ÁISEANNA TACAÍOCHTA

2014 Annual Report

Áiseanna Tacaíochta

A Charitable Company Limited by Guarantee

Charity Registration Number CHY 19324 (Ireland)

Company Registration Number 489 25

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Mission Statement

"To provide leadership and support in Ireland to empower those of us who have disabilities to direct our own lives and enjoy the same equality and freedoms as non-disabled citizens".

Mission Statement of Áiseanna Tacaíochta

Chapter 1: Introduction

Chairperson's Address

2014 was a very busy - and satisfactory - year for Áiseanna Tacaíochta (ÁT), with a growing membership and a real sense of progress. Our governance at Board and member level has been consolidated with the development of policies to support and assist members and their Circles of Support. Significant training programmes have been initiated for family support, peer support and website development. Research and evaluation continues to be critical to ÁT's future development and its role as a potential demonstration project for Direct Payments.

I am grateful to the Health Service Executive (HSE), Genio and the National Lottery for their continued support and funding. Our own fundraising efforts have also begun which I hope will be beneficial in the coming years. The ÁT Board continues to play a key role in directing ÁT's work and I would like to thank all Board members for their contributions in 2014. Sadly, due to personal and work reasons, two of the Board members, Linda Grealy and Shari McDaid, have resigned. I would particularly like to thank Shari for her incisive and sometimes challenging contributions which helped us shape policy. Finally, a big "thank you" goes to the staff of ÁT who have continued to provide a dedicated and effective support to ÁT's members.

Geoff Day

Chairperson

Áiseanna Tacaíochta

Director's Report

Dia dhaoibh,

In 2014, ÁT enjoyed a very full year – and I would be correct in saying that it was our fullest to date. We continued our mission of empowering people with disabilities and their families, and of supporting people to support themselves. The 2014 ÁT Annual Report will take you through our main activities and achievements, but I hope that, within it, we have also managed to paint for you a much broader picture.

In the foreground of this picture, you will see our members. You will notice there are a lot more of them this year. These are people with courage, who have broken away from everything that has gone before in pursuit of true independence. By seeking a Direct Payment, ÁT Leaders have agreed to take on a whole set of new responsibilities and challenges; our members are employers and managers of their own services. As a result of this show of confidence, Leaders are using Direct Payments to achieve greater freedom and control; they are focused on living their own lives, and on becoming the best that they can be.

In the background of the picture is an energetic and ambitious group of people that I can make out as the ÁT Board and staff, the driving force behind ÁT. They are united by a shared vision and a sense of human rights and equality. We remain exceptionally lucky to have a Board of highly experienced people willing to endorse and guide ÁT on a voluntary basis, while, in 2014, our small staff became a more settled and defined bunch. They always play as a team, and this was clear for all to see at our event, Realising Equality through Active Participation (REAP), in December.

In 2014, we worked hard and enjoyed a great year: we increased our membership; we strengthened our support to members by piloting a new support role in the West and developing new resources and company policies; we rolled out training which included a specific focus on families; we continued to develop an evidence base through research; we built a new website; we were short-listed for a Better Together video award; and we ran a very successful event. What is more, through our new focus on promotion and communications – and through the work of our Leaders and volunteers - we have begun to prepare the environment for the changes that Direct Payments, Independent Living and equality will bring.

We are painting a new picture that includes everyone. This year, we hope that we can convince more people to pick up a brush and help us. We have already embarked on an ambitious work plan which includes increasing our membership, resourcing Circles of Support, targeting volunteers to fundraise and to raise awareness, as well as a major human rights awareness campaign for June.

We believe that there is demand for Direct Payments, and that there is absolute need for systems that are innovative, enabling and empowering, and that reflect the equal rights of people with disabilities and their families. In 2015, we will continue to work hard in order to progress our vision; we have come this far together, now we can dream bigger and better again.

Slán,

Martin Naughton

Director

Áiseanna Tacaíochta

Testimonials

In 2014, more people enjoyed increased control over their own lives through Direct Payments. Benefits include flexibility, personal growth and development, value for money and social entrepreneurship. The following testimonials will give you an idea of what these outcomes actually mean for individuals and families self-directing with ÁT, the difference it has made to their lives, and their views on self-directed supports, such as Direct Payments.

"Self-directed care has motivated me to take more of an active part in my life, [and the]lives of those connected with me and my community. I wake up earlier and go to bed later. I feel that I am achieving more every day and being quite content overall".

"Going and managing the Direct Payments system, I feel that it's a more holistic approach; I feel it's about me; it's not about an agency with policies. This service, this funding is my funding and therefore it should be for me to decide on how best it's utilised".

"All I ask for my son is the support for him to reach his full potential, which I now feel is happening; surely it is his human right… It's been a life-changer

and I firmly believe that he's going to have a better outcome because of our individualised funding".

"We have a lot more flexibility. One of the reasons that we switched, or one of the big reasons, was that if [she] wanted to switch her schedule, like any 25 year old who generally don't have plans - they like to plan spontaneously - it was quite difficult in a big organisation because those Personal Assistants (PAs) that supported [her] would be tied into supporting other people".

"Running your own Limited Company comes with challenges... your mind naturally accepts those challenges and then they become part of your normal day life, and it's the same as all the other challenges. You just accept it as a few hours out of your monthly schedule, and you make those things happen, because that's your service; that's the way I lead my life now".

"The whole essence of the new arrangement is to endlessly explore new options for getting a life and, secondarily, to provide for a need. Providing for a need became an end in itself in the past – and had a predictably isolating effect. Now providing for a need is seen as a means to a different end which is to build bridges in her life. The freedom is totally refreshing".

Chapter 2: 2014 Year in Review

2014 was a busy year for ÁT. We expanded our staff, increased development and grew in membership, capacity and confidence. Thanks to the hard work and resourcefulness of staff and Board, we are in a much better position in 2015. This chapter will give you a glimpse of the work ÁT carried out in 2014, using the following areas as a guide:

- Membership
- New Project Support Worker in West
- Member Policies
- Training
- Research
- Communications
- Fundraising
- Work in Progress: Community Volunteers.

Membership

In 2014, ÁT enjoyed exceptional growth in membership, enabling us to share the benefits of Direct

Payments – such as flexibility, personal growth and development, value for money and social entrepreneurship – and roll out the model to more people.
In 2014, our membership grew from 12 members to 20. This includes fully established and incoming members. The exposure created by our event in December 2014 and the increase in our communications output led to a ground swell in the number of queries we received, both from individuals and organisations, who were keen to work with ÁT. As a result, we continue to have strong growth in 2015.

New Project Support Worker in West

ÁT's membership stretches across Ireland and we have two regional hubs, in Galway and Dublin. With our office based in Dublin, we decided to pilot the role of a part-time Project Support Worker in the West to provide direct support to our growing numbers outside of Dublin. The Project Support Worker works closely with members to provide support and empowerment to people transitioning to ÁT and to members already running their own companies. Part of this support involved the organisation of a very successful peer support meeting for Galway members in November. The meeting gave current members and those who are thinking of moving to Direct Payments the chance to share ideas and to discuss concerns. For many people, the idea of managing their own company can seem daunting, so the example and support of others who have done so is invaluable. Following the meeting, a Galway Peer Support Group was set up on the ÁT website to create a hub for local members.

The Project Support Worker also produced an action research report which documents the needs of members and critical success factors in the transition to Direct Payments, as well as his experience piloting this new role. You can find out more about this report on page 10 under 'Continuous Action Research'.

Member Policies

In 2014, as part of our focus on governance, ÁT produced a collection of Member Policies as a resource for Leaders and Circles of Support. We also created summaries of the policies, as well as supporting documents to accompany policies, such as templates and explanatory role descriptions. ÁT Member Policies cover everything from the recruitment and induction of PAs to Health and Safety policies, and complaints and disciplinary procedures. Each policy expresses a clear purpose and outlines the roles and responsibilities of everyone involved, as well as the necessary actions to be taken in specific situations, if and when they arise. All policies are in line with HSE regulations and Company law, and are written with Leader companies in mind.

Training

Family-led Training

As part of a project funded by the National Lottery funds, ÁT collaborated with Leap Ireland to roll out family-led training to a number of the family-led groups involved

with ÁT. We held two three-hour sessions to very warm and positive feedback. Training was aimed at building capacity and leadership among families, and providing a space where people could connect and share their experiences. The purpose of all training is to ensure that people are empowered and supported as they work in the best interests of their loved one, and achieve the maximum benefits of a Direct Payment.

A major focus of the training has been on the idea of Social Role Valorisation (SRV), supporting your loved one to take on a meaningful, valued role in the community in order to promote participation and inclusion. ÁT staff has also attended these sessions, in order to better understand how we can support parents and families. We hope to roll out more sessions in 2015.

Peer Support Training

Peer Support Training continues to be provided to all new and existing members. In 2014, ÁT's founding members offered valuable support and advice to individuals transitioning to Direct Payments, based on their own personal experiences. Planning began in the last quarter of 2014 on the development a new Peer Support Training Programme. Members were consulted regarding content and modules developed based on feedback received.

Website training

ÁT staff engaged in one-to-one training with members on the use of the new Members Area of the ÁT website. Training covers building company profiles, creating active networks, sharing and accessing files, and how to make financial returns using the new online facility.

Research

Continuous Action Research

In 2014, ÁT continued to strengthen its commitment to undertaking continuous action research. Our new Project Support Worker carried out action research while piloting the new role in the West. As well as gathering feedback from members on the benefits and challenges of Direct Payments, this research emphasised the importance of communication and listening. The report also contains recommendations on the role and potential of a Regional Co-ordinator or 'Community Navigator', and on how ÁT might become a franchise.

Family Research

As part of a National Lottery grant, ÁT carried out an action research and evaluation project based on our family-led members. The research examines the complex nature of family-run services, and identifies how ÁT can approach family-led services going forward, in terms of training and support.

Cost Benefit Analysis

In 2014, ÁT developed a plan for a Cost Benefit Analysis (CBA) of the ÁT model. We identified researchers in the Centre for Disability Law and Policy (CDLP) in the National University of Ireland, Galway (NUIG) as partners, and we have invited individuals to sit on a steering group. We had a number of productive meetings and produced a short paper outlining our thinking and approach. The CBA will present and critically evaluate the value for money benefits of our model by measuring both the social and economic advantages. Our underlying motivation is to create a scientific evidence base for our Direct Payments model, so that it can continue to be supported and resourced. In 2014, ÁT explored funding options for the execution this project.

Realising Equality through Active Participation

On 3rd December, ÁT held our first major event, Realising Equality through Active Participation (REAP). Celebrating the International Day of Persons with Disabilities, REAP provided insights into the evolution and experience of Independent Living and ÁT's Direct Payments model, and explored the ways in which the whole of society can come together to secure an equal, inclusive future for everyone.

Minister for Equality, Aodhán O'Ríordáin TD, opened the event, and journalist and policy analyst, Sara Burke, chaired proceedings. Several ÁT Leaders, along with family and Circle of Support members, founders of the organisation and representatives of its Board, also shared their learnings and experiences of the Direct Payments model. Representatives from Genio, the HSE, the Disability Federation of Ireland (DFI), the School for Social Entrepreneurs Ireland and the National Advocacy Service, were also among what was a diverse range of speakers.

"86% of people strongly agreed with the statement that people with disabilities should be supported to support themselves, while the remaining 14% agreed. When asked if Direct Payments has a future in Ireland, 77% strongly agreed and 23% agreed."

Result of evaluation survey from REAP, December 2014

With a sold-out registration, over 60 attendees from varied backgrounds gathered in the Davenport Hotel on the day, and took part in the discussion. Feedback on the event was highly positive, leading to a number of enquiries about membership, as well as opening new opportunities for support and collaboration with other groups and organisations.

To learn more about the event, please click here

Communications

Communications work for ÁT in 2014 focused on promoting the organisation, strengthening its public relations, and developing new audiences and networks to support its work. As part of this, we launched Facebook and Twitter accounts, building networks of followers and increasing interaction with individuals and organisations across society. In partnership with ExSite Communications, the ÁT website underwent significant redevelopment. It is regularly updated with news, events and links to information. We also compiled new information leaflets and presentations on ÁT, with more in development.

ÁT in the Media

ÁT identified the development of media relations as a key priority, building a database of press contacts and making connections with members of the media. As well as those highlighting our own news and events, such as REAP, we issued press releases in reaction to a number of other events and news items, including Budget 2015, the Áras Attracta revelations, and International Human Rights Day. As a result, ÁT received some coverage across local and national media in the closing months of 2014:

- "Empowering people with disabilities – by handing them the purse strings": click here to read this article by Aoife Barry, appearing on the Journal.ie on 7th December

- "To live an ordinary life": click here to read this article by Sara Burke, appearing in the Medical Independent on 18th December.
- Click here to listen to the podcast of ÁT's interview on Near FM's Perceptions programme with Rhona Coughlan on 11th November. ÁT also took part in an interview on Dublin City FM's Live Drive programme on 13th November; a podcast is not available.

2014 Better Together Video Competition

In November, ÁT submitted an entry to the 2014 Better Together Video Competition, and was shortlisted for the €1,000 prize following a public vote. The two-minute video, styled as a black and white "whiteboard" animation, describes our work, how our model of Direct Payments operates and why it is important. It was directed by Vica Szalai, with Nora Ulrick on animation and Grace Deegan providing the voiceover. The awards ceremony was held on 11th December and, although we did not win, the competition provided a valuable promotion opportunity and our entry received strong support in its campaign.

Click here to watch the ÁT Better Together entry.

Fundraising

Work continued in 2014 on securing additional funding to allow ÁT to strengthen its capacity and to expand in a steady and sustainable way. Total Fundraising Ireland

completed a fundraising audit of the organisation in September, presenting a number of recommendations which are being used as the basis for a fundraising strategy. As part of the strategy, ÁT started to develop the foundations for its **Vice President Programme** in 2014, designed to build a strong network of support and to raise funds for our work.

Work In Progress: Volunteer Roles

Human Rights Ambassador (HRA) programme

Our Human Rights Ambassador (HRA) programme aims to challenge perceptions of disability by promoting a human rights perspective in the community. Each HRA will be mentored by a local ÁT member, who will share their lived experience of disability, and discuss the barriers – both physical and cultural – which exist in communities and the challenges which people with disabilities can face in moving from dependency to living independently. HRAs will, in turn, impart this learning in their communities, advancing the active inclusion and participation of people with disabilities, and securing support to implement practical change at a grassroots level. Training for the role will unroll in 2015.

ÁT Evaluator role

In 2014, ÁT began developing the role of the ÁT Evaluator. The idea is that volunteers will visit Leaders' companies to carry out independent evaluations. The reports will be submitted to ÁT, and we will use the recommendations to improve support to members and as an evidence base for our model. This role also opens in 2015.

Chapter 3: 2014 in Pictures

Aisling Whelan (Client Relations Manager) and Marian Brosnan (Programme and Research Coordinator) were among the attendees at the week-long **International Disability Law Summer School** at the Centre for Disability Law and Policy (CDLP) in June. See if you can find them!

Martin Naughton (ÁT Director and Co-Founder) and Aisling spoke at Inclusion Ireland's **Cost of Disability Conference** in September.

ÁT Communications Officer, Orlaith Grehan, was pictured in IMAGE magazine at the IMAGE event, **Turbo Boosting Your Career**, in October. Unfortunately, the photographer got her surname wrong!

Martin and Minister Kathleen Lynch in conversation at a Blue Teapot Theatre production of **Sanctuary**, a play about the love lives of people with intellectual disabilities, in December.

ÁT attended the Wheel's **Better Together Awards** as nominees in December.

From left to right: Marian, Vica Szalai (film-maker), Aisling, Orlaith, Tina Dio (ÁT Intern)

Our **Realising Equality through Active Participation (REAP)** event, which took place on 3rd December, was one of the highlights of the year.

Martin Naughton Geoff Day, Chairman of ÁT, welcomed the Minister for Equality, Aodhán O'Ríordáin TD, who opened the event.

ÁT

staff

Orlaith, Marian and Emma Caparangca (Finance Manager) turned out to be camera-shy!

Aaron Browne (friend of ÁT and our technology volunteer on the day), Emma and Tina took a quick break to pose for a picture.

REAP enjoyed a packed agenda with contributions from the following speakers.

Sara Burke (Chair of event)
Journalist, Researcher and Policy Analyst

Aodhán O'Ríordáin TD
Minister for Equality

Owen Collumb
Co-founder of ÁT and Leader

Hubert McCormack
Pioneer of Irish Independent Living

Máiríde Woods
Writer, researcher and ÁT Board Member

Johnny Ryan
ÁT Leader

Maggie Woods
ÁT Leader

Mark Blake-Knox
Chief Executive of Cheshire Ireland

Madeline Clarke
Executive Director of Genio

Pat Clarke
Chairperson of DFI

Shelia Marshall
Area Operations Manager, HSE
North Dublin

Maria Walls
National Manager at the
National Advocacy Service

Niamh Quinn
ÁT Leader

Anne Motherway
Mother of Niamh Quinn

Jacinta Fortune
Family Leader

Helen Lahert
Circle of Support member

Patrick Flanagan
Graduate

Martin Naughton
Director of ÁT

Orlaith Grehan
Communications Officer of ÁT

Lynda Stopford
Director of the School for Social Entrepreneurs Ireland

Ann Kennelly
ÁT Board member

Chapter 4: 2015 Update

ÁT's 2015 Work Plan builds on the work done in 2014; we continue to set ambitious tasks, targets and outcomes for our core and development unit. This Chapter will give you an update on the work progressed so far in 2015 and what is to come. We hope that our values and objectives as an organisation appear as a common thread linking all activities.

ÁT's work is underpinned by the following objectives: to enable people with disabilities and their families to access the same freedoms as everyone else through Direct Payments; to create real and meaningful awareness of disability as an equality and human rights issue; and to create inclusion and change in mainstream communities.

Through our core work, ÁT provides ongoing leadership, support and empowerment to new and existing members to assist them in setting up their companies and managing their Direct Payments. In tandem with this, ÁT continues to carry out work that contributes to the ongoing development and innovation of our Direct Payments model.

Main Activities in 2015

- Delivered a six-week **Peer Support Programme**, from March to May. Training was aimed at Leaders and facilitated through webinars to enable our members across the country to participate. The programme covered a range

of topics including the development of Circles of Support, employer responsibilities, financial reporting, PA recruitment strategies and effective communication.

- Listen to, engage and upskill our members whose services are **family-led** through targeted support and training.
- Focus on the development of **resources** for Leaders and Circles, including assistance with the implementation of Member Policies, the development and promotion of the Members Area of the ÁT website, and the roll-out of training.
- Carry out **Continuous action research**. To date, reports on family-led services and role of Project Support Worker have been produced in 2015.
- Commission a **Cost Benefit Analysis** of the ÁT model. Researchers in CDLP in NUIG will evaluate the costs and benefits of the ÁT Direct Payments model and compare it to the dedicated service provision model. We hope to create a scientific evidence base and validate the cost effectiveness of our approach.
- Develop new volunteer role of **ÁT Evaluator**, to perform independent evaluations of member companies. The result will be a store of information on outcomes and challenges encountered by members from an independent, external source. ÁT will use this information to make changes to better support members and to build an evidence for our model.
- **Promote ÁT** through the creation of online content on the ÁT website and social media and through increased media interaction. In addition, the ÁT **Newsletter** was launched in mid-April. At ÁT, we ensure that the **language** we use is empowering, reflects the equal status of people with disabilities, and presents them as a diverse group of individuals who have identities outside of their disabilities.
- ÁT is preparing to **fundraise** for the first time through our volunteer **Vice Presidents (VPs) Programme**. We are identifying key events for VPs to work on to raise money, and to promote awareness of ÁT and disability in general.

- We have also opened a **MyCharity** account, and are up and running to accept online donations.
- ÁT is working on implementing the **Governance Code** for community and voluntary organisations and the **Statement of Guiding Principles for Fundraising**.
- In March 2015, ÁT Director, Martin Naughton, travelled to America to take part in the commemoration of the 50th anniversary of the **Selma to Montgomery march**. Fronted by Martin Luther King, the march was undertaken by thousands of African-Americans and civil rights activists in 1965 and led to the passing of the Voting Rights Act that year. It is also the 25th anniversary of the **Americans with Disabilities Act 1990** and the **Capitol Crawl**. By undertaking the trip, Martin hopes to draw attention to the civil rights of people with disabilities, to highlight Ireland's links with America (particularly with the Independent Living Movement), and to promote large-scale solidarity across all segments of society and across oceans.
- ÁT is organising a national rally, called **'The First Assembly'**, in collaboration with the Carmichael House Centre for Independent Living which will take place on June 13th. The rally will take place in Athlone, at the country's centre. Our goal is to mobilise and empower people, and to reawaken the Independent Living movement by creating networks and building solidarity.
- ÁT will be working with local business people and organisations supporting **social entrepreneurs** to develop and promote the idea of member companies operating as local social enterprises.

Chapter 5: Our Board

Front row from left to right: Owen Collumb, Ann Kennelly, Martin Naughton.

Back row from left to right: Máiríde Woods, Shari Mc Daid, Joan O'Donnell, Geoff Day.

In this section, ÁT would like to recognise the contribution of each of our Board members and the considerable commitment, understanding and expertise they bring to the table. Drawing on their rich experiences in the health, disability and mental health sectors and the Independent Living movement, the ÁT Board provided us with the oversight and guidance in 2014 to steer us toward our goals.

We would like to say a special thanks to **Shari Mc Daid** and **Linda Grealy**, who left the Board in 2014, for giving their time to our organisation, and for all of their support and encouragement along the way.

2014 Board Members

Owen Collumb

As a founding member of ÁT and a person with lived experience of disability, Owen Collumb brings first-hand knowledge and insight to the Board, ensuring that ÁT continues to be person-centred and supportive of the individual, while also working to promote Independent Living. Owen provides training courses on manual handling, and is an active board member for a number of organisations, including Greater Dublin Independent Living, Cheshire Ireland and Lucan Disability Action Group. Owen is also Facilities Manager in Muscular Dystrophy Ireland (MDI).

Geoffrey Day

Geoffrey Day is an independent Health and Social Care consultant, with expertise based on over thirty years working in the health sector in Ireland and the United Kingdom (UK). He has particular experience in primary care, community care, health promotion, mental health and suicide prevention. Geoffrey has managed the implementation of Reach Out, the National Strategy for Action on Suicide Prevention, and acted as a spokesperson for the HSE on suicide prevention matters. Geoffrey was recently appointed to the panel of investigators for the Irish Prison Service.

Linda Grealy

Linda Grealy is a former Civil Servant and has worked in a number government Departments at different levels for over twenty five years. Linda held the position of Principal Officer in the Disability Policy Division in the Department of Justice and Equality. She has specialist knowledge in relation to disability and equality issues having worked with the traveller community and disability groups, including members of the deaf community. She has vast experience in governance, risk management, HR and public procurement and she was the head of Corporate/

Human Resources in a Government Agency. Linda was a Board member of the National Disability Authority (NDA) for four years.

Ann Kennelly

As an Occupation Therapist (OT) , Ann Kennelly's role has seen her provide a range of assessment and therapeutic OT services to people with physical and sensory disabilities. Ann has worked in both the hospital and community public services in Ireland, the UK and Canada, and in the voluntary sector as a Regional Manager with the Irish Wheelchair Association (IWA). She joined the South Eastern Health Board in 1994, moving to a number of different positions within the health service until 2010, when her final year working with the HSE was spent in the role of Interim National Assistant Director for Disability Services. Ann now works in a private capacity as an OT and is involved with many voluntary groups and individuals with disabilities.

Shari McDaid

Doctor Shari McDaid was appointed Director of Mental Health Reform in October 2013. Shari joined Mental Health Reform as Policy Officer in August 2011. Prior to that, Shari worked with Amnesty International Ireland from 2008 to 2011 as Policy Officer for the mental health campaign. She was previously Policy Officer at the National Disability Authority (NDA) and, before that, Policy and Administration Manager at Schizophrenia Ireland (SI). Shari has a Bachelor of Arts degree from Northwestern University (NU) and a Masters in Social Science from the Open University (OU). Shari received her doctorate in 2008 from the Equality Studies Centre at University College Dublin (UCD), with a thesis entitled 'Power, Empowerment and User Involvement in the Public Mental Health Services Ireland'.

Martin Naughton

Martin is a disability activist and pioneer of the Independent Living movement in Ireland. With the lived experience of disability himself, Martin has spent the past fifty years working to improve the lives of people with disabilities. After time spent travelling in America, Martin returned to Ireland with the mission of spreading the word about Independent Living, and was deeply involved in developing the Centre of Independent Living (CIL) in Ireland. Martin is a founding member of ÁT and a Support Officer for Disability Federation of Ireland (DFI). Martin is also the Director of Disability Options, a company which provides individual training and support to people with disabilities on Independent Living issues, and sits as an active board member of Headway.

Joan O'Donnell

Joan O'Donnell is an experienced social justice advocate, working in the area of social policy and advocacy with DFI. Having worked for over 20 years in the disability and community sector in Ireland and Scotland, both in service provision and policy division, she brings a fresh and grounded perspective to social policy. Current areas of focus for Joan include strategic strengthening of the leadership role of DFI as a voice for people with disabilities, as well as income protection and employment. Her academic background has evolved from psychology and counselling, and moved more into the area of systems thinking and analysis. Joan has also worked as a trainer and facilitator, and has a strong commitment to social change and institutional development.

Máiríde Woods

Máiríde Woods is a writer and researcher who has been involved with disability issues for many years. She had a daughter with a disability who attended St Michael's House day services, and Máiríde has been on the Board of St Michael's House for some years. In recent years, she worked as an Advocacy Executive with the Citizens Information Board (CIB), and was closely involved with the establishment of both the National Advocacy Service for people with disabilities (NAS) and advocacy services in the Citizens Information Services (CIS). As well as holding a Diploma in Sociology and Social Research, and a Masters in Equality Studies from UCD, Máiríde has published two collections of poetry, seen several stories broadcast and included in anthologies, and received a number of prizes for her writing.

Chapter 6: Acknowledgements

ÁT is hugely grateful to our **members** for their willingness to go out and talk about the new roles they have assumed as employers of their own services. They do this in spite of the fact that many are still settling into their new roles and finding their ways. By sharing their experiences, their leadership and example becomes visible, real and empowering.

ÁT would like to acknowledge the contribution of our **Board** and **Staff** for their experience, enthusiasm and dedication, and for keeping the night lights burning.

In 2014, funding received from **Genio** and the **National Lottery** enabled us to continue doing what we do and to keep learning, developing and innovating. We carried out projects centred on building capacity in both individuals and families, provided training to participants and developed valuable resources. For this – as well as for their ongoing support – we are extremely appreciative. We would also like to mention **Disability Federation of Ireland** (DFI) for always supporting our vision and ambition and for their assistance in helping us to realise it.

We continue to enjoy a great working relationship with the **HSE**, and we are very keen to recognise the role of the **Disability and Area Managers** whom we have worked with across the country at regional and local level, as well as members of **Social Care Division.** A big 'thank you' goes to Sheila Marshall in particular, Area Operations Manager in HSE North Dublin, who spoke at our event. These

individuals choose to understand and adopt our vision, working in partnership with us on our demonstration project towards a future that is radically different from the past. Furthermore, for the first time, in 2015, ÁT is in receipt of core funding from the HSE. We are delighted with the show of confidence and the opportunity to continue our work, empowering and supporting individuals and families experiencing all types of disabilities to direct their own lives and enjoy the same equality and freedoms as non-disabled citizens.

Chapter 7: Financial Information

Income and Expenditure Account
for the year ended 31 December 2014

		2014	2013
	Notes	**€**	€
Operating income		**849,471**	656,782
Operating expenses		**(844,678)**	(650,349)
Retained surplus for the year		**4,793**	6,433
Retained (deficit) brought forward		**4,582**	(1,851)
Retained surplus carried forward		**9,375**	4,582

Note:

Income Funding

Funding was generated from the HSE, member's contributions, Genio and National Lottery.

Health Service Executive Funding
The HSE provides funding on a monthly basis for the provision of support to members on the hours of support and services approved.

GENIO
This funding is for Direct Payments Model project.

National Lottery
Funding has been received towards the cost of funding a "Three Strand Training Programme" for members and people with disabilities to be applicable to their particular journey towards a Direct Payments model.
The total funding was received and started in December 2013 but the majority of the funding has been deferred to 2014.

Balance Sheet
as at 31 December 2014

		2014		2013
	€	**€**	€	€
Current Assets				
Debtors	**26,070**		48,972	
Cash at bank and in hand	**47,525**		99,194	
	73,595		148,166	
Creditors: amounts falling due within one year	**(56,871)**		(69,498)	
Net Current Assets		**16,724**		78,668
Net Assets Less Current Liabilities		**16,724**		78,668
Deferred income		**(7,349)**		(74,086)
Net Assets		**9,375**		4,582
Represented by:				
Capital Fund		**-**		-
Income and Expenditure Account		**9,375**		4,582
		9,375		4,582

Cash Flow Statement
for the year ended 31 December 2014

	2014	2013
	€	€
Operating (deficit)/surplus	**4,793**	6,433
(Increase)/decrease in debtors	**22,902**	(43,755)
Increase/ (decrease) in creditors	**(79,364)**	87,622
Net cash inflow from operating activities	**(51,669)**	50,300
Cash Flow Statement		
Net cash inflow from operating activities	**(51,669)**	50,300
Capital expenditure	**-**	-
Decrease in cash in the year	**(51,669)**	50,300
Reconciliation of net cash flow to movement in net funds		
Decrease in cash in the year	**(51,669)**	50,300
Net funds at 1 January 2014	**99,194**	48,894
Net funds at 31 December 2014	**47,525**	99,194

ÁISEANNA TACAÍOCHTA

2014 Annual Report

Áiseanna Tacaíochta

Chase House,

City Junction Business Park,

Northern Cross,

Malahide Road,

Dublin 17.

Áiseanna Tacaíochta

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Company Registration Number 489 250

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