

Inclusion Ireland - National Association for People with an Intellectual Disability
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2025

Searing Point Chartered Accountants
Chartered Accountants and Statutory Auditors
Frankfort Building
Dundrum Road
Dublin 14
D14 RX27

Company Number: 398884
Charity Number: 20017637
Charities Regulatory Authority Number: CHY7709

Inclusion Ireland - National Association for People with an Intellectual Disability

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Inclusion Ireland - National Association for People with an Intellectual Disability

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Tomas Murphy Rona Bowe Briana Fitzsimons David Fraughan Christabelle Feeney (Appointed 4 June 2025) Ashley Sands John Moore Siobhan Bryan (Resigned 10 December 2025) Sarah Jane Lavin Martin Rowan Glenn Shanley (Resigned 10 December 2025)
Company Secretary	John Moore
Charity Number	20017637
Charities Regulatory Authority Number	CHY7709
Company Registration Number	398884
Registered Office and Principal Address	Unit 2 The Steelworks Foley Street Dublin 1
Auditors	Searing Point Chartered Accountants Chartered Accountants and Statutory Auditors Frankfort Building Dundrum Road Dublin 14 D14 RX27
Principal Bankers	Bank of Ireland 39 St Stephen's Green East Dublin 2 D02 HF62
Solicitors	Mason Hayes & Curran South Bank House Barrow Street Dublin 4 D04TR29

Inclusion Ireland - National Association for People with an Intellectual Disability

TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2025

The trustees present their Trustees' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2025.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Trustees' Report contains the information required to be provided in the Trustees' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The trustees of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the trustees of Inclusion Ireland - National Association for People with an Intellectual Disability present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is a company limited by guarantee not having a share capital.

Principal Activity

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

Financial Review

The results for the financial year are set out on page 10 and additional notes are provided showing income and expenditure in greater detail.

Financial Results

At the end of the financial year the charity had gross assets of €978,102 (2024 - €724,086) and gross liabilities of €662,910 (2024 - €427,849). The net assets of the charity have increased by €18,955.

Trustees and Secretary

The trustees who served throughout the financial year, except as noted, were as follows:

Tomas Murphy
Rona Bowe
Briana Fitzsimons
David Fraughan
Christabelle Feeney (Appointed 4 June 2025)
Ashley Sands
John Moore
Siobhan Bryan (Resigned 10 December 2025)
Sarah Jane Lavin
Martin Rowan
Glenn Shanley (Resigned 10 December 2025)

In accordance with the Constitution, the trustees retire by rotation and, being eligible, offer themselves for re-election.

The secretary who served throughout the financial year was John Moore.

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Inclusion Ireland - National Association for People with an Intellectual Disability subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)

The Auditors

Searing Point Chartered Accountants, (Chartered Accountants), were appointed auditors by the trustees to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Inclusion Ireland - National Association for People with an Intellectual Disability TRUSTEES' ANNUAL REPORT

for the financial year ended 31 December 2025

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Unit 2, The Steelworks, Foley Street, Dublin 1.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Ashley Sands
Director

Ashley Sands
22/5/26

Rona Bowe
Director

Rona Bowe
22/5/26

Inclusion Ireland - National Association for People with an Intellectual Disability TRUSTEES' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

The trustees, who are also directors of Inclusion Ireland - National Association for People with an Intellectual Disability for the purposes of company law, are responsible for preparing the Trustees' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the trustees as the directors to prepare financial statements for each financial year. Under the law the trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the trustees 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements 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 charity will continue in operation.

The trustees confirm that they have complied with the above requirements in preparing the financial statements.

The trustees are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustees' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the trustees have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Ashley Sands
Director



Rona Bowe
Director



INDEPENDENT AUDITOR'S REPORT

to the Members of Inclusion Ireland - National Association for People with an Intellectual Disability

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Inclusion Ireland - National Association for People with an Intellectual Disability ('the Charity') for the financial year ended 31 December 2025 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2025 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

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

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

to the Members of Inclusion Ireland - National Association for People with an Intellectual Disability

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Trustees' Annual Report is consistent with the financial statements;
- the Trustees' Annual Report has been prepared in accordance with the Companies Act 2014; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Respective responsibilities

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' Responsibilities Statement set out on page 6, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Further information regarding the scope of our responsibilities as auditor

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

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of Inclusion Ireland - National Association for People with an Intellectual Disability

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

Our report is made solely to the charity'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 charity's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Patrick Thorpe
for and on behalf of

SEARING POINT CHARTERED ACCOUNTANTS

Chartered Accountants and Statutory Auditors

Frankfort Building

Dundrum Road

Dublin 14

D14 RX27

Inclusion Ireland - National Association for People with an Intellectual Disability
STATEMENT OF FINANCIAL ACTIVITIES
for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income							
Other income	3.1	27,808	1,130,977	1,158,785	85,253	928,181	1,013,434
Expenditure							
Charitable activities	4.1	-	1,139,830	1,139,830	50,222	966,370	1,016,592
Other expenditure	4.2	-	-	-	1,170	-	1,170
Total Expenditure		-	1,139,830	1,139,830	51,392	966,370	1,017,762
Net income/(expenditure)		27,808	(8,853)	18,955	33,861	(38,189)	(4,328)
Transfers between funds		-	-	-	-	-	-
Net movement in funds for the financial year		27,808	(8,853)	18,955	33,861	(38,189)	(4,328)
Reconciliation of funds:							
Total funds beginning of the year	16	(262,376)	558,613	296,237	-	300,565	300,565
Total funds at the end of the year		(234,568)	549,760	315,192	33,861	262,376	296,237

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Ashley Sands
Director

Ashley Sands

Rona Bowe
Director

Rona Bowe

Inclusion Ireland - National Association for People with an Intellectual Disability
SUMMARY INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2025

	Statement of Financial Activities	2025 €	2024 €
Gross income	Unrestricted funds Restricted funds	27,808 1,130,977	
		<u>1,158,785</u>	<u>1,013,434</u>
Total income		1,158,785	1,013,434
Total expenditure		<u>(1,139,830)</u>	<u>(1,017,762)</u>
Net income/(expenditure)		<u>18,955</u>	<u>(4,328)</u>

The charity has no recognised gains or losses other than the surplus for the financial year. The results for the financial year have been calculated on the historical cost basis.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Ashley Sands
Director



Rona Bowe
Director



Inclusion Ireland - National Association for People with an Intellectual Disability
BALANCE SHEET
as at 31 December 2025

		2025	2024
	Notes	€	€
Fixed Assets			
Tangible assets	9	414,000	423,478
Current Assets			
Debtors	10	100,850	88,694
Cash at bank and in hand	11	463,252	211,914
		564,102	300,608
Creditors: Amounts falling due within one year	12	(403,556)	(148,709)
Net Current Assets		160,546	151,899
Total Assets less Current Liabilities		574,546	575,377
Creditors			
Amounts falling due after more than one year	13	(259,354)	(279,140)
Total Net Assets		315,192	296,237
Funds			
Restricted trust funds		549,760	262,376
General fund (unrestricted)		(234,568)	33,861
Total funds	16	315,192	296,237

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the Board of Trustees on _____ and signed on its behalf by:

Ashley Sands
Director



Rona Bowe
Director



Inclusion Ireland - National Association for People with an Intellectual Disability
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		18,955	(4,328)
Adjustments for:			
Depreciation		9,478	10,541
Interest payable and similar expenses		13,450	14,439
		<u>41,883</u>	<u>20,652</u>
Movements in working capital:			
Movement in debtors		(12,156)	(57,509)
Movement in creditors		257,942	21,510
		<u>287,669</u>	<u>(15,347)</u>
Cash generated from/(used in) operations		<u>(13,450)</u>	<u>(14,439)</u>
Interest paid			
Net cash generated from/(used in) operating activities		<u>274,219</u>	<u>(29,786)</u>
Cash flows from financing activities			
Repayment of short term loan		(22,881)	(21,892)
		<u></u>	<u></u>
Net increase/(decrease) in cash and cash equivalents		251,338	(51,678)
Cash and cash equivalents at the beginning of the year		211,914	263,592
		<u></u>	<u></u>
Cash and cash equivalents at the end of the year	11	<u>463,252</u>	<u>211,914</u>

Inclusion Ireland - National Association for People with an Intellectual Disability

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

1. GENERAL INFORMATION

Inclusion Ireland - National Association for People with an Intellectual Disability is a company limited by guarantee incorporated in Ireland. The registered office of the charity is Unit 2, The Steelworks, Foley Street, Dublin 1 which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared on the going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102", applying Section 1A of that Standard.

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that

Inclusion Ireland - National Association for People with an Intellectual Disability

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Going Concern

The financial statements have been prepared on a going concern basis. In making this assessment, the trustees have considered the charity's financial position, its cash resources, committed expenditure, expected income streams and grant funding arrangements for a period of at least twelve months from the date of approval of these financial statements.

The trustees acknowledge that the charity's activities are significantly dependent on continued grant funding, in particular funding from the Health Service Executive (HSE), which represents a substantial element of the charity's income.

The continuation of this funding is therefore important to the charity's ability to maintain its current level of activities. The trustees have reviewed available information in relation to expected funding, together with budgets and cash flow projections, and are satisfied that the charity will have adequate resources to continue in operational existence for the foreseeable future.

Accordingly, the trustees consider it appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments that would be required if the charity was unable to continue as a going concern.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Land and buildings freehold	2% Straight line
Fixtures, fittings and equipment	12.5% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Inclusion Ireland - National Association for People with an Intellectual Disability

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

Taxation and deferred taxation

No current or deferred taxation arises as the charity has been granted charitable exemption. Irrecoverable value added tax is expensed as incurred.

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the charity's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

3. INCOME

3.1	OTHER INCOME	Unrestricted Funds €	Restricted Funds €	2025 €	2024 €
	Other income	27,808	37,469	65,277	89,340
	Health Services Executive (HSE)	-	648,686	648,686	683,905
	Consultation to Co-Creation	-	156,797	156,797	74,396
	SSNO	-	88,664	88,664	90,607
	Department of Children, Equality, Disability, Integration and Youth (DCEDIY)	-	-	-	45,867
	Other Grant	-	-	-	27,176
	Affiliation and Membership	-	1,081	1,081	2,143
	Advocacy Project Worker	-	84,654	84,654	-
	CH01	-	90,481	90,481	-
	The Community Foundation	-	10,000	10,000	-
	Disability Awareness and Inclusion Training	-	9,450	9,450	-
	Accessible Communication	-	3,695	3,695	-
		<u>27,808</u>	<u>1,130,977</u>	<u>1,158,785</u>	<u>1,013,434</u>

4. EXPENDITURE

4.1	CHARITABLE ACTIVITIES	Direct Costs €	Other Costs €	Support Costs €	2025 €	2024 €
	Expenditure on charitable activities	1,125,529	-	-	1,125,529	985,728
	Governance Costs (Note 4.3)	14,301	-	-	14,301	30,864
		<u>1,139,830</u>	<u>-</u>	<u>-</u>	<u>1,139,830</u>	<u>1,016,592</u>
4.2	OTHER EXPENDITURE	Direct Costs €	Other Costs €	Support Costs €	2025 €	2024 €
	Other expenditure	-	-	-	-	1,170
4.3	GOVERNANCE COSTS	Direct Costs €	Other Costs €	Support Costs €	2025 €	2024 €
	Charitable activities - governance costs	14,301	-	-	14,301	30,864

Inclusion Ireland - National Association for People with an Intellectual Disability

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

5. NET INCOME	2025	2024
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	9,478	10,541
Auditor's remuneration: - audit services	6,876	7,626
	<u> </u>	<u> </u>

6. INTEREST PAYABLE AND SIMILAR CHARGES	2025	2024
	€	€
On bank loans and overdrafts	13,450	14,439
	<u> </u>	<u> </u>

7. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive trustees) during the financial year was as follows:

	2025	2024
	Number	Number
Employees	21	16
	<u> </u>	<u> </u>

The staff costs comprise:

	2025	2024
	€	€
Wages and salaries	661,813	721,305
Social security costs	68,221	-
Pension costs	40,966	28,696
	<u>771,000</u>	<u>750,001</u>

8. STAFF COSTS

The number of employees whose salary for the reporting period fell within the bands below were:

	2025	2024
	Number of	Number of
	Employees	Employees
Number of employees in excess of €90,000 - €100,000 p.a.	1	-
Number of employees in excess of €80,000 - €90,000 p.a.	-	1
	<u> </u>	<u> </u>

Included in the wages & salaries for the year is CEO salary of €90,034 (2024 - €89,676).

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NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

9. TANGIBLE FIXED ASSETS

	Land and buildings freehold €	Fixtures, fittings and equipment €	Total €
Cost			
At 31 December 2025	460,000	155,341	615,341
Depreciation			
At 1 January 2025	36,800	155,063	191,863
Charge for the financial year	9,200	278	9,478
At 31 December 2025	46,000	155,341	201,341
Net book value			
At 31 December 2025	414,000	-	414,000
At 31 December 2024	423,200	278	423,478

10. DEBTORS

	2025 €	2024 €
Trade debtors	-	56,002
Other debtors	824	1,096
Prepayments	3,625	3,625
Accrued Income	96,401	27,971
	100,850	88,694

11. CASH AND CASH EQUIVALENTS

	2025 €	2024 €
Cash and bank balances	373,221	121,883
Cash equivalents	90,031	90,031
	463,252	211,914

Included in bank and cash is an amount held in Adams Fund bank account of €7,998 (2024 - €7,998).

These funds are restricted.

12. CREDITORS

Amounts falling due within one year

	2025 €	2024 €
Amounts owed to credit institutions	31,781	34,876
Trade creditors	5,150	5,150
Taxation and social security costs	16,153	14,332
Other creditors	8,559	9,930
Pension accrual	(5,916)	(1,600)
Accruals	61,714	42,648
Deferred Income	286,115	43,373
	403,556	148,709

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13. CREDITORS	2025 €	2024 €
Amounts falling due after more than one year		
Amounts owed to credit institutions	259,354	279,140
Repayable in one year or less, or on demand (Note 12)	31,781	34,876
Repayable between one and two years	36,331	34,876
Repayable between two and five years	108,993	104,627
Repayable in five years or more	114,030	139,637
	291,135	314,016
14. STATE FUNDING		
Grantor	POBAL	
Opening Balance	21,680	
Received in the year	89,720	
Recognised to the P&L	88,664	
Closing Balance in the Deferred Income	22,735	
Grantor	HSE Advocacy Programme Worker	
Opening Balance	0	
Received in the year	260,000	
Recognised to the P&L	84,654	
Closing Balance in the Deferred Income	175,346	
Grantor	Mental Health Commission	
Opening Balance	0	
Received in the year	11,968	
Recognised to the P&L	11,968	
Closing Balance in the Deferred Income	0	
Grantor	Department of Children, Equality, Disability, Integration and Youth	
Opening Balance	12,935	
Received in the year	0	
Recognised to the P&L	0	
Closing Balance in the Deferred Income	12,935	
Grantor	HSE - Community Healthcare Organisation Area 1	
Opening Balance	0	
Received in the year	160,236	
Recognised to the P&L	90,481	
Closing Balance in the Deferred Income	69,755	
Grantor	HSE - Consultation to CoCreation	
Opening Balance	1,999	
Received in the year	74,174	
Recognised to the P&L	299	
Closing Balance in the Accrued Income	75,874	
Grantor	Irish Human Rights and Equality Commission	
Opening Balance	1,976	
Received in the year	0	
Recognised to the P&L	0	
Closing Balance in the Accrued Income	1,976	

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NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

Grantor	Disability Federation of Ireland
Opening Balance	350
Received in the year	0
Recognised to the P&L	0
Closing Balance in the Accrued Income	350

15. RESERVES

	2025 €	2024 €
At the beginning of the year	296,237	300,565
Surplus/(Deficit) for the financial year	18,955	(4,328)
At the end of the year	315,192	296,237

Retained reserves represents the accumulated unrestricted profit of the company. In accordance with good corporate governance, Inclusion Ireland seeks to hold at least a 3 month reserves on the balance sheet.

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	-	300,565	300,565
Movement during the financial year	33,861	(38,189)	(4,328)
At 31 December 2024	(262,376)	558,613	296,237
Movement during the financial year	27,808	(8,853)	18,955
At 31 December 2025	(234,568)	549,760	315,192

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Restricted	558,613	1,130,977	1,139,830	-	549,760
Unrestricted funds					
Unrestricted General	(262,376)	27,808	-	-	(234,568)
Total funds	296,237	1,158,785	1,139,830	-	315,192

16.3 ANALYSIS OF NET ASSETS BY FUND

	Fixed assets - charity use €	Current assets €	Current liabilities €	Long-term liabilities €	Total €
Unrestricted general funds	414,000	564,102	(403,556)	(259,354)	315,192
	414,000	564,102	(403,556)	(259,354)	315,192

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for the financial year ended 31 December 2025

17. STATUS

The charity is a company limited by guarantee not having a share capital.

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

18 RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT

	Opening balance	Cash flows	Closing balance
	€	€	€
Long-term borrowings	(259,354)	-	(259,354)
Short-term borrowings	(54,662)	22,881	(31,781)
Total liabilities from financing activities	(314,016)	22,881	(291,135)
Total Cash at bank and in hand (Note 11)			463,252
Total net debt			172,117

19. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

20. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Trustees on