



Áiseanna Tacaíochta

Annual Report

2017



Mission Statement of Áiseanna Tacaíochta (ÁT)

*“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”*



Table of Contents

Chapter		Page
One	Introduction	3
	Chairperson's Address	3
	CEO's Report	5
	Testimonials	7
Two	2017 in Review	10
Three	Update 2018	17
Four	Our Board	21
Five	Acknowledgments	25
Six	Financial Information	26



Chapter One: Introduction

Chairperson's Address

2017 is my first year as Chairperson of the Board of ÁT and I soon came to realise that I was taking the helm of an organisation that was undergoing significant change. In late 2016 Martin Naughton,



a towering figure in the disability world passed away and Geoff Day the Chairperson of the Board who steered the organisation through this difficult period stepped down from his role. Our thanks to Geoff for all the hard work that he had undertaken then and earlier in his role. Thanks, are also due to Anthony Carrick who acted as interim CEO prior to the appointment of Paul McBride as CEO in April 2017.

During the year we facilitated the completion of the research being undertaken by the NUIG into the AT model of Independent Living and listened with interest to the outputs from Task Force on Personalised Budgets set up by Minister McGrath in 2016.

The positives and negatives of the model are borne out in the NUIG research report entitled INDEPENDENT LIVING: AN EVALUATION OF THE ÁISEANNA TACAÍOCHTA MODEL OF DIRECT PAYMENTS which was presented to the ÁT Board in December 2017. A recently joined Leader (during 2017) remarked that only after moving to the ÁT direct payments model has she "begun to feel like she is being treated as a human being again". This is a powerful testimony to the benefits of managing your own service but also an indictment of the traditional system of service provision.

It is also a great testament to the model that we continue, unfortunately, to have a waiting list for new Leaders joining. Our ability to bring on new Leaders is restricted by a lack of



commitment by the state agencies in terms of funding, which in turn is linked to the lack of direction from the state who, at the time of writing, have still not published the Taskforce report on Personalised Budgets commissioned by Minister McGrath in 2016. Whilst we eagerly await the publication of the report, early indications suggest that it is likely that we will enter into a further demonstration and review period which, whilst accepting that any positive progress is welcome, is disappointing in terms of the lack of any real urgency and focus in relation to the provision of Direct Payments as a mainstream option. I believe that it is a missed opportunity that the demonstration evidenced by ÁT over the past three years (2015-2017); and prior to that from 2010 as a pilot scheme; was not captured and relied upon to a greater extent and perhaps if that were the case we may not be looking at a further two years or more of deliberation before a meaningful assessment is made and the future of the model is decided.

Finally I would like to pay tribute to all the staff who worked at ÁT during the year and who continued to provide dedicated and effective support to our Leaders.

Dr. Kevin Mc Coy
Chairperson, ÁT



CEO's Report

2017 was a year of transition for Áiseanna Tacaíochta borne out of the sad and untimely passing of the organisations leading founding member, Martin Naughton, in the preceding October. May he rest in peace.



In similar vein to my predecessor; Interim CEO Anthony Carrick; who maintained the organisation on a steady course in the immediate aftermath of Martin's passing, my objective for the remainder of 2017 was to continue to develop a stable environment in order to ensure the continuation of Leaders' direct payments. The primary focus therefore was:

- To continue to support all current Leaders at their various stages of transitioning from other service providers to a model of direct payments
- To continue to strengthen the organisations structures and frameworks in order to ensure that Leaders are supported in meeting their regulatory and legal obligations,
- To begin to develop a formal training programme that was relevant, accessible and affordable;
- To re-engage with NUIG on the research project INDEPENDENT LIVING: AN EVALUATION OF THE ÁISEANNA TACAÍOCHTA MODEL OF DIRECT PAYMENTS
- To engage with Leaders on the ground through a series of regional workshops
- To begin the initial development of a sustainable peer support framework
- To secure continued core funding from HSE and
- To ultimately work to safeguard and fulfil the legacy laid down by Martin and his co-founders

It is a huge testament to all involved in the foundation and subsequent development of Áiseanna Tacaíochta to hear and read so many positive testimonials from those Leaders who have made the transition to the particular version of the Direct Payments model offered by ÁT. The model is not without its shortcomings and challenges, many of which will have to be addressed and modified in consultation with HSE and Dept. of Health, however, even in its current form, all participants without exception have confirmed that the benefits bestowed by this model, particularly in the area of choice and control, far outweigh the challenges.

Because our model is all about people – individuals in control of how they want to live their lives, the capacity of any individual to respond to administrative requirements falls into the realms of the normal day to day demands placed on all of us – this is certainly not



comparable to a corporate entity. The burden of governance and reporting surrounding the model of direct payments that is evolving in Ireland however is disproportionate to the resources available to each individual to accommodate. The policy makers place a heavy and unrealistic burden on the individual who does not, should not and cannot have the capacity to implement the level of policies, procedures, guidelines, and governance that the HSE imposes on itself and its licensed agencies. Government policy aspires to place the individual at the centre of decision making, however greater care needs to be taken to ensure that the person does not get lost in the detail. The state must remember that it is developing policy for individuals, not organisations, who do not have the necessary infrastructure at their disposal to accommodate these requirements and that the levels of governance imposed must be proportionate. We will continue this discourse with the HSE so that we can establish a level of administrative compliance that is reasonable and acceptable for the HSE and our Leaders.

Paul McBride

CEO





Member's Testimonials

In 2017, more Leaders enjoyed increased control over of 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 ÀT, the difference it has made to their lives and their views on self-directed supports such as Direct Payments.

Jennifer Fitzgerald

Hi, my name is Jenna Fitzgerald and I live in the Northwest. I have a high cervical Spinal cord injury (C5 complete). I cannot convey how much my independence has grown since joining ÀT, before that I had no say in my timetable/routine. Thanks to the direct payments scheme I have set up my own company which means I personally hire my PA's and decide the times I need assistance. I'm no longer restricted to a timetable sent to me!



In the beginning ÀT were there all the way (and are still a massive support for me) to organise any renewal of staff training whilst educating me in all components of setting up my own business processing any necessary documentation and maintaining it. Thanks to all of this I was able to start part time work, I have a new found sense of freedom which I hadn't experienced before. I now live independently and have my PA's around my schedule and not the other way around which has promoted my independence giving me a level of flexibility which wasn't there before. My personal assistants are given every opportunity to upskill in the areas of care specific to me. There is something very liberating about managing a company and self-directed care with a sense of security in knowing ÀT are always at the end of the phone. I feel that if more people had access to this method not only will it promote independent living it will also promote positive mental health and general wellbeing. It is my hope that more and more people with disabilities experience this way of life.



David Garvey

Hello, my name is David Garvey. I am currently living in Navan, but I am originally from Co. Louth.

I am 36 years old and a wheelchair user with locked in syndrome.

I spent a lot of time in hospital and with the assistance of ÁT managed to leave the hospital and live independently in my own home, with my beautiful wife Bernie.

I am currently working towards running my own company and I have had Personal Assistants for the past five years.

I currently hold a Master's Degree in Comparative Literature. Having Personal Assistants allows me to have choice, flexibility and most importantly Independence. I choose my own activities with my personal assistants.

Through freedom of Choice, ÁT has assisted with my Personal Assistants (only the best) for the past two years. I am looking forward to managing my own company in the very near future.



Eileen Daly

Taking ownership and control of my Personal Assistant budget has given me confidence and control over my life. I had become extremely frustrated and dissatisfied as my previous service provider was constantly imposing restrictions on me in relation to how I could live my life. Áiseanna Tacaíochta (ÁT) provided me with the freedom and autonomy I needed to establish my company and to gain authentic ownership, freedom and control in my life.



Jessica Gough



Since availing of the Direct Payments model in December 2017 my day-to-day life has changed for the better. Put simply, availing of Direct Payments has allowed me to finally live my life on my own terms. I now have the freedom to choose what I do and when I do it. Before availing of Direct Payments through ÁT and employing my own personal assistants, I always had a very strong sense of independence, but always felt that it was independence on someone else's terms. Now, the situation is completely different. I now know the true meaning of independence and even have room for spontaneity in my life. I no longer have to stick to a rigid schedule that is planned weeks in advance. I can finally adapt and change things as I see fit. I personally don't know anyone who has the exact same schedule every single day of the year, so why should that be the case for anyone with a disability?

I would encourage anyone with a disability who feels that they would like the freedom to choose and employ their own personal assistants, and to live their lives on their own terms, to consider the direct payments model. It will have an incredibly positive impact on their lives and allow them to experience real independence.



Chapter Two: 2017 Year in Review

In 2017, and in the immediate aftermath of the passing of Martin Naughton, ÁT was primarily focused on ensuring the future of the organisation was secure, for current and future Leaders, through the continued development of a solid foundation for the organisation. In the immediate short term an interim CEO (Anthony Carrick) was appointed to provide continuity of leadership and following a Board decision the current permanent



Anthony Carrick

CEO (Paul McBride) was appointed in April 2017.

It is also with great sadness that we have lost another valued leader in ÁT, Darren Jordan who passed away in March 2017.

The key areas of focus for 2017 were:

- **Membership:**

- Continuing to support existing Leaders and particularly assisting those who are currently in transition to complete the journey to setting up their companies,
- Growing our membership numbers in a modest way until such time as we had secured agreement with HSE for core funding,



- **HSE funding:**

- At the end of 2017 ÁT was due to come to the end of the current 3 year demonstration project and a key action was to ensure the renewal of critically important core funding from HSE National Office.



- **Taskforce on Personalised Budgets:**

- Ensuring ÁT continued to have a voice influencing the task force in every way possible by retaining Martins seat

- **Member Governance:**

- To continue to strengthen the organisations structures and frameworks in order to ensure that Leaders were supported in meeting their regulatory and legal obligations. As part of this during 2017 ÁT undertook a full review of our policies, procedures and guidelines and these were presented to Leaders through a series of regional workshops during November, and subsequently made available to all Leaders via the ÁT website.

- **Training:**

- To gain an understanding of the training needs of Leaders and Circle of Support members and to develop a relevant, accessible and cost effective training programme to match that need.

- **Research**

- Re-engaging with NUIG Centre for Disability Law and Policy to bring the research project to a conclusion.

- **Regional Meetings:**

- To increase face to face engagement with Leaders via regional meetings.



Thanks to the hard work and resourcefulness of the staff and Board, we are in a much better position in 2018. This chapter will give you a glimpse of the work ÁT carried out in 2017, using the following areas as a guide:

- **Membership**

Since 2015, ÁT has been a HSE demonstration project, in respect of which we have received an annual core funding grant of €80,000 for

each year (2015-2017). For us, this represented a demonstration of trust and confidence in our work and underpinned a period in which we sought to expand our scope and our impact.

We continued to work in new counties and engage with new HSE Managers. ÁT now spans nine Community Health Organisation (CHO) areas.

ÁT's membership has continued to grow steadily, in line with available resource and capacity, enabling us to continue to share the benefits of Direct Payments – such as flexibility, personal growth and development, value for money and social entrepreneurship – and roll the model out to more people.

By the end of 2017 the total membership of ÁT stood at 30 Leaders. This included both fully established and incoming members. At that time ÁT had approximately 12 people on our immediate waiting list of which 6 were actively in the process of joining, which they were targeted to have completed by the end of the first Quarter of 2018. This would represent a growth rate of 29% in 12 months.

It is vitally important however to manage the growth of the organisation in line with available resource and capacity. Further growth will be dependent on negotiations with HSE for additional and adequate resource, which the HSE national office have indicated will be considered in the context of the Taskforce report on Personalised Budgets. Whilst we wholeheartedly look forward to being a part of the future development of a national Direct Payments model in the context of the Taskforce recommendations, we will argue with HSE National Office that the ongoing and adequate resourcing of the ÁT model to improve the quality and magnitude of the service, is necessary in the immediate term, and independent of timeframes that may be set out within the Taskforce recommendations.



- **HSE funding:**

At the end of 2017 ÁT has come to the end of the current 3 year demonstration project and a key action was to ensure the renewal of critically important core funding from HSE National Office. ÁT prepared a funding proposal for HSE outlining very clearly the merits of the ÁT model and detailing our plans for quality improvement and membership growth, and identifying the funding requirement to achieve same. A meeting was secured with the Head of Operations, Disability Services, HSE National Office in June 2017 and the proposal was presented.

Commitments were received at that meeting for the continuation of the core funding at current levels of activity and to further review the request for increased funding to underpin quality improvement and growth in membership. Core funding of €80,000 was finally received in July 2018 and we express our thanks to HSE National Office for their continued support

- **Taskforce on Personalised Budgets**

Following the passing of Martin, the Board decided that ÁT should seek to secure a position on the Taskforce Strategy Group. Our Board member Owen Collumb was already active with the Taskforce and was invited by Minister McGrath to represent ÁT on same.

- **Member Governance**

As part of our focus on governance, ÁT developed / updated a suite of Member Policies as a resource for Leaders and Circles of Support members. With the support of our HR advisors, we developed a comprehensive employee handbook for both directly employed staff and a similar template for independent Leaders companies to adopt and issue to their staff.

ÁT Member Policies cover everything from the recruitment and induction of PAs to Health and Safety policies, safeguarding, child protection, critical incident reporting, 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.

As part of our regional meetings roadshow during November 2017 these policies were presented in detail to all Leaders in attendance and the importance of adoption and implementation stressed.



• Training

During 2017 ÁT made available the necessary training to all staff members, to include mandatory staff training and also a suite of other online relevant / optional training programmes.

Also during 2017 we began the process of developing a more comprehensive suite of training modules for Leaders, circle of support members and staff. As part of the regional meetings, feedback was sought from Leaders to properly inform the development of this training. Subsequently during 2018 one of the training providers met with a focus group of Leaders for the same purpose.

This training was intended to be delivered both online and in classroom format and the development of all current modules was completed and rolled out during Q1 / Q2 of 2018. The topics being offered include:

Leader / Circle of Support Member Training

- *Philosophy of independent living*
- *Planning and Conducting an interview*
- *Being an employer*
- *Health and safety for employers*
- *Being a company director to include Governance responsibilities*

Staff Training Head Office

- *Risk assessment training*

• Research

The NUIG Research Cost Benefit Analysis (CBA) of the ÁT model was funded by Department of Health's National Lottery Fund and the Disability Federation of Ireland (DFI). We had commissioned the Centre for Disability, Law and Policy (CDLP) in National University of Ireland Galway (NUIG) to undertake the research.

The CBA reviewed and critically evaluated the value for money benefits of ÁT model of Direct Payments by measuring both the social and economic advantages. Our underlying motivation to the commissioning of this research was to create a scientific evidence base for our Direct Payments model, so that it can continue to be supported and resourced. The CBA also sought to explore the impact of the ÁT model of Direct Payments on the lives of Leaders and to compare it to the traditional service delivery model.



The NUIG Research Cost Benefit Analysis of the ÁT model was completed at the end of 2017 and was launched in early 2018. Copies of same are available at:

<http://www.theatnetwork.com/wp-content/uploads/2018/08/INDEPENDENT-LIVING-An-Evaluation-of-the-ÁT-Model-of-Direct-Payments.pdf>

• Regional Meetings

We had four regional meetings during 2017 which were held in November. The locations were Mitchelstown, Galway, Sligo and Dublin. All meetings went very well with generally very positive feedback. We had reasonably good engagement with 17 out of 30 Leaders attending (or 57% attendance).

The meetings consisted of:

- A top line presentation of the policies as reviewed by the ÁT Policy Committee and approved by Board and Leaders were advised of their responsibilities in regard to same,
- A discussion around ÁT outline plans for training and an open discussion on the training requirements of Leaders,
- A discussion regarding the development of a peer networking framework and
- An open floor for general questions / observations.

Israeli Delegation comes to Dublin to learn about the Irish experience of Personalised Budgets

An interesting and informative meeting was held on 9th May 2017 between ÁT and The National Applied Social Research Institute in Israel (Myers-JDC-Brookdale Institute). The Institute leads some of the most important national social initiatives, using cutting-edge research to contribute to many significant social policy and program reforms in Israel.

The Israeli government is now seriously exploring the introduction of personalised budgets and the delegation were delighted to have the opportunity to discuss with ÁT some of the important issues in developing this program and also to hear first-hand from Gordon Ryan, one of ÁT's founding members, about his lived experience of how personalised budgets can facilitate independent living.



Pictured are members of the Israeli delegation led by Professor Jack Habib, Director, Myers-JDC-Brookdale Institute who were hosted at the ÁT offices by Gordon Ryan ÁT Founding Leader, Paul McBride CEO, and Aisling Whelan ÁT Member Services Manager.

Chapter Three: Update 2018

NUIG Research

The NUIG research report has now been launched. The launch was held at Disability Federation of Ireland (DFI) office on 28th March 2018 and was well attended by Leaders, PA's, Board members, ÁT staff, DFI team members and representatives from key external agencies in the sector. Senator John Dolan was the keynote speaker for the event and Dr Sinead Keogh presented the research.



Senator John Dolan (DFI) and Dr Sinead Keogh (NUIG)

The research findings were a main feature on the TG4 Nuacht on Wednesday, 11th April 2018.

A further event was held in Leinster House on 18th April 2018 to outline the research findings to the members of the two houses of the Oireachtas. This was facilitated by Senator John Dolan and was well attended by the public representatives.



Attendees included ÁT Leaders and PAs, ÁT Board of Directors, ÁT Staff, members of DFI and other disability organisations at the launch of the NUIG Research Cost Benefit Analysis of the ÁT model held at Disability Federation of Ireland (DFI) office on 28th March 2018.

Leader engagement / Peer Support Network

In 2018, it is our plan to begin to assess our options as to how we might support Leaders through a peer support network. At the regional meetings in November 2017, four experienced Leaders agreed to form a subcommittee to develop an operational framework and terms of reference for the operation of the Peer Support Network and revert with a proposal. The feedback from this subcommittee is that to properly develop and execute a professional and comprehensive peer support network there needs to be an appropriate level of specific purpose funding. This will require further work to outline the framework and evaluate the required investment. In the interim, a pilot *peer support initiative* was undertaken with one Leader where a mentor was engaged on a contract basis, for the provision of a structured peer support programme. This *peer support initiative* is ongoing so an evaluation is not available at the time of publication.

Following a motion that was passed last year at the AGM regarding Leader voting, the Board has reviewed this matter at length and are committed to ensuring all Leaders have a voice and that their voices are heard. To that end, having taken expert advice, it has been proposed by Board that a Leaders' Consultative Forum should be established. This proposal will be considered at the AGM following which a decision will be reached and an action plan agreed.

Membership

As already outlined, we have received confirmation from HSE that they will continue to fund ÁT “to maintain existing levels of service provision through 2018” with a commitment to meet in August 2018 to discuss additional funding for growth. At the time of publication of this report our membership stands at 36 and we expect to manage membership levels at around this level or slightly above, pending the outcome of those discussions.

Taskforce Report:

On 19th July the Board of ÁT published their response to the recently published taskforce report on Personalised budgets. The statement summary is noted below.

“Áiseanna Tacaíochta (ÁT) have issued a qualified welcome for the Taskforce Report on Personalised Budgets and urge the Minister to put the necessary infrastructures in place without delay in order to hasten the development of a truly universally available direct payment for all. `

Whilst ÁT hold the view that there is much that is lacking within the report, we must not run the risk of delaying any positive momentum in the development of a model that ultimately offers the option of a personalised budget to everyone who wishes to avail of it.

On behalf of all the Leaders at ÁT we welcome in particular the opportunity for Leaders to finally, albeit under a demonstration project, obtain a genuinely direct payment, directly to their bank and not via a third party.

ÁT believe that the Taskforce have missed an opportunity by not exploring further, more imaginative methods to remove the need for the huge levels of bureaucracy and governance (three levels) that is being placed upon the individual. The taskforce appear to have forgotten that the individual does not, should not and can not implement the level of policies, procedures, guidelines, and governance that HSE impose on itself and its licensed agencies.

The report begins by putting the individual at the centre of the taskforce review, and proceeds, (necessarily to a large extent) to focus on the detailed infrastructure of any potential system and the governance requirements. However great care needs to be taken to ensure that the person does not get lost in the overall process. We must remember that we are dealing with individuals, not organisations, who do not have any infrastructure at their disposal to accommodate these requirements.

The taskforce have not achieved one of their stated guiding principles of being “universal” as they are restricting the opportunity for a direct payment to adults only, which is not universal. ÁT do not agree with this restriction and would call on the minister to reject this aspect of the proposal. The taskforce proposes a two year demonstration project period from the date of publication of the report. Following that initial two years (2020/2021) there are a further four stages proposed:



- *Evaluation*
- *Agreement of final design*
- *Implementation planning*
- *National roll out*

There are no timescales given for these phases and ÁT would have a concern that the state agencies and policy makers are “kicking the can down the road” in order to prolong the introduction of a national and universally available direct payments.

Despite the shortcomings in the report from ÁT’s perspective, we welcome the publication of the report and impress upon the Minister to immediately task the appropriate agencies with developing, funding and engaging with the demonstration projects as soon as possible.”

The full response can be viewed on the ÁT website at <http://www.theatnetwork.com/>

Staff:

Maggie Woods

Maggie was a valued member of the ÁT team who moved on in 2017. She was a dedicated member of the team who supported Leaders with enthusiasm and a high degree of professionalism. We would like to express our sincere thanks to Maggie and wish her good luck on her new career pursuit. Maggie is also a long standing leader.



New Staff:

Mary Treasa Cahill-Kennedy

Mary T started with ÁT in January 2018 as a Member Relations Officer. Mary T is visually impaired and is educated to a postgraduate level in Equality Studies. She has several years relevant work experience, together with a sound knowledge and understanding of the issues facing people with disabilities. She has also a particular interest in the gender/disability issues. Together with her husband and friends, Mary T runs Nighthawk’s events in Dublin. She also continues to volunteer by way of advocacy facilitation and training with various groups. Her goal is to continue to be involved in Policy and Strategy for the sector based on advocacy and human rights.



Chapter Four: Our Board

We are hugely grateful to our Board – composed entirely of volunteers – who bring with them a huge weight of experience and expertise, which has helped to guide everything that we do.

Dr Kevin Mc Coy | Chairperson

Dr Kevin McCoy began his social work career as a social work assistant in Co. Down, Northern Ireland. He trained in Social Work at the University of Strathclyde, Glasgow and the College of Deaf Welfare, London. He holds a degree in Economics and Social Policy and a masters and doctorate in Public Policy. He was employed by Down County Welfare Committee in various posts from 1963 – 1972 following which he joined the Department of Health and Social Services as a Social Work Adviser. He was appointed Senior Social Work Adviser in 1973 and Assistant Chief Inspector in 1985. In 1989 Kevin was appointed Chief Inspector, Social Services Inspectorate and retired from this position in November 2000.



He was appointed by the Government in the Republic of Ireland as a Commissioner on the Commission to Inquire into Child Abuse in December 2000. He left the Commission in May 2003. Since then he has provided consultancy services to a wide range of statutory, voluntary and private sector organisations in Ireland, the UK and Europe.

Owen Collumb

As a founding member of ÁT and a person with lived experience of disability, Owen brings first-hand knowledge and understanding to the Board. Owen works full time in Muscular Dystrophy Ireland (MDI); he is also a trained instructor in manual handling. He is an active board member for a number of organisations, including Greater Dublin Independent Living (GDIL), Cheshire Ireland and Lucan Disability Action Group.



Brian Duncan

Brian is a native of Galway. He worked for many years as a solicitor with Irish Life Assurance PLC and Legal Aid Board. Since his retirement, he is currently working as volunteer solicitor with the Irish Refugee Council. He was involved with the National Council for the Blind in Ireland (NCBI) as a fundraiser. He is also involved with a charity which supports deprived children in Thailand. He used to lecture on family law as a citizen advice volunteer.



Jacinta Fortune

Jacinta is the parent of an ÁT Leader; she manages her son's Direct Payment and directs his services on his behalf. Jacinta spends her time advocating for improved services, learning how to better support her son and promoting peer support and solidarity among other parents of children with disabilities. Jacinta has volunteered with Dyspraxia Ireland for the past five years facilitating a monthly support group for parents of children with Dyspraxia in her community. She has previously been a long-term volunteer with Irish Autism Action. At present, she is studying for a degree in Integrative Counselling.



Jacinta stepped down as a Board member in November 2017. We would like to express our sincere thanks and gratitude to Jacinta, who held the position as ÁT Board for more than two years.

Ann Kennelly

As an Occupational Therapist (OT), Ann's role has seen her provide a range of assessment and therapeutic OT services to people with physical and sensory disabilities. Ann worked in both the hospital and community public services in Ireland, the UK and Canada, and in the voluntary sector as an OT and 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.

Máiríde Woods

Máiríde is a writer and researcher, and has been involved with disability matters for many years. She had a daughter with disabilities who attended St Michael's House day services, and she has been on the Board of St Michael's House for some years. In recent years, she worked as an Advocacy Executive with CIB, and she was closely involved with the setting up of the National Advocacy Service for People with Disabilities (NAS) and with 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 several anthologies, and received a number of prizes for her writing.



Peter Moore

Peter says he was greatly influenced by Liam Maguire, the disability rights activist he met through the Irish Wheelchair Association. When Maguire died in 1983 Peter employed his first personal assistant (financed mainly through funds Peter received as compensation for a minor road accident) in order to research and write Liam Maguire's biography. This book was published in 1990 by Poolbeg under the title *Rebel on Wheels*.



During the 1980s, as well as working on his book, Peter also got involved in his local community in Donaghmede. He joined the committee of the local soccer club Donaghmede Celtic, and helped found Grange Kildonagh Integration, a group of mainly parents of children with disabilities whose aim was to bring children with and without disabilities together. This group ran a summer playgroup for children with disabilities and their siblings, and also got some children with disabilities into local groups, such as the girl guides and boy scouts.



In 1990 Peter was one of seven people with significant physical disabilities who came together, to move forward into the future, independent of their families without institutional care. This led to the establishment of the first Centre for Independent Living in Ireland in 1992. Peter says the years from 1992 to 1994 seem ideal. The policy of employing administrative staff who had no previous experience of working for established disability organisations ensured they fully bought into the philosophy of independent living.

In November 2015 Peter joined ÁT and established his company Eagle Free. He says he did so to take back control of his PA service.

Dr. Mary Keogh

Mary has worked for over 10 years at an international level on disability rights and international development. Prior to that she worked with the disability movement in Ireland. Mary completed a PhD in 2014. Prior to completing her PhD, she undertook a BA in Economics and an MA in International Economic Development. Mary currently works with CBM International as Senior Advisor on Disability and Gender Equality. Prior to this, she worked with CBM Australia as Inclusive Development Advisor and CBM Ireland. Mary also worked with the International Disability Rights Monitor (IDRM), where she was the coordinator of the IDRM European regional report and authored the Irish report. Mary has also written reports for the UN on inclusive development, contributed to the development of the CRPD committee general comment on women and girls with disabilities and she recently authored the CBM publication: *How to make international development disability inclusive*, and is a co-author of *Inclusion Counts - The Economic Case for Disability-Inclusive Development*.



Mary is the former chair of the Dochas Working Group on Disability and International Development. The working group has been in existence for over 10 years and seeks to influence the Irish government and also Irish development and humanitarian organisations to ensure persons with disabilities are included in Ireland's overseas aid commitments. She has also been the co-chair of the International Disability and Development Consortium EU Taskgroup.

Mary's PhD research focus was a comparative analysis of how the US, Finland and Australia mainstream disability in their development aid programmes. Her research interests are intersectionality and gender and disability.

Chapter Five: Acknowledgments

ÁT would like to happily acknowledge core funding received from the HSE this year to maintain existing levels of service provision in 2017. We also appreciate the collaboration and cooperation of **HSE staff** in the following areas: Clare, Cork, Donegal, Dublin North, Galway, Kildare, Limerick, Louth, Meath, Roscommon, Sligo, Waterford and Wicklow.

To the **Centre for Disability, Law and Policy** (CDLP) in NUI Galway, not only for its work on the Cost Benefit Analysis project, but for its ongoing input and collaboration, and continued professionalism.

ÁT also greatly values the contribution of the **ÁT Board** and **staff** including their dedication, heart and talents.

We would like to thank **ÁT Leaders, Circles of Support** and all volunteers for going on this journey with us. We recognise and appreciate the contribution of everyone who has sat on a Circle of Support, supported the shift to Direct Payments and played a role in facilitating access to equal rights for people with disabilities.



Chapter Six: Financial Information

Áiseanna Tacaíochta CLG (A Company Limited by Guarantee and not having Share Capital)

Income and Expenditure Statement for the year ended 31 December 2017

	Note	Before Exceptional 2017 €	Exceptional 2017 €	2017 €	2016 €
Income / Funding	4	1,804,026	116,314	1,920,340	2,059,861
Gross surplus		1,804,026	116,314	1,920,340	2,059,861
Administrative expenses		(1,797,128)	(59,942)	(1,857,070)	(1,857,074)
Operating surplus/(deficit)	5	6,898	56,372	63,270	202,787
Other interest receivable and similar income	7	3		3	
Interest payable and similar charges	8	(1)		(1)	
Surplus/(deficit) on ordinary activities		6,900	56,372	63,272	202,787
Surplus/(deficit) for the financial year		6,900	56,372	63,272	202,787

All the activities of the company are from continuing operations.

The company has no other recognised items of income and expenses other than the results for the year as set out above.



Within the year 2016 there is an exceptional income item which had a surplus for the year on the item of €207,425 which is included in the above €202,787, meaning for the financial year end 2016 the company made a loss of €4,638.

Note:

Income / Funding

The whole of the income / funding is attributable to the principal activity of the company wholly undertaken in Ireland.

***HSE Service Funding for individuals in relation to CHO areas.**

HSE Community Healthcare Organisations (CHO)	Received Recognised		Deferred to
	2017	2017	2018
	€	€	€
CHO 1	105,843	95,790	10,053
CHO 2	216,551	216,551	
CHO 3	71,981	71,981	
CHO 4	86,510	86,510	
CHO 5	110,177	108,154	2,023
CHO 6	16,642	16,642	
CHO 7	112,974	107,916	5,058
CHO 8	484,548	461,777	22,771
CHO 9	573,188	542,132	31,056
	_____	_____	_____
Total HSE Service Funding	1,778,415	1,707,454	70,961
	=====	=====	=====

*The HSE Service Funding is in respect of individual funding that ÁT received on behalf of and disbursed to individuals.



Balance Sheet
As at 31 December 2017

	2017			2016
	€	€	€	€
Current assets				
Debtor	161,710			279,415
Cash at bank and in hand	259,787			205,939
	<u> </u>			<u> </u>
	421,497			485,354
 Creditors: amounts falling due within one year	 (153,010)			 (280,139)
	<u> </u>			<u> </u>
 Net current assets	 268,487			 205,215
	<u> </u>			<u> </u>
Total assets less current liabilities	268,487			205,215
	<u> </u>			<u> </u>
 Net assets	 268,487			 205,215
	<u> </u>			<u> </u>
 Capital and reserves				
Profit and loss account	268,487			205,215
	<u> </u>			<u> </u>
 Surplus funds	 268,487			 205,215
	<u> </u>			<u> </u>



Statement of cash flows
Year ended 31 December 2017

	2017 €	2016 €
Cash flows from operating activities		
Surplus/(deficit) for the financial year	63,272	202,787
<i>Adjustments for:</i>		
Other interest receivable and similar income	(3)	-
Interest payable and similar charges	1	-
Accrued expenses/(income)	(33,683)	(1,754)
<i>Changes in:</i>		
Trade and other debtors	143,898	(233,705)
Trade and other creditors	(119,639)	132,065
	<hr/>	<hr/>
Cash generated from operations	53,846	99,393
Interest paid	(1)	-
Interest received	3	-
	<hr/>	<hr/>
Net cash from operating activities	53,848	99,393
	<hr/>	<hr/>
Net increase/(decrease) in cash and cash equivalents	53,848	99,393
Cash and cash equivalents at beginning of year	205,939	106,546
	<hr/>	<hr/>
Cash and cash equivalents at end of year	259,787	205,939
	<hr/>	<hr/>



Áiseanna Tacaíochta 2017 Annual Report



**A Charitable Company Limited by Guarantee
Charity Registration Number CHY 19324 (Ireland)
Company Registration Number 489250**



Áiseanna Tacaíochta CLG
Ground floor, Chase House
City Junction Business Park
Northern Cross, Malahide Road
Dublin 17 D17 AK63

Telephone: 01 525 0707
Email: info@theatnetwork.com
Website: www.theatnetwork.com



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