublin 1
<b>Auditor</b>	Cronin & Company 1 Terenure Place Terenure Dublin 6W
<b>Bankers</b>	Bank Of Ireland St Stephen's Green Dublin 2

**Inclusion Ireland - National Association for People with an Intellectual Disability  
Company limited by guarantee**

**Directors and other information (continued)**

**Solicitors**

Eugene F Collins  
Temple Chambers  
3 Burlington Road  
Dublin 4

**Finance & Governance Committee**

Marian McNamara (Chair)  
Stephen Kealy  
Lorraine Dempsey  
Sarah Lennon (Interim CEO) - Jan-Jun  
Enda Egan (CEO) - July-Dec

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Directors report**

The directors present their annual report and the audited financial statements of the company for the financial year ended 31 December 2019.

**Directors**

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

Steven O'Riordan	(Appointed 7th September 2019)
David Fraughan	
Stephen Kealy	
David Girvan	
Sarah Jane Lavin	
Lorraine Dempsey	
Francis Coughlan	
Helen Connaughton	(Appointed 7th September 2019)
Dermot Reynolds	(Appointed 7th September 2019)
Marian McNamara	
David Quinn	(Resigned 30th September 2019)
Aisling McNiffe	(Resigned 7th September 2019)
Martin Rowan	(Resigned 7th September 2019)
Brian Delahunty	(Resigned 15th May 2019)

**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 € 9,265 (2018 - surplus € 69,077).

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 - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**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 by the Charities Code. Inclusion Ireland 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 in 2019 by €150,000. 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 - National Association for People with an Intellectual Disability  
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**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 26/05/20 and signed on behalf of the board by:

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Lorraine Dempsey  
Director

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Marian McNamara  
Director

**Inclusion Ireland - National Association for People with an Intellectual Disability**

**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 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. 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 profit or loss 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.



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

**Report on the audit of the financial statements**

***Opinion***

We have audited the financial statements of Inclusion Ireland - National Association for People with an Intellectual Disability (the 'company') for the financial year ended 31 December 2019 which comprise the Income and Expenditure, statement of income and retained earnings, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies set out in note 3. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2019 and of its profit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

***Basis for opinion***

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

***Conclusions relating to going concern***

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

***Other Information***

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

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

We have nothing to report in this regard.

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

***Opinions on other matters prescribed by the Companies Act 2014***

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the directors' report is consistent with the financial statements; and
- in our opinion, the directors' report has been prepared in accordance with applicable legal requirements.

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, and financial statements are in agreement with the accounting records.

***Matters on which we are required to report by exception***

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

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

***Respective responsibilities***

***Responsibilities of directors for the financial statements***

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

***Auditor's responsibilities for the audit of the financial statements***

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

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

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

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

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



Donal Cronin (Senior Statutory Auditor)

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

26/05/20

## Inclusion Ireland - National Association for People with an Intellectual Disability

**Income and expenditure**  
**Financial year ended 31 December 2019**

	Note	2019 €	2018 €
<b>Income</b>	<b>5</b>	725,280	958,682
<b>Gross profit</b>		<u>725,280</u>	<u>958,682</u>
Administrative expenses		(698,621)	(871,484)
<b>Operating profit</b>	<b>7</b>	<u>26,659</u>	<u>87,198</u>
Interest payable and similar expenses	<b>9</b>	(17,394)	(18,121)
<b>Profit before taxation</b>		<u>9,265</u>	<u>69,077</u>
Tax on profit	<b>10</b>	-	-
<b>Profit for the financial year</b>		<u><u>9,265</u></u>	<u><u>69,077</u></u>

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 15 to 26 form part of these financial statements.

**Inclusion Ireland - National Association for People with an Intellectual Disability**

**Statement of income and retained earnings  
Financial year ended 31 December 2019**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
Profit for the financial year	9,265	69,077
Retained earnings at the start of the financial year	229,867	160,790
Retained earnings at the end of the financial year	<u>239,132</u>	<u>229,867</u>

Inclusion Ireland - National Association for People with an Intellectual Disability

Balance sheet  
As at 31 December 2019

	Note	2019 €	€	2018 €	€
<b>Fixed assets</b>					
Tangible assets	12	629,684		641,392	
			629,684		641,392
<b>Current assets</b>					
Debtors	13	10,798		12,104	
Cash at bank and in hand		342,940		308,588	
		353,738		320,692	
<b>Creditors: amounts falling due within one year</b>	15	(92,229)		(61,939)	
<b>Net current assets</b>			261,509		258,753
<b>Total assets less current liabilities</b>			891,193		900,145
<b>Creditors: amounts falling due after more than one year</b>	16		(652,061)		(670,278)
<b>Net assets</b>			239,132		229,867
<b>Capital and reserves</b>					
Profit and loss account	20		239,132		229,867
<b>Members funds</b>			239,132		229,867

These financial statements were approved by the board of directors on 26/05/20 and signed on behalf of the board by:

\_\_\_\_\_  
Lorraine Dempsey  
Director

\_\_\_\_\_  
Marian McNamara  
Director

The notes on pages 15 to 26 form part of these financial statements.

Inclusion Ireland - National Association for People with an Intellectual Disability

Statement of cash flows  
Financial year ended 31 December 2019

	2019 €	2018 €
<b>Cash flows from operating activities</b>		
Profit for the financial year	9,265	69,077
<i>Adjustments for:</i>		
Depreciation of tangible assets	19,105	18,426
Interest payable and similar expenses	17,394	18,121
Accrued expenses/(income)	3,749	1,061
<i>Changes in:</i>		
Trade and other debtors	(2,958)	592
Trade and other creditors	30,805	(12,319)
Cash generated from operations	77,360	94,958
Interest paid	(17,394)	(18,121)
Net cash from operating activities	59,966	76,837
<b>Cash flows from investing activities</b>		
Purchase of tangible assets	(7,397)	-
Net cash (used in)/from investing activities	(7,397)	-
<b>Cash flows from financing activities</b>		
Proceeds from borrowings	(18,217)	(17,491)
Net cash used in financing activities	(18,217)	(17,491)
<b>Net increase/(decrease) in cash and cash equivalents</b>	34,352	59,346
<b>Cash and cash equivalents at beginning of financial year</b>	308,588	249,242
<b>Cash and cash equivalents at end of financial year</b>	342,940	308,588



**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements  
Financial year ended 31 December 2019**

**1. General information**

The company is a private company limited by guarantee, registered in Ireland. The address of the registered office is Unit C2, The Steelworks, Foley Street, Dublin 1.

**2. 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'.

**3. Accounting policies and measurement bases**

**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 profit or loss.

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

**Turnover**

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts and Value Added Tax.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer, usually on despatch of the goods; the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

**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 - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**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 profit or loss. 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 profit or loss.

**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 - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**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 profit or loss. 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 profit or loss, 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 profit or loss 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 profit or loss 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 profit or loss in the period in which it arises.

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**4. 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.

**5. Income**

Income arises from:

	<b>2019</b>	2018
	€	€
HSE and Grant Income	715,818	940,986
Affiliation and Membership Fees	7,842	11,033
Sundry Income	1,620	6,663
	<u>725,280</u>	<u>958,682</u>

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

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**6. Restricted Income & Expenditure**

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

		<b>2019</b>
		<b>€</b>
<b>Scheme to Support National Organisations</b>		
Grant Recieved		82,584
Directly Associated Expenditure		
Wages & Salaries	77,569	
Administrative Overheads	5,015	
	<hr/>	(82,584)
Excess Income		<hr/> <hr/> -
<b>National Disability Authority</b>		
Grant Recieved - Research		-
Grant Recieved - Assisted Decision Making		-
Directly Associated Expenditure		
Administrative Overheads	3,319	
	<hr/>	(3,319)
Excess Income		<hr/> <hr/> (3,319)
<b>Transforming Lives</b>		
Grant Recieved		3,606
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	3,606	
	<hr/>	(3,606)
Excess Income		<hr/> <hr/> -
<b>IHREC</b>		
Grant Recieved		5,968
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	5,968	
	<hr/>	(5,968)
Excess Income		<hr/> <hr/> -

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

See note 18 detailing grant information.

**7. Surplus on ordinary activities**

Operating profit is stated after charging/(crediting):

	<b>2019</b>	2018
	€	€
Depreciation of tangible assets	19,105	18,426
Operating lease rentals	1,614	1,614
Fees payable for the audit of the financial statements	4,859	4,305

**8. Staff costs**

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

	<b>2019</b>	2018
	Number	Number
Members of Staff	12	15

The aggregate payroll costs incurred during the financial year were:

	<b>2019</b>	2018
	€	€
Wages and salaries	475,566	624,172
Other retirement benefit costs	29,110	35,358
	504,676	659,530

	<b>2019</b>	2018
	Number	Number
Number of Employees in excess of € 100,000 p.a.	-	-
Number of Employees in excess of € 75,000 p.a.	1	1
	1	1

All Directors are volunteers and receive neither remuneration or benefits for their role.

**9. Interest payable and similar expenses**

	<b>2019</b>	2018
	€	€
Other interest payable and similar expenses	17,394	18,121

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**10. Tax on profit**

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

**11. Appropriations of profit and loss account**

	<b>2019</b>	2018
	<b>€</b>	<b>€</b>
At the start of the financial year	229,867	160,790
Profit for the financial year	9,265	69,077
<b>At the end of the financial year</b>	<u>239,132</u>	<u>229,867</u>

**12. Tangible assets**

	Freehold property	Fixtures, fittings and equipment	<b>Total</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Cost</b>			
At 01/01/19	863,412	147,944	1,011,356
Additions	-	7,397	7,397
<b>At 31/12/19</b>	<u>863,412</u>	<u>155,341</u>	<u>1,018,753</u>
<b>Depreciation</b>			
At 01/01/19	223,803	146,161	369,964
Charge for the financial year	17,268	1,837	19,105
<b>At 31/12/19</b>	<u>241,071</u>	<u>147,998</u>	<u>389,069</u>
<b>Carrying amount</b>			
<b>At 31/12/19</b>	<u>622,341</u>	<u>7,343</u>	<u>629,684</u>
At 31/12/18	<u>639,609</u>	<u>1,783</u>	<u>641,392</u>

**13. Debtors**

	<b>2019</b>	2018
	<b>€</b>	<b>€</b>
Prepayments	8,286	5,328
Accrued income	2,512	6,776
	<u>10,798</u>	<u>12,104</u>

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**14. Cash and cash equivalents**

	<b>2019</b>	2018
	€	€
Cash at bank and in hand	342,940	308,588

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

	<b>2019</b>	2018
	€	€
Adams Fund Bank Account	7,998	7,998

These funds are restricted in use.

**15. Creditors: amounts falling due within one year**

	<b>2019</b>	2018
	€	€
Trade creditors	31,058	3,570
Derivative financial liabilities	18,583	16,310
Other creditors	17,523	17,277
Tax and social insurance:		
PAYE and social welfare	10,944	10,146
Accruals	14,121	14,636
	<u>92,229</u>	<u>61,939</u>

**16. Creditors: amounts falling due after more than one year**

	<b>2019</b>	2018
	€	€
Amounts owed to credit institutions	652,061	670,278

	<b>2019</b>	
	€	
<u>Installment Repayments</u>		
Within 1 year	35,611	
Between 1 & 2 years	35,611	
Between 2 & 5 years	106,834	
After 5 years	238,333	
Parked Balance subject to review	235,672	
	<u>652,061</u>	



**Inclusion Ireland - National Association for People with an Intellectual Disability  
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**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**17. Employee benefits**

The amount recognised in profit or loss in relation to defined contribution plans was €29,110 (2018: €35,358).

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 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.

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**18. Government grants**

**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 nominated 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-funded 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 the 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.

In 2019, Inclusion Ireland was granted funding for 2019 - 2022. The grant is for € 269,842. The goals and objectives of the funding remain the same as per the previous funding.

**iv) 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, chairs Working Group 3. Inclusion Ireland facilitates the management of the budget for the work of this group.

**v) Donations**

**Inclusion Ireland - National Association for People with an Intellectual Disability  
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**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

During 2017 the charity gratefully received a donation from Barclay's Bank. This donation was deferred to 2019, where it was utilised to fund IT expenditure for Inclusion Ireland.

**vi) IHREC**

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.

**IHREC Funding - Housing**

Inclusion Ireland received funding from IHREC for their 2019/2020 grant scheme. The Inclusion Ireland project was entitled 'Promoting the right to housing for people with intellectual disabilities.' The project involved putting together a Working Group of people with intellectual disabilities to direct the project. The project successfully produced a policy position paper on housing, an easy-to-read version of this document, and a one-page document on how people can try and access supports for housing. As part of the project we also hosted a housing conference in December 2019, which was attended by approximately 100 people.

**IHREC Funding - Public Sector Duty (PSD)**

Inclusion Ireland received funding in 2019 from the Irish Human Rights and Equality Commission to (i) raise awareness with two local Authorities of their obligations to rights holders under the Public Sector Duty and (ii) build the capacity of people with a disability to assert their rights under the Public Sector Duty when engaging with local authorities. Five people with intellectual disabilities delivered training to their peers and to local authority staff on their rights and obligations under the Public Sector Duty. People with intellectual disabilities then undertook accessibility reviews with local authority staff of a variety of different local authority functions. An easy to read report on these reviews and recommendations arising were presented to local authority management and a short video of the process is being carried out.

**vii) 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.

**viii) 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 - National Association for People with an Intellectual Disability  
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**Notes to the financial statements (continued)  
Financial year ended 31 December 2019**

**19. Financial instruments**

The carrying amount for each category of financial instruments is as follows:

	<b>2019</b>	2018
	€	€
<b>Financial assets that are debt instruments measured at amortised cost</b>		
Other debtors	2,512	6,776
Cash at bank and in hand	342,940	308,588
	<u>345,452</u>	<u>315,364</u>
<b>Financial liabilities measured at amortised cost</b>		
Bank and other loans	652,061	670,278
Trade creditors	310,580	3,570
Other creditors	41,644	43,733
	<u>1,004,285</u>	<u>717,581</u>

**20. Reserves**

Retained reserves represents the accumulated unrestricted profit of the company. In accordance with good corporate governance, inclusion Ireland seeks to hold 3 months reserves on the balance sheet.

**21. Approval of financial statements**

The board of directors approved these financial statements for issue on 26 May 2020.

**Inclusion Ireland - National Association for People with an Intellectual Disability  
(A Company Limited by Guarantee and not having Share Capital)**

**The following pages do not form part of the statutory accounts.**

**CRONIN & COMPANY****Inclusion Ireland - National Association for People with an Intellectual Disability****Detailed profit and loss account  
Financial year ended 31 December 2019**

	<b>2019</b>	<b>2018</b>
	<b>€</b>	<b>€</b>
<b>Income</b>		
Health Services Executive (HSE)	623,660	773,660
HSE Local Grants	-	10,450
Affiliation Fees	7,225	10,285
Individual Fees	617	748
Fees Earned	-	5,675
NDA Research	-	25,000
NDA Assisted Decision Making	-	15,849
SSNO Funding	82,584	88,762
IHREC	5,968	18,009
Transforming Lives	3,606	9,256
Miscellaneous Income	1,620	988
	<u>725,280</u>	<u>958,682</u>
<b>Gross profit</b>	<u>725,280</u>	<u>958,682</u>
<b>Gross profit percentage</b>	100.0%	100.0%
<b>Overheads</b>		
Administrative expenses	(698,621)	(871,484)
	<u>(698,621)</u>	<u>(871,484)</u>
<b>Operating profit</b>	26,659	87,198
<b>Operating profit percentage</b>	3.7%	9.1%
Interest payable and similar charges	(17,394)	(18,121)
<b>Profit before taxation</b>	<u>9,265</u>	<u>69,077</u>

Inclusion Ireland - National Association for People with an Intellectual Disability

Detailed profit and loss account (continued)  
Financial year ended 31 December 2019

		2019 €	2018 €
<b>Total expenses</b>			
Salary Costs	Wages and salaries	397,997	540,148
	SSNO Wages and Salaries	77,569	84,024
	Staff pension costs	29,110	35,358
Admin & Establishment	Board & Organisation Governance/Staff training	11,542	10,326
	Recruitment Costs	14,759	808
	Service charges & Water Rates	8,543	6,481
	Insurance	4,293	5,370
	Operating lease payments - office equipment	1,614	1,614
	Light and heat	6,556	6,481
	Canteen & Cleaning	6,250	9,132
	Repairs and maintenance	7,513	3,083
	Printing and stationery	8,752	9,219
	PR & Marketing	12,526	3,683
	Telephone, postage and internet	7,168	9,249
	IT Costs	12,426	13,918
	Travel Expenses	9,712	8,840
	Legal and professional	15,969	8,982
	Auditors remuneration	4,859	4,305
	Subscriptions and affiliation fees	3,900	6,720
	Bank charges	296	440
	Sundry Office Costs	47	108
	Depreciation of tangible assets	19,105	18,426
Project Costs	Regional Office Rent payable	9,113	10,220
	Conference, meeting and seminar costs	13,238	11,152
	Trust Visits	-	939
	SSNO Expenses	5,015	602
	Transforming Lives Expenses	-	8,637
	IHREC Expenses	5,968	15,196
	NDA Expenses	3,319	30,797
	Self Advocacy Expenses	-	6,058
	AGM Costs	1,462	1,168
		<u>(698,621)</u>	<u>(871,484)</u>