



The hedges in Ballymoney, Co Antrim

**Áiseanna Tacaíochta**

**Annual Report**

**2021**



## ***Mission Statement of Áiseanna Tacaíochta***

*"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

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Chapter		Page
<b>One</b>	Introduction	4
	Acting Chairperson's Address	6
	CEO's Report	8
	Testimonials	10
<b>Two</b>	2021 in Review	14
<b>Three</b>	Update 2022	22
<b>Four</b>	Our Board	25
<b>Five</b>	Acknowledgments	30
<b>Six</b>	Financial Information	31



# Chapter One

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## **Introduction**

Áiseanna Tacaíochta (ÁT) was founded as a pilot project in 2010 by four people with the lived experience of disability, who depend on daily support and PA services in their own lives and is the first organisation in Ireland to offer a Direct Payments model to disabled people. We provide leadership and support to our members - who we call Leaders - empowering them to live with the independence and freedom they are entitled to.

We act as an intermediary between each of our Leaders and the Health Service Executive (HSE) to set up a Direct Payment to the person, enabling Leaders to move from a service delivery model to choosing and managing their own services, mainly Personal Assistant (PA). This empowers them to decide when and how they use their supports, ensuring that they fit in with their lives, not the other way around.

Ours is a hugely innovative and progressive approach, which drives the shift towards personalised models of support that give power back to the person, in line with Government policy and HSE commitments.

We are unique in that we work right across disability, facilitating Direct Payments to people with all types of different disabilities who self-direct their services, as well as family members directing on behalf of a person with a disability.

Over 600,000 people in Ireland live with a disability. Disability can happen to anyone at any time; our chances of acquiring a disability increase with age. It affects every area of life, not just our health: it is an enduring, societal matter. It will always be necessary to provide help and support; at ÁT, we have created a truly empowering way of doing so.

Our goal is to make Independent Living open to everyone, establishing it as a recognised right for disabled people. We aim to change the way we think about disability and to enable disabled people to re-write their roles in society.

## **Legal Structure:**

The ÁT Network operates under the registered business name of Áiseanna Tacaíochta Company Limited by Guarantee.

Company Number 489250.

Charity Number CHY 19324

Charity Regulatory Authority Number 20075675



**Board of Directors:**

Members of the Board of Directors who served during the financial year and up to the date of approval of the Annual Financial Statements on 18 November 2022 are as follows:

Chairperson:	Dr Kevin McCoy (Deceased 29/04/2021)
Chairperson:	Áine Sperrin (Resigned 23 February 2022)
Vice Chairperson:	Ann Kennelly
Company Secretary:	Emma Caparangca
Board members:	Morgan P. Mc Knight
	Owen Collumb
	Peter Moore
	Brian Duncan
	Gordon Ryan
	Fiona Weldon (Resigned 15 January 2022)

**Registered Office:**

Ground Floor, Chase House,  
City Junction Business Park,  
Northern Cross, Malahide Road,  
Dublin 17. D17 AK63

**Chief Executive Officer:**

Paul McBride

**Executive Team:**

Finance Manager	Emma Caparangca
Member Relations Manager	Aisling Whelan
Member Relations Officer	Mary T Cahill Kennedy
Member Relations Officer	Riona Quinlan (starting on 12 December 2022)
Administrative Officer	Rita Batuo Ngenebi (started 02 May 2022)

**Auditors:**

Hunt & Company Accountants Limited  
52 Manor Street  
Dublin 7

**Principal Bankers:**

Bank of Ireland, College Green, Dublin 2  
Bank of Ireland, Northern Cross, Malahide Road,  
Dublin 17



## Acting Chairperson's Address

I am pleased to present the AT annual report for 2021.

I believe that this report demonstrates the critical role that AT has played and continues to play in the lives of those leaders who have put their trust in this organisation to help them manage their lives in a positive fashion.



2021 was a hugely challenging year as we continued to manage the challenges presented by the Covid-19 pandemic. The continued emergence of new Covid-19 variants resulting in high infection rates in our communities made it more difficult to prevent the spread of the virus. Therefore 2021 continued to bring changes and requirements on us as an organisation to adapt to new ways of doing business. At one stage all was ready to re-open but we were once again thrown into the unknown space that was/is Covid19. However, ÁT was once again able to rely on the adaptability of its Core staff and Leaders to ensure that the organisation prevailed in what were very difficult circumstances.

At this stage I must again extend our sympathies to the family of the late Dr Kevin Mc Coy, our Chairperson, who passed away after a brief illness. I would also like to extend our sympathies to the family of Dr John Roche. Dr Roche was one of the original subscribers when setting up ÁT and was actively involved in so many organisations and campaigns over the last 30 years. May they rest in peace.

While this report details 2021 it would be remiss of me not to mention our CEO, Mr Paul McBride who was absent on extended sick leave for a good part of 2022, however due to the systems he had in place the organisation and team were able to carry on. In order to ensure the continuation of the delivery of service the Board united behind core staff in managing day to day business and I as Acting Chairperson provided assistance when required.

For over two years the Office has not been immune to challenges faced as a result of the COVID-19 pandemic and it is within that context that I would like to recognise our core staff team and individual leaders for their expertise, professionalism enthusiasm and patience in continuing to provide an excellent service to all who rely on us. The efforts made to ensure our members, PA's and staff to stay safe was paramount in us all coming through this pandemic. However, we must all recognise that others may not have been so lucky.

I must also acknowledge the assistance provided by the HSE not just financial but in the delivery of PEP equipment that has been vital in the protection of the health of our Leaders and all those who support them on a daily basis. In fact, it is probably appropriate to thank all the front-line workers for their unfailing dedication to supporting our Leaders and all persons countrywide. The sacrifice they give on a daily basis to the communities they provide for is immeasurable.

While we faced many challenges during this pandemic it also demonstrated that we as individuals and us as an organisation were more than adaptable in finding solutions and new ways of working in order to ensure we continued to deliver. It is this adaptability that gives me great pride and confidence that we will continue in 2022 and thereafter as an organisation that is best placed to work with leaders in helping them to live their lives as independent as possible and with the appropriate financial and other required resources available to them. The extended use of modern technology has made keeping in touch and having Board

and other meetings much easier to arrange and allowed for the protection of attendees personal health and wellbeing.

Work now turns to 2022 and the years ahead and ensuring that we have the resources both personal and financial to work with and support current and new leaders. While the organisation may require some changes as to how we do business any changes will be incremental and consistent with our delivery model in ensuring that we provide a professional service to those who rely on us.

Finally, I would like to thank my fellow ÁT Board members and the Core ÁT team for their work throughout the year and who continue to adapt, improve and develop the organisation, for the benefit of its members.

I also want to acknowledge the Board and the staff for the support they have given me as Chairperson and I look forward to working with you all in the year ahead where we will continue to develop the ÁT role.

**Morgan P. McKnight**  
**Acting Chairperson**

## CEO's Report

2021 began precariously with a resurgence of Covid infections nationally, resulting in a further lockdown; with society only beginning to re-open in late Spring of that year.

Whilst ÁT Leaders and staff did not escape unscathed, thankfully there were no serious infections reported and Leaders managed their staffing rosters without significant impact.



A sincere word of thanks must again go to all PA staff who worked tirelessly and with absolute dedication to support Leaders during this second year of Covid. Also, a word of thanks to our small but dedicated head office team who worked above and beyond the call of duty, during this very difficult time.

Thankfully, we saw a return to "normal" life in the latter part of 2021 and into 2022; though care is still required to avoid infection; particularly as we head into the winter of 2022.

We are happy to report continued progress in the delivery of our key objectives as set out in our business plan for 2021 across areas such as Training, Quality Improvement and Leader support. Progress in the area of Membership Growth was impacted during 2021 by the continued pandemic. We had planned to recruit one additional Member Relations Officer, to be in place by quarter 3, enabling planned growth in membership of circa 10% in the final quarter. However, this was delayed due to Covid, and recruitment of the Member Relations Officer was only completed in February of 2022. I am happy to report however, that during 2022 these plans were progressed and at the time of writing, our membership number has grown by circa a further 12% and now stand at 47 Leaders.

In April of 2021 our dear friend and colleague; the Chairman of our Board; Dr Kevin McCoy passed away unexpectedly which came as a great shock to many of us. Kevin was a highly respected person in a wide variety of circles. He was the Chairman of the Board of Áiseanna Tacaíochta since February 2017 and contributed in a significantly positive way to the development of ÁT as an organisation, giving of his time in a voluntary capacity.

During 2021 Leaders felt the impact of Brexit in the area of insurance where Leaders' previous insurers were no longer able to offer cover in the republic of Ireland and despite our significant efforts, all Irish insurers refused to offer a quote. The matter was resolved eventually; however, it was at a significant cost increase. See more details below.

We also continued our lobbying of policy makers in 2021, in the area of Personalised Budgets, with an appearance before the Joint Oireachtas Committee on Disability Matters in July 2021. More on this in the report below.

My task at ÁT would be impossible without the support, sheer hard work and dedication of the ÁT staff. I also want to thank the ÁT Board for their support during an eventful and challenging year.



Thank you, also, to the ÁT Leaders who continue to leap into unknown territory and who continue to challenge ÁT. I would also like to express appreciation to all those on the Circles of Support, who play a crucial role in the lives of Leaders, providing confidence and support to individuals and promoting their inclusion and equality in local communities

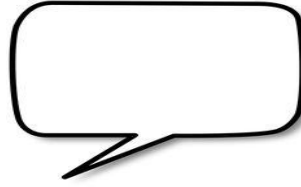
My thanks to HSE National Office for their continued support of our model; to the many HSE Disability Managers, HSE Case Managers and HSE staff who have shown a willingness to put disabled people to the fore of their thinking.

Finally, it is with some regret that I must advise that I will be stepping down as CEO of Áiseanna Tacaíochta CLG at the end of the year, for health reasons. I have thoroughly enjoyed working with everyone involved for almost six years now and I am grateful for all the support I received during that time. I wish all our Leaders, our Board and our staff all the very best for the future.

Please continue to stay safe.

Paul McBride CEO

# Member's Testimonials



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## Elizabeth Oxley



**ELIZABETH OXLEY WITH SUPPORT WORKER**

Elizabeth - aged 24

My name is Breda- I am mother to Elizabeth, who has been engaged with AT Network for nearly two years. Elizabeth was born in 1997 and has had developmental difficulties since birth, including microcephaly, sleep difficulties and autism. Elizabeth grew up to be non-verbal.

Elizabeth left her special school in 2016 and became a 'client' of a very large service provider, which provided her with a 'day-service', between the hours of 9.30 am and 4.00 pm. There were approximately two and half staff to four clients in this service. As Elizabeth had severe sleep difficulties, she often was only just gone asleep, when it was time to get up to attend her service-hub!



About five years ago, Elizabeth's Dad, Brian, and myself attended an Inclusion Ireland talk about 'personalised budgeting' and first came across the AT Network or Áiseanna Tacaíochta. We were impressed by the fact that the AT Network was founded by people with the lived experience of disability who themselves needed personalized assistance to live independently.

The whole ethos of AT Network is directed towards helping the individual live as full a life as possible, with the emphasis on the individual's needs and desires, rather than the tailoring of the 'service' to suit the 'service provider' and the management of the staff.

About four years ago, Elizabeth went on the waiting-list for AT Network. With a little delay, following the events of March 2020, we began recruitment with the aid of AT Network in August 2020, and Elizabeth's first steps with a 'personalised' system of support began in September 2020.

Our experience as a family has been overwhelmingly positive since Elizabeth began to engage with the Direct Budgeting system.

Elizabeth has undivided individualized attention throughout the day. Elizabeth has stimulation and a companion for the day. This paid companion focuses on areas of interest to Elizabeth, (making little movies of her favourite activities, cooking, gardening, listening to music, observing nature) together with encouraging her to push herself beyond her usual limits- (getting out and visiting new places, trying some work experience, cooking, cleaning, organizing activities to work around Elizabeth's anxiety).

The most important aspect is that the people working with Elizabeth are able to meet Elizabeth's needs on a daily basis- e.g., if Elizabeth is especially anxious or hasn't slept well, the day's activities can be altered to take such considerations into account.

The value of this service to Elizabeth and our family cannot be overstated. Elizabeth has blossomed with this renewed focus and response to her needs and interests. Very importantly, the funding the state provides for Elizabeth is all being spent on Elizabeth.

## Lorraine O'Brien



My name is Lorraine O'Brien and I am delighted to be a member of Áiseanna Tacaíochta for almost two years now. Everyone at the AT Network have been enormously helpful to me from day 1 and continue to be a constant source of support.

Becoming a member of the AT Network has been absolutely life changing for me and extremely liberating.

I am beyond grateful to be able to hire my own PA's, decide my own timetable and make medical appointments/other plans convenient to me. I haven't known independence like it in over 8 years since I became paralysed. However, thanks to the AT Network, I finally feel like I have independence in my life again.

Becoming a member of the AT Network has been absolutely life changing for me and extremely liberating.

## Pierce Kent



Pierce Kent

Hello, my name is Pierce Kent, and my Mother Mary is helping me write this piece. I suffer from a rare condition called 'Angelman Syndrome' and this affects many things in my life such; as I am nonverbal, I need help with all daily tasks such as dressing, showering and eating, and I also have a few serious medical issues that need to be managed very carefully.

In May 2021 I turned 18 and this was a very challenging time, as most of the supports I had previously relied on disappeared overnight. It was also brilliant to become an adult because I was very fortunate to start with AT! Aisling in AT has been absolutely fantastic helping my mother work out how to manage my care, and we now have two full time nurses looking after me at home. I have been at home fully since March 2020 and have not been able to secure a place with a local day service provider but with AT's assistance and my day nurse's wonderful care I am keeping very well and enjoying being '*king of my castle*' at home in rural Wexford.

If we had not been part of this fantastic network my parents probably would have been unable to keep their careers going. The flexibility of my care package works out really well for all of us, for my nurses, my family and me. In addition, the HSE recognise the importance of helping me in this way and are very happy with how it is managed. I highly recommend AT and would like to say a big THANK YOU to all who have made this life changing model work for me.



# Chapter Two: 2021 Year in Review

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## Covid-19

Like 2020; much of 2021 was devoted to managing the risk of the Covid-19 virus. Leaders and staff alike faced into the pandemic head on; implementing all the necessary safety measures as advised by Public Health / HSE, preparing layered contingency plans to manage any possible disruption in service, upgrading / updating staff training around IPC and PPE usage considering the new risks, updating their risk assessments and preparing individual Covid response plans to deal with the risk of the virus on a daily basis. All that effort on the part of Leaders and staff resulted in everyone coming through the pandemic safely. The threat of the virus is significantly diminished from previously; however, it still much remains within the community, and we must all remain vigilant, and continue to rigorously implement the guidelines advised by Public Health.

## Insurance

The impact of Brexit for ÁT was felt during 2021 in the area of insurance. The broker / insurer that Leaders had used previously, found themselves unable to provide cover in the republic of Ireland; and consequently, we had to seek alternative options. Many Leaders attempted individually to get their own cover and ÁT also worked through several individual brokers, Insurance Ireland, Brokers Ireland and the Financial Services Ombudsman to secure quotes. Despite our combined best efforts, no Irish based insurance companies were prepared to even provide a quote. This was quite shocking and is unacceptable in modern-day Ireland that disabled employers are refused even the option of employers and public liability insurance cover for their enterprises.

We subsequently secured cover through a UK based insurer at a significantly increased premium which impacts directly on the number of support hours the affected Leaders can sustain. Estimates suggest that in 2021 circa 1,773 support hours were collectively lost as a direct impact of this increase in insurance costs. We have written to all members of the *Cabinet Sub-Group on Insurance Reform*, the Chair of the *Office to Promote Competition in the Insurance Market*; all members of the *Joint Oireachtas Committee on Public Expenditure and Reform*, the Chair of the *Joint Oireachtas Committee on Disability Matters* and to the Minister for Disability and the *Alliance for Insurance Reform* to make them aware of this issue and to try to find a solution ahead of renewal in 2022. This was largely a fruitless exercise, in that for the 2022 renewal we were still unable to obtain alternative quotes despite the promises of Government to improve the competitiveness of the market.

See below photograph of ÁT representatives Gordon Ryan (Founder and Board Member) and Paul McBride (CEO) meeting with Senator Marie Sherlock, on 6<sup>th</sup> September 2021, to discuss the issue.



## Strengthening Disability Fund

During 2021, ÁT were awarded grant funding in the amount of €24,264 to support the hire of a new Member Relations Officer to underpin the organisations growth in membership plans. Our thanks go to Mr. Bernard O'Regan, National Head of Disability Strategy HSE and to Anne Rabbitte, Minister of State at the Department of Children, Equality, Disability, Integration and Youth and at the Department of Health.

## Training

During 2021 we continued to monitor the training requirements of Leaders, Circle Members and Staff alike and to add to, or amend, the current training offering where improvements were identified.

These following is a list of the online courses available for Leaders and circle members:

1. The Philosophy of Independent Living
2. Employing Staff and Managing Human Resources
3. The Companies Act –Governance and company law course
4. Risk Management
5. Finance – The Basics
6. Safeguarding

There is a full suite of mandatory and optional training courses available for all PA staff in addition to the above courses for Leaders / Circle members.

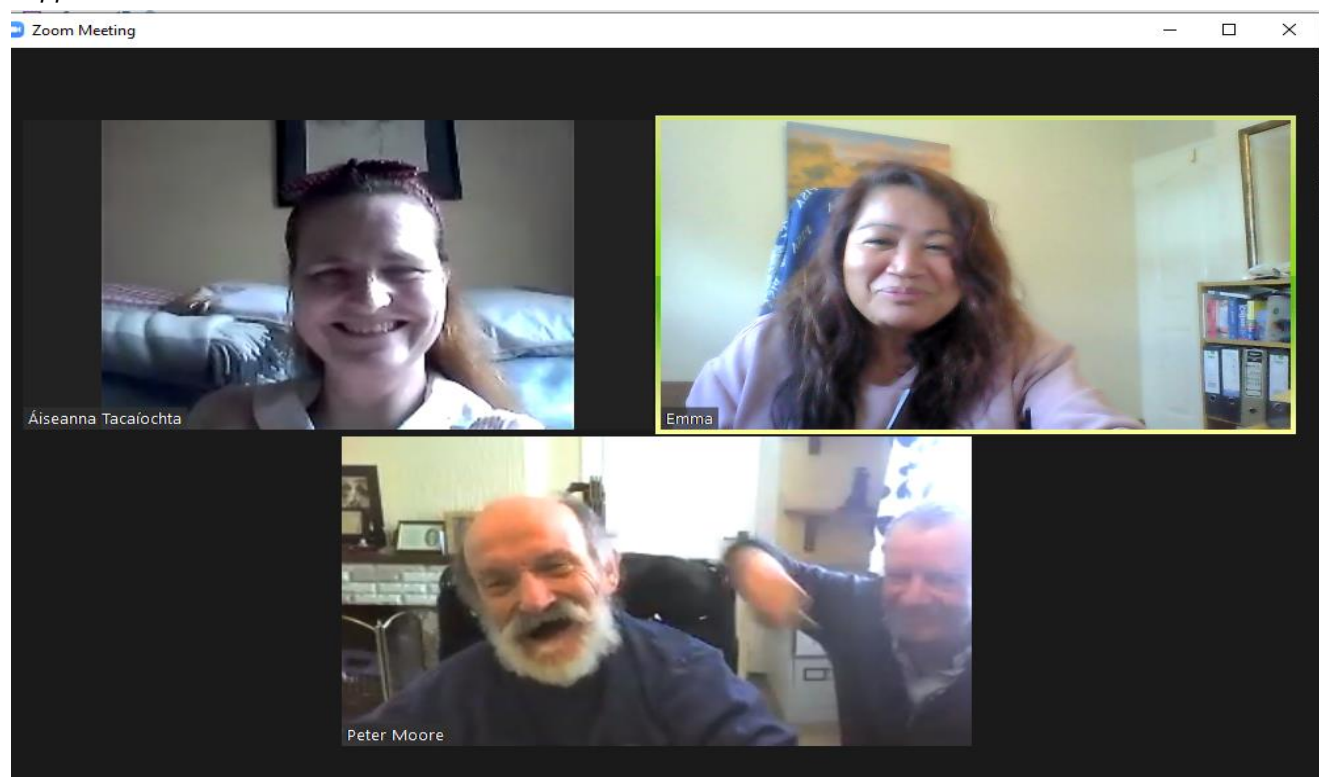
## Quality of support

We commit to a rigorous review of our processes on an ongoing basis in order to improve the supports that we provide to Leaders and to ensure that ÁT is managed with the utmost professionalism and integrity. As part of that commitment, during 2021 ÁT developed a Leaders Handbook for both existing Leaders and new leaders joining to outline in some detail, all aspects of the model. This is available on the website and via the Members Relations Officers.

## One-to-one individualised support meetings with Leaders moved to an online platform

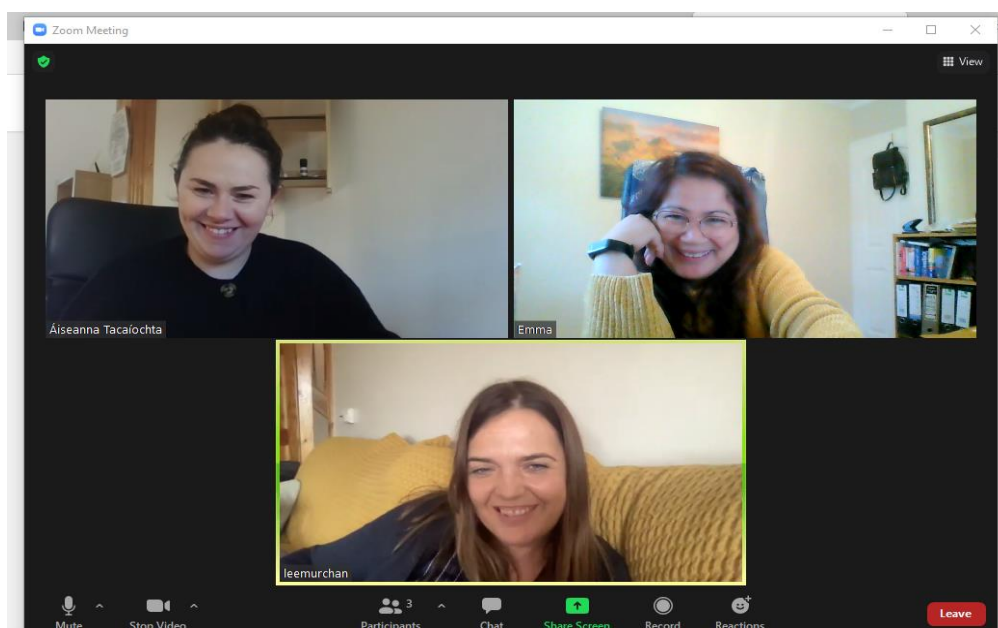
During 2021, like very many other organisations, ÁT conducted much of its activity through online platforms. In line with this the One-to-One meetings with Leaders were all conducted online. This has worked very well, with any necessary accommodations being made as required.

*See below some images from some of the meetings that were held between ÁT Leaders and the ÁT Member Support Team in 2021:*

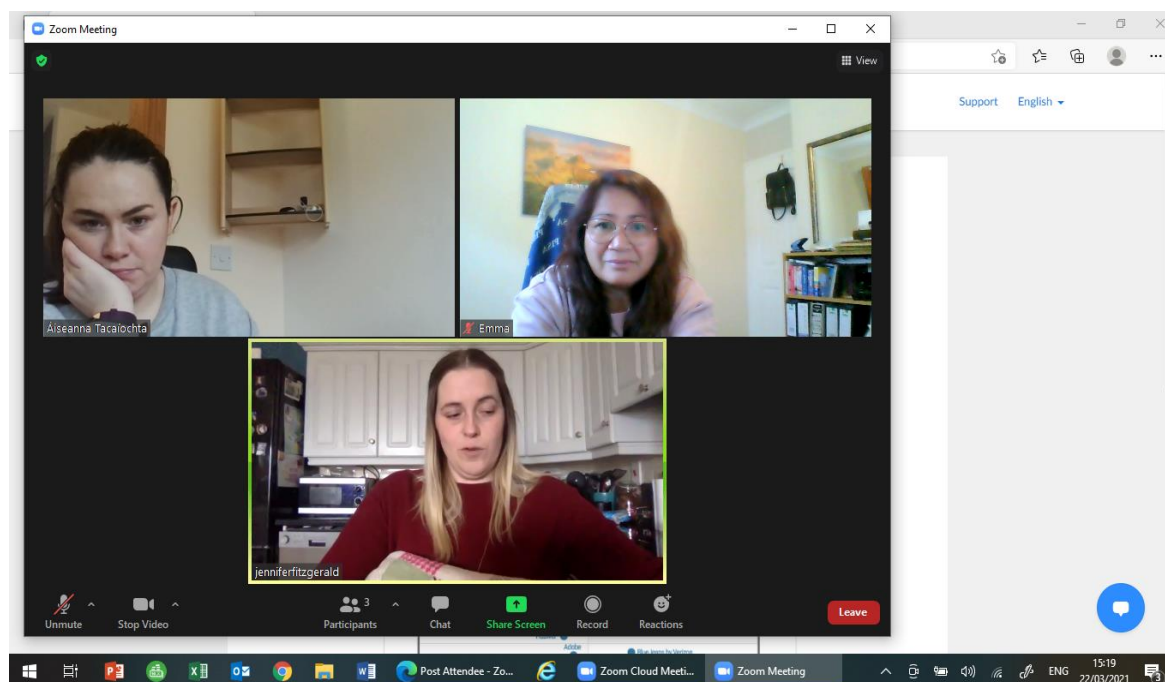


*One to one meeting with Peter M, Brian B Mary T Cahill and Emma C. 02/04/2021*

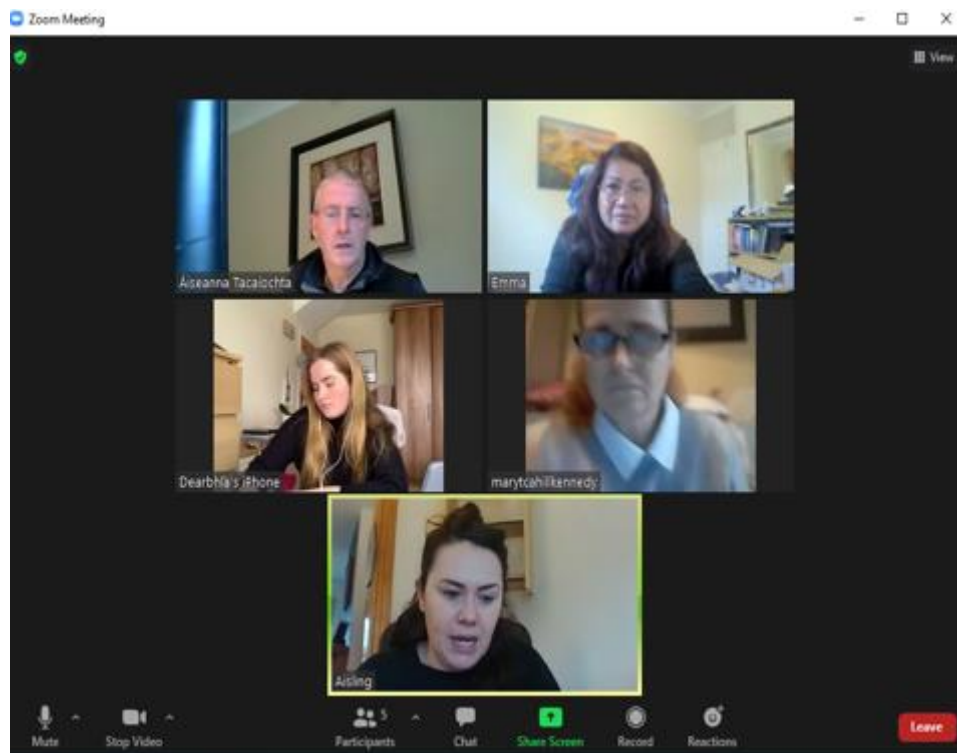




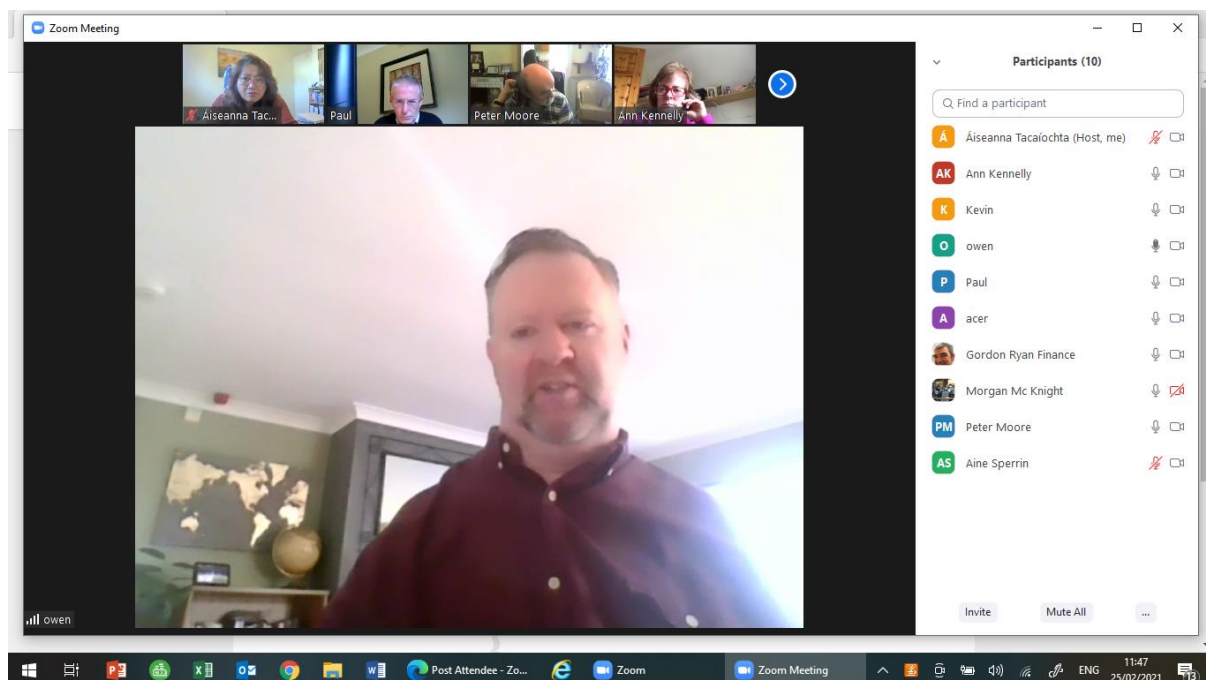
*One to one meeting 24 March 2021 with Edel Murchan, Aisling and Emma*



*One to one meeting with Jenna FitzGerald, ÁT Leader, Aisling and Emma*

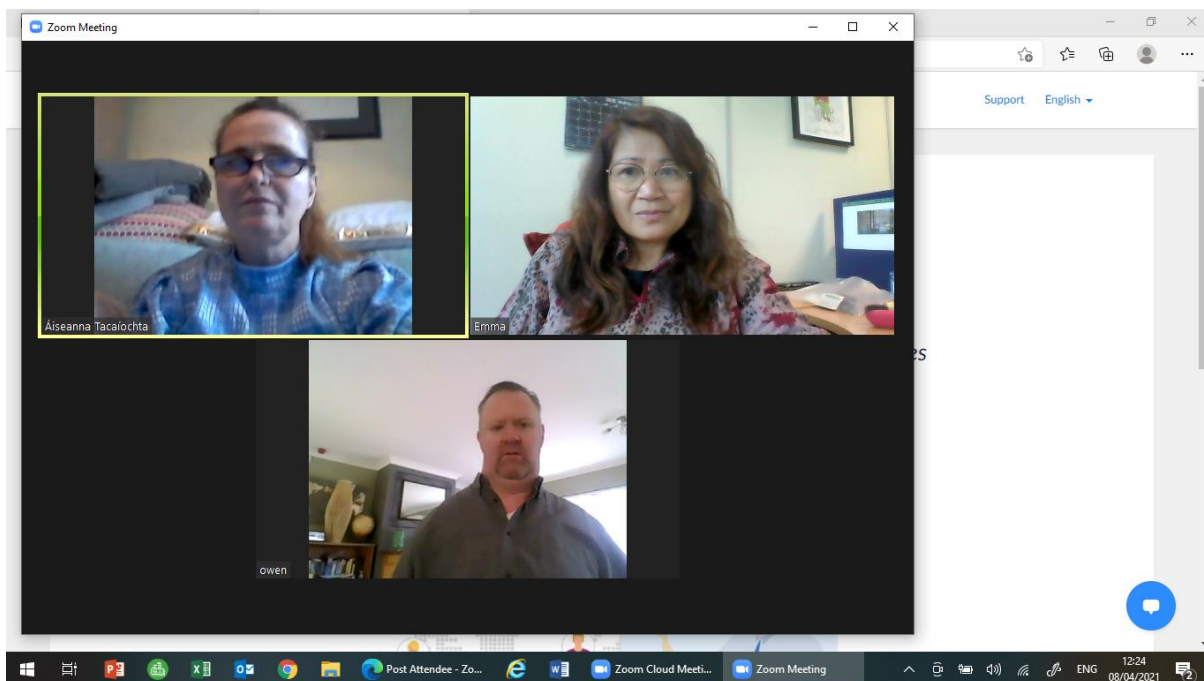


*ÁT CORE STAFF MEETING: Paul, Emma, Dearbhla, Mary and Aisling*



*ÁT Board Meeting*





*One to one meeting with Owen Collumb, ÁT Leader with Mary and Emma*

## Lobbying:

In our strategy and business plan for 2021 we stated among our objectives:

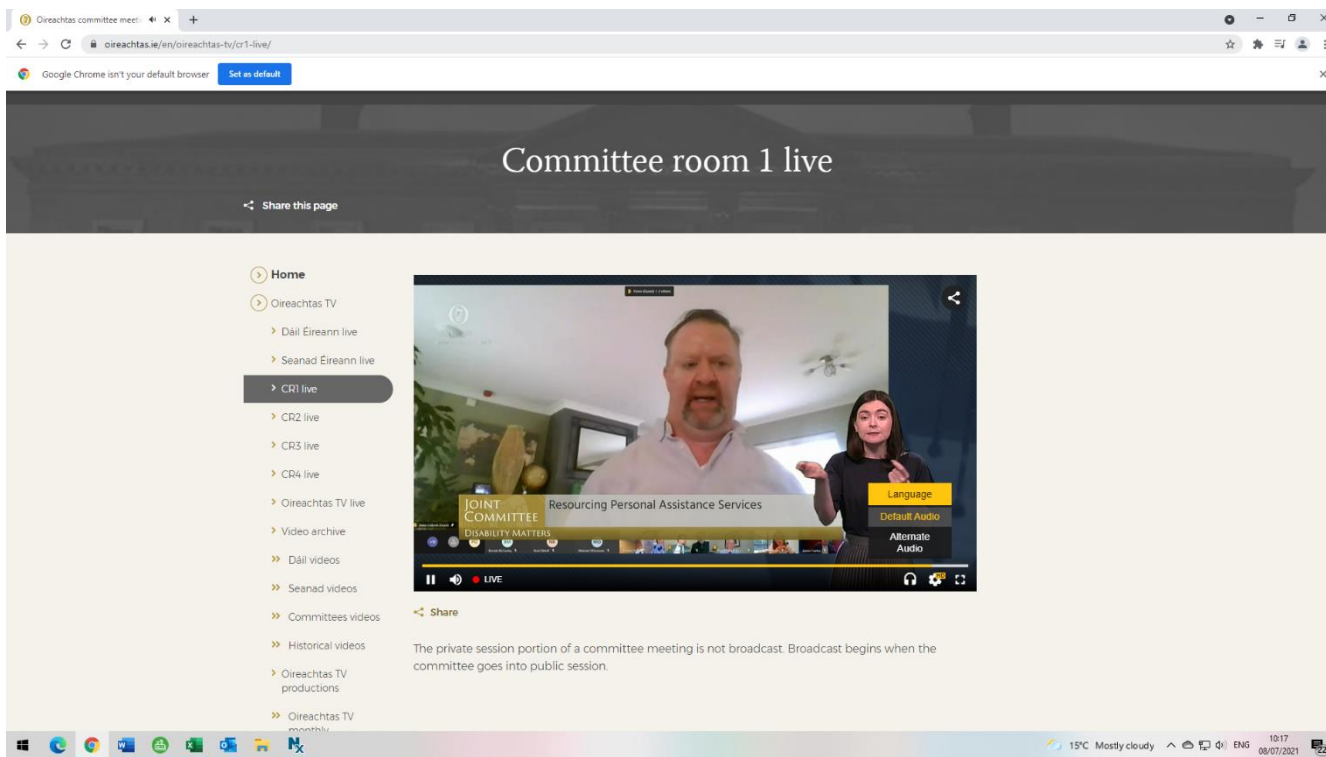
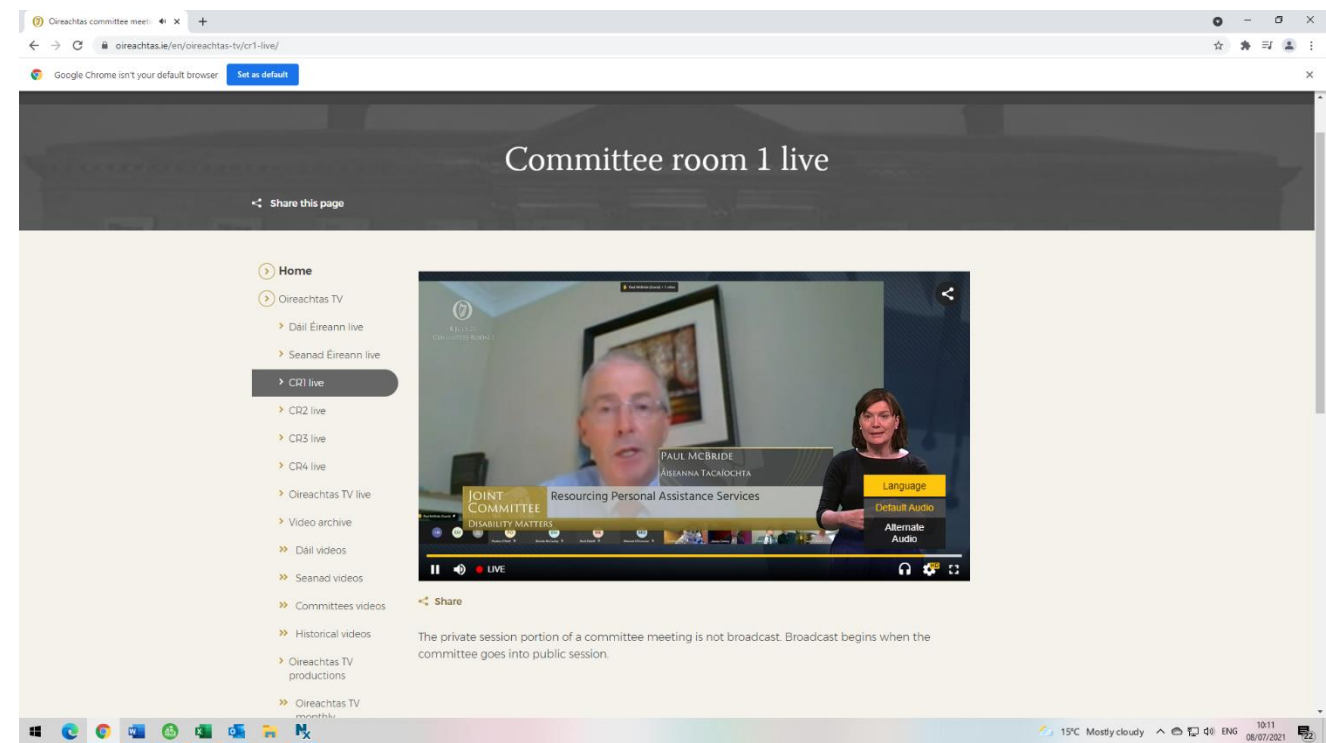
- Lobby policy makers to remove all barriers that impede leaders from becoming fully independent of service providers. ÁT's objective is to maximise the number of Leaders we can empower; through their completing the ÁT process; to live independently of any service provider, if they so choose. This requires lobbying policy makers to help to remove the barriers that exist at the end of the ÁT process preventing the Leaders from having their own service agreement directly with the funder.

Regrettably, though perhaps understandably, the opportunities to lobby policy makers during 2021 continued to be limited as a result of the pandemic. However, Áiseanna Tacaíochta did apply and gained membership of the *Disability Participation and Consultation Network* which commenced engagement in 2021; we were very well represented by a member of the Board for much of the year, however during 2022 our representation on that network was impacted by changes in personnel at Board level and ill-health of staff members.

In July 2021, we were invited to appear before the Joint committee on disability matters on the subject of Personalised budgets. ÁT Board Members Owen Collumb, Gordon Ryan and Fiona Weldon together with ÁT CEO Paul McBride attended on behalf of the organisation, where we brought our views to their attention. Subsequently the committee thanked the delegation for their contribution and assured us that it informed their pre-budget submission published in July 2021.



Also present at the Joint Oireachtas Committee meeting was ÁT Leader Fionn Crombie Angus together with Jonathan Angus.



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# Committee room 1 live

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**JOINT COMMITTEE**  
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Resourcing Personal Assistance Services

Language  
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# Chapter Three: Update 2022

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## New Leaders

Our plan for 2022 as signed off by Board was to grow membership to 49 Leaders. At the time of writing, we currently stand at 47 Leaders, with three more prospective Leaders in the process of joining. It is hoped that at least 2 of those three will have joined by the end of the year bringing us up to our stated target. During the year, the new Member Relations officer resigned her position. Also, for part of the year the CEO was on sick leave; both of which contributed to some delay in the rollout of the plans. Plans are currently underway for the recruitment of a replacement Member Relations Officer. The CEO will step down at the end of the year for health reasons and the Board are in the process of deciding an appropriate course of action in that regard.

## Staff Changes

During the year, as stated above, we recruited a new Member Relations Officer. Also, during the year our Administrative Officer moved on, so we combined our plan to recruit a part time finance officer with the admin role into one full time Finance and Admin role. We welcome Rita Batuo to the organisation in the position of Finance and Administrative Assistant and we thank the outgoing Administrative Officer Dearbhla Ni Mhaolagain for her years of service and dedication and wish her well in her new role. The Member Relations Officer, Bhagya Kalita, also resigned her position during the year and we wish her well in her new position. We have a new Member Relations Officer who will be starting in December 2022.



### **Rita Batuo Ngenebi – Finance and Administrative Assistant**

*Rita completed her Master Degree in Finance in DCU recently. She also holds a Bachelor Degree in Accounting & Finance from Dundalk Institute of Technology.*

## International Exchange

In May 2022, Áiseanna Tacaíochta hosted a cultural exchange with a French Organisation called Les Genets D'Or, based in Morlaix in north-western France. Miss Claire Chemin is the European Project Manager of Les Genets D'Or. This organisation provides services for 1,800 children, adults and elderly people with different abilities through 1,400 staff across 28 centres and services around Finistère (Brittany/France). During Claire's visit, she obtained a very good understanding of the ÁT model, discovered the good practices for supporting people with disabilities and The Philosophy of Independent Living. She also met some of ÁT Leaders and learned of the overall Irish system of accommodation for people with Disabilities. We are delighted to be able to provide this mobility activity in a form of a job shadowing-observation period with Miss Claire Chemin.



**Claire Chemin** -  
European Project  
Manager of Les  
Genets D'Or.



*Rita Batuo Ngenebi and Claire Chemin*



# Chapter Four: Our Board

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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 (Deceased 29 April 2021)**

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 held a degree in Economics and Social Policy and a master 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. Following that he provided consultancy services to a wide range of statutory, voluntary and private sector organisations in Ireland, the UK and Europe.

## **Morgan McKnight – Acting Chairperson**

Morgan is a career Civil Servant currently working the Department of Justice and Equality. He Holds a Graduate Diploma in Policy Analysis, a Master Degree in Public Management and a Professional Certificate in Corporate Governance.

In 2009 he was seconded to People with Disabilities in Ireland a Ltd Company for a period of 3 years. The Company advocated on behalf of disabled people throughout Ireland and he has previously worked on the UN Convention for People with Disabilities. He is an experienced administrator and continues to offer support to the Disability sector.



### **Ann Kennelly – Vice Chairperson**

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.



### **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 in Muscular Dystrophy Ireland (MDI). He is also a trained instructor in manual handling. He is an active board member for a Lucan Disability Action Group and has been for number of organisations, including Greater Dublin Independent Living (GDIL) and Cheshire Ireland.



### **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



## 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.

## Gordon Ryan

Gordon has been living in his own house in Baldoyle, Dublin 13 with the support of his Personal Assistants (PAs) for the past twenty years. He is an active member of the disability movement and has a broad range of experience such as being a co-founder of Áiseanna Tacaíochta and as part of this he developed his own PA service. When he was a Leader in Irish Wheelchair Association (IWA) he self-directed his service for sixteen years, he is also a member of the Leader Consultative Group, a forum for Leaders and IWA senior management.



Gordon worked for many years in the Accounts Department of the Citizens Information Board (CIB) and is a fellow member of the Institute of Accounting Technicians of Ireland (IATI). He participates in the Strasbourg Freedom Drive, an event taking place every two years and organised by the European Network on Independent Living (ENIL).

For the past fifteen years Gordon has been involved with the Centre for Independent Living (CIL) which was rebranded as Independent Living Movement Ireland (ILMI). He is an active board member at (ILMI) and he passionately believes in the philosophy of Independent Living. He has been involved in researching models of Direct Payments with CIL for the past four to five years, because he believes it is the future.

### **Dr Áine Sperrin – Resigned 23 February 2022**

Dr Áine Sperrin was elected AT board member in October 2020. She is a Post-Doctoral researcher with the Re(al) Productive Justice Project at the Centre for Disability Law and Policy. Her PhD research focused on independent living in post-conflict countries for adults with intellectual disabilities and was funded by the Irish Research Council.

Áine is also a Board Member of the Sibéal Feminist and Gender Studies Network. Áine obtained her Bachelor of Civil Law from UCD in 2010 and received her Masters of Law from Trinity College Dublin in 2011.



### **Fiona Weldon – Resigned 15 January 2022**

Fiona was elected AT Board member in October 2020. She is a highly motivated individual and has over 30 years' experience in working and engaging with the disability sector both as a Researcher and Trainer. Currently she is employed as a Project Worker with Independent Living Movement Ireland (ILMI). This project, "Strategies for Change" is a new Innovative Online Training Programme with legacy learning resources that will build and support the development of Disabled Activists across Ireland. All of her work is motivated by the reality of the fallouts of segregation, exclusion and the effects of non-disabled professionalism.



Henceforward promoting the need for a Rights Based Model of Support to people that are labelled disabled that is driven by both the Social Model of Disability and the Philosophy of Independent Living.

Fiona's initial work in this sector involved setting up a local Independent Living Service offering Personal Assistance to local disabled people that wanted more choice and more control over the human supports that they needed to assist them with their daily living tasks.

Fiona holds an MA in Disability Studies and has worked for many disability services delivering evidenced based bespoke training to both users and staff members.

Fiona has a passion in supporting the empowerment process of those that are labelled disabled. It is her lived and learned experience that disabled people need to truly believe "deep down" that they are deserving, and have a right to the same freedoms, the same choices and the same opportunities to live their lives like everyone else.

# Chapter Five: Acknowledgments

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ÁT would like to happily acknowledge the core funding received from the HSE this year to maintain existing levels of service provision in 2020. We also appreciate the collaboration and cooperation of **HSE staff** in the following areas: Carlow, Clare, Cork, Donegal, Dublin North, Galway, Kildare, Kerry, Laois, Louth, Meath, Offaly, Roscommon, Sligo, Waterford, Wexford and Wicklow.

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 disabled people.



# Chapter Six: Financial Information

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## Income and Expenditure Statement for the year ended 31 December 2021

	2021 €	2020 €
<b>Income / Funding</b>	<b>3,120,900</b>	2,722,188
	<hr/>	<hr/>
<b>Gross surplus</b>	<b>3,120,900</b>	2,722,188
Administrative expenses	(2,999,256)	(2,679,902)
	<hr/>	<hr/>
<b>Operating surplus/(deficit)</b>	<b>121,644</b>	<b>42,286</b>
	<hr/>	<hr/>
Other interest receivable and similar income	-	-
Interest payable and similar charges	-	-
	<hr/>	<hr/>
<b>Surplus/(deficit) on ordinary activities</b>	<b>121,644</b>	<b>42,286</b>
	<hr/>	<hr/>
<b>Surplus/(deficit) for the financial year</b>	<b>121,644</b>	<b>42,286</b>
	<hr/>	<hr/>

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.

### Note:

#### Income / Funding



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

<b>HSE Community Healthcare Organisations (CHO)</b>	<b>Received</b>	<b>Recognised</b>	<b>Deferred to</b>
	<b>2021</b>	<b>2021</b>	<b>2022</b>
	€	€	€
CHO 1	151,775	141,186	10,589
CHO 2	230,278	230,278	-
CHO 3	104,193	53,193	51,000
CHO 4	130,647	130,647	-
CHO 5	227,465	175,752	51,713
CHO 6	517,639	426,219	91,420
CHO 7	473,814	387,029	86,785
CHO 8	453,549	381,401	72,147
CHO 9	909,577	872,044	37,533
	<hr/>	<hr/>	<hr/>
<b>Total HSE Service Funding</b>	<b>3,198,938</b>	<b>2,797.750</b>	<b>401,188</b>
	=====	=====	=====

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 2021**

	2021		2020	
	€	€	€	€
<b>Current assets</b>				
Debtor	188,192		244,665	
Cash at bank and in hand	878,069		716,739	
	<u>          </u>		<u>          </u>	
	1,066,260		961,404	
 <b>Creditors: amounts falling due within one year</b>				
	(539,168)		(555,957)	
	<u>          </u>		<u>          </u>	
 <b>Net current assets</b>	527,092		405,447	
	<u>          </u>		<u>          </u>	
<b>Total assets less current liabilities</b>	527,092		405,447	
	<u>          </u>		<u>          </u>	
<b>Net assets</b>	527,092		405,447	
	<u>          </u>		<u>          </u>	
 <b>Capital and reserves</b>				
Restricted Fund	95,256		12,375	
Unrestricted Fund	431,836		393,072	
	<u>          </u>		<u>          </u>	
<b>Members funds</b>	527,092		405,447	
	<u>          </u>		<u>          </u>	

**Statement of cash flows**  
**Year ended 31 December 2021**

	<b>2021</b> €	2020 €
<b>Cash flows from operating activities</b>		
Surplus/(deficit) for the financial year	<b>121,644</b>	42,286
<i>Adjustments for:</i>		
Other interest receivable and similar income	-	-
Interest payable and similar charges	-	-
Accrued expenses/(income)	<b>(1,373)</b>	973
<i>Changes in:</i>		
Trade and other debtors	<b>56,473</b>	(1,273)
Trade and other creditors	<b>(15,416)</b>	220,309
Cash generated from operations	<b>161,330</b>	262,295
Interest paid	-	-
Interest received	-	-
Net cash from operating activities	<b>161,330</b>	262,295
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>161,330</b>	262,295
<b>Cash and cash equivalents at beginning of year</b>	<b>716,739</b>	454,444
<b>Cash and cash equivalents at end of year</b>	<b>878,069</b>	716,739

# Áiseanna Tacaíochta 2021 Annual Report

**A Charitable Company Limited by Guarantee**  
**Charity Registration Number CHY 19324 (Ireland)**  
**Company Registration Number 489250**  
**Charity Regulatory Authority Number 20075675**

Áiseanna Tacaíochta CLG  
T/A The AT Network  
Ground floor, Chase House  
City Junction Business Park  
Northern Cross, Malahide Road  
Dublin 17 D17 AK63

Telephone: 01 525 0707  
Email: [info@theatnetwork.com](mailto:info@theatnetwork.com)  
Website [www.theatnetwork.com](http://www.theatnetwork.com)



Published 2022