



Inclusion Ireland

The National Association for People
with an Intellectual Disability.



Annual Report 2023

[InclusionIreland.ie](https://inclusionireland.ie)



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About us

Inclusion Ireland works towards the full inclusion of people with an intellectual disability by supporting people to have their voices heard, and by advocating for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).

Our vision is an inclusive Ireland where people with an intellectual disability are supported to live and participate as an equal member within the community.

We will continue to work every day for people with intellectual disabilities and their families until we achieve our shared vision of a more inclusive Ireland.



Our values

Respect

Respect is about valuing the life of every person with an intellectual disability. It is also about respecting different people's opinions and ways of living.

Inclusion

Inclusion is about people with intellectual disabilities taking part in all parts of Irish life. We believe that it's a better world when we are all in it together. We don't think that people with intellectual disabilities should be separate.

Equality

Equality is about a fairer society where disabled people have equal rights. We work towards a time when every person with an intellectual disability is treated fairly and has the same rights as every other citizen.

Voice

Voice is about people with an intellectual disability having their say and being heard in Irish society. This includes people who communicate different ways.

Choice

Choice is about supporting and respecting people with an intellectual disability to live the lives that they want to live, with the support they need.

Members

Our membership in 2023

We were delighted that our membership increased throughout 2023. One third of our members are people with an intellectual disability, up from 10% in 2022. We want to continue to build our membership further in 2024.

Become a member

By becoming a member, you empower us to amplify the voice of those with an intellectual disability, ensuring that the Government hears our collective call for change. Together, we can make a significant impact and create a more inclusive society for everyone.

Our impact at a glance



Message from the CEO



Derval McDonagh
CEO, Inclusion Ireland

Welcome to our 2023 Annual Report. I am proud to share our work with you and to highlight the impact we have had as we work for a more inclusive Ireland.

This year was the first year of our new Strategic Plan. It was created with our members and supporters to reflect the lived experience of people with an intellectual disability, and to set out plans about how we can influence government, state agencies, and Irish society to become more inclusive. We recognise the many barriers people with an intellectual disability face in accessing their right to education, to housing, to a decent standard of living, to services and supports. Our job at Inclusion Ireland is to make sure that people with an intellectual disability and their families know they are not alone. Together we can raise our collective voices until people in positions of power understand and empathise, and we can work to make Ireland more inclusive.

In 2023, we campaigned for inclusive employment opportunities for people with an intellectual disability. Our efforts saw changes in the wage subsidy scheme and a greater understanding amongst employers about the barriers people with an intellectual disability face in accessing employment. We published a guide for employers and employees outlining practical solutions for accessing rights at work.

In 2024, we will focus on improving the school experience for children and young people, emphasising that inclusive communities start with inclusive schools. It is imperative that children feel accepted and that they belong in their local schools, with access to necessary support so they can thrive and flourish. Our efforts will continue until the system equally supports all children.



I would like to take this opportunity to thank our wonderful team at Inclusion Ireland. Every day, I am impressed with their dedication, sense of purpose and passion for our vision. I would like to thank our Chairperson, Ashley Sands, for all her support and wisdom, and the Board of Directors for giving so generously of their time and expertise.

It has never been more important to us that you become a member of Inclusion Ireland. The bigger our membership, the louder our voice, the more we cannot be ignored! Our members shape our organisation, inform our work, make sure that we reflect what is really happening in people's lives across all communities in Ireland. If you support our mission for more inclusive schools, workplaces and communities, please do consider joining the Inclusion Ireland family. Together we can make change happen, for people with an intellectual disability to have their voices heard and their rights respected.

A handwritten signature in black ink, which appears to read 'Derval McDonagh'.

Derval McDonagh
CEO Inclusion Ireland

Message from the Chairperson



Ashley Sands
Chairperson, Inclusion Ireland

Welcome to Inclusion Ireland's 2023 annual report. We invite you to read about Inclusion Ireland's work in 2023. Throughout the year, the board supported the organisation to improve how we work and to deliver on our Strategic Plan.

I am very proud to chair our board; a dedicated group of directors who care deeply about our mission and making Ireland more inclusive. What drives us is our ambition for a fairer Ireland for people with intellectual disabilities and their families. We know that there is a long road to travel and that people continue to experience significant barriers in accessing education, housing, employment and services as should be their right under the UN Convention on the Rights of Persons with Disabilities. We are pleased to see how Inclusion Ireland continues to raise people's voices and to make sure people with intellectual disabilities have a seat at the table where decisions are being made about their lives.

In 2023, the board carried out a review of our new strategic plan. This was to make sure that the plan is working and having the impact we want to see on Irish society. We were pleased to see the advancements made in our three strategic priorities and were positively reassured by our effective resource utilisation.

We have ambitious plans in 2024. We want to improve our governance through achieving triple lock certification. This means that the public and our funders can be even more assured that we do the right things with our time and our money. We also want to focus our efforts on ensuring our Board is truly inclusive and diverse. We are proud that 1/3 of our Board members are people with an intellectual disability.



We are committed to ensuring that our board mirrors the diversity of Irish society. We recognise that the barriers facing disabled people are even more significant for our communities who face exclusion in terms of gender, race and socio-economic backgrounds.

I would like to take this opportunity to thank our board, our CEO and our team for their work in 2023. It has been wonderful to see how our shared ambitions are realised every day through our work together.

Most importantly, I would like to thank you, our members and supporters. We so appreciate your support and giving your time and your expertise to advance our mission. Every piece of work we do is informed and shaped by you. Please continue to engage with us in our consultations, focus groups and working groups. Together we can make a more Inclusive Ireland.

A handwritten signature in black ink that reads "Ashley Sands". The signature is fluid and cursive.

Ashley Sands
Chairperson Inclusion Ireland

Our board

Inclusion Ireland has a CEO and a Board of Directors who make sure that we work in accordance with our values and strategic plan.

Inclusion Ireland fully complies with the Governance Code for Charity Organisations as set out by the Charity Regulator in Ireland.

We are fortunate to be led by a diverse group of directors who bring a lot of experience to their roles. We have self-advocates on our board because we believe that inclusive governance is key to our work.

The board has four sub-committees: Audit, Risk, Quality; People and Pay; Include; and the Annual Strategic Review.



Ashley Sands, Chairperson

Tenure: November 2020

Board Meeting Attendance: 6

Sub Committees: Annual Strategic Review, Audit, Risk, Quality; People and Pay

John Moore, Company Secretary

Tenure: November 2020

Board Meeting Attendance: 6



Martin Rowan

Tenure: November 2020

Board Meeting Attendance: 5

Sub Committees: Include





Marian McNamara

Tenure: February 2018

Board Meeting Attendance: 3

Sub Committees: Audit, Risk, Quality

Briana Fitzsimons

Tenure: August 2023

Board Meeting Attendance: 1

Sub Committees: Annual Strategic Review



David Fraughan

Tenure: November 2017

Board Meeting Attendance: 6

Sub Committees: Annual Strategic Review, Include

Sarah Jane Lavin

Tenure: April 2018

Board Meeting Attendance: 5

Sub Committees: Include



Siobhán Byrne

Tenure: November 2020

Board Meeting Attendance: 4

Sub Committees: Include



Tomás Murphy

Tenure: November 2020

Board Meeting Attendance: 5

Sub Committees: Include; People and Pay

Glen Shanley

Tenure: November 2020

Board Meeting Attendance: 6

Sub Committees: Audit, Risk, Quality



Rona Bowe

Tenure: October 2023

Board Meeting Attendance: 1

Sub Committees: Audit, Risk, Quality

Maria Panza

Tenure: Completed term in August 2023

Board Meeting Attendance: 4

Sub Committees: People and Pay

Marianne McMahon

Tenure: Completed term in August 2023

Board Meeting Attendance: 4

Sub Committees: People and Pay

Strategic plan

Inclusion Ireland's Strategic Plan 2023-2026 shaped everything we did this year. Our strategic plan has three key strategic goals.



Campaigning

We campaign for real change in people's lives.

Self-advocacy and participation

We support people with intellectual disabilities to be valued and effectively participate in society.



Accessible Communication

We are leaders in accessible information and communication.



Our work in 2023: Campaigning

Campaigning is a core part of Inclusion Ireland's work. We promote change in society so that people with an intellectual disability are treated as equal and valued citizens.

In 2023, in close partnership with our self-advocates, we designed and implemented campaigns around the Government Budget, as well housing, employment, the wage subsidy scheme, the cost of disability, education, and the review of Ireland by the UN Committee on the Rights of the Child.



The Government Budget 2024

In putting together our Budget submission for 2024, we consulted with people with an intellectual disability and their families. We gathered feedback from 615 respondents, including 115 individuals with an intellectual disability, 252 family members of disabled children, and 228 family members of disabled adults.

Money and the cost of disability were the main concerns for people who completed the survey with 50% of people with an intellectual disability reporting they have trouble paying utility bills.

In Budget 2024 we called for:

- A permanent cost of disability payment.
- An increase to the disability allowance (€291.50) so people are not living in poverty.
- A special fund for equipment, technology and other essential assistive aids and appliances for people with higher support needs and their families.



Housing Campaign

In 2023, Inclusion Ireland continued its close engagement with the Housing Agency and the Department of Housing on the implementation of the National Housing Strategy for Disabled People.

The NHSPD Implementation Plan was released in June 2023. This implementation plan contains 27 Outcomes with 107 Actions under the responsibility of national, regional and local stakeholders. Inclusion Ireland is a member of the group overseeing the progress of this plan.

Inclusion Ireland regularly meets with the Housing Working Group, which is made up of people with an intellectual disability, family members and professionals, who support our work on housing.

We have also been working on including self-advocates in local groups called Housing and Disability Steering Groups (HDSGs) to make sure their voices are heard.

At a launch in March 2023, St. Patrick's Centre, Kilkenny, was renamed 'Aurora: Enriching Lives, Enriching Communities'. Inclusion Ireland has been working on de-congregation with Aurora since 2015.



Employment Campaign

With funding from the Irish Human Rights and Equality Commission, Inclusion Ireland led a project addressing the underrepresentation of people with intellectual disabilities in the workforce.

A six-member Employment Rights Working Group, composed of people with an intellectual disability, underwent training on Irish employment law.

They organised three events during which they educated people with an intellectual disability on their rights and gathered insights into their employment journeys. They also presented strategies for enhancing recruitment and employment accessibility and provided perspectives from employers, employees with an intellectual disability, civil servants versed in reasonable accommodation, and job coaches.



The working group launched a valuable resource called the Employment Code of Practice. This is a practical guide for employers and for people with an intellectual disability, which combines practical guidance on how to get and keep a job, and the supports to become an inclusive employer.

One of the biggest highlights of the year was the release of their podcast *Make it Work!* Over three episodes, the podcast explores the path towards employment for people with an intellectual disability.

Wage Subsidy Scheme Campaign

After Inclusion Ireland advocated for changes to the Wage Subsidy Scheme, the minimum weekly hours required for eligibility were lowered from 21 to 15.

The previous criteria left out many people with an intellectual disability, who often work on a part-time basis. While this change is a positive step for our members, we will continue advocating for further reductions to the required hours.

Cost of Disability Campaign

Inclusion Ireland contributed to the public consultation on the Government's proposal, also called a 'Green Paper', to change how disability payments and employment supports work in Ireland.

We echoed the voices and concerns of people with an intellectual disability and their families. We took part in consultation events in Dublin, Cork and Athlone.

As a result of combined advocacy efforts with other organisations, the Green Paper was 'scrapped' by the government.



Education Campaign

Inclusion Ireland was delighted to have been invited to join the advisory committee for the review of the Education for Persons with Special Education Needs Act.

Throughout 2023, we submitted multiple contributions to the review process. Inclusion Ireland will continue this work into 2024. It is crucial to ensure that this legislation is both effective and in line with children's rights as outlined in the UN Convention on the Rights of Persons with Disabilities and the UN Convention on the Rights of the Child.

In 2023, we also released 'The Pathway to Inclusive Education', a ground-breaking report which brought together the perspectives of young people with an intellectual disability, families, policymakers, and educators.

The report provides a detailed description of what is needed to improve Ireland's education system. By highlighting existing barriers and proposing constructive solutions, the report aims to ensure every child can access their local school with the necessary support.

We also produced a video which highlighted a child's right to be educated with other children in their own community. It explored the journey to an inclusive education system.



Inclusion Ireland's vision for inclusive education is:

Children welcomed in their local school with the same equality of access as all other children. The school is equipped and designed to meet all children's needs in the community incorporating principals of universal design for learning.

The child's individual needs are also met. The child can be educated anywhere in the school, in the mainstream class, in quieter environments, in outdoor spaces and a combination of all of these. The child's voice is front and centre.

Parents and the community are collaborators and are valued. School staff are trained and have the expertise to support all children. The school believes that the child belongs there and will continue to believe that, even if things are hard.

Flexibility, creativity and rights-based supports are at the heart of how the school works in promoting the rights of the child to education.

Review of Ireland by the UNCRC

In collaboration with the Children's Rights Alliance, Inclusion Ireland participated in a coalition advocating for the review of Ireland by the UN Committee on the Rights of the Child (UNCRC).

Inclusion Ireland submitted a comprehensive report to the UNCRC outlining the challenges faced by children with intellectual disabilities in Ireland.

The submission highlighted the lack of advocacy services for disabled children, limited access to inclusive education, including instances of seclusion and restraint, and inadequate access to essential services.

Campaign on elimination of seclusion and restraint

Inclusion Ireland continues to shine a light on seclusion and restraint, particularly for children in schools. In 2023 we worked closely with partners across the island of Ireland on developing a restraint reduction network thanks to the Community Foundation of Ireland.



A highlight of our work was a meeting in Stormont where we called for legislation across Ireland on the elimination of seclusion in schools. Our work has put pressure on the Government to develop guidelines for schools. We thank the brave family members who continue to work with us on this most serious children's rights issues. We will continue this work into 2024 until these practices are a thing of the past and children with intellectual disabilities are treated with dignity and respect.



Our work in 2023: Self-advocacy and participation

People with an intellectual disability in Ireland are frequently marginalised. Goal 2 of the Strategic Plan 2023-2026 aims to support them to be valued and to effectively participate in society.



In 2023, self-advocates played a central role in the impactful work Inclusion Ireland does; taking part in discussions about living with an intellectual disability at various events and forums.

Inclusion Ireland collaborated with different organisations and supported families to facilitate in the full participation of individuals with intellectual disabilities and their families in society.

We also celebrated International Day of Persons with Disabilities with our self-advocates taking centre stage.

Inclusion Ireland: Self-advocates, 2023

Kellie, Ellen and Jimmy



In 2023, Inclusion Ireland trained and supported three self-advocates - Kellie Byrne, Ellen Gavin and Jimmy Dooner - to present on the Public Sector Duty at Citizens Information Offices across the country.

The Public Sector Duty project aims to build the capacity of people with an intellectual disability to assert their rights when using the services provided by their local authority.

Margaret Turley



Self-Advocate, Margaret Turley, presented at the Public and Patient Involvement in Health and Social Care Research in Ireland event. She spoke about her work as a researcher and about the significance of the voice of the person with a disability in research.

Inclusion Ireland also facilitated a wider focus group for the Public and Patient Involvement process to help ensure others with lived experience are involved in research that is about them.

Tamara Byrne



In 2023, Tamara Byrne, a passionate advocate for people with an intellectual disability, continued her important work with Inclusion Ireland and the European Disability Forum Youth Committee.

Throughout the year, Tamara addressed various platforms, including human rights events and European Parliament sessions, where she highlighted issues such as job struggles, inequality, and poverty, ensuring that the voices of those with intellectual disabilities were heard and considered.

Her role on the European Disability Forum Youth Committee helps to ensure that people with intellectual disabilities have a say and can take part fully in society.

Supporting self-advocates



Speak Up, Speak Out training aims to foster an inclusive environment where people with intellectual disabilities feel welcome to express themselves and feel valued.

In 2023, we collaborated with advocacy facilitators and individuals with intellectual disabilities to review and test the information and strategies for a forthcoming guide on speaking up and speaking out, to ensure it is helpful and user-friendly.

We also procured NUIG to complete independent research on child and young persons advocacy in Ireland, due to be published by September 2024.

Paul Alford



For the last 19 years, Paul Alford has been working at Inclusion Ireland as a Self-Advocacy Project Worker. He talks below about his own journey and how he fights for equal rights for people with an intellectual disability.

My name is Paul Alford. I have worked as a Self-Advocacy Project Worker at Inclusion Ireland for the past 19 years. During that time, I have been telling the story of my life. When I was young, I was made move out of my family home and into an institution because I had an intellectual disability. I lived in an institution for 32.5 years, because staff and my family did not want me to move out.

I had to fight to move out from the institution and learned to use my voice. Now, I make lots of decisions about my own life every day. I have my own home, I am active in my community, I can book holidays whenever I want, I do my own cooking and cleaning and I pay my own bills.

I am able to do all of this with some help from my own HSE-funded supporter, who I have worked with for the past eight years.

People with an intellectual disability need to be given support to make their own choices. Having the power to make decisions and choices is so important. The reason I tell people my story is so others can learn about their rights and how you can change your own life if you speak up for yourself. It is very important for people with intellectual disabilities to have their voices heard.

We all want a good life and to be happy. If we work together, we can help others to get equal chances in life.

Lydia Fisher



Before I joined the Inclusion Ireland community, I didn't realise how much I was missing out on. I didn't know how easy it could be to get support with various tasks like applying for jobs and preparing for interviews. Being part of this community has been eye-opening.

In 2023, I was involved in the Employment Working Group at Inclusion Ireland as a self-advocate. Our group arranged events where we talked with people who have intellectual disabilities and employers about employment. We also developed the employment code of practice and started the Make it Work podcast.

Through this experience, I learned a great deal about employment and how I can assist others with intellectual disabilities in finding jobs. Joining Inclusion Ireland is a win-win situation. You gain valuable knowledge and experiences that you won't necessarily learn in school or college. I've personally grown so much through this community, and I'm confident in my ability to help others. Being part of Inclusion Ireland is truly amazing.

Working with other organisations on participation in 2023

Oireachtas Disability Group

The Oireachtas Disability Group is made up of six organisations that represent disability service providers and advocacy organisations.

In 2023, the group met with TDs and Ministers to advocate on issues such as Housing, Cost of Disability, and disability services.





Irish Banking Culture Board

The Irish Banking Culture Board (IBCB)

The Irish Banking Culture Board (IBCB) held customer listening sessions with people with an intellectual disability in 2023. The purpose was to directly engage with bank customers whose voices were not always represented in research or focus groups.

In collaboration with Inclusion Ireland, four listening sessions were conducted across the country. During these sessions, insights were gathered from 45 people with intellectual disabilities about their banking experiences and needs.

The information helped IBCB understand how to meet their banking needs better and figure out what steps banks could take to make sure everyone has access to financial services.



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Health Service Executive (HSE)

Inclusion Ireland and the Health Service Executive (HSE) held a consultation event on the Assisted Decision Making Act. The HSE explained the Act's implications for people with an intellectual disability.

Attendees, including self-advocates, discussed the importance of decision making, shared their experiences with this issue, and suggested ways to learn about and implement the Act.

We also worked with the HSE alongside self-advocates to create a survey about Residential and Day Services. Self-advocates used this survey to let the HSE know about changes that they would like to see.

Inclusion Ireland teamed up with Independent Living Movement Ireland to create a guide for HSE and HSE-funded services. This guide stressed the importance of involving people with intellectual disabilities in designing services, policies, and everything else affecting their lives.

Inclusion Ireland also partnered with the HSE to develop a self-advocacy strategy, setting a model for other HSE regions in the future on how to involve disabled individuals in decision-making processes. This strategy was presented at a HSE event called 'Our Voice, Our Choice' in November 2023.



Supporting families

Inclusion Ireland continued to support family members and friends of people with intellectual disabilities through our Connect Family Network. We held a number of information sessions, including:

- Assisted Decision Making (Capacity) Act 2015 & Decision Support Service (DSS) with Áine Flynn, Director of the DSS
- Organising a Family Support Group
- Education: Advocating for your Child
- Alternative and Augmentative Communication



Members of the Connect Family Network actively contributed to Inclusion Ireland's advocacy and campaign efforts through focus groups, consultations, meetings, and surveys. Their input informed policy decisions, shaped the organisation's budget priorities, and influenced the content of webinars provided to the community.

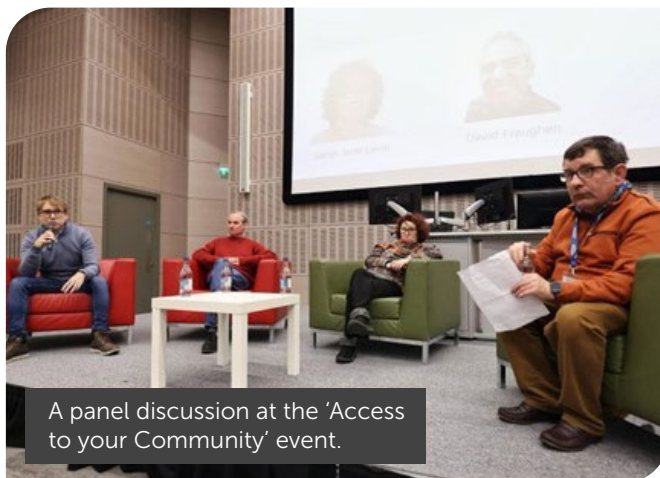
In collaboration with Children and Young People's Services Committees (CYPSC), we also worked on a directory of services, both an online and hard copy resource, for families in Laois and Offaly.

International Day of Persons with Disabilities

Inclusion Ireland teamed up with the Trinity Centre for People with Intellectual Disabilities to organise an event for International Day of Persons with Disabilities.

On December 4th, people with an intellectual disability from across Ireland came together to talk about living and getting around in their communities. They talked about problems they face and how to solve them, especially when it comes to getting to local places easily.

The event highlighted ways that councils and transportation services are making communities more welcoming to everyone. Most importantly, the event was led by people with an intellectual disability, making sure their experiences were at the centre of the conversation.



A panel discussion at the 'Access to your Community' event.

Our work in 2023:

Accessible communication

Accessible information empowers individuals to advocate for their rights and control their lives. It fosters respect, belonging, and community inclusion. This is why accessible information and communication is a priority in our Strategic Plan.



Our vision is a world where accessible information is the norm, especially for those with higher support needs. Within Inclusion Ireland, we are developing our accessible communications department with a number of easy-to-read experts who have had a nationwide impact in 2023.

Accessible Communication efforts in 2023

In 2023, together with our team of easy-to-read users, we enhanced accessibility of the HSE's Complaints Service: Your Service, Your Say and the Roadmap for Service Improvement: Disability Services for Children and Young People 2023–2026, the European Disability Forum's Human Rights report The Right to Work, and a number of documents for the Housing Agency, including the Youth Support Guide and the Tenancy Agreement.

To continue our ongoing commitment to ensuring that people with an intellectual disability have access to information that concerns them, our internal publications were co-produced with easy-to-read users. This included our Strategic Plan, Pre-Budget Submission, Annual Report, Annual General Meeting, and our Inclusive Education document The Pathway to Inclusive Education 2023.

We continued to work closely with partners to advise them on accessible communications practices and digital accessibility, including the HSE and the Housing Agency.

We also created accessible materials for the Housing Working Group and the Longford Housing Disability Steering Group.

Inclusion Ireland joined forces with European partners to make communication easier to understand. Through this European project, we worked on developing training tools aimed at improving the ways we simplify text in both easy-to-read and plain language. These tools will be launched in 2024.

We trialled a new accessible training workshop which aims to share the theoretical and practical general learning of accessible and inclusive communication practices. The training empowers others with the knowledge to embed accessibility within organisations.

Finally, we worked with the Health Information and Quality Authority (HIQA) and a team of self-advocates to review over 420 words used in social care environments to ensure that the language used by professionals is in line with current best practice and respectful of all individuals.

Finances

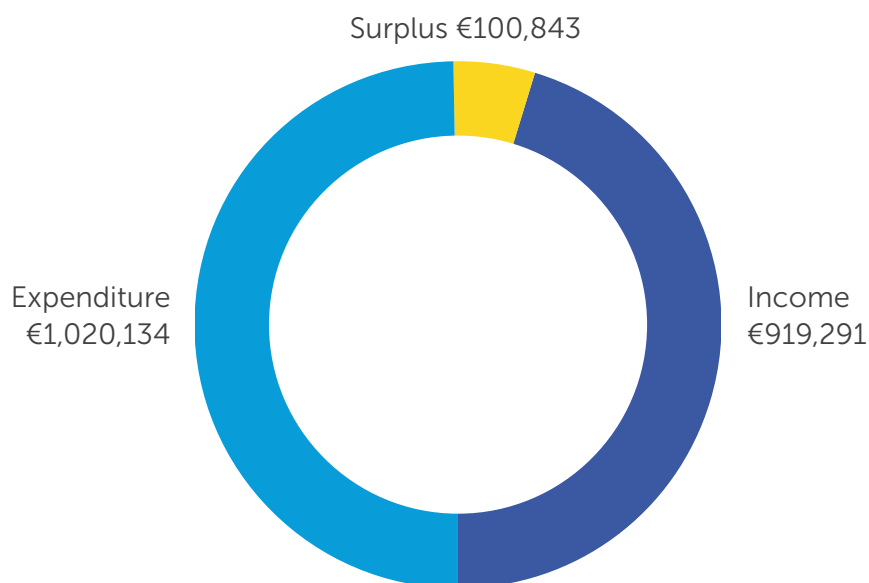
Our auditors have checked our accounts for 2023 and the full Financial Statements for Inclusion Ireland are available on our website. [To read click here.](#)

Our accounts were prepared in line with the standards established by the sector legislation, including The Companies Act 2014 and The Charities SORP (FRS 102).

SORP - A Statement of Recommended Practice, issued in the UK and Ireland, provides recommendations on financial reporting that are in addition to official accounting standards.

From: 1st January 2022 to 31st December 2023

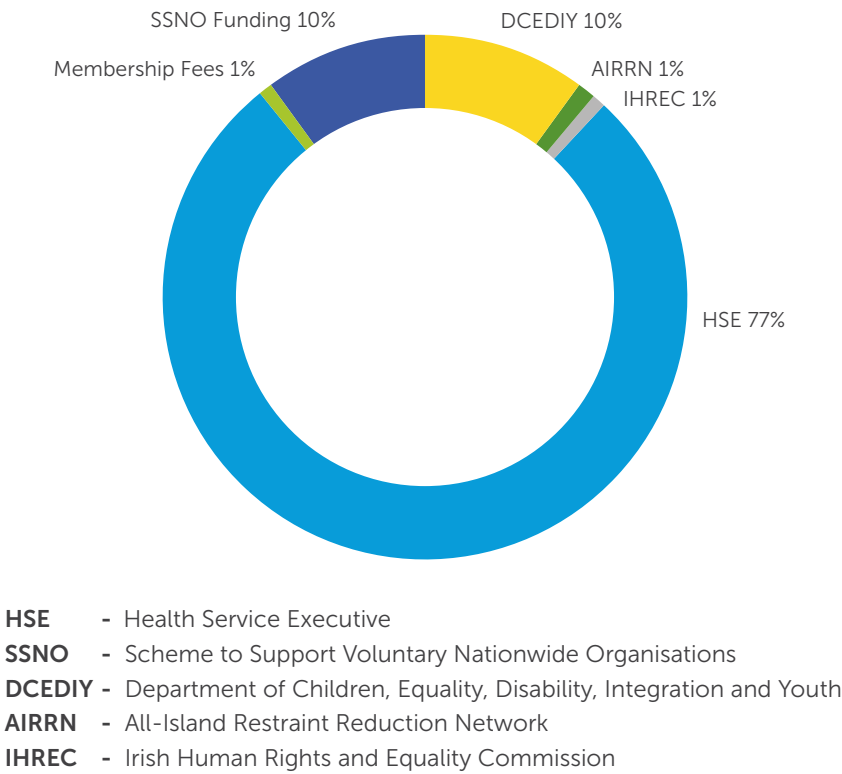
Expenses (Money We Spend)	2023	2022
Total	€1,020,133	€960,762



Inclusion Ireland 2023 Accounts explained

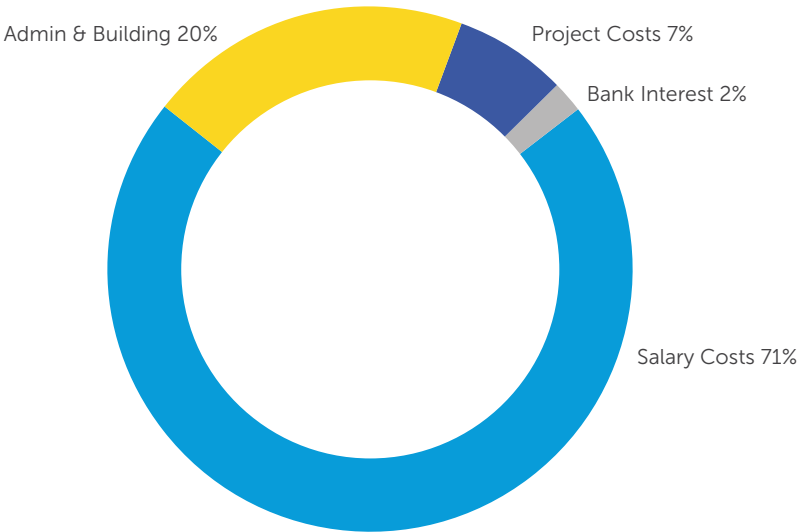
The HSE is our main funder. We also receive SSNO(Scheme to Support Voluntary Nationwide Organisations)funding from Pobal and money from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) for organising the Disability Participation and Consultation Network (DPCN) We also get some smaller grants for other projects. Inclusion Ireland is always looking for other sources of income to meet our strategic objectives.

Breakdown of Income of €919,291 we received in 2023.



What we spent our expenditure of €1,020,134 on in 2023.

Inclusion Ireland’s main expenditure is on staff salaries. We employed 16 staff in 2023 with a mixture of full time, part time and fixed term contracts.



Most of our costs are on wages and salaries

Our Administration and establishment costs are the costs that relate to running the office.

These include telephone, postage, water rates, computer costs, service charges, insurance, EBS, repairs and maintenance, motor and travel expenses, auditor fees, professional and legal fees, bank charges and various subscriptions. They also include redundancy costs and depreciation costs.

They do not include the salary costs and specific costs relating to the various projects that are listed separately.

Our project costs are the costs of the different projects we do throughout the year. These include: SSNO, IHREC, AIRRN, DCEDIY and costs for self advocacy.

Inclusion Ireland Balance sheet summary

As at 31st December 2023

Money we have	
Fixed assets - Building	€432,400
Fixed assets - Computers, desks, etc.	€1,619
Current Assets - Money in bank	€264,075
Current Assets - Debtors	€31,185
Total	€729,279
Money we owe	
Mortgage account	€335,908
Other bills that are not paid yet	€92,323
Total	€428,231
Overall assets	€301,048



Acknowledgements and thank you

Thank you to all of our members, self-advocacy groups, and parent and family groups that we worked with this year.

A particular thanks to our funders; Pobal, HSE, Irish Human Rights and Equality commission, the Community Foundation of Ireland, Department of Children, Equality, Disability Integration and Youth. We could not advocate for a fairer Ireland without you.



Partners



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

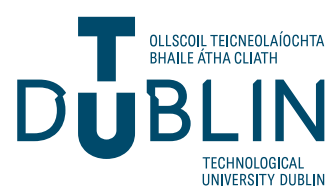


Rialtas na hÉireann
Government of Ireland



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission





**An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige**
Department of Children, Equality,
Disability, Integration and Youth



Offaly County Council
Comhairle Chontae Uíbh Fhailí



SLIGO COUNTY COUNCIL

Inclusion Ireland receives funding from
Government through the Scheme
to Support National Organisations,
administered by Pobal to do this work.



Rialtas na hÉireann
Government of Ireland



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission



Inclusion Ireland

The National Association for People
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