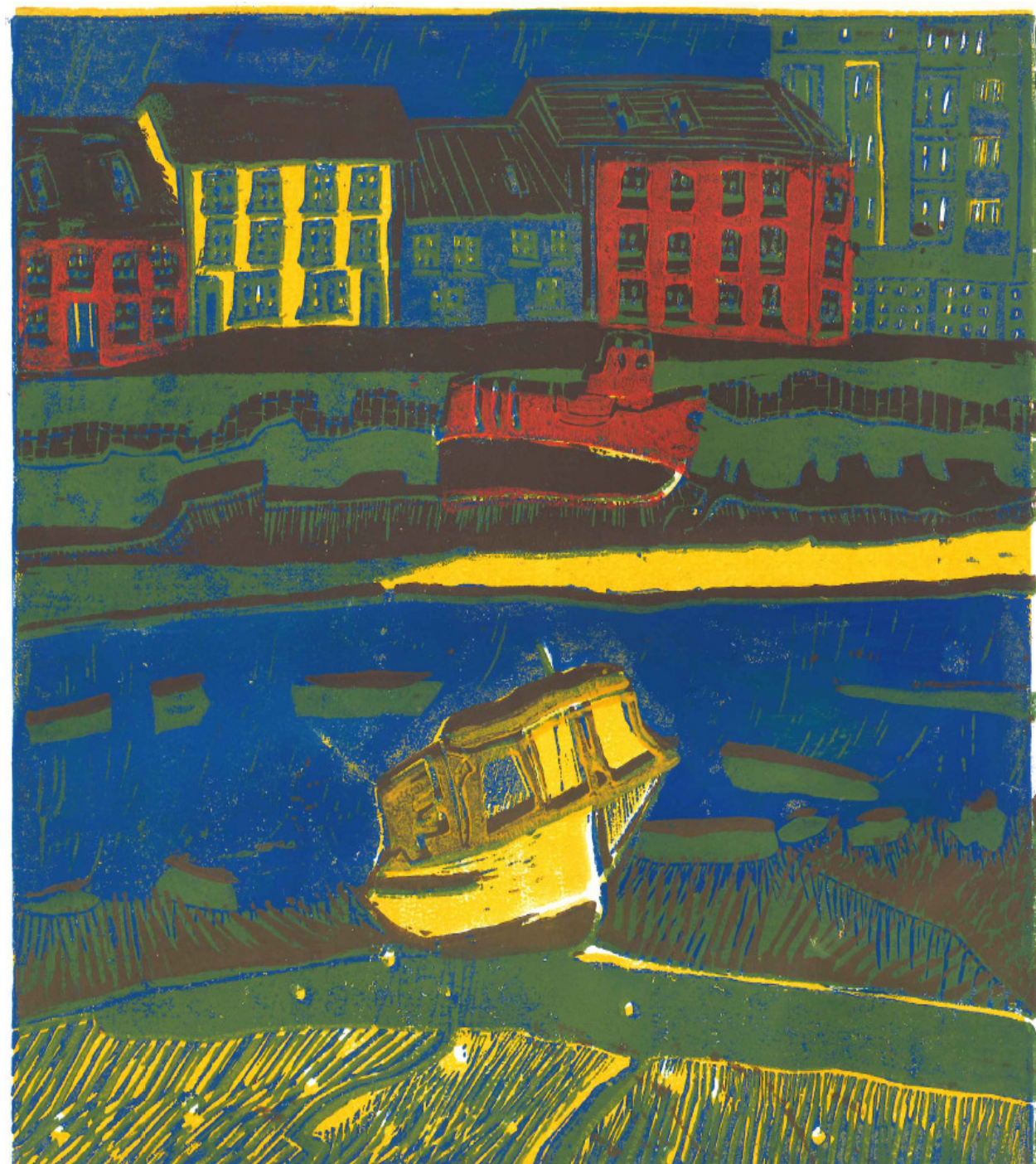


National Federation of Voluntary Bodies Secretariat



Annual Report 2013



Cover Artwork by Adrian Tarpey

Adrian Tarpey is a charismatic 36 year old who has always used his art as a form of communication, and a means of expressing how he sees the world around him. Adrian is autistic and profoundly deaf, which makes expressing himself difficult, so he uses his art to share his unique view of the world around him, allowing the audience an insight into his intelligent mind and sensitive soul.

His current body of work has been heavily influenced by Galway's cityscapes, as they are the places he loves to spend time. Adrian is a true artisan, but he is also more than that. He is a multi-faceted, well-rounded individual; he is an artist, but he is constantly evolving as we all are. His art is organic and changing. Art is not only an escape into Adrian's mind, it is the embodiment of his eternal journey, revealing to us the life forces of his existence.



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Chairperson's Statement



As members read this 2013 Annual Report, you will get a very comprehensive appreciation of the range of activities that the National Federation of Voluntary Bodies has been involved with. It is true that as a nation, we are in a very rich space when it comes to national policy with regard to people with disabilities including the Value for Money and Policy Review, the report on Congregated Settings, New Directions and the work around Progressing Services to Children with Disabilities. While this is all good, the real challenge now is to implement all of the very important recommendations in these reports. For that reason, in my opinion, the work of this Federation has never been more important and I want to acknowledge the efforts made by many staff across our member organisations who are participating on working groups, task forces, committees etc. The scale of change required within our organisations to embrace this bright new future for citizens with disabilities cannot be underestimated. Significant efforts will be required by all of us in order to advance this agenda for many years to come.

As this is my last year as Chairman, I would like to take the opportunity of thanking everybody who has assisted me in my role during the past three years. I feel the future for people with intellectual disabilities is bright based on the outstanding commitment, hard work and passion that exists in the organisations within our membership.

I would like to give my final word to the Secretariat Team who really do an outstanding job under the excellent leadership of our Chief Executive, Brian O'Donnell. As we go to print with this Annual Report, Brian is currently in hospital following his recent illness and is making good and steady progress. I want to wish him well and look forward to his return to work.

Christy Lynch, Chairperson.

MEETING THE CHALLENGE IN CHANGING TIMES

STRATEGIC PLAN 2011 – 2014

Strategic Priorities:

The National Federation of Voluntary Bodies has developed five strategic priorities which form the basis of our Strategic Plan 2011 – 2014.

Strategic Priority One:

To provide guidance and leadership to our member organisations in the shaping and implementation of National Policy.

Objective:

- Support our membership in the management of change through the development of best practice change management guidelines.
- Provide practical support in the implementation of all new relevant National Policy Initiatives.
- Strengthen cohesion within the Federation at national and regional levels.
- Support effective implementation of the National Disability Strategy.

Strategic Priority Two:

Consolidate our commitment to continuous quality improvement and innovation.

Objective:

- Be involved in the shaping and implementation of the HIQA National Standards in Residential Disability Services.
- Identify extent to which quality accreditation has been achieved, or is being actively pursued, by member organisations.
- Provide practical support to member organisations in the implementation of appropriate quality systems.
- Identify the innovative and best practice quality developments for dissemination throughout the Federation and presentation to the critical decision makers.
- Consider and advise on how best to support and include people with intellectual disability, and families, in the decision making processes that affect their lives.

Strategic Priority Three:

Staff employed and volunteers engaged by member organisations should be equipped with the competencies and skills necessary to implement national policy relating to people with intellectual disability.

Objective:

- Ensure that training and development initiatives are focussed on skills development to meet the requirements of the new policy direction.
- Maximise the potential of the Croke Park Agreement to achieve greater flexibility in terms of skills mix and work practices.
- Identify and implement initiatives to address and overcome the challenges presented by the moratorium on public sector recruitment.
- Ensure that the value add which a vibrant community and voluntary sector brings to the lives of people with intellectual disability is clearly articulated and understood.

Strategic Priority Four:

To deepen our relationship with key external stakeholders in addressing issues of mutual concern in meeting the support needs of people with disabilities.

Objective:

- Ensure Federation is represented on all key national and regional Disability Fora.
- Strengthen our collaboration with national advocacy groups.

Strategic Priority Five:

Comprehensively review the funding and financial issues affecting the sector.

Objective:

- Develop a robust service costing methodology.
- Consider and review Resource Allocation Models.
- Respond to the Government's Value for Money Report on Disability Services.
- Examine in detail all matters relating to the commissioning and tendering for services.
- Examine the feasibility of a shared services approach to achieving better value for money.
- Review all matters relating to the introduction of personalised budgets.

Mission Statement:

"To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that the people whom our members support benefit from best quality service according to their needs."

Guiding Principles:

People with an intellectual disability have the right:

- ✚ To be supported to live a life on their own terms;
- ✚ To be included in all decisions that affect their lives;
- ✚ To have meaningful, freely chosen relationships;
- ✚ To be included as a contributing member of their own communities;
- ✚ To choose their own supports and have access to the resources to do this;
- ✚ To have the same rights, responsibilities and opportunities as every other citizen.

Core Values:

The values that guide the way we behave as a Federation are:

- ✚ **Integrity** – We are loyal and committed to the mission and guiding principle of the National Federation of Voluntary Bodies.
- ✚ **Professional Conduct** – Ensure that we adopt only the best business practices and disciplines.
- ✚ **Openness** – Ensure that our communication is open and effective and our Governance and decision making processes transparent.
- ✚ **Accountability** – Ensure that we are fully accountable to our members, to the people who we support and their families, funders and communities in respect of the decisions and actions we take.
- ✚ **Person Centred** – Ensuring that we listen to, and are responsive to, the people we support.
- ✚ **Quality Focussed** – Ensure that we always seek to improve and maintain commitment to innovation and development.
- ✚ **Commitment to Staff** – Ensure that we facilitate and recognise staff contributions and efforts, and support individual development.
- ✚ **Voluntary Ethos** – We are committed to the preservation of a voluntary ethos in the provision of supports to people with intellectual disability.

Key Result Area 1

Provide guidance and leadership to our member organisations in the shaping and implementation of National Policy

Provide practical support in the implementation of all relevant national policy initiatives

The National Federation Secretariat supported its member organisations in the implementation of national policy initiatives through a variety of means, including through its work on the National Federation's Implementation of National Policy Sub Committee, through focused work and representation on each of the national working groups and implementation structures for the individual policies outlined below.

Implementation of National Policy Sub Committee

We continued to support the work of the National Federation's Implementation of Policy Sub Committee by organising five meetings in 2013 and driving its work-plan which included reviewing and updating the Board of the National Federation on matters relating to policy direction and providing submissions to Government Departments as required. At a national level we co-operated with the statutory authorities in the implementation of key policies.

Progressing Disability Services for Children & Young People (PDSCYP)

We represented the National Federation on the Progressing Disability Services for Children & Young People (PDSCYP) National Co-ordinating Group. We continued to work with the HSE in the development of regional and area level implementation plans and also in commencing the reconfiguration of available resources. There were a number of working groups which had representation from our Reference Group as follows:

- Structures Group - Maria Walls, National Federation Secretariat;
- Standards & Performance Group - Anna Shakespeare, St John of God Community Services;
- Team Composition - Ruth Connolly, Muiriosa Foundation;
- Training Group - Connie O'Regan, Western Care Association;
- Health Education Group - Christy Lynch, KARE;
- Access to Services - Maria Walls, National Federation Secretariat.

We continued to support our members in the implementation of PDSCYP via our reference group by the following actions:

- We held 4 meetings of the Reference Group in 2013 where members contributed to the implementation plans at national level and fed-back their involvement in the reconfiguration process. Members also outlined key issues that they requested would be raised at the National Co-ordinating Group.
- A questionnaire was circulated on Specialised Services and the replies were collated.

- We co-hosted a family centred event in March 2013 which focused on family centred practice in early intervention and school age children's services. Professor Roy McConkey and parent Theresa Tonna presented at this event.



Parent Theresa Tonna presenting at the National Federation event on Family Centred Practice



Professor Roy McConkey presenting at the Family Centred Practice Event

The Access to Services Group was tasked with producing a draft national policy on access to services criteria in response to requests for direction from Local Implementation Groups and services. The purpose of a national policy is:

- To form a basis to equity of access to services according to the child's needs;
- To achieve consistency in access to services across the country;
- To increase efficiency in making decisions about the appropriate level of service for each child and their family.

Children First

The National Disability Steering Group for the Implementation of Children First was very active during 2013 with monthly committee meetings being held. The National Federation was represented on the Committee by Jillian Sexton, Human Resources Training & Development Co-ordinator, National Federation Secretariat. The role of the group is to:

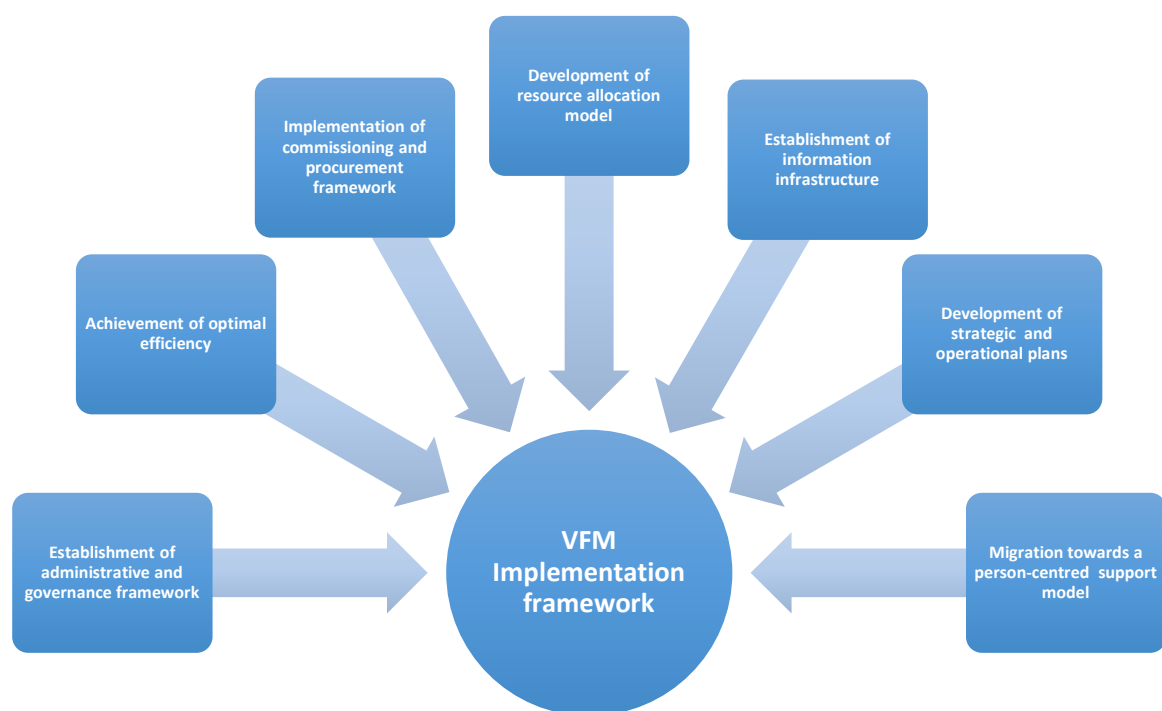
- Develop and recommend a standardised framework for a Child Protection and Welfare Policy, Procedures & Practices, specific to Disability Services and consistent with Children First 2011 for adoption by all Disability Services;
- Develop and implement a Communication Strategy and Plan to support Children First implementation across Disability Services;
- Develop and recommend a standardised Children First Training Strategy for adoption by all Disability Service Providers;
- Develop and recommend a standardised Q&A template & monitoring system for effective implementation of Children First for adoption by Disability Services;
- Monitor national Children First statistical returns for trends, issues and obstacles to implementation of Children First and advise the National Disability Governance Group.

In support of the work of the National HSE Committee, a National Federation Children First Implementation Group was established to support organisations in implementing the provisions of Children First, sharing information and networking, and also to prepare for the forthcoming Children First and related child protection legislation. The group met bi-monthly during 2013 and provided support to those who work as Designated Liaison Persons within their respective organisations.

Value for Money & Disability Policy Review

The Department of Health on 28th February, 2013 published the National Implementation Framework for the Value for Money & Policy Review of the Disability Services Programme. The Framework is identified as one of the key actions in “*Future Health*” the Strategic Framework for Reform of the Health Service 2012-2015. Its primary objective is to set out concrete actions to restructure service delivery and improve organisational, financial, governance and accountability systems with the aim of providing a more effective and more accountable service. It assigns responsibilities for those actions, and specific timelines for their completion, and describes the project management and monitoring processes which are needed to make sure that the reform of the Disability Services Programme is achieved in a planned, timely and cost effective manner.

The development of the Framework is the first phase of the Implementation Planning Process. The second phase will result in a more detailed Implementation Plan.



A National Steering Group was established to oversee the Value for Money Implementation Process and its inaugural meeting took place on 3rd September, 2013. The National Federation is represented on the National Steering Group by Brian O'Donnell, Chief Executive and Christy Lynch, Chairperson, National Federation of Voluntary Bodies.

The purpose of the Group is as follows:

- To oversee the VFM implementation process;
- To monitor the operation of the Implementation Framework;
- To agree updates and revisions to the Framework as required;
- To monitor the appraisal of the new policy direction;
- To oversee the development of an Implementation Plan, having regard to the outcome of the policy appraisal;
- To report to the Minister and Minister of State and keep the Ministers informed of progress.

National Housing Strategy for People with a Disability 2011-2016

We were represented in 2013 on the National Housing Sub Group, which is tasked with the implementation of the National Housing Strategy for People with a Disability 2011-2016, by Andy Heffernan, St. John of God Community Services and by Alison Harnett, National Federation Secretariat. This group met monthly during 2013. The National Federation worked closely with its members, the Housing Agency and the Department of Environment in consultation on the development of national guidance for housing assessment within a mainstream framework for people with disabilities. This guidance will come into effect in 2014.

Through the Next Steps Project we liaised continuously with the Housing Agency in relation to the implementation of the Housing Strategy for People with a Disability 2011-2016, focusing particularly on supporting people to move from congregated settings.

The National Federation participated on the panel discussion at the “*Opening Doors: My Life, My Home - Meeting the housing needs of people with disability*” conference which was held on 18th & 19th April, 2013 in the Rochestown Park Hotel, Cork. The conference discussed the housing needs of people with disability, and aimed at building on the collaborative partnership that currently exists at a local and national level by bringing together key figures to plot a course from policy and ideology to practice and implementation. It was noted that meeting the housing needs of people with disability has proven to be very complex as responsibility for it rests between different Government Departments, State Agencies, Service Providers and individuals. The interplay between the Departments of Health, Environment and Social Protection is one which is now beginning to be recognised as key and pivotal in further development and progress on this issue. The National Federation will continue to raise its concerns at every opportunity through its meetings with the different Government Departments and through its representation on the Disability Stakeholders Group.

“Time to move on from Congregated Settings” Report (HSE)

We were represented in 2013 on the National Steering Group, which was established to oversee the implementation of the recommendations contained in the “*Time to Move on from Congregated Settings*” report, by Andy Heffernan, St. John of God Community Services. We worked with the HSE and the Department of Environment, Community & Local Government on the implementation of a high level, national framework to ensure co-ordination between the implementation of the recommendations of the report on congregated settings and the National Housing Strategy for People with a Disability 2011-2016.

Through our Area Federation Committees, we worked closely with the HSE in the development of regional and area level implementation plans based on the national implementation plan.

Through our Next Steps project we identified best practice examples via the progression of case studies and provided these directly to the National Steering Group for inclusion in a planned information website regarding the Congregated Settings report.



“New Directions - Personal Support Services for Adults with Disabilities” Report (HSE)

A one day workshop and briefing session on “*New Directions - Personal Support Services for Adults with Disabilities*” was organised on 21st March, 2013, for member organisations. Members were given an overview of the current work of the National Implementation Group for New Directions - the new policy on adult day service provision, and thereafter an opportunity was given to gather the members’ views on the challenges associated with its implementation, which the National Federation’s representatives

fed back to the National Implementation Group. The 3 National Federation representatives on the National Implementation Group are as follows:

- Pat Reen, Prosper Fingal;
- Francis Coughlan, SOS Kilkenny;
- Sarah Kelly, KARE.

Legal Capacity Bill

We worked with a coalition of organisations to review the Legal Capacity Bill when it was published in July 2013 and produced an initial response which was followed by a more detailed submission. A submission to the Department of Justice and Equality on the Assisted Decision-Making (Capacity) Bill was made in October 2013.

A presentation by Maria Walls was made to the National Federation's Implementation of National Policy Sub Committee on the implications for member organisations.



Brian Donohoe; Martin Dooher; Brian Hogan; Minister Alan Shatter and Gerard Minogue at the Assisted Decision-Making Bill Symposium in Dublin Castle

We supported the Inclusive Research Network to respond to the impact of the Bill on people with intellectual disabilities.

A symposium was held on the Assisted Decision-Making (Capacity) Bill in Dublin Castle on 25th September and was attended by the National Federation and members of the Inclusive Research Network. Following on from this event, Dr. Carol Baxter from the Department of Justice & Equality attended the next meeting of the

Inclusive Research Network to discuss issues raised by the self-advocates, which included the need for more accessible information on the Bill itself.

Adult Safeguarding Policy

The HSE Working Group, which was established to develop an adult safeguarding policy, continued its work throughout 2013. In late 2013 Colette Daly, Head of Family Services and Social Work, Ability West, joined the National Working Group as the National Federation's representative (replacing Maria Walls, National Federation Secretariat who had stepped down from the group). An initial submission was made to the group outlining preliminary comments on a draft of the National Policy. It is proposed that work will continue on the finalisation of the Policy in early 2014.

HSE's National Audit of Client Protection

We participated on the HSE's National Audit of Client Protection, which commenced Phase 2 during 2013. Ms Jo Rynne from the Brothers of Charity Services Clare represented the National Federation on the working group. The Quality and Patient Safety Division of the HSE co-ordinated a process which began in September 2013 and involved the audit of eight organisations to establish if policies and procedures for the safeguarding of persons with intellectual disabilities were implemented at operational level within each organisation that was visited. The HSE completed an audit report arising out of the process and made recommendations and suggestions for good practice to be shared with all service providers.

UN Convention

We continued to encourage the ratification of the UN Convention on the Rights of Persons with Disabilities by Ireland, and advanced the process of alignment of service provision to the Convention requirements through general engagements.

Strengthen cohesion within the Federation at national and regional levels

During the year both the Chairperson and the Chief Executive attended one meeting of each of the Area Federation Committees in order to get a fuller understanding of issues of particular concern at the regional levels.

We encouraged co-operation and cohesion between member organisations through Sharing Innovative Learning events and developing the community of learning of the Next Steps Project. Through the meetings of the various Sub Committees and Working Groups and by holding four General Assemblies over the course of 2013, National Federation members liaised with colleagues in member organisations and external agencies on key issues.

The Communications Task Group were assigned with devising a National Federation Campaign Strategy in respect of Budget 2014. The Strategy involved a whole of Federation approach whereby members made contact with all the elected public representatives in their functional areas advising them of our key messages and seeking their support in the context of Budget 2014. Budget 2014 announcement, while challenging, was in line with the National Federation's best expectation and reflected well on our whole-of-Federation approach to our Pre-Budget Campaign Strategy.

The following Sharing Innovative Learning events were held during 2013. All presentations relating to these events can be downloaded at the National Federation website www.fedvol.ie

- A national conference took place on 31 January 2013 to showcase the learning from the Next Steps Project, to share individual case studies with the wider community and disseminate learning from these initiatives on the ground. Minister Kathleen Lynch attended the event and shared her support and enthusiasm for the initiatives being undertaken by the participating organisations in moving to a more individualised approach to providing support.
- A "*Family Centred Practice*" Seminar took place on 12th March, 2013 with keynote speaker Professor Roy McConkey. This event focused on family centred practice in early intervention and school age children's services.
- "Supporting People with Intellectual Disabilities to Make Decisions" took place on 2nd May 2013. Cher Nicholson presented on the South Australian pilot project on Supported Decision-Making.

Support the effective implementation of the National Disability Strategy

The National Federation is a member of the Disability Stakeholders Group, represented by Brian O'Donnell, Chief Executive. The Disability Stakeholders Group, which consists of organisations and individuals with lived experience of disability, is one part of the National Disability Strategy Implementation Group. The National Disability Strategy Implementation Group was established in late 2011 by Minister Kathleen Lynch to develop and monitor the implementation of the National Disability Strategy Implementation Plan. The National Disability Strategy Implementation Plan was published on the 23rd June, 2013. The Disability Stakeholders Group submitted a number of advice papers to the Minister and Senior Officials prior to the publication of the Implementation Plan. The Disability Stakeholders Group participated in two monitoring meetings in 2013 after the Implementation Plan was

published. One focused on issues around Irish Sign language and the deaf community and the other focused on addressing the housing needs for people with disabilities.

The Disability Stakeholders Group held five ordinary meetings in 2013. The Disability Stakeholders Group had two meetings with specific Government Departments (Department of Health and the Department of Social Protection) and participated in four National Disability Strategy Implementation Group meetings in 2013.

Focus on research that impacts on the provision of progressive individualised supports to people with disabilities to live a life of their choice

We continued our partnership with the National Institute for Intellectual Disability and supported the work done by the steering committee of the Inclusive Research Network which is made up solely of self-advocates. The IRN held six meetings in 2013. The National Federation supported the network in their current research on the Life Stories of people who have experienced positive changes in their lives.

Dr. Carol Baxter from Department of Justice & Equality attended a meeting of the Inclusive Research Network on December 2013 to discuss reform of the negative impacts of the Criminal Sexual Offences Act 1993.

Members of the Inclusive Research network attended a Symposium on the Assisted Decision-Making (Capacity) Bill in Dublin Castle on 25th September, 2014.

On the 3rd December, 2013, a delegation from the Inclusive Research Network (IRN) again met with Carol Baxter and Brídín Ní Dhomhghail from the Department of Justice to discuss the Assisted Decision Making (Capacity Bill). Carol and Brídín gave details of the Bill and then the members from the IRN delegation had an opportunity to ask questions and raise issues which included issues about Assessment of Capacity, the Sexual Offences Act, families and services having too much power over decision making, and the non existence of an Easy to Read version of the Bill. Carol and Brídín both said that the decision making options in the Bill i.e. co-decision Making and Assisted Decision Making will only be put in place for people with Disabilities if they are seen as necessary by the Courts. The IRN members agreed to meet with the Department in six months when the Bill is ready to be made into law.



Brian Donohoe presenting in the Dail



Senator Catherine Zappone with Brian Donohoe of the Inclusive Research Network and National Federation Secretariat

Following the meeting the Secretary of the IRN Steering Group Brian Donohoe, and team member of the National Federation Secretariat, went to Leinster House to make a presentation to a briefing of TD's & Senators which was being chaired by Senator Catherine Zappone and co-Facilitated by Eilionoir Flynn from the Centre of Law & Policy at NUI Galway. There were three speakers at the event, an advocate for people who use Mental Health Services, Brian Donohoe speaking on behalf of the IRN and another advocate for Age Ireland. All three speakers spoke for 10 minutes and took some questions from the audience.

Immersion Project

Following a successful grant application to Genio we organised a 5 day *Immersion Transformation Event - Towards a Good Life*, which took place in Killarney from 22nd - 26th April, 2013. The event focused on implement-ation of the new policy direction



*John O'Brien; Maria Walls
and Michael Kendrick*

as set out in the Disability Policy Review, Value for Money Review, Congregated

Settings and New Directions. Immersion was led by international experts John O'Brien, Hope Leet Dittmeier, Pat Fratangelo, Janet Klees, Michael Kendrick, David Pitonyak and Patti Scott.



*Avril Webster; Michael Kendrick &
Jonathan Angus*



David Pitonyak

Important contributions were made by representatives of Irish organisations Western Care Association; CoAction; Muiriosa Foundation and DARA Residential Services, sharing their experience of developing individualised supports. LEAP gave presentations on family leadership. Over 300 people attended the week long Immersion event in Killarney, made up of representatives from over 25 organisations. The programmes focused on creating an internal dialogue in organisations between the key stakeholders as a key change strategy. Each organisation brought a Change Team comprising of two people supported by the organisation, two family members, two board members, two frontline staff, two senior staff members, CEO, community and HSE Departmental representatives. This unique mix provided the opportunity to explore new relationships and to plan a change strategy together.

*Janet Klees; Michael Kendrick; Patti Scott;
Pat Fratangelo; David Pitonyak and Hope Leet Dittmeier*





*Brian O'Donnell, National Federation Secretariat
and Ann Wilcox, Co-Action WestCork*

We continued the rollout of Immersion by organising a follow up event on 24th September, 2013, in Mullingar which gave change teams the opportunity to reflect on the learning gained from Immersion and to share their experiences of the process so far. In addition to presentations by Marion Meany and Pat Fratangelo, Muiriosa Foundation presented on their change process that enabled other organisations to hear about what worked and what did not work. Roundtable discussions took place in the afternoon facilitated by Prof. Roy McConkey which explored the key

themes for organisations implementing change.



Colin Kelly, Western Care Association

The Immersion event generated a demand for further training. To this end, Genio and the National Federation worked together to respond positively to this demand by making training more widely available. The result of this collaboration was the 'Enabling Excellence' programme which incorporates many of the key elements of 'Endeavour for Excellence'. This training will be delivered in 4 modules during 2014 by Hope Leet Dittmeier. The National Federation invited expressions of interest for this training from our members. Thirty National Federation members responded and following this we co-hosted an Orientation Day with Genio on 7th October, 2013, for the

participants of this training.

"I would give it a 10. It was probably the most influential week I have had in my professional career."

"The importance of giving a person a life rather than just a service"

"Has completely changed my thinking, and I will hopefully change my approach to enhance lives"

Next Steps Project



Sharing learning at the Next Steps Meeting

The Next Steps Project worked with 23 member organisations in 2013 to progress case studies documenting the movement towards individualised supports. The work undertaken in each of the case studies was benchmarked against the goals of four key policies, the Value for Money and Policy Review; the New Directions Report, the Congregated Settings Report and the National Housing Strategy for People with a Disability 2011-2016. Initiatives undertaken in 2013 included the development of a sharing

learning forum on the use of assistive technology to support the development of individualised supports, and work to support members in engagement with families around the change process. We also provided inputs regarding the changing requirements of local government that will be up-coming in 2014 as well as support for individuals accessing mainstream housing supports through the Department of Environment, Community & Local Government.



National Federation members in discussion at a Next Steps meeting

During 2013 we held bi-monthly meetings at which good practice taking place in member organisations was shared amongst the community of learning. Learning from this project has also been shared within the wider National Federation network and with European partners through the European Association of Service Providers for People with Disabilities (EASPD).

Outcomes were achieved for individuals in relation to day supports and choice in relation to living options. These outcomes were shared through the project's Community of Learning and a national dissemination event which took place in January 2013.



Minister Kathleen Lynch; Hope Leet Dittmeier, and Cate Hartigan, HSE and Members of the Next Steps Project at their event in January 2013



Informing Families Project

We secured funding in February 2013 through the National Lottery Scheme at the Department of Health for the national roll out of the Best Practice Guidelines for Informing Families of their Child's Disability, which had been developed and piloted by the National Federation.

We also published a paper in May 2013 describing the evaluation of training in the best practice guidelines, in the Archives of Disease in Childhood, which is the paediatric journal of the British Medical Journal. Preparation began during 2013 with the HSE to put planning in place for the programme of national roll-out. This implementation will begin in 2014.

The Royal College of Physicians has made the completion of the [e-learning training module](#) in the Informing Families Guidelines compulsory for all paediatric applicants to the Specialist Registrar programme, beginning in Q2 2013. The website of the Informing Families Project continued to provide information to families of children with disabilities and professionals who support families (www.informingfamilies.ie)

Going To College Project

Students with intellectual disabilities at NUI Galway began their third year in college in September 2013, supported by the *Going to College* initiative. *Going to College* is a university/community partnership supporting the inclusion of students in the typical student experience, i.e. involvement in academic, social, volunteering and work placement activities. Students are registered full-time students and are included in undergraduate lectures and all other class activities, with opportunities emerging to work with their undergraduate peers. All students supported by the *Going to College* initiative are encouraged to volunteer and achieve their President's award for volunteering. NUI Galway's student volunteering programme, ALIVE, supports a reciprocal relationship between the student and the wider community and provides opportunities for the development of knowledge and transferable skills. Each student also has the opportunity to undertake a meaningful work placement and join college clubs and societies and are also encouraged to use public transport to travel to college, further promoting their independence.

Aiming to support each student to develop the vision, knowledge and transferrable skills to live a more independent, inclusive life after university, *Going to College* is underpinned by a rights base and recognises the strengths and potential of each student to achieve, given the opportunity and appropriate needs-led support. To date students have been included in undergraduate courses in Archaeology, Celtic Civilisation, Earth & Ocean Sciences, Engineering, Human Rights, Irish, Italian, Marketing, Sociology & Political Science, and Theatre & Performance. *Going to College* works in partnership with each student, their family, university staff, intellectual disability service providers, volunteering organisations and employer organisations. Consistent with UNESCO's principles for inclusion in education and the UN Convention on the Rights of Persons with Disabilities, *Going to College* promotes citizenship, inclusion and participation, with a focus on the will and preferences of each individual student.



Front row (l-r): Dr Edward Herring, Dean of College of Arts, Social Sciences and Celtic Studies, NUI Galway; Maria Walls, Director of Research & Policy Development, National Federation of Voluntary Bodies; Margaret Glacken, Director of Services, Brothers of Charity, Roscommon; and Professor Pat Dolan, UNESCO Chair, NUI Galway. Middle row (l-r): Brian O'Donnell, Chief Executive, National Federation of Voluntary Bodies; Breda Crehan-Roche, Chief Executive, Ability West; Anne Geraghty, Director of Services, Brothers of Charity Galway; and Professor Gerard Quinn, Centre for Disability Law & Policy, NUI Galway. Back row (l-r): Breda Casey, Going to College Project Co-Ordinator; Danielle Kennan, UNESCO Child and Family Research Centre, NUI Galway; Bernard O'Regan, Executive Director, Western Care; and Professor Nollaig McCongail, Deputy President and Registrar, NUI Galway.

Rights Training Working Group

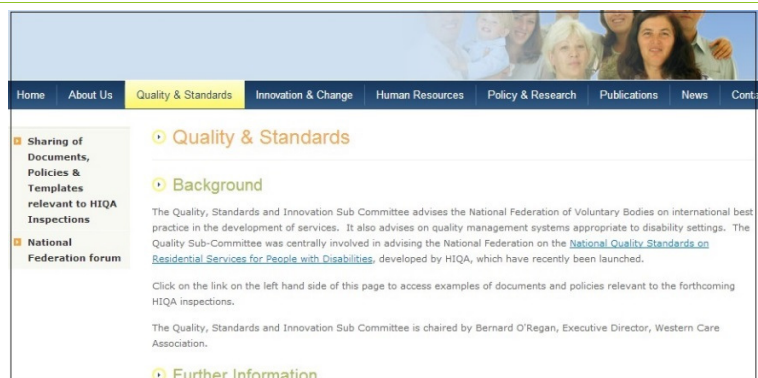
The Rights Training Committee continued the work on marrying the Human Rights Framework to day to day rights issues and plan to develop training tools that may be used by member organisations. Further work on this project may include developing links with other interested advocacy and rights based initiatives across the sector.

Key Result Area 2

Consolidate our commitment to continuous quality improvement and innovation

Implementation of the HIQA National Standards in Residential Disability Services

Through the National Federation's Quality & Standards Sub Committee, the member organisations of the National Federation were supported in preparing for the commencement of the HIQA National Standards in Residential Disability Service, which took place on 1 November 2013. The Secretariat, in support of the Quality and Standards Sub Committee, created a [dedicated page](#) on the National Federation website which provides information that comes directly from HIQA and shares policies and procedures between National Federation members, thus reducing duplication of work of members in preparing documentation.



Disseminate innovative and best practice quality developments throughout the Federation and to critical decision makers

The three Sharing Innovative Learning events which took place over the course of 2013 as outlined above under Key Priority 1 were held in order to share innovative practice in the intellectual disability sector, and to respond directly to the expressed learning needs of our member organisations. In seeking to disseminate innovative and best practice quality developments throughout the National Federation and to critical decision makers, we were delighted that Minister Kathleen Lynch and Ms. Cate Hartigan (HSE) were in a position to attend the Next Steps Dissemination event which took place in January 2013.

This provided an opportunity to ensure that the learning of the Next Steps case studies towards individualised supports informed over 200 delegates including individuals supported, family members, staff and members of Government Departments and agencies about innovative work taking place to provide positive outcomes in individuals' lives.

The [Next Steps Project](#), [Journey to Belonging Project](#) and [Immersion Project](#) web pages have been created to ensure that the best practice examples shared through the work of these projects is widely and publically available. All presentations from our [Shared Innovative Learning](#) events can also be downloaded from the National Federation website.



Cher Nicholson presenting on the South Australian pilot project on Supported Decision-Making

Consider and advise on how best to support and include people with intellectual disabilities and families in the decision-making processes that affect their lives

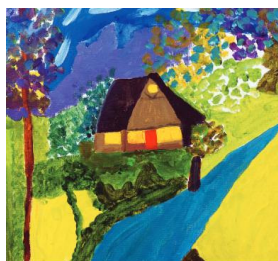
The National Federation continued its commitment in 2013 to supporting and including people with intellectual disabilities and their families in the decision-making processes that affect their lives, through a range of initiatives.

The National Federation hosted an event in May with keynote speaker Cher Nicholson, a disability advocate, who co-ordinated a project in Australia on supported decision-making. We circulated information on follow up training to our members.

We are continuing to support the IRN Steering Group in their journey to autonomy by working with the IRN Steering Group.

Self-advocates and family members continued to play a central role in the working of the Next Steps project with each contributing to the case study presentations at the national dissemination event and bi-monthly meetings as well as contributing to the debates and site visits organised by the project in 2013.

The Immersion event created an opportunity for our members to include people with disabilities and their families in the decision making process through membership of change teams.



NATIONAL HOUSING STRATEGY FOR
PEOPLE WITH A DISABILITY 2011-2016

We continued to support the development of Easy to Read materials to make information more accessible, for example through our participation on an interagency Accessible Information Working Group. This group established engagement with the Referendum Commission to create an accessible introduction to the Seanad and Court of Appeal referendums in October 2013. We also facilitated a process to support the Department of Environment to prepare an Easy to Read version of the National Housing Strategy for People with a Disability 2011-2016, in collaboration with Inclusion Ireland. This document was launched by Minister for Housing and Planning, Jan O'Sullivan, TD, in October 2013.

Key Result Area 3

Ensuring that staff employed and volunteers engaged by member organisations are equipped with the competencies and skills necessary to implement national policy relating to people with intellectual disability

Provide a support service to member organisations regarding HR matters



*Attendees at the Operational HR Sub Committee
September 2013*

The National Federation's Strategic Human Resources Sub Committee and Operational Human Resources Groups met on a regular basis throughout 2013. The Strategic HR Sub Committee is chaired by Patricia Doherty, CEO, St. Michael's House, while the Operational HR Group is chaired by Olive Leonard, Director of Human Resources, Muiriosa Foundation. Both groups aim to ensure that National Federation members are supported to tackle key human resource issues and address the human resources related provisions contained in relevant national policy documents / agreements. Key areas of work undertaken by the two groups during 2013 are outlined below:

- We sought to ensure that organisations were fully briefed on human resource / industrial relations issues through regular meetings of the Strategic and Operational Human Resources Groups.
- We continued to work closely with Corporate Employee Relations Services (CERS), HSE throughout 2013. CERS is the representative body for health service employers that aims to promote the development of improved human resources practices within the health services and represents / support employers in the management of industrial relations. Regular updates and briefing sessions were arranged for National Federation members as necessary.
- The position in relation to industrial relations matters of relevance to agencies were monitored and support was provided to those who represented National Federation members on key national working groups such as the National Joint Council (NJC) and the Joint Information & Consultation Forum (JICF). The NJC is the primary forum for the management of industrial relations in the health service and Rose Rafferty, St. Michael's House, and Olive Leonard, Muiriosa Foundation, represented the interests of National Federation members on the Council during 2013. The JICF provides a forum for information sharing and consultation in relation to HSE proposals. The

National Federation is represented on the JICF by Jillian Sexton, Human Resources Training & Development Co-ordinator, National Federation Secretariat. Presentations were made by Barry O'Brien, National Director of Human Resources, HSE, to members of the JICF in relation to the HSE Service Plan / Budget 2013 and presentations were also made by the newly appointed National Directors, HSE, for Social Care, Mental Health, Primary Care, Health & Well-being and Quality and Patient Safety on their respective priority areas of work for 2013.

- The position in relation to the Garda vetting of staff / volunteers was also monitored throughout 2013 to ensure that organisations had access to a timely Garda vetting process for all newly recruited staff / volunteers

Ensure training and development initiatives are focused on skills development to meet the requirements of the new policy direction

Training Programmes

A further cycle of the Front Line Managers Training Programme (Level 6, National Framework of Qualifications) commenced in the University of Limerick in January 2013. This was the seventh programme to be run in conjunction with UL and feedback from the programme has been overwhelmingly positive. We also partnered with Ability West in their Training Links Network through which a range of programmes have been provided for senior and middle managers on the themes of managing change, development of management skills, HIQA Standards and investigators training. In addition a series of short term training events / workshops aimed at enhancing service provision were organised by the National Federation throughout 2013.

Cancer Screening & Early Detection Workshops



The National Cancer Screening Service (NCSS), in conjunction with the National Federation Voluntary Bodies, ran 3 workshops on cancer screening and early detection during Autumn 2013. Over 60 participants attended the workshops held in Cork, Dublin and Galway. The aim of the workshops was to equip facilitators with the knowledge and skills needed to be able to support informed choice in relation to cancer screening within

participants respective organisations and to provide accurate information about cancer screening services to people with an intellectual disability. The workshops focused on the national population-based cancer screening programmes in Ireland - BreastCheck, CervicalCheck, BowelScreen and Diabetic RetinaScreen.

"Really enjoyed the day, really makes me think about what to do and endeavouring to improve information sharing for our service users. Learned so much from listening to other participants"

'Excellent course'

'Thank-you. Very informative" and beneficial'



Lynn Swinburne & Fiona Tracey,
National Cancer Screening Service

Support opportunities for cross-organisational sharing of resources and expand the range of eLearning resources available to organisations

The National Federation, through its Learning-on-Line Working Group, developed a 'Back Care & Manual Handling (Refresher) Blended Learning Course'. The on-line course consists of 2 modules



Raymond Watson, Open Training College & Rebecca Santos, Brothers of Charity Southern Services - members of the Learning-on-Line Working Group

covering the theory of 'back care & manual handling' (max. 2 hours to complete) followed by a separate practical skills session (of 2-4 hours duration depending on the needs of the particular team undertaking the training and to be led by a Manual Handling Trainer / organised by the relevant organisation).

A comprehensive evaluation was undertaken of the pilot module and arising from same, the module materials were revised and rolled out to interested National Federation members in 2013. Group members sought to determine how best to expand on-line learning opportunities for employees as a blended learning approach and key areas of work identified for attention during 2013/4 included:

- The development of further on-line modules focusing on priority topics for National Federation members;
- The provision of standard policies such as Trust in Care & Dignity at Work in an online learning format;
- The provision of information on the options open to organisations in relation to computer hardware / software / information management systems (tracking and monitoring of employees learning) / platform - hosting modules, etc;
- To consider the practical factors which need to be considered by organisations when developing on-line learning such as appropriate usage of on-line learning, work time / personal time, etc;
- To develop a repository / resource library of materials for organisations and learners to access;
- To ensure that organisations can access the resource materials / library and online journals which are available through HSEL; and
- To develop a "community of practitioners" across organisations where National Federation members can share their experiences i.e. an online forum which would need to be facilitated / moderated.

Maximise the potential of the Public Service Agreement 2010-2014 to achieve greater flexibility in terms of skills mix and work practices

The reporting process for those agencies covered by the Public Service Agreement 2010-2014 was completed as required in early 2013. A briefing session took place in July 2013 for National Federation members which focused on the main elements of the successor to the PSA i.e. the Haddington Road Agreement. This session was facilitated by Corporate Employee Relations Services, HSE. Clarification

was sought from the HSE in relation to the application of the HRA within the sector and these discussions sought to ensure that the savings requirements / budget cuts placed on agencies were in line with those which could be realised through the implementation of the various provisions of the agreement.

Support the health and safety/employee well-being initiatives of member organisations

Health & Safety / Employee Wellbeing Working Group

The Health & Safety / Employee Wellbeing Working Group, which is chaired by Anne Clinton, Health and Safety Manager, St. Michael' House, continued to meet throughout 2013. Over the past number of years the group has provided a valuable networking forum for health and safety personnel across National Federation member organisations to meet and share information to support them in their role. The group's work was focused on the following actions during 2013:

- HIQA standards in the context of Health & Safety;
- Health and Safety Authority's 5 Year Plan for Health Care;
- Devising a common framework for the managing / reporting of incidences;
- Completing the customisation of the H.S.A.'s "Audit Tool for Healthcare sector" specifically for the intellectual disability sector.

Tom Doyle, HSE Inspector, attended the November 2013 meeting of the Health & Safety / Employee Well-being Working Group and gave a very useful presentation on the general topic of 'health and safety in healthcare'. The presentation covered key areas of concern including statutory reporting, lone working, occupational first aid, what happens during an inspection and driving for work.

Employee Assistance Programme

The Employee Assistance Programme which has been in operation for some years continued to provide a valuable service to members during 2013. The Scheme, administered by VhiCorporate Solutions and supported by Joe Doddy, has received very positive feedback from National Federation members - over half of National Federation members are currently involved. Mr. Doddy provided an overview of the EAP at the September 2013 meeting of the Operational HR Group and outlined recent developments and enhancements to the scheme. Key features of the EAP include:

- EAP online support website
- Specialist Information
- Legal information
- Financial information
- Telephone counselling
- Face-to-face counselling.

All of the above are designed to provide employees with information, advice and support to enable them to improve their overall wellness and wellbeing and assist employees in planning for upcoming life events or manage ongoing challenges.



Joe Doddy, Senior EAP Consultant, VhiCorporate Solutions updating Federation members on the operation of the EAP

Identify and implement initiatives to address and overcome the challenges presented by the moratorium on public sector recruitment

The moratorium on recruitment, combined with reduced employment ceilings for agencies, continued to present significant challenges for services in maintaining service provision. Through the work of the Strategic Human Resources Sub Committee agencies shared information on how they are addressing the challenges and initiatives that were put in place to seek to minimise their effects.

Key Result Area 4

Deepen our relationship with key stakeholders in addressing issues of mutual concern in meeting the support needs of people with disabilities

Ensure the National Federation is represented on all key national and regional disability fora

We worked closely with the HSE and continued our participation on the National and Regional Consultative Fora. We were also represented on the Value for Money and Disability Policy Review Steering Group, the National Disability Strategy Implementation Group, Disability Stakeholders Group, the National Joint Council and the HSE Joint Information and Consultation Forum.

Strengthen our collaboration with national advocacy groups and other national organisations

During 2013 we met with Inclusion Ireland, Disability Federation of Ireland, Not for Profit Business Association and with the National Disability Authority. The purpose of these meetings was to strengthen our collaboration and engagement with them and to discuss issues of mutual concern / interest.

We made a presentation to the Disability Federation of Ireland on the Convention on the Rights of Persons with Disabilities (CRPD) and its implications for organisations in Ireland.

We continued our collaboration with the National Institute for Intellectual Disability, Trinity College in providing on-going support to the Inclusive Research Network (IRN) and during 2013 formed new links with Department of Clinical Therapies in the University of Limerick.

We participated in work with the coalition of organisations responding to the Assisted Decision-Making Bill which was published in July 2013.

We continued our collaboration with relevant Government Departments, HSE, the Housing Agency, Genio and other key stakeholders to ensure that issues of mutual concern were discussed and progressed.

Collaboration with international partners

We continued our active participation as a member of the European Association of Service Providers for Persons with Disabilities (EASPD). This involved:

- Inputting into EU's Disability Strategy 2010 - 2020, and evaluation of its implications for service provision in Ireland.
- Participation as a Project Partner in the EU Project on Inclusive Education for People with Intellectual Disability - Pathways to Inclusion (P2i);
- Continuing to be represented on the Board of EASPD and on the Standing Committee on Education.

We supported the roll-out of the Informing Families Guidelines in other European countries by liaising with partners in Finland and Germany at the invitation of EASPD members.

Journey to Belonging Project

The National Federation co-ordinated the final stages of the Journey to Belonging Grundtvig project which saw five European countries (Ireland, Finland, Austria, France and Slovenia) come together to share best practice around transition points in people's lives.



Members of the Journey to Belonging Project from Ireland, Finland, Austria, France and Slovenia attend the final mobility in Salzburg

To address the need for information about good support at times of transition, a number of partners from the European Association of Service Providers for Persons with Disabilities (www.easpd.eu), came together to develop a project focussed on building capacity and enhancing social inclusion for people with intellectual disability at times of transition, change and challenge.

Our final mobility of the two year project looked at Personal Future Planning as a very useful tool for supporting persons with learning disability at times of transition. In April 2013, more than 30 self-advocates and professionals travelled to Salzburg to learn about this methodology. The programme was enriched by the personal experiences of self-advocates from the participating countries. Self-advocates from Austria, Finland and Ireland and their supporters came together for an additional day during the final mobility in order to exchange information on their inclusive research activities and to foster further cooperation in this area.

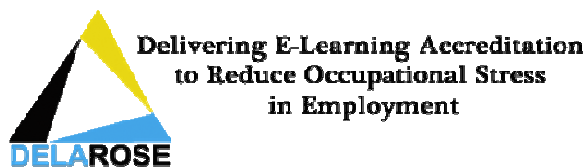
Following the conclusion of the Journey to Belonging Project, the National Federation were invited to share the learning



Alison Harnett, National Federation and Siobhan Wallace, Leargas at a Leargas event on 10 December 2013 to celebrate the conclusion of the current stream of Lifelong Learning Projects.

from this project as a best practice example by the funding agency Leargas. A website resource was set up to share learning from the project: http://www.fedvol.ie/Journey_To_Belonging/Default.2002.html

DELAROSE Project



The National Federation is a partner in the European funded DELAROSE Project which is led by Waterford Institute of Technology. The DELAROSE - *Delivering E Learning Accreditation to Reduce Occupational Stress in Employment* - Project aims to provide health and social care professionals with an understating of work related stress and thereby empower them to minimise and mange work related stress at an environmental and personal level as a means of promoting well-being in the workplace. The Project commenced in late 2013 and will run over a 2-year period. The National Federation will be seeking pilot sites for the Project in 2014.



DELAROSE Project Steering Committee participants

Key Result Area 5

Comprehensively review the funding and financial issues affecting the sector

Ensure adequate funding for the maintenance, reconfiguration and development of progressive quality disability services

The Communications Task Group was tasked with devising a comprehensive National Federation Campaign Strategy in respect of Budget 2014. The Strategy involved a whole of Federation approach whereby members made contact with all the elected public representatives in their functional areas advising them of our key messages and seeking their support in the context of Budget 2014.

Where possible, parents accompanied senior staff at these meetings. Each of the Area Federation Chairpersons prepared regular progress reports and forwarded them to the National Federation Secretariat which outlined the public representatives member organisations had contacted and any feedback which they received from them. Separate meetings were arranged with each of the leaders of all political parties and with the relevant Government Ministers, and also with senior officials in the Department of Health and senior management in HSE. Budget 2014 announcement was very much in line with the National Federation's best expectation and reflected well on our whole-of-Federation approach to our Pre-Budget 2014 Campaign Strategy.

The logo for Budget 2014, featuring the word "BUDGET" in a blue sans-serif font above the year "2014" in a larger, bold blue sans-serif font. The text is centered within a white rectangular box with a thin black border.

Consider and review Resource Allocation Models

John Hannigan, CEO, Sunbeam House Services and Chairperson of the National Federation's Finance Sub Committee, is the National Federation's representative on the National Disability Authority's Steering Group which are considering and reviewing Resource Allocation Models. Initially it was agreed to examine two resource allocation systems i.e. SIS (Supports Intensity Scale) and In-Control, however, it was subsequently agreed to consider two further models i.e. InterRAI and Face. The National Federation Secretariat is currently finalising arrangements in respect of convening a meeting of its member organisations who were involved in the pilots of the different assessment tools to hear their feedback.

Review all matters relating to the introduction of personalised budgets

Ms. Kathleen Lynch, T.D., Minister of State with responsibility for Disability, Older People, Equality & Mental Health, set a target of 3% of services to be individualised by the end of 2013. As part of having good information in relation to the activity of our members and be prepared for discussions with the Minister, it was agreed by the National Federation Implementation of National Policy Sub Committee to gather information on the move towards individualised supports. Some of this data had been gathered

as part of the Immersion programme but was extended to all members. The results from the Individualised supports survey were collated in November 2013.

Respond to the Government's Value for Money Report on Disability Services

The concept of the formation of twinning of agencies during the Immersion event, in April 2013, began with the aim of enabling the sharing of experiences of reform between the agencies. This created the opportunity for constructive critical dialogue between the agencies to advance the reform actions and to assist each other in trouble shooting and addressing the challenges encountered.

We commenced discussions with the HSE on the development of a shared services approach in the intellectual disability sector.

To assist in reviewing current information systems and information needs for disability services, we compiled and circulated the ECIS (Electronic Client Information Systems) Report which was undertaken following a recommendation in the Value for Money report on the importance of a National Information System. This report tells at a glance the capabilities of the various systems being used by member organisations.

Key Result Area 6

Efficient and Effective operation of the National Federation of Voluntary Bodies Secretariat and Company

As an incorporated company limited by guarantee it is important that the National Federation is operated in accordance with best corporate governance practice. It falls to the National Federation Secretariat to meet these obligations and also to ensure that its own affairs are managed efficiently and transparently.

To this end during 2013 we arranged:

- 8 meetings of the National Federation's Board of Directors;
- 4 General Assembly meetings;
- An Annual General Meeting in September 2013;
- The development of an annual Service Plan to give effect to objectives outlined in our Strategic Plan.

The Secretariat arranged the preparation and audit of financial accounts, including monthly management accounts which were prepared and submitted to the Chairperson of the National Federation's Finance Sub Committee.

The Secretariat oversaw the administration of the National Federation of Voluntary Bodies Pension Scheme, including liaison with New Ireland Assurance and Cornmarket and ensuring the timely submission of all members' contributions to the fund managers. All members' queries in relation to the scheme were dealt with in a timely fashion and a pension workshop for member organisations' pension administrators/CEOs took place on 24th July, 2013. There are currently 3,255 members in the National Federation's Pension & Life Assurance Scheme with a fund value of €125,117,295 as at 31st December, 2013.

The Pension Scheme on Line (PSOL) service was rolled out to members along with their Annual Benefit Statements in 2013. Pension Schemes On Line [PSOL] is a password protected website from New Ireland Assurance where you can view up to date information on your pension, including contributions which have been made and your current fund values. To enable you to access PSOL you should visit www.newireland.ie/psol and log on using your Member Number and ID Number as outlined on your current Annual Benefit Statement. During 2013, the Trustees also agreed to extend the full range of fund choice to all members, regardless of age. Dedicated New Ireland Pensions Consultant are available to complete a review of member's options under the scheme and the fund choices most suitable to them. Contact details of the dedicated New Ireland Pensions Consultant are available from member organisation's Pension Scheme Administrator. The Secretariat also arranged for the completion of Pension Trustees Training in line with the Pension Board's requirements.

The Secretariat complied with the requirements of the Freedom of Information Act by:

- Collecting quarterly FOI statistics from relevant member organisations;
- Collating end of year statistics for inclusion in the Annual Report of the Information Commissioner.

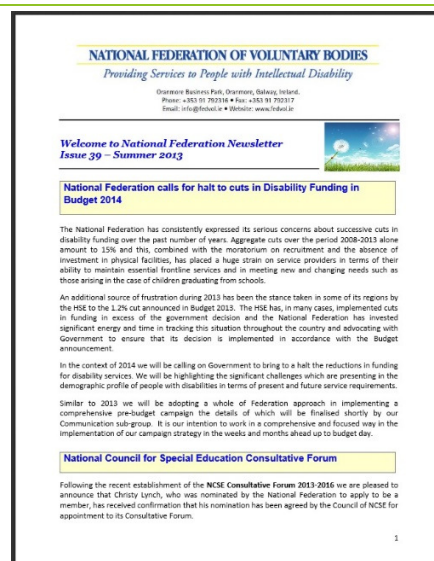
Ensure adequate communication with our members

The National Federation provides various supports to our members in relation to the sharing of information and facilitation of communication.

During 2013 we collated and disseminated a weekly information bulletin to gather news stories and information on events relevant to our member organisations.

We published quarterly newsletters with information from our members and from key events and initiatives that the Secretariat office was involved in.

We facilitated networking and the sharing of information, resources and expertise between organisations through supporting the operation of the National Federation Sub Committees which are focused on key areas of work. The organising of conferences and Sharing Innovative Learning seminars also plays a key role in the communications strategy of the National Federation.



During 2013 the National Federation made submissions on key policies as follows:

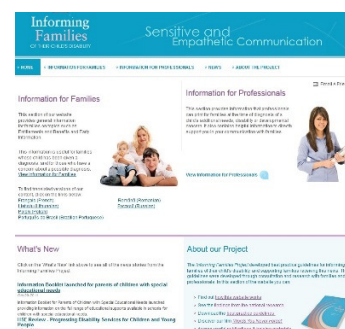
- Submission to the Housing Agency in February 2013 in relation to the development of National Guidelines for the Assessment of Housing Need of People with Disabilities;
- To the Department of Justice on the Assisted Decision Making Bill in October 2013;
- To the Department of Children and Youth Affairs regarding Progressing Disability Services for Children and Young People in December 2013.

To support the dissemination of policies the National Federation created and published online one-page summaries of key policy documents including the Value for Money & Disability Policy Review, the National Housing Strategy for People with a Disability 2011-2015, the New Directions Report and the Congregated Settings Report. The key policies related to the disability sector were gathered and shared on the National Federation website.



www.fedvol.ie

We maintained our National Federation website www.fedvol.ie and the Informing Families website www.informingfamilies.ie to ensure that we continue to provide up to date and relevant information to our members and the wider community.



www.informingfamilies.ie

Appendix 1

National Federation of Voluntary Bodies' Board of Directors

- Mr. Christy Lynch, KARE, (Chairperson);
- Ms. Johanna Cooney, Brothers of Charity Services;
- Mr. Francis Coughlan, SOS Kilkenny;
- Ms. Breda Crehan Roche, Ability West;
- Mr. Denis Cronin, Daughters of Charity;
- Ms. Patricia Doherty, St. Michael's House;
- Mr. Oliver Donohoe;
- Mr. John Hannigan, Sunbeam House Services;
- Mr. Andy Heffernan, St. John of God Community Services;
- Mr. Trevor Jacob, CWCW Enniscorthy;
- Ms. Colette Kelleher, COPE Foundation;
- Mr. Bernard O'Regan, Western Care Association;
- Mr. Pat Reen, Prosper Fingal;
- Mr. Maurice Walsh, CoAction.

Appendix 2

National Federation of Voluntary Bodies' Member Organisations

- Ability West, Blackrock House, Salthill, Galway
- Ard Aoibhinn Centre, Belvedere Road, Wexford
- Beam Services, Barrow Haven, Regent Street, Bagenalstown, Co. Carlow
- Brothers of Charity Services Clare, Banner House, Clare Road, Ennis, Co. Clare
- Brothers of Charity Services Galway, Woodlands, Renmore, Galway
- Brothers of Charity Services Limerick, Blackberry Park, Ballykeeffe, Dock Road, Limerick
- Brothers of Charity Services Roscommon, Lanesbro Street, Roscommon
- Brothers of Charity Services South East, Belmont Park, Waterford
- Brothers of Charity Southern Services, Lota, Glanmire, Co. Cork
- Cairdeas Centre, Tullow, Co. Carlow
- Camphill Communities of Ireland, Ballytobin, Callan, Co. Kilkenny
- Carriglea Cairde Services, Carriglea, Dungarvan, Co. Waterford
- CASA (Caring & Sharing Association), Carmichael Centre, North Brunswick Street, Dublin
- Cheeverstown House, Templeogue, Dublin 6W
- Children's Sunshine Home / Laura Lynn, Leopardstown Road, Foxrock, Dublin 18
- Clann Mór Ltd., Clann Mór House, Commons Road, Navan, Co. Meath
- Cairde Activation Centre Ltd, Unit 5, Largy, Clones, Co. Monaghan
- CoAction West Cork, Slip, Bantry, County Cork
- Cope Foundation, Bonnington, Montenotte, Cork
- Cork Association for Autism, Greenville House, Carrigtwohill, Co. Cork
- County Wexford Community Workshop, Beelefield, Enniscorthy, Co. Wexford
- Cumas New Ross, Butlersland Industrial Estate, New Ross, Co. Wexford
- DARA Residential Services, 36 Maynooth Road, Celbridge, Co. Kildare
- Daughters of Charity Disability Support Services, St. Vincent's Centre, Navan Road, Dublin 7
- Delta Centre, Strawhall, Carlow
- Drumlin House, Cootehill, County Cavan
- Gheel Autism Service, Ballycurraghan, Maynooth, Co. Kildare
- Holy Angels Day Care Centre, Strawhall Industrial Estate, Carlow
- KARE, Newbridge Industrial Estate, Newbridge, County Kildare
- Kerry Parents & Friends Association, Old Monastery, Port Road, Killarney, Co. Kerry
- L'Arche Ireland Secretariat, Cluain Aoibhinn, Fairgreen Lane, Callan, Co. Kilkenny

- Malta Services Drogheda, Malta House, Fair Street, Drogheda, Co. Louth
- MIDWAY Services, Beechmount Industrial Estate, Navan, Co. Meath
- Moorehaven Centre, O'Brien Street, Tipperary
- Muiriosa Foundation, Moore Abbey, Monasterevin, Co. Kildare
- North West Parents & Friends Association, Holy Family Day Centre, Ballytivnan, Sligo
- Peacehaven, 1-2 Hillside, Greystones, Co. Wicklow
- Peamount, Newcastle, County Dublin
- Prosper Fingal, Strand Street, Skerries, Co. Dublin
- RehabCare, Roslyn Park, Beach Road, Sandymount, Dublin 4
- SOS Kilkenny Ltd., Seville Lodge, Callan Road, Kilkenny
- St. Aidan's Service, Milllands, Gorey, Co. Wexford
- St. Catherine's Association, Newcastle, Co. Wicklow
- St. Christopher's Service, Leamore Park, Battery Road, Longford
- St. Cronan's Association, Grange, Roscrea, Co. Tipperary
- St. Hilda's Services, Grace Park Road, Athlone, Co. Westmeath
- St. John of God Community Services, Provincial Administration, Stillorgan, Co. Dublin
- St. Joseph's Foundation, Baker's Road, Charleville, Co. Cork
- St. Margaret's Centre, Moorehampton Road, Donnybrook, Dublin 4
- St. Michael's House, Ballymun Road, Ballymun, Dublin 9
- St. Patrick's Centre (Kilkenny), Kells Road, Kilkenny
- St. Vincent's Centre, St. Mary's Road, Cork
- Stewarts Care, Palmerstown, Dublin 20
- Sunbeam House Services, Cedar Estate, Killarney Road, Bray, Co. Wicklow
- WALK, 1 Longmile Road, Dublin 12
- Waterford Intellectual Disability Association, 2 Belmont Road, Ferrybank, Waterford
- Western Care Association, John Moore Road, Castlebar, Co. Mayo
- Windmill Therapeutic Training Unit, Larkins Lane, South Main Street, Wexford

Appendix 3

National Federation of Voluntary Bodies' Financial Data 2013

	<i>Year Ended 31/12/13</i>	<i>Year Ended 31/12/12</i>
<u>Income & Expenditure:</u>		
Income:		
HSE Grant	294,767	310,239
Members Subscription	171,791	142,057
Pension Scheme Administration Fee	75,000	75,000
Other Income	19,000	24,000
Project Income	<u>211,185</u>	<u>239,167</u>
	771,743	790,463
Expenditure:		
Pay Expenditure	414,076	424,711
Non Pay Expenditure	117,092	104,408
Project Expenditure	<u>211,187</u>	<u>239,167</u>
	742,355	768,286
<i>Surplus for the Year</i>	<u>29,388</u>	<u>22,177</u>
 <u>Balance Sheet:</u>		
Fixed Assets	371,583	384,396
Current Assets:		
Debtors	17,447	24,114
Bank	<u>515,890</u>	<u>497,474</u>
	533,337	521,588
Creditors - amounts falling due within 1yr	(446,674)	(449,211)
Net Current Assets	<u>86,663</u>	<u>72,377</u>
Total Assets Less Current Liabilities	458,246	456,773
Creditors - Amounts falling due after 1yr	<u>(166,543)</u>	<u>(194,459)</u>
Total Net Assets	<u>291,703</u>	<u>262,314</u>
Capital & Reserves		
Surplus for the Year	29,388	22,177
Reserves	<u>262,315</u>	<u>240,137</u>
	<u>291,703</u>	<u>262,314</u>

The National Federation of Voluntary Bodies Financial Statements are audited by Michael O'Hanlon & Co, Loughrea, Co. Galway.

The above figures are an extract from the National Federation's Financial Statements for Year Ended 31st December, 2013.

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

The National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability is a national umbrella organisation for voluntary/non-statutory agencies who provide direct services to people with intellectual disability in Ireland. Our Member Organisations provide services to people with intellectual disability and their families in the Republic of Ireland and account for in excess of 85% of this country's direct service provision to people with an intellectual disability.

The services provided to people with an intellectual disability are founded on the values as set out in the O'Brien (1997) Principles of Inclusion, Choice, Dignity, Respect, Participation and Contribution. They are rooted in the rights based perspective that people with intellectual disability have the right to live full and active lives, and be active participating members of their own community.