

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 2016

Inclusion Ireland

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CRONIN & COMPANY

Inclusion Ireland
Company limited by guarantee

Directors and other information

Directors	Brian Delahunty Thomas Healy Stephen Kealy David Girvan Kate Butler Lorraine Dempsey Francis Coughlan Kathryn O'Shea Joe Mason David Quinn Martin Rowan Philomena Davey Eamonn Tierney
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
Bankers	Bank Of Ireland St Stephen's Green Dublin 2

**Inclusion Ireland
Company limited by guarantee**

Directors and other information (continued)

Solicitors	Eugene F Collins Temple Chambers 3 Burlington Road Dublin 4
Charity Number	CHY 7709
Finance & Governance Committee	David Quinn 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 2016.

Directors

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

Brian Delahunty	(Appointed 11th June 2016)
Thomas Healy	
Stephen Kealy	
David Girvan	
Kate Butler	
Lorraine Dempsey	
Francis Coughlan	
Kathryn O'Shea	
Joe Mason	
David Quinn	
Martin Rowan	
Philomena Davey	
Eamonn Tierney	
Mairin McCartney	(Resigned 11th June 2016)
David Kiernan	(Resigned 11th June 2016)
Sam O'Connor	(Resigned 11th June 2016)

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. To this end, the Directors' undertook a number of actions in 2016 to restructure the company's cost base and to protect the organisation against rising costs and upward pressure on pay rates in a recovering economy.

These actions included a redundancy process involving a number of staff positions; a restructure of Inclusion Ireland pay rates including salary caps and the opening of two new offices in Sligo and Cork.

The retained surplus for the financial year amounted to € 64,451 (2015 - surplus € 8,069).

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 instituted 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:

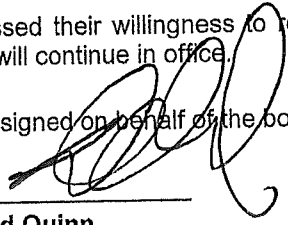
- so far as each director is aware, there is no relevant audit information of which the company's statutory auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and 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 05/05/17 and signed on behalf of the board by:


Kathryn O'Shea


David Quinn

Inclusion Ireland

Directors responsibilities statement

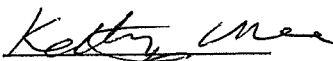
The directors are responsible for preparing the directors report and the financial statements in accordance with applicable Irish law and regulations.

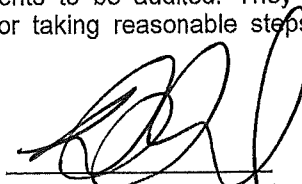
Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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


David Quinn

CRONIN & COMPANY

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 2016 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 2016 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.

CRONIN & COMPANY

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

05/05/17

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Inclusion Ireland Income and expenditure Financial year ended 31st December 2016

	Note	2016 €	2015 €
Income	4	1,011,662	750,406
Administrative expenses		(933,084)	(707,523)
Surplus on ordinary activities before interest	6	78,578	42,883
Other interest receivable and similar income	8	10	9
Interest payable and similar charges	9	(19,486)	(34,823)
Surplus on ordinary activities before taxation		59,102	8,069
Tax on surplus on ordinary activities	10	-	-
Surplus on ordinary activities after taxation		59,102	8,069
Exceptional Item		5,349	-
Surplus for the financial year		64,451	8,069

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.

CRONIN & COMPANY

Inclusion Ireland

Statement of income and retained earnings Financial year ended 31st December 2016

	2016 €	2015 €
Surplus for the financial year	64,451	8,069
Retained earnings at the start of the financial year	<u>77,438</u>	<u>69,369</u>
Retained earnings at the end of the financial year	<u><u>141,889</u></u>	<u><u>77,438</u></u>


CRONIN & COMPANY

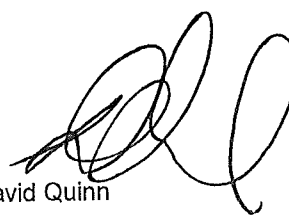
Inclusion Ireland

Balance sheet As at 31st December 2016

	Note	2016 €	€	2015 €	€
Fixed assets					
Tangible assets	11	678,413		695,032	
			678,413		695,032
Current assets					
Debtors	12	1,989		4,769	
Cash at bank and in hand		258,628		225,333	
		260,617		230,102	
Creditors: amounts falling due within one year	14	(92,580)		(126,987)	
Net current assets			168,037		103,115
Total assets less current liabilities			846,450		798,147
Creditors: amounts falling due after more than one year	15		(704,561)		(720,709)
Net assets			141,889		77,438
Capital and reserves					
Income and Expenditure account	19		141,889		77,438
Members funds			141,889		77,438

These financial statements were approved by the board of directors on 05/05/17 and signed on behalf of the board by:


Kathryn O'Shea
Director


David Quinn
Director

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

CRONIN & COMPANY

Inclusion Ireland

Statement of cash flows Financial year ended 31st December 2016

	2016 €	2015 €
Cash flows from operating activities		
Surplus for the financial year	64,451	8,069
<i>Adjustments for:</i>		
Depreciation of tangible assets	18,936	18,791
Other interest receivable and similar income	(10)	(9)
Interest payable and similar charges	19,486	34,823
Accrued expenses/(income)	(8,510)	9,387
Rounding	1	-
<i>Changes in:</i>		
Trade and other debtors	2,780	493
Trade and other creditors	(25,897)	61,729
Cash generated from operations	71,237	133,283
Interest paid	(19,486)	(34,823)
Interest received	10	9
Net cash from operating activities	<u>51,761</u>	<u>98,469</u>
Cash flows from investing activities		
Purchase of tangible assets	(2,318)	-
Net cash (used in)/from investing activities	<u>(2,318)</u>	<u>-</u>
Cash flows from financing activities		
Proceeds from borrowings	(16,148)	(1,879)
Net cash used in financing activities	<u>(16,148)</u>	<u>(1,879)</u>
Net increase/(decrease) in cash and cash equivalents	33,295	96,590
Cash and cash equivalents at beginning of financial year	225,333	128,743
Cash and cash equivalents at end of financial year	<u>258,628</u>	<u>225,333</u>

Inclusion Ireland

**Notes to the financial statements
Financial year ended 31st December 2016**

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.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

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.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

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 2016

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.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

4. Income

Income arises from:

	2016	2015
	€	€
Grants	994,141	719,011
Donations, Affiliation Fees & Other Income	17,521	31,395
	<u>1,011,662</u>	<u>750,406</u>

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

	2016	2015
	€	€
HSE and Grant Income	994,141	701,011
Affiliation and Membership Fees	14,825	21,785
Ulster Bank Community Impact Fund	-	18,000
Bequestes and Donations	-	7,060
Sundry Income	2,696	2,550
	<u>1,011,662</u>	<u>750,406</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

5. Restricted Income & Expenditure

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

		2016 €
Scheme to Support National Organisations		
Grant Received		80,219
Directly Associated Expenditure		
Wages & Salaries	74,079	
Administrative Overheads	12,440	
		<u>(86,519)</u>
Excessive Expenditure		<u>(6,300)</u>
Dormant Accounts - Local Area Co-Ordinator		
Grant Received		59,449
Directly Associated Expenditure		
Wages & Salaries	44,391	
Regional Rental Attributable Portion	3,764	
Administrative Overheads	11,275	
		<u>(59,430)</u>
Excessive Surplus		<u>19</u>
Transforming Lives		
Grant Received		58,594
Directly Associated Expenditure		
Wages & Salaries	-	
Administrative Overheads	58,977	
		<u>(58,977)</u>
Excessive Expenditure		<u>(383)</u>

See note 17 detailing grant information.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

6. Surplus on ordinary activities

Operating surplus is stated after charging/(crediting):

	2016	2015
	€	€
Depreciation of tangible assets	18,936	18,791
Operating lease rentals	2,836	2,706
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:

	2016	2015
	Number	Number
Members of Staff	14	12

The aggregate payroll costs incurred during the financial year were:

	2016	2015
	€	€
Wages and salaries	570,454	467,682
Other retirement benefit costs	24,097	18,813
	594,551	486,495

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

8. Other interest receivable and similar income

	2016	2015
	€	€
Bank deposits	10	9

9. Interest payable and similar charges

	2016	2015
	€	€
Other interest payable and similar charges	19,486	34,823

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 2016

11. Tangible assets

	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>

	Freehold property €	Fixtures, fittings and equipment €	Total €
Cost			
At 01/01/15	863,412	145,626	1,009,038
Additions	-	-	-
At 31/12/15	<u>863,412</u>	<u>145,626</u>	<u>1,009,038</u>
Depreciation			
At 01/01/15	154,690	140,525	295,215
Charge for the financial year	17,310	1,481	18,791
At 31/12/15	<u>172,000</u>	<u>142,006</u>	<u>314,006</u>
Carrying amount At 31/12/15	<u>691,412</u>	<u>3,620</u>	<u>695,032</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

12. Debtors

	2016	2015
	€	€
Other debtors	-	3,308
Prepayments and accrued income	1,989	1,461
	<u>1,989</u>	<u>4,769</u>

13. Cash and cash equivalents

	2016	2015
	€	€
Cash at bank and in hand	<u>258,628</u>	<u>225,333</u>

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

	2016	2015
	€	€
Adams Fund bank account	<u>7,997</u>	<u>7,996</u>

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

14. Creditors: amounts falling due within one year

	2016	2015
	€	€
Trade creditors	331	3,084
Pension contributions	-	511
Deferred Income	40,650	65,998
Other creditors	18,412	18,880
Tax and social insurance:		
PAYE and social welfare	15,646	12,463
Accruals	17,541	26,051
	<u>92,580</u>	<u>126,987</u>

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

	2016	2015
	€	€
Bank loans and overdrafts	<u>704,561</u>	<u>720,709</u>

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

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	290,833	704,561
	<u>35,611</u>	<u>35,611</u>	<u>342,506</u>	<u>290,833</u>	<u>704,561</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 2016

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 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 was € 162,156, which has been fully recognised in the years 2014, 2015 and 2016.

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.

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 2016

v) Ulster Bank Community Impact Fund

Inclusion Ireland received funding in 2015 under the Ulster Bank Community Impact Fund.

There are 3 elements to this project as listed below:

Build the Capacity of 14 people with an Intellectual Disability to deliver peer training on financial management and awareness.

Produce an 'easy to read' guide for people with an intellectual disability on financial management and their rights.

Deliver a series of training workshops to staff, family members and people with an intellectual disability on financial management and awareness.

A grant of € 18,000 was received from Ulster Bank.

vi) 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.

vii) 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.

viii) Genio Trust

Inclusion Ireland secured funding from Genio Trust to fund the following project:

National Platform for Self Advocates

This platform aims to provide an independent and neutral space for persons with intellectual disabilities in Ireland to discuss complaints and to challenge policies and practices. Its goal is to build individual and collective capacity, as self-advocates come together to develop strength to advocate on common issues.

The aim of the project is to support interim steering committee to develop a regional consultation process and to work together to form a National Platform as a legal entity by the end of the twelve month period, and to explore independent funding to ensure the sustainability of this platform. Inclusion Ireland is part of the support consortium.

viii) Donations

During 2015 the company gratefully received a donation from JP McManus.

Inclusion Ireland

Notes to the financial statements (continued)
Financial year ended 31st December 2016

18. Employee benefits

The amount recognised in income or expenditure in relation to pension contribution plan was €24,097 (2015: €18,813).

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 5 May 2017.