

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 2017

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**Inclusion Ireland
Company limited by guarantee**

Directors and other information

Directors

Thomas Healy
Stephen Kealy
David Girvan
Kate Butler
Francis Coughlan
Kathryn O'Shea
Joe Mason
Marian McNamara
Martin Rowan
Philomena Davey
Eamonn Tierney
David Quinn
Sarah Jane Lavin
David Fraughan

Secretary

Mairin McCartney

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 Kathryn O'Shea Stephen Kealy David Girvan Brian Delahunty Mairin McCartney Paddy Connolly (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 2017.

Directors

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

Brian Delahunty
Thomas Healy
Stephen Kealy
David Girvan
Kate Butler
Lorraine Dempsey
Francis Coughlan
Kathryn O'Shea
Joe Mason
Marian McNamara (Appointed 7th February 2018)
Martin Rowan
David Quinn
Sarah Jane Lavin (Appointed 9th April 2018)
David Fraughan (Appointed 9th April 2018)

Philomena Davey (Resigned 25th January 2018)
Eamonn Tierney (Resigned 25th January 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 € 18,901 (2016 - surplus € 64,451).

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.

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.

Inclusion Ireland

Directors report (continued)

Likely future developments

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

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.

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 21/05/18 and signed on behalf of the board by:

Inclusion Ireland

Directors responsibilities statement

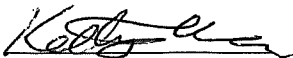
The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

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.


Kathryn O'Shea
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 2017 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 5, 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 2017 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

21/05/18

Inclusion Ireland

Income and expenditure
Financial year ended 31st December 2017

	Note	2017 €	2016 €
Income	4	928,078	1,011,662
Administrative expenses		(890,368)	(933,084)
Surplus on ordinary activities before interest	6	37,710	78,578
Other interest receivable and similar income	8	10	10
Interest payable and similar charges	9	(18,819)	(19,486)
Surplus on ordinary activities before taxation		18,901	59,102
Tax on surplus on ordinary activities	10	-	-
Surplus on ordinary activities after taxation		18,901	59,102
Exceptional Item		-	5,349
Surplus for the financial year		<u>18,901</u>	<u>64,451</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 12 to 24 form part of these financial statements.

Inclusion Ireland

Statement of income and retained earnings
Financial year ended 31st December 2017

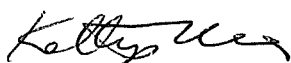
	2017	2016
	€	€
Surplus for the financial year	18,901	64,451
Retained earnings at the start of the financial year	<u>141,889</u>	<u>77,438</u>
Retained earnings at the end of the financial year	<u><u>160,790</u></u>	<u><u>141,889</u></u>

Inclusion Ireland

Balance sheet
As at 31st December 2017

	Note	2017 €	€	2016 €	€
Fixed assets					
Tangible assets	11	659,818		678,413	
			659,818		678,413
Current assets					
Debtors	12	15,165		1,989	
Cash at bank and in hand		249,242		258,628	
		264,407		260,617	
Creditors: amounts falling due within one year	14	(75,666)		(92,580)	
Net current assets			188,741		168,037
Total assets less current liabilities			848,559		846,450
Creditors: amounts falling due after more than one year	15		(687,769)		(704,561)
Net assets			160,790		141,889
Capital and reserves					
Income and Expenditure account	19		160,790		141,889
Members funds			160,790		141,889

These financial statements were approved by the board of directors on 21/05/18 and signed on behalf of the board by:



Kathryn O'Shea
Director



Marian McNamara
Director

The notes on pages 12 to 24 form part of these financial statements.

Inclusion Ireland

Statement of cash flows
Financial year ended 31st December 2017

	2017	2016
	€	€
Cash flows from operating activities		
Surplus for the financial year	18,901	64,451
<i>Adjustments for:</i>		
Depreciation of tangible assets	18,596	18,936
Other interest receivable and similar income	(10)	(10)
Interest payable and similar charges	18,819	19,486
Accrued expenses/(income)	(10,742)	(8,510)
Rounding	(1)	1
<i>Changes in:</i>		
Trade and other debtors	(3,931)	2,780
Trade and other creditors	(15,417)	(25,897)
Cash generated from operations	26,215	71,237
Interest paid	(18,819)	(19,486)
Interest received	10	10
Net cash from operating activities	<u>7,406</u>	<u>51,761</u>
Cash flows from investing activities		
Purchase of tangible assets	-	(2,318)
Net cash from/(used in) investing activities	<u>-</u>	<u>(2,318)</u>
Cash flows from financing activities		
Proceeds from borrowings	(16,792)	(16,148)
Net cash used in financing activities	<u>(16,792)</u>	<u>(16,148)</u>
Net increase/(decrease) in cash and cash equivalents	(9,386)	33,295
Cash and cash equivalents at beginning of financial year	<u>258,628</u>	<u>225,333</u>
Cash and cash equivalents at end of financial year	<u>249,242</u>	<u>258,628</u>

Inclusion Ireland

**Notes to the financial statements
Financial year ended 31st December 2017**

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 not yet fully mandatory for Irish Charities, however the company has adopted most of 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.

Notes to the financial statements (continued)
Financial year ended 31st December 2017

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.

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.

Notes to the financial statements (continued)
Financial year ended 31st December 2017**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.

Notes to the financial statements (continued)
Financial year ended 31st December 2017

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 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.

Notes to the financial statements (continued)
Financial year ended 31st December 2017

4. Income

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

	2017	2016
	€	€
HSE and Grant Income	907,578	994,141
Affiliation and Membership Fees	13,434	14,825
Sundry Income	7,066	2,696
	<u>928,078</u>	<u>1,011,662</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2017

5. Restricted Income & Expenditure

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

		2017 €
Scheme to Support National Organisations		
Grant Recieved		83,323
Directly Associated Expenditure		
Wages & Salaries	81,039	
Administrative Overheads	2,295	
		<u>(83,334)</u>
Excess Expenditure		<u>(11)</u>
Dormant Accounts - Local Area Co-Ordinator		
Grant Recieved		35,315
Directly Associated Expenditure		
Wages & Salaries	29,777	
Regional Rental Attributable Portion	2,091	
Administrative Overheads	9,966	
		<u>(41,834)</u>
Excess Expenditure		<u>(6,519)</u>
Transforming Lives		
Grant Recieved		2,191
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	2,206	
		<u>(2,206)</u>
Excess Expenditure		<u>(15)</u>
IHREC		
Grant Recieved		13,089
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	14,496	
		<u>(14,496)</u>
Excess Expenditure		<u>(1,407)</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2017

See note 17 detailing grant information.

6. Surplus on ordinary activities

Operating surplus is stated after charging/(crediting):

	2017	2016
	€	€
Depreciation of tangible assets	18,596	18,936
Operating lease rentals	1,614	2,836
Fees payable for the audit of the financial statements	4,305	4,305
	<u> </u>	<u> </u>

7. Staff costs

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

	2017	2016
	Number	Number
Members of Staff	16	14
	<u> </u>	<u> </u>

The aggregate payroll costs incurred during the financial year were:

	2017	2016
	€	€
Wages and salaries	670,082	614,845
Other retirement benefit costs	34,917	24,097
	<u>704,999</u>	<u>638,942</u>

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

8. Other interest receivable and similar income

	2017	2016
	€	€
Bank deposits	10	10
	<u> </u>	<u> </u>

9. Interest payable and similar charges

	2017	2016
	€	€
Other interest payable and similar charges	18,819	19,486
	<u> </u>	<u> </u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2017

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).

11. Tangible assets

	Freehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 01/01/17	863,412	147,944	1,011,356
Additions	-	-	-
At 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	17,268	1,328	18,596
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>
	Freehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 01/01/16	863,412	145,626	1,009,038
Additions	-	2,318	2,318
At 31/12/16	<u>863,412</u>	<u>147,944</u>	<u>1,011,356</u>
Depreciation			
At 01/01/16	172,000	142,006	314,006
Charge for the financial year	17,268	1,669	18,937
At 31/12/16	<u>189,268</u>	<u>143,675</u>	<u>332,943</u>
Carrying amount			
At 31/12/16	<u>674,144</u>	<u>4,269</u>	<u>678,413</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2017

12. Debtors

	2017	2016
	€	€
Other debtors	400	-
Prepayments and accrued income	14,765	1,989
	<u>15,165</u>	<u>1,989</u>

13. Cash and cash equivalents

	2017	2016
	€	€
Cash at bank and in hand	249,242	258,628

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

	2017	2016
	€	€
Adams Fund bank account	7,998	7,997

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

14. Creditors: amounts falling due within one year

	2017	2016
	€	€
Trade creditors	331	331
Deferred Income	24,345	40,650
Other creditors	19,122	18,412
Tax and social insurance:		
PAYE and social welfare	15,824	15,646
Accruals	16,044	17,541
	<u>75,666</u>	<u>92,580</u>

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

	2017	2016
	€	€
Bank loans and overdrafts	687,769	704,561

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2017

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	35,611	342,506	274,041	687,769
	<u>35,611</u>	<u>35,611</u>	<u>342,506</u>	<u>274,041</u>	<u>687,769</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 2017

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 present 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.

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 2017**v) McCoy Review Focus Groups**

Post 'The RTE Primetime Investigates Programme' in December 2014, an independent review group was created and chaired by Mr. Kevin McCoy. The Aras Attracta Review Group published a consultation document in July 2015 called 'Building Confidence, Improving Lives and Delivering Change'.

Inclusion Ireland was asked to host a series of focus groups with persons with an intellectual disability which formed part of the McCoy Review of Aras Attracta. Inclusion Ireland has no direct involvement in conducting the review. Inclusion Ireland received funds to ensure that this consultation process has a national reach. One hundred and thirty six persons with an intellectual disability were consulted with. These consultations are complete and this ends the involvement of Inclusion Ireland.

vi) 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.

vii) Donations

During 2017 the company gratefully received a donation from Barclays Bank. This donation has been deferred to 2018, where it will fund IT expenditure for Inclusion Ireland.

viii) Citizens Information Board

In 2016, Inclusion Ireland received € 29,100 to further develop information on its website for people with intellectual disabilities; the self-advocacy resource unit (SARU). Inclusion Ireland also facilitated the meeting of a self-advocacy group to develop in Inclusion Ireland and went out to meet with other self-advocacy groups to assist in their development.

ix) 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 toolkit 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.

Notes to the financial statements (continued)
Financial year ended 31st December 2017

18. Employee benefits

The amount recognised in income or expenditure in relation to pension contribution plan was €34,917 (2016: €24,097).

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

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.

21. Approval of financial statements

The board of directors approved these financial statements for issue on 21 May 2018.

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

Inclusion Ireland

Detailed profit and loss account
Financial year ended 31st December 2017

	2017	2016
	€	€
Income		
Health Services Executive (HSE)	773,660	766,779
Citizen Information Board	-	29,100
Affiliation Fees	12,920	14,185
Individual Fees	514	640
Fees Earned	5,938	2,696
SSNO Funding	83,323	80,219
Dormant Accounts (ILocal Area Co-Ordinator)	35,315	59,449
IHREC	13,089	-
Transforming Lives	2,191	58,594
Miscellaneous Income	1,128	-
	<u>928,078</u>	<u>1,011,662</u>
 Expenditure		
Salary Costs	704,999	638,942
Administration & Establishment	130,256	173,423
Project Costs	55,113	120,719
	<u>(890,368)</u>	<u>(933,084)</u>
 Operating Surplus	 37,710	 78,578
 Other interest receivable and similar income	 10	 10
Interest payable and similar charges	(18,819)	(19,486)
 Surplus on ordinary activities before taxation	 <u>18,901</u>	 <u>59,102</u>

Inclusion Ireland

Detailed Income and Expenditure account (continued)
Financial year ended 31st December 2017

		2017 €	2016 €
Total expenses			
Salary Costs	Wages and salaries	559,266	496,375
	SSNO Wages and Salaries	81,039	74,079
	Dormant Accounts Wages and Salaries	29,777	44,391
	Staff pension costs	34,917	24,097
Admin & Establishment	Board & Organisation Governance/Staff training	19,979	1,045
	Recruitment Costs	770	180
	Service charges & Water Rates	6,461	6,872
	Insurance	5,549	5,304
	Operating lease payments - office equipment	1,614	2,836
	Light and heat	5,496	6,420
	Canteen & Cleaning	10,056	8,059
	Repairs and maintenance	4,196	2,492
	Printing and stationery	7,598	6,206
	Telephone, postage and internet	9,996	7,984
	Computer and website costs	6,908	12,542
	Travel Expenses	11,642	9,330
	Legal and professional	9,781	12,726
	Auditors remuneration	4,305	4,305
	Subscriptions and affiliation fees	6,033	5,720
	Bank charges	327	667
	Sundry Office Costs	949	794
	Redundancy Costs	-	61,005
	Depreciation of tangible assets	18,596	18,936
Project Costs	Regional Office Rent payable	13,270	8,674
	Conference, meeting and seminar costs	10,933	14,992
	Trust Visits	447	571
	SSNO Expenses	2,295	12,440
	McCoy Review - Focus group expenses	-	1,587
	Transforming Lives Expenses	2,206	58,977
	Dormant Account Expenses	9,966	11,275
	IHREC Expenses	14,496	-
	AGM Costs	1,500	12,203
		<u>890,368</u>	<u>933,084</u>