

Annual Review 07



DISABILITY FEDERATION OF IRELAND

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INTRODUCTION



**Geraldine
Clare**
Chairperson

CHAIRPERSON'S REPORT

Some years are easier to categorise than others. 2005 marked the commencement of the Disability Act. The following year the sectoral plans commenced along with the social partnership agreement.

The year under review can be characterised as one of "A Lot Planned - All to Do". This was the title of our General Election campaign, where we sought to move Government thinking forward to active implementation of the National Disability Strategy (NDS). In our campaign we sought a commitment from the new Government that it would "identify for each year of the Programme for Government the objectives and outcomes for the NDS, having regard to the vision and long term goals for people with disabilities as set out in 'Towards 2016'".

The agreed Programme for Government reads: "We are committed to ensuring that the Strategy (NDS) is driven and managed from a whole of Government perspective and will be overseen and

supported by the Department of An Taoiseach. This Government, will for each year of the Programme for Government, set out the objectives and outcomes to be reached for people with disabilities as set out in 'Towards 2016'". This was a critical achievement for DFI.

However, by year end there was no 'setting out' of the objectives and outcomes to be reached in 2008, and the promised Office of Minister for Disability and Mental Health had not been established. This, along with other issues, such as the pulling back of resource commitments in the Health Service Executive (HSE), shows an overall deceleration in the implementation process for the NDS. Government has committed to delivery of half of the NDS by 2010, and to full delivery by 2015. In our view, unless there is sustained acceleration it is unlikely that either of these targets will be met.

DFI has given critical leadership to the disability movement through having directly influenced the commitments made in the Programme for Government. Apart from this, DFI focused its work on a number of related areas, including the provision of a wide range of supports to our member organisations and developing methods of monitoring the policy commitments in the NDS and 'Towards 2016'.

At Board level we commenced a review of our governance systems, we reviewed the Operational Plan 2005 - 2007 and agreed a new plan out to 2010, which will bring the Strategic Plan (2004 - 2010) to a conclusion. Along with our Annual General Meeting, at

which the work of the previous year was reviewed, we specifically reported to the National Council in October on the review of the Operational Plan. The views of the National Council assisted and guided the Board and Executive in shaping the new plan.

The Board governance review has taken into account the responsibility of Directors and the need for the Board to develop appropriate standards and best practice in relation to governance. Apart from consideration at a number of meetings, a special meeting of the Board was held and a sub-committee was appointed to progress the work, which will result in an up-to-date governance manual for Board use.

I want to briefly mention some further areas which have been central to our work during the year. The conference “We Can’t Opt Out of the Future” was more than an event. It was the catalyst for developing important materials and gaining greater commitment to, and know-how around, furthering collaboration and joint work within the voluntary disability sector and between it and the State. A very solid expression of our interest in collaborative working was that DFI entered into formal understandings with a number of organisations namely The Wheel, the Neurological Alliance of Ireland and the Not for Profit Business Association.

As the year started we received funding to support our social policy work and as it ended we were successful in gaining funding to put a project worker in place to help us deepen our work with member organisations to maximise their input into the implementation of the NDS.

During the year we welcomed two new members to the Board Maurice O’Connell and Barbara Flynn and during the same period a number of members resigned namely Marie Lynch, Donal Danagher, Ann Marie Flanagan and Barbara Flynn. I wish to thank them all for their contribution and service.

Many other people throughout the membership of DFI work on a regular basis to provide voluntary service to the Federation’s mission. They too are to be acknowledged and thanked.

There were also significant staff changes during the year, and I want to wish those who moved on from DFI all the best, and to welcome new staff.

Finally, I would like to thank our Chief Executive, John Dolan, and staff members, for their continued dedication to ensuring that the objectives of the Disability Federation of Ireland are achieved.

Thank You

Geraldine Clare
Chairperson



John Dolan
Chief
Executive

CHIEF EXECUTIVE OFFICER'S OVERVIEW

I want to briefly view the year in the context of progress over past years and against the objective of securing the full and equal inclusion of people with disabilities within this State.

Most years, for DFI, have something that places them apart; 2002, our General Election Campaign and the withdrawal of the first Disability Bill; 2003, being invited into social partnership to progress the disability interest; 2004, our Local Government election campaign, 'Housing: The Vital Element'; 2005, the Disability Bill became law; 2006, the National Disability Strategy was drawn into the centre of the social partnership agreement, 'Towards 2016'. As the Chairperson has stated, 2007 can be marked by our successful General Election Campaign.

While that is the obvious marker for 2007, there were other things moving in parallel within DFI, which can fairly be characterised as a multi-layered approach to ensuring the delivery of the many commitments within the

NDS. In reviewing the year, the central consideration is the rate of progress to achieving this. I will now consider a number of key areas.

The strong commitment to the NDS in the Agreed Programme for Government, followed by the appointment of a Minister of State with cross departmental responsibility for disability and mental health marked a high point of achievement by mid-year. However, the failure by Government to have the Office of Minister for Disability established and operational by the end of the year was a great disappointment. Allied to that, the six month progress report on the implementation of the NDS to end December 2007 did not show progress against the long term goals of participation and inclusion.

In relation to the HSE and the health service reform programme, we worked in a co-ordinated and agreed manner with the National Federation of Voluntary Bodies Providing Services to People with Intellectual Disabilities and the Not for Profit Business Association to engage with the HSE. We did not achieve the level of progress that we would have hoped for, yet recognise that some progress has been made. In general terms, our position is that the HSE needs to clearly articulate its understanding of the partnership relationship, which it states exists between the voluntary disability sector and themselves, and to consistently operate within that understanding. People with disabilities are a group that will, on an ongoing basis, depend on the health and personal social services being provided by or through the HSE. The year in review did not see notable developments in that regard.

The consistent and ongoing pull back of resource commitments, already referred to by the Chairperson, which commenced in September within the HSE, proved to be a distraction to the development of the necessary relationship between the sector and the HSE, and confirmed the perception that committed disability funding does not always find its way fully and effectively to its intended target. As the year ended, we found that the process of implementation for the National Disability Strategy is poorly positioned to reach its goal of 2015. Health and personal social services are critical to the successful delivery of the NDS.

This is all against a background where there continues to be massive under-funding of our member organisations in relation to health services that they are currently funding through their own efforts. Of eleven member organisations who participated in research early last year, they collectively fundraised 49% of their annual income for 2006. It continues to be a real issue for us that, as Government strikes out to implement the NDS, they take for granted that many disabled people still rely on voluntary fundraising for the provision of necessary services, or through the FÁS sponsored Community Employment Schemes. Added to this, the €5 million allocated in 2007 to assist with core deficits was withdrawn by the HSE and deployed elsewhere.

We are conscious of the valuable contribution which our organisations make, ranging from the large organisations delivering direct personal social and other health services, to those organisations, often small in

terms of staffing, but who provide critical and ongoing health related services and supports to people with enduring health conditions and disabilities.

Turning to the capacity of our organisations, there was sustained work during the year in that regard, covering areas such as planning, governance, collaborative working, information management and other areas around corporate capacity and services. The report of the 'Chairs as Effective Leaders' project was published, our Conference addressed the collaborative agenda, and Information Management and other events were held. Our participation in the Skill Training Project for front line staff continued. We have also been involved in working to influence the Charities Bill. While there is a National Disability Strategy sitting at a high level within Government there is not an obvious strategy to drive and prioritise capacity issues within and across the sector. This continues to hamper progress in this critical area.

Much time and effort went into the 2008 Estimates and Budget campaign, seeking delivery of tangible resources to drive implementation of the NDS in 2008. As well as highlighting the implementation of the NDS, we focused on the under-funding of current service provision through our member organisations, and on the commencement of the cost of disability payment. The budget has succeeded in ensuring that income supports directed to people with disabilities are benchmarked at 30% of average industrial earnings, but there was no movement on addressing the cost of

disability. Budget 2008 also contained the 2008 element of the multi-annual funding programme. However, this does not take account of the rate of inflation since the funding was announced in 2004 and no additional funding has been provided this year to disability services as had been done in previous years. This is an ongoing and critical situation that requires urgent redress. Although our organisations continue to contribute significantly to the delivery of valuable services and supports, Government has yet to strategically address the capacity needs within these organisations.

These are matters that seriously undermine the possibility of full delivery of the NDS and we cannot be happy about this situation.

In all of these issues there seems to be a pattern. Similar to the situation after the 2002 General Election, there has been a slowing down or drying up of resource allocation. In the same way, as with the Disability Bill, the process was drawn out and had its difficulties before it was finally agreed. The fact is that key problems with implementation are arising, and this brings into question the delivery of the commitments made.

Internally in DFI we have been reviewing and readjusting our own systems and staff resources, engaging in a more focused and consistent manner with our member organisations, and drawing on the expertise and capacity of other key organisations

We reviewed the DFI Operational Plan 2005-2007, and commenced work to deliver the new Operational Plan 2008 – 2010. We cannot dictate the rate or

level of State engagement or response at any given time, but we can decide on our own approach and objectives. Our approach is one of persistence. It is based on one simple fact, that people with disabilities are still a long way removed from being able to participate fully in life in Ireland, just as any other member of the public should expect.

John Dolan
Chief Executive



THE YEAR IN REVIEW

BUILDING A NATIONAL PLATFORM

In building a national platform DFI commits to developing relationships with the growing number of parties interested in disability issues in Ireland.

DFI's key task, therefore, is to bring coherent direction to, and shared understanding of, the goals of full and equal inclusion. We did this at various events throughout the year, and by working with the political parties contesting the General Election to get their agreement to prioritising the NDS in the work programme of Government. Elsewhere we worked to progress the collaboration agenda by, for instance, leading out with our recent conference, 'We Can't Opt Out of the Future', and by drawing a range of stakeholders within the voluntary disability movement, and at a wider level, into this work.

The Conference was a catalyst for delivering important material and gaining further commitment to collaboration and joint working. This along with DFI developing formal understandings with three specific organisations during the year namely, The Not for Profit Business Association, The Neurological Alliance of Ireland, and The Wheel, were major achievements in this area which built on work over previous years.

Throughout this report you will see many references to DFI's work to find a collective and shared approach to advancing the needs of people with disabilities. This will be seen through our work with the Disability

Stakeholders Group, through our participation in the Community and Voluntary Pillar of Social Partnership, and through the range of ways in which we continue to bring voluntary disability organisations and others together around shared work.

Behind the big ticket item, the NDS, there was much work which addressed capacity and co-ordination within and across the voluntary disability sector. Areas such as governance and planning, and management information systems, were recurring themes during the year.

In our Estimates and Budget and General Election Campaigns we kept a focus on key issues for the broad sector, implementing the cost of disability payment, adequate resourcing for current service provision, building capacity in our organisations, and implementation of the NDS, issues which support the work and objectives of organisations right across the sector.

The view was strongly expressed, at senior levels within Government, over the past few years, that there were too many voluntary disability organisations. DFI does not, and did not, accept that view. Instead, we continue to work to increase the capacity and effectiveness of voluntary disability organisations to be better able to work with each other and with the State to achieve the early implementation of the NDS. We gave leadership and coherence on this very issue throughout our general work programme during the year and specifically through the work around our Conference on the theme of collaboration.

We continued to play our part in growing confidence and trust within our sector, so that we can achieve greater cohesion and effectiveness in the overall work of the sector. Individual member organisations of DFI are to be congratulated for their growing commitment to this aspect of their work.



Joanne McCarthy,
SEO Policy
& Research

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Policy Developments

The focus of this area of DFI's work in 2007 was to sustain the momentum of policy reform promised under the NDS and the current social partnership agreement, 'Towards 2016', and to promote structures and mechanisms that facilitate the delivery of improvements on the ground for people with disabilities. DFI participates in a range of fora, advising on policies and practices as well as monitoring their implementation, on issues including health, education, employment, housing, living standards and broad 'whole of government' issues. These fora offered opportunities for DFI to flag areas where progress has been weak and to propose initiatives to overcome barriers to advancement.

DFI's General Election Campaign brought the necessity of delivering on the NDS to the fore. DFI called on the new Government to demonstrate its commitment to this ambitious project through the development and implementation of a comprehensive project management approach to monitoring and delivery of the NDS. Securing a commitment in the agreed Programme for Government that it would set out, year by year, the "objectives and outcomes to be reached for people with disabilities" was a significant achievement by DFI. However, this was tempered by the delay in the establishment and resourcing of the Office of the Minister for Disabilities, making it increasingly unlikely that Government will have achieved its commitment to have half of the NDS implemented by 2010.

Indeed, the challenge of implementing new policies and practices can be easily under-estimated and demands both statutory and voluntary investment. It is not simply a matter of changing the rules. It also demands sustained investment in developing and delivering priority services to people with disabilities. However, as noted in the Chief Executive Officer's forward, the pull back of resources to health and personal social services and the withdrawal of €5 million which had been identified to respond to the core under funding issues of organisations in 2008 does not promote confidence in terms of delivering on the NDS.

Notwithstanding this slow down, however, it is recognised the year has been a time of transition, in which public agencies are learning how to include people with disabilities in

their mainstream programmes in accordance with the vision agreed in 'Towards 2016'. This transition continues to be particularly difficult in the case of health because delivering on commitments coincides with the change programme for the health service as well as a slow down in resource allocation. But others, especially Local Authorities, are beginning to take on significant new responsibilities towards people with disabilities.

DFI's member organisations also faced major challenges in this environment. In addition to performing their traditional functions of advocating and providing services for their members, voluntary organisations must develop their capacity to be activators, helping to establish pathways to mainstream services and helping their members along those pathways.

This section will outline how DFI has worked to secure the full implementation of the NDS and the achievement of the high level goals as set out in 'Towards 2016' through a number of particular policy arenas: the Election Campaign, Social Partnership, the National Disability Strategy, the area of health, the development of Charities Legislation, and the European and International policy context.

General Election Campaign

As noted in the Chairpersons Report, the General Election Campaign provided a specific focus to the work of the organisation in 2007. In efforts to ensure that the National Disability Strategy would be validated and

prioritised by the new Government DFI executed a specific election programme. This work included disseminating DFI's Election Campaign document, setting out three areas of work that would need to be prioritised by the new Government: Delivering on the National Disability Strategy, developing the capacity of voluntary disability organisations, and the introduction of a Cost of Disability Payment.

DFI hosted two briefing sessions in advance of the General Election, on the 28th of March and the 14th of May, at which parties and candidates were urged to address the urgent needs of the disability sector. This work was further deepened by the many DFI election events organised at regional and local level.

Social Partnership

Through its membership of the Community and Voluntary Pillar DFI worked to identify and secure delivery of the key elements of 'Towards 2016' as they related to disabled people. This work has included highlighting areas where implementation of priority actions fell short. As with our Election Campaign, insistence that developments be measured against the benchmark of the vision and long term objectives set out in 'Towards 2016' has been the core feature of DFI interventions. That vision describes a very different situation to that which exists at present, a vision "of an Ireland where people with disabilities have, to the greatest extent possible, the opportunity to live a full life with their families and as part of their local communities free from discrimination."

During the year in review DFI worked to ensure that attention was given to the incorporation of disability issues in the development of the full range of social policies under the partnership agreement's "life cycle" approach. This has included prioritising participation and representation on the many structures and mechanisms operating to support the implementation of 'Towards 2016'. These included the Steering Group of Social Partnership, the Health Consultative Group under the Department of Health and Children, the Housing Forum, and the many bi-laterals with Government departments and Plenary meetings between the Pillars of Social Partnership and the Department of An Taoiseach. DFI also supported the wider social policy agenda through its membership of the National Economic and Social Forum, and as a Community and Voluntary Pillar representative on the National Economic and Social Council.

National Disability Strategy

The NDS is the anchor that binds public agencies to the holistic needs of people with disabilities, and their rights to participate as fully as possible in Irish life. The NDS is designed to ensure provision of both specialised and mainstream services across the public sector, and is further ratified through the social partnership agreement, 'Towards 2016'. It encompasses the Disability Act 2005, the Personal Advocacy Service (PAS) provision in the Citizens Information Board Act 2006, multi-annual investment commitments for disability expenditure, the Education for Persons with Special Educational Needs Act 2004, and Sectoral Plans

of six Government Departments with commitments that cover much of Government activity.

It is acknowledged that the National Disability Strategy demands significant investment in the area of disability. The Strategy, however, as a project also demands a whole of government response in terms of cross departmental and interagency collaboration. It is recognised that this is an ambitious project and one which is challenging for all stakeholders. Recognising this challenge DFI has repeatedly called on government to outline clearly its efforts to manage the project, and welcomed the commitment in the Programme for Government to set out, year by year, the developments to be achieved. DFI also welcomed the commitment to have half of the NDS completed by 2010. Despite these ambitious commitments the delay in establishing and resourcing the Office of the Minister for Disabilities is noted with concern, and has been flagged by DFI repeatedly as something requiring urgent redress if we are to see the timely delivery of the NDS.

During the year in review DFI participated in the two structures established to monitor the implementation of the NDS. As a member of the Disability Stakeholders Group (DSG) we completed commissioned research into exploring the breadth of commitments and developments contained in the Strategy. Further to this the DSG called on the National Disability Strategy Stakeholders Monitoring Group (DSMG) to review its reporting structures to ensure that commitments and developments are benchmarked

against the vision for people with disabilities in Irish society, as set out in 'Towards 2016'. DFI has noted that, while a lot of commendable action was occurring across a range of Government Departments and public bodies, this action was not being drawn sufficiently together and measured against the ultimate aim of the achievement of the vision and long term goals. DFI also highlighted the pivotal role of the statutory health services in realising the NDS objectives, noting repeatedly that adequate resourcing of the health and personal social service needs of people with disabilities is essential if people are to benefit from opportunities afforded through the NDS.

DFI has provided ongoing communication and information to organisations relating to NDS developments, supporting members to understand and play their role in ensuring the delivery of the NDS.

Sectoral Plans

Each Sectoral Plan outlines how each individual Government department, and all of the agencies under its aegis, will implement their obligations under the Disability Act 2005. Progress reports on each of the Sectoral Plans were presented to the relevant departmental consultative committees and, in summary to the DSMG. During the year in review, the DSG commissioned an analysis of the commitments in the six plans to assist in monitoring actions. Furthermore, the Departments have been asked to present future reports of progress in a format that relates more closely to the long term objectives driving the NDS.

However, it was noted the delay in the review of the Sectoral Plan for health, which should have occurred at mid year, further compromised progress. DFI's submission to the review process highlighted the existing health plan's failure to include measures to ensure that people with disabilities have access to mainstream, non disability-specific services. Given the policy thrust towards care in the community and population health, it is noted this is a most serious omission.

During 2007 DFI put particular energy into the development of a joint project with the Citizens Information Board on the housing and accommodation needs of people with disabilities. This is a timely report in light of the establishment in October 2007 of the National Committee for the National Housing Strategy for People with Disabilities under the Department of Environment, Heritage and Local Government.

Health Issues

During 2007 DFI continued to engage with the Department of Health and Children and the HSE within the context of delivering on the NDS and the Health Reform Programme. DFI gave particular emphasis to understanding the changing structures, offices and personnel within the system and the subsequent implications for our members. We focused our energies at national and regional levels in working to forge relationships with key personnel in the Primary, Continuing and Community Care (PCCC) Directorate nationally, Local Health Office Managers with lead responsibility for disability regionally,

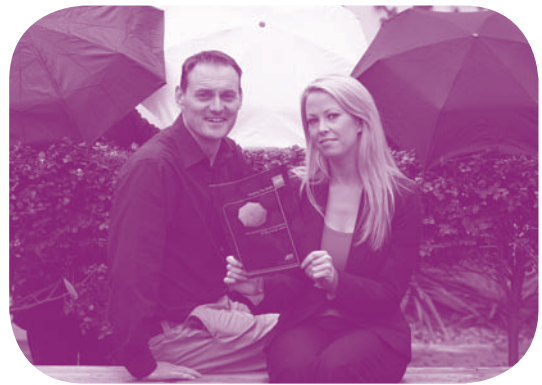
and at Local Health Office level. Simultaneously, DFI continued to work with regional disability offices where these still exist. Regular meetings took place between DFI and key senior officials in the Department of Health and Children and the Health Service Executive.

In September 2007 DFI and its member organisations participated in a HSE Workshop on the Alignment of PCCC and Disability. In addition to this work, DFI also participated in a number of committees and working groups convened by the HSE during the year. Some committees were established to ensure the implementation of commitments under the Disability Act, such as the National Implementation Group for the NDS Independent Assessment of Need 0-5. DFI also participated in a high level working group on the Alignment of Care Group Services with the PCCC Transformation Programme whilst also working on committees concerned with policy areas, such as reviewing adult day services and vulnerable adults. DFI continues to participate in the HIQA Standards Advisory Group on Designated Centres for people with disabilities, due to be released for public consultation in 2008.

However despite our continued and concentrated engagement, many of the practical issues concerning member organisations, such as operational and funding issues, and engagement mechanisms, are still not resolved. DFI welcomes the HSE's engagement in 2007 with a number of our member organisations around the identification of their core funding deficits. However, this exercise will only be of value if the

identified funding shortfall is responded to through the budget. DFI has noted repeatedly that if core services provided by voluntary disability organisations continue to be stretched due to under-funding, the ambitious goals set out in the NDS will be severely jeopardised.

DFI will continue to challenge the Government and Health Service Executive on these and other issues of concern to members.



Charities Legislation Seminar
Allen Dunne, DFI & Kathryn Burns,
Members' Executive, CPA

Charities Bill 2007

DFI has been actively engaged with contributing to the debate around regulation of the charitable sector through the introduction of the Charities Legislation Bill 2007. This was published by the Department of Community, Rural and Gaeltacht Affairs in April. The Bill aims to reform the law relating to charities in order to ensure accountability and to enhance public trust and confidence in charities and increase transparency in the sector.

As part of the Bill, provision is being made for the regulation of fundraising practices. The Irish Charities Tax Research Ltd (ICTR) has been engaged by the department to conduct a

consultation process around the introduction of Codes of Good Practice. DFI made submissions on both the Bill and the draft proposals for Guiding Principles for Fundraising. We continue to engage with The Wheel Network of Interest in relation to the Bill, as well as with ICTR, in order to lobby for equitable legislation that best serves the sector and the public good. DFI held two sessions on the legislation with panels of experts available to answer queries from member organisations on how legislation will affect them.



DFI Pre-Budget Submission Launch - Mansion House Dublin
James Reilly, T.D., John Dolan, DFI, Charlie O'Connor, T.D.

Estimates and Budget 2008 Campaign

The DFI Pre-Budget Submission 'Delivering the Commitment: Estimates and Budget 2008' was launched on the 3rd October at the Mansion House, Dublin. This marked the first of our five year Estimates and Budget Campaigns to ensure the continued implementation of the NDS throughout the lifetime of this Government. The submission was presented alongside the many submissions made by the voluntary disability organisations that continue

to support the rights of people with disabilities in Ireland.

The Submission focused on five key priority actions. The first and second actions were built around the recognition that voluntary disability organisations have a unique contribution to make to the success of the NDS provided they are adequately resourced. For this reason, DFI urged the Government to deal with the issue of core deficits, along with providing financial support to build organisational capacity. DFI also urged Government to fulfil their commitment to set out the objectives and outcomes to be reached in the NDS, and to establish clear budget lines in order to track funding directed to disability specific services and separately to mainstream services. Finally, the Cost of Disability Payment was raised as an issue requiring immediate action.

Budget 2008 was greeted with disappointment. The Multi Annual Funding (MAF) programme commenced in 2005, and following through on this commitment €50m was allocated in Budget 2008. However, this did not take into account the rate of inflation since the policy commenced. In previous years additional funding had been given for the development of new services. However this was not the case in Budget '08. In recent Budgets there has been a steady decline in the allocation to addressing core under-funding of existing services and in Budget 2008 no allocation was made.

Government cannot reach its commitments to delivering on the NDS if the Estimates and Budget are not being used to invest in services

for people with disabilities. DFI will continue to pursue this issue.

European and International Policy

Through its membership of The European Association of Service Providers for Persons with Disabilities (EASPD), DFI connects with and seeks to influence the Europe and International policy context. Over the past year DFI has continued to focus on, amongst other issues, the EU directive on Services of General Interest, the European Disability Action Plan, and the UN Convention on the Rights of People with Disabilities. In these efforts DFI has contributed to the work of the Policy Impact Group of EASPD who have sought to have the unique nature of the voluntary disability sector acknowledged within these directives.

members have reinforced the need for ongoing supports across a range of organisational developmental issues. In addition, member organisations have an ongoing need for advice and information in relation to the implications of the emerging and changing external environment, noting in particular the Health Service Transformation Programme, the NDS, Social Partnership, impending Charities and other legislation and regulatory reform.

There is a distinctive policy implementation framework available through the various aspects of the National Disability Strategy and 'Towards 2016'. There is no such framework in relation to supporting and developing the capacity of organisations, and that is unfortunate. Notwithstanding the general demands and pressures on the governance structures of voluntary disability organisations, Government, statutory bodies, funding agencies and the proposed Charities Regulator need to recognise that critical supports are required for voluntary disability organisations to adapt to the changing environment. DFI has continued to make the case for resources to support the capacity of voluntary disability organisations.

DFI has worked to assist disability organisations to identify their own organisational development needs. We have continued to work with statutory and community and voluntary agencies to provide appropriate responses to the developmental needs identified by disability organisations. At times we have given support directly to member organisations and have also liaised with

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Allen Dunne,
Deputy CEO
& Senior
Executive
Officer
Operational

Supporting Organisations

DFI provides a wide range of supports to member organisations at national, regional and local levels.

We now have eleven Support Officers. The close relationships that continue to develop between DFI and its

other agencies to deliver the necessary supports. The issues that have been addressed include strategic planning, health and safety policies, childcare policies, recruitment and committee skills, human resources, public relations, campaigning, financial management, networking, and demonstrating the collective and individual benefits of collaboration.

Key developments during the year included progressing the SKILL Project, investigating the needs of organisations in relation to Garda vetting, presentation of the findings of the Chairs as Effective Leaders Project, hosting a two-day conference on the theme of collaborative working, and liaising between our member organisations and the HSE on HSE Complaints Procedures, core deficits and other issues. As part of our General Election Campaign a series of meetings were held with candidates and disability organisations across the country.

There was also ongoing individual work with organisations across a wide range of issues including board mediation, board and organisational strategy, planning, managing people and finances, linking organisations and demonstrating the collective and individual benefits of collaboration.

There is a dearth of appropriate training and ongoing support for disability organisations. DFI has targeted other key bodies in order to build greater cohesion between our member organisations and agencies that can offer them support and training to build their organisational capacity. In this regard we have worked particularly with The Wheel and The Carmichael

Centre, and we have continued to engage with The Citizen's Information Board, Boardmatch, County Enterprise Boards, Regional Support Agencies, Volunteering Centres Ireland and the HSE, amongst others, and encouraged and facilitated our member organisations to access existing training and supports services.



Skill Project - Niall Byrne, Cheshire Ireland and John Dolan, CEO, DFI

SKILL Project

SKILL, 'Securing Knowledge Intra Lifelong Learning' is aimed at increasing the education, training and development of support staff and their supervisors in the Irish health and personal social services. Over 359 staff from 19 DFI Member Organisations are participating on The SKILL Project Training Programme.

DFI continues to support the capacity of organisations to become involved in and actively sustain the up-skilling of staff as well as administering the funding from SKILL Project to participating DFI Member Organisations. An 'Internal Listening Exercise' was carried out to explore the experiences of DFI member organisations and their employees in the Skill Training project and to inform the work of DFI.

As part of the DFI SKILL Project Steering Group the knowledge and experience of participating organisations has supported the establishment of key strands in the broader areas of Training, and Human Resource Development.

Chairpersons as Effective Leaders Project

With the support of the Department of Community, Rural and Gaeltacht Affairs and the involvement of 14 member organisations, DFI completed the first phase of a project, entitled Chairpersons as Effective Leaders, with the following objectives:

- To identify the current support needs of Chairs of DFI member organisations
- To identify, with Chairs, their likely future support needs
- To develop a peer support group for Chairs
- To develop a support pack for Chairs

The Project Report was launched to the participating Chairpersons and the Department in May 2007, at a dinner event which took place in the Institute of Public Administration. This was followed, later in the same month, by a well-attended Seminar, where Stephen Rourke, the Project Consultant, presented a summary of the report, its findings and its recommendations. Several of the participating Chairpersons made very frank and open presentations, which were followed by a very lively question and answer session. Otherwise work continued to advance this critical area.

Representation

DFI works to ensure that the disability sector is comprehensively represented within national, regional and local structures. Our involvement in national structures is listed elsewhere in this document. At regional and local level DFI is either represented by a staff member or supports representatives from our member organisations on a wide range of structures and provides a feedback mechanism to the wider disability sector.

DFI is represented on the HSE Regional Physical and Sensory Disability Co-Ordinating Committees. DFI continues to represent over eighty organisations on each of these Committees. The Co-Ordinating Committees have been a key mechanism in the development of services for people with physical and sensory disabilities. However the structure is now outdated in the context of the HSE and they are no longer as effective. It is disappointing, following on from the event in November 2004 and the subsequent report "The Future of Co-Ordinating Committees in the Physical and Sensory Disability Sector", that new mechanisms have not been put into place. DFI has continued to influence the ongoing review of the Co-Ordinating Committee structures.

In the context of community development structures, DFI is involved in Community Development Projects, Support Agencies and Family Resource Centres. In relation to Local Government Structures DFI has an involvement in relation to Local Government Structures in some

Strategic Policy Committees (SPCs), Social Inclusion Measures Groups (SIMS), Social Inclusion Network Groups (SINs).

Other structures that we were involved in include Disability Consultative Groups, Forums and Networks, Access Forum, Children and Youth Forums, Equal Programmes, FÁS Regional Networks.

Platform and Activity Events

Over 40 Platform and Activity events were held around the country at which DFI Support Officers met with representatives of disability organisations. The Platforms enable us to provide organisations with the most up to date information on the issues that affect them, now, and into the future. Platform meetings also provide a forum for organisations to meet, network and share views on topics of concern. They also assist DFI in responding to the wide spectrum of needs of its member organisations, providing a forum for a range of capacity building and training events to support our members. Furthermore, they also support organisations in exploring avenues of collaboration.

Issues addressed at these meetings included capacity building such as Public Relations and Communications, Business Planning, Preparation for Service Level Agreements, Funding Opportunities and Submitting Applications.

Other issues covered at Platform Meetings included advice on the HSE Transformation Programme,

Complaints Procedures and other HSE issues, NDS, organisational development supports, FÁS Supported Employment, Budget 2008 Campaign, Advocacy and Representation, Lobbying and Campaigning, Local Authorities and Social Inclusion, Charity Legislation, Equality Authority, and Nomination of DFI representatives.



Minister Jimmy Devins TD
DFI Conference 'We Can't Opt Out of the Future'

DFI Conference – Collaborative Working

DFI's Conference took place in November in the Heritage Hotel, Portlaoise, and focused on the continued importance and changing role of disability organisations in the new environment being shaped by the Government's commitments in the NDS and in 'Towards 2016' to the mainstreaming of supports and services to people with disabilities. A key tool in achieving this goal will be the ability of all organisations, both voluntary and statutory, to work together more effectively.

The Conference was addressed by Minister Jimmy Devins, T.D., Minister of State at the Department of Health and Children, with responsibility for

disability and mental health. DFI commissioned three pieces of research for the Conference. The research brought objective viewpoints to the issue of collaborative working in the disability sector, and assisted us in identifying the supports needed to support collaborative working. The outcome of the Conference provided DFI with a mandate to progress work in this area in the coming years.

Collaborative Projects

The implementation of mainstream services for people with disabilities involves both statutory and voluntary organisations working more closely together. DFI actively supports and participates in a wide range of collaborative projects, examples of which include:

- Citizens Information Board / DESSA / Centres for Independent Living / DFI: Advocacy Projects
- County Childcare Committees / DFI: Integration of children with disabilities into mainstream childcare settings
- Community Partnership in N.E Kilkenny / HSE / DFI: Parent and toddler group for children with disabilities
- Framework Support Agency / CIL / DESSA / DFI: Project to support CILs in the SE to develop organisational capacity
- Local Authorities and Sectoral Plan agencies in the SE / DFI: Combined roles in implementation and coordination of Sectoral Plans locally
- Local authorities / Access Auditors / Disability Fora / DFI: Implementation of access audit SE
- National Advisory Group (Independent Living) / DFI : Provides advice and guidance to CILs in relation to planning and implementation functions
- Mid-West Deaf Association / PAUL Partnership / Limerick Citizens' Information Services / DFI: Signing Information Mid West and EDS project with the objective of expanding the awareness and use of Irish Sign Language in the Mid West region
- DFI Housing Forum /and CIB: Housing Research
- Anseo / CIL / DFI: Video Conferencing Project CIL and Assistive Technology Loan Bank
- Monaghan Partnership / South West Cavan CDP/ DFI: Pre General Election Meeting

- Consortium of Physical and Sensory Disability Organisations in Donegal / DFI: Project to develop a multi purpose centre in Inishowen, and to employ a disability advocate
- Sligo Accommodation Working Group / DFI: Establishing joint facility for disability and general community groups to address inappropriate accommodation issues
- South Leitrim Accommodation Project Group / DFI: Development of a multi purpose resource facility
- Cork Common Ground Centre / DFI: Aims to create a civic space in which the quality of voluntary sector services in Cork will be enhanced
- Mosaic Project / DFI: seeks to develop a multi – agency resource centre along with associated community and commercial space in Castlebar.

In summary, in 2007 a considerable amount of support was given to individual member organisations and a wide range of information and activity events were held with member organisations. Government regularly calls for greater collaboration, co-operation, effectiveness and efficiencies in the voluntary disability sector. This would be best achieved through supporting capacity building and co-ordination in the sector. However, Government has yet to give coherent leadership in relation to supporting the voluntary disability sector.

The background of the slide is a solid light green color. Overlaid on this are several large, abstract, darker green shapes that resemble stylized, flowing lines or calligraphic strokes. These shapes are positioned in the upper and middle portions of the slide, creating a dynamic and artistic feel.

DFI: THE ORGANISATION



**Denis
Cadogan,
Corporate
Services &
ICT Manager**

DFI Internal Capacity Building and Organisational Development

The ability of DFI to respond to, and support, its member organisations, and other statutory and non-statutory bodies is largely dependent on its own internal capacity. In 2007 we have seen some significant changes in our ability to focus inwards and begin to grow the much needed processes, supports and systems to ensure that we can continue to develop and support our staff to support the sector.

In line with DFI's Strategic Objectives, we continue to aim for efficient and effective organisational structures that are designed to address the three strategic objectives namely support and service provision, influencing policy and building a national platform. To this end, DFI set out to review, develop and initiate a range of measures in relation to its organisational structures, and to maximise the role and contribution of staff to ensure that available funding is used to optimum effect. In addition, the organisation continued to create and

develop strategic alliances with other agencies and key personnel.

Operational Plan and Annual Plan

In 2007 we reviewed the DFI Operational Plan 2005-2007. The review noted that in that period considerable changes have taken place both internally in terms of DFI's capacity, and externally in terms of the development of the NDS and 'Towards 2016'. Throughout this process we used an external evaluator and engaged with the National Council, Board and staff. We also completed work on drafting the Annual Plan'08, having agreed the Operational Plan for 2008 – 2010.

Information and Communications Technology

The central focus in ICT was to continue the roll out of the current DFI ICT Strategy. Steady progress has taken place around our ICT systems in 2007. We have strengthened our backup and disaster recovery process. We have also implemented a Virtual Private Network (VPN), a system designed to allow staff access our information and applications from any location.

Considerable work was carried out to ensure our infrastructure was upgraded and services future proofed. This is an area that will need ongoing management and investment.

We have also steadily grown our website and ensured its accessibility is managed in line with best practice and with a focus on universal design practices. The provision of information

on our site has continued to grow, and feedback from users suggests it has become a useful source of information for the sector.

Staff Structures and Changes

The DFI staff complement is structured within three groups, management, support officers and support staff. A number of staff changes took place during the year with people both leaving DFI and being replaced. Along with this we took the opportunity to reorganise and refocus work responsibility for staff.

Staff Handbook

Considerable work took place on the development of a staff handbook to ensure we are always operating within an equality perspective.

Board Governance

The Board of DFI decided to commence a review of its Board governance systems and to compile a handbook to support the Board of Directors. Otherwise a key area of work during the year was supporting the operation of the Board and National Council.

Staff Training

Training and Development has been a key part of our overall strategy in 2007. As part of our ICT Strategy we have successfully progressed work in partnership with an external training company. Our ICT training plan comprises a mixed approach to training to ensure different learning styles are catered for. Key areas of training include Project Management, Microsoft Office 2003, Microsoft Project 2003. Other

training has taken place over the year to facilitate individual staff needs.

DFI Information Services

Information services provided by DFI continue to be a key support to organisations. DFI responded to ongoing queries from organisations and groups, and these queries often led to other information and supports being provided. This service also supported the broad community and voluntary sector, the statutory sector and other sectors and agencies. Two specific areas in relation to the DFI Information Services were:

- **Newsletter**

The DFI Newsletter continues to be produced monthly and has a wide circulation. The Newsletter is also available on the DFI website. This is an important contact and reference point for organisations, facilitating cross communication and collaborative work.

- **Website**

The DFI website is a key means of disseminating information. During 2007 the website was in the process of being updated and expanded to provide comprehensive information and updates on policy developments, including the NDS and 'Towards 2016', and to offer a range of organisational development supports. The latest addition to the site is the "Organisational Development" page (http://www.disability-federation.ie/information_organizationaldevelopment.htm). This part of the site is designed to give organisations a first insight into a wide range of organisational issues.

Board And Membership, Including National Council Member Organisations

Board 2007

Marie Lynch Chairperson (to January 2007) (Irish Wheelchair Association)

John Saunders (to May 2007)
(Schizophrenia Ireland)

Geraldine Clare Chairperson (AWARE)
(from February 2007 – Hon. Treasurer
To February 2007)

Paul Ledwidge Vice Chairperson
(St. Michael's House)

Niall Keane Hon. Treasurer
(DeafHear.ie formerly National
Association for Deaf People)
(from February 2007)

Mike Glynn (Brainwave)

Desmond Kenny (National Council for
the Blind of Ireland)

Kieran Loughran (Headway Ireland)
Joe T Mooney
(Muscular Dystrophy Ireland)

Anne Winslow
(Multiple Sclerosis Ireland)

Ann Marie Flanagan (DPOC)
(to June 2007)

Barbara Flynn (Freidreich's Ataxia
Society Ireland) (February 2007 to
December 2007)

Maurice O'Connell (Alzheimer Society
of Ireland) (from June 2007)

Donal Danagher (to January 2007)
(Centre for Independent Living
Tipperary)

National Council Member Organisations 2007

Action for Mobility
Alzheimer Society of Ireland
APT
Arthritis Ireland
ASPIRE – Asperger Syndrome Association
Asthma Society of Ireland
Aware
Brainwave – The Irish Epilepsy Association
BRÍ – The Acquired Brain Injury Advocacy Assoc.
CASA – Caring and Sharing Association
Center for Independent Living
Central Remedial Clinic
Centre for Independent Living Mayo
Centre for Independent Living Tipperary
Cheeverstown House Ltd
COPE Foundation
Co. Roscommon Support Group for People with Disabilities
Cystic Fibrosis Association of Ireland
D.E.B.R.A. Ireland
Disabled Drivers Association
Disabled People of Clare
Doorway to Life Ltd
Down Syndrome Ireland
Dyslexia Association of Ireland
Enable Ireland
Fighting Blindness
Focus Ireland
Freidreich's Ataxia Society Ireland
Genetic and Rare Disorders Organisation
HAIL Housing Association for Integrated Living

Headway Ireland
Huntington's Disease Association of Ireland
Irish Association for Spina Bifida and Hydrocephalus
Irish Deaf Society
Irish Guide Dogs for the Blind
Irish Haemophilia Society
Irish Kidney Association
Irish Motor Neurone Disease Association
Irish Raynaud's and Scleroderma Society
Irish Society for Autism
Irish Wheelchair Association
Jack and Jill Children's Foundation
KARE
Leitrim Association of People with Disabilities
Multiple Sclerosis Society of Ireland
Muscular Dystrophy Ireland
DeafHear.ie (National Association for Deaf People)
National Council for the Blind of Ireland
National Federation of Arch Clubs
Neurofibromatosis Association of Ireland
North West MS Therapy Centre
Parkinson's Association of Ireland
Peter Bradley Foundation
Post Polio Support Group
Praxis Care Group
Reach Ireland
Rehab Group
Royal Hospital Donnybrook
Schizophrenia Ireland
Shannon Community Workshops Ltd
Sophia Housing Association Ltd
Special Olympics Ireland
Spinal Injuries Ireland

St Catherine's Association
 St Gabriel's School and Centre
 St Michael's House
 Vantastic
 Vergemount Housing Fellowship
 Walkinstown Association
 West Limerick Community Workshop
 Western Care Association

Associate Member Organisations

Ability West
 ACTS (Accessible Community Transport Southside)
 Anne Sullivan Centre
 AHEAD
 Arklow Disability Action Group
 Bodywhys
 Care Alliance Ireland
 CARELOCAL
 Carmichael Centre for Voluntary Groups
 Centre for Independent Living Blanchardstown
 Centre for Independent Living Carlow
 Centre for Independent Living Cork
 Centre for Independent Living Dublin 7
 Centre for Independent Living Kilkenny
 Centre for Independent Living Galway
 Centre for Independent Living Offaly
 Centre for Independent Living Sligo
 Centre for Independent Living Waterford
 Centre for Independent Living Wexford
 Cheshire Ireland
 Children in Hospital Ireland
 Cork Accessible Transport
 Crosscare Cedar Programme
 Diabetes Federation of Ireland

Southern Region
 Dyspraxia Association of Ireland
 Express Yourself Ltd
 Féach
 Fibromyalgia Support Group (Midlands)
 F.I.C.T.A. - Federation of Irish Complementary Therapy Associations
 Health Action Overseas
 Heart Children Ireland
 Institute for Disability & Senior Citizens Ltd.
 Irish Electromagnetic Radiation Victims Network
 Lucan Disability Action Group
 Mid West Spina Bifida & Hydrocephalus Association
 Migraine Association of Ireland
 Neurological Alliance of Ireland
 Noinin Support for Autism
 Oglagh Náisiunta na hEireann Teo (ONET)
 Out and About Association
 Peacehaven Trust
 Rathmines Community Partnership

New Organisations Admitted In 2007

ACTS (Accessible Community Transport Southside)
 AHEAD (Returned as Associate Members)
 CIL Kilkenny
 Crosscare Cedar Programme
 Express Yourself Ltd.
 Mid West Spina Bifida & Hydrocephalus Association
 Neurological Alliance of Ireland
 ONET
 Praxis Care Group

Staff and Contact Details

National Office:

Fumbally Court, Fumbally Lane,
Dublin 8.

Tel: 01 4547978 Fax: 01 4547981

Email: info@disability-federation.ie

Web: www.disability-federation.ie

Management Team

John Dolan

Chief Executive Officer

Allen Dunne

Deputy Chief Executive Officer

Senior Executive Officer - Operational

Joanne McCarthy

Senior Executive Officer –

Policy and Research

Joe Lynch

Corporate Service Executive

(to May 2007)

Denis Cadogan

ICT Manager

Corporate Services /ICT Manager

(from June 2007)

Administration Support Team

Aaron Browne

Jacinta Dixon

Cathy McGrath

Mary Redmond

Alison Ryan

Eleanor Scanlan

Noreen Woods (to November 2007)

Mairéad Holohan

Marta Cudnoch

Support Officers Dublin Office

Support Officer - Policy:

Lillian Buchanan

Tel: 01 4547978

Eastern Region

Support Officers for the DUBLIN,
NORTH EAST AND MID LEINSTER
REGIONS are based in the National
Office

Support Officer: Martin Naughton

Tel: 01 4547978,

Mobile: 086 8207196

Email: martinnaughton@disability-federation.ie

DUBLIN NORTH CENTRAL, DUBLIN
NORTH, DUBLIN NORTH WEST

Support Officer: Anthony Carrick

Tel: 01 4547978.

Direct Line: 01 7090101,

Mobile: 086 8206736

Email: anthonycarrick@disability-federation.ie

DUN LAOGHAIRE, DUBLIN SOUTH
EAST, WICKLOW

Support Officer: Louise McCann

Tel: 01 4547978,

Direct Line: 01 4250126,

Mobile: 086 9189750

Email: louisemccann@disability-federation.ie

DUBLIN SOUTH CITY, DUBLIN SOUTH
WEST, KILDARE / WEST WICKLOW

Support Officer: Joan O'Donnell
DFI, Fumbally Court, Fumbally Lane,
Dublin 8.
Tel: 01 4547978,
Direct Line: 01 4520122,
Mobile: 086 3834587
Email: joanodonnell@disability-
federation.ie
MEATH, LOUTH, CAVAN, MONAGHAN

Support Officer: Jacqueline Thomson
DFI, Fumbally Court, Fumbally Lane,
Dublin 8.
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Direct Line: 01 3882600,
Mobile: 086 3882600
Email: jacquelinethomson@disability-
federation.ie
LAOIS, OFFALY, LONGFORD,
WESTMEATH

South / South East

Support Officer: P.J. Cleere
DFI, Tinryland, Carlow.
Tel: 059 9158111,
Mobile: 086 3811064
Email: pjcleere@disability-federation.ie
CARLOW, KILKENNY, SOUTH
TIPPERARY, WATERFORD, WEXFORD

Support Officer: Alison Ryan
DFI, C/o Comhairle, 101 North Main St.,
Cork.
Tel: 021 4271752;
Mobile: 086 3816323
Email: a.ryan@disability-federation.ie
CORK, KERRY

West / Mid-West

Support Officer: Michael Corbett
DFI, Acres, Newport, Co Mayo.
Tel: 098 41919
Fax: 098 41065
Mobile: 086 3804750
Email: michaelcorbett@disability-
federation.ie
GALWAY, MAYO, ROSCOMMON

Support Officer: Marcus Hufsky
DFI, Northside Resource Centre,
Forthill, Sligo Town.
Tel: 071 9144614,
Mobile: 086 3811261
Email: marcushufsky@disability-
federation.ie
SLIGO, LEITRIM, DONEGAL

Support Officer: Toni Gleeson
DFI, 'The Forge', Croke Street, Thurles,
Co Tipperary.
Mobile 086-6004526
Email: tonigleeson@disability-
federation.ie
TIPPERARY N.R., LIMERICK, CLARE

Acknowledgements

DFI is represented on a wide range of national structures and we would like to acknowledge those who, in a voluntary capacity, represented our interests on various national Committees and Groups during 2007

Committees and Groups – General

- Dormant Accounts Disbursement Board – **Gerry Ryan** (Formerly General Secretary, Inclusion Ireland (formerly namhi), representing the voluntary disability sector)
- ComReg Forum:
Mark Magennis (CFIT NCBI)
Niall Keane DeafHear.ie (National Association for Deaf People)
- BCI Consultation on Digital Terrestrial Television:
Hugh O'Neill (CRC)
- Meath SPC: **James Doorley** (National Youth Council of Ireland)
- National Implementation Group for National Disability Strategy – Implementation of INA 0 – 5 years – **Catherine Byrne** (KARE), **Joel Nudi** (Express Yourself)

DFI Representatives on HSE Regional Physical and Sensory Disability Co-Ordinating Committees

North East Area

Joan O'Donnell (DFI)
Noreen O'Donnell (Brainwave)
Fiona Hoey (Monaghan Access CIL)

South East

P.J. Cleere (DFI)
Katie Hourigan (MS Society of Ireland)
Nan Sibbald (CIL Carlow) (Alternate)

Midlands

Jacqueline Thomson (DFI)
Margaret Bassett (Brainwave)
Carmel Walsh (Alzheimer Society - to Oct 2007)

Mid West

Toni Gleeson (DFI)
Anna Kelly (Brainwave)
Ann Marie Flanagan (Disabled People of Clare)
Gretta Allen (MS Society Mid West)
Alternate

West

Michael Corbett (DFI)
Aidan Larkin (MS Ireland) Alternate

North West

Marcus Hufsky (DFI)
Rosaleen Kielty (Leitrim Association of People with Disabilities)
Brian Crummy (Post Polio Support Group) Alternate

South

Alison Ryan (DFI)
Carmel Coughlan (MS Society)
Liz Owens (Headway Ireland) Alternate

East Coast

Anthony Carrick (DFI)
Barbara Flynn (Freidreichs Ataxia Association)
Helen McCarthy (Headway Ireland)
Kate Power (MDI) Alternate

North Dublin

Martin Naughton (DFI)
Joe T Mooney (Muscular Dystrophy Ireland)
Karen Holmes (Post Polio Support Group)
Sean Kinsella (MS Society)

South West

Louise McCann (DFI)
Joan Bradley (Post Polio Support Group)
Michael Kavanagh (Peter Bradley Foundation) Alternate
Ava Battles (Brainwave) (To May 2007))

HSE Local Consultative Committees

Carlow / Kilkenny

Daniela Cooney (CRC)
Nan Sibbald (CIL Carlow)

Waterford

Mary Whittle (Waterford CIL)
Deirdre Cummins (Brainwave)

Wexford

Clíodhna Carroll (Headway)
Katie Hourigan (MS Society)

Tipperary South

Mary Heffernan (Peter Bradley Foundation)

Regional Physical and Sensory Database Committee

Jo Ashby (MS Society)
Clíodhna Carroll (Headway)

We wish to acknowledge the following organisations and bodies for their co-operation and work with DFI during the year.

Adare Human Resource Management
Age Action
Anti-Poverty Networks
Barnardos
The Children's Research Centre
BoardMatch
Broadcasting Commission of Ireland
Carers Association
Carmichael Centre for Voluntary Groups
Centre for Early Childhood Development (cecde)
Centres for Independent Living
Children's Rights Alliance
Citizens Information Board
Comhairle
Community Partnership Groups
Community Platform
Community Workers' Co-Operative

ComReg Forum
 Congress Centres Network
 CORI Justice Commission
 County and City Development Boards
 Dáil and Seanad Éireann
 Dept of Community, Rural and
 Gaeltacht Affairs
 Dept of Communications, Marine &
 Natural Resources
 Dept of Education and Science
 Dept of Justice, Equality and
 Law Reform
 Dept of Social and Family Affairs
 Dept of the Taoiseach
 Dept of Transport
 Directors of Community and Enterprise
 Disability Equality Specialist Support
 Agency (DESSA)
 Disability Stakeholders Group
 Disability Stakeholders Monitoring
 Group
 Dormant Accounts Disbursement Board
 European Association of Service
 Providers to People with Disabilities
 FÁS
 Federation of Voluntary Bodies
 Providing Services to People with
 Intellectual Disabilities
 Genetic and Rare Disorders
 Organisation (formerly GIDO)
 Health Service Executive Disability
 Services
 ICTU Disability Liaison Committee
 ilikecake
 Institute of Public Chartered
 Accountants
 Institute of Public Administration
 Irish Charities Tax Research Limited
 Irish Council for Social Housing

Irish National Organisation for the
 Unemployed
 Irish Rural Link
 Irish Senior Citizens Parliament
 Inclusion Ireland
 Mental Health Ireland
 National Disability Authority
 National Association of Building
 Co-Operatives
 National Economic and Social
 Council (NESC)
 National Economic and Social Forum
 National Women's Council of Ireland
 National Youth Council of Ireland
 Not for Profit Business Association
 Partnership Companies
 People with Disabilities in Ireland Ltd
 Protestant Aid
 Pobal
 Society of St Vincent de Paul
 The Wheel
 Vocational Education Committees

DFI is a member of the following organisations

- Irish Council for Social Housing (ICSH)
- European Association of Service Providers to People with Disabilities (EASPD)
- Irish Charity Tax Research Group (ICTRG)
- The Wheel

APPENDIX I

UNION OF VOLUNTARY ORGANISATIONS FOR THE HANDICAPPED
T/A "THE DISABILITY FEDERATION OF IRELAND"
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

BALANCE SHEET AS AT 31 DECEMBER 2007

| | 2007 € | 2006 € |
|---|-----------|-----------|
| TANGIBLE ASSETS | 56,844 | 37,490 |
| CURRENT ASSETS | | |
| Debtors (Amounts falling due within one year) | 144,082 | 78,870 |
| Cash at bank and on hand | 1,522,706 | 963,546 |
| | 1,666,788 | 1,042,416 |
| CURRENT LIABILITIES | | |
| Creditors (Amounts falling due within one year) | 592,100 | 84,089 |
| Deferred income | 126,516 | 177,349 |
| | 718,616 | 261,438 |
| NET CURRENT ASSETS | 948,172 | 780,978 |
| NET ASSETS | 1,005,016 | 818,468 |
| CAPITAL EMPLOYED: | | |
| Special reserve | 847,490 | 706,849 |
| Income and expenditure account | 157,526 | 111,619 |
| | 1,005,016 | 818,468 |

The financial statements were approved by the Board of Directors on 18th April 2008 and signed on its behalf by:

Niall Keane
Geraldine Clare



DIRECTORS

UNION OF VOLUNTARY ORGANISATIONS FOR THE HANDICAPPED
T/A "THE DISABILITY FEDERATION OF IRELAND"
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED
31 DECEMBER 2007

| | 2007 € | 2006 € |
|----------------------------------|-------------|-------------|
| INCOME | 2,133,226 | 1,955,317 |
| EXPENDITURE | (1,946,678) | (1,698,081) |
| SURPLUS FOR YEAR BEFORE TAXATION | 186,548 | 257,236 |
| TAXATION | | |
| SURPLUS FOR YEAR AFTER TAXATION | 186,548 | 257,236 |

There are no recognised surpluses or deficits other than the surplus arising from continuing operations disclosed above.

The financial statements were approved by the Board of Directors on 18th April 2008 and signed on its behalf by:

Niall Keane
Geraldine Clare



DIRECTORS

APPENDIX II

BOARD MEMBERS APRIL 2008

Geraldine Clare
Chairperson
(AWARE)

Paul Ledwidge
Vice Chairperson
(St. Michael's House)

Niall Keane
Hon Treasurer
DeafHear.ie (formerly National
Association for Deaf People)

Mike Glynn
(Brainwave)

Desmond Kenny
(National Council for the Blind of
Ireland)

Kieran Loughran
(Headway Ireland)

Joe T Mooney
(Muscular Dystrophy Ireland)

Anne Winslow
(Multiple Sclerosis Ireland)

Anne Coffey
(KARE)

Maurice O'Connell
(Alzheimer Society of Ireland)

BOARD MEMBERS 2007



Geraldine Clare
Chairperson



Paul Ledwidge
Vice Chairperson



Niall Keane
Hon Treasurer



Joe T Mooney



Maurice
O'Connell



Anne Winslow



Barbara Flynn



Des Kenny



Mike Glynn



Kieran Loughran



Anne Marie
Flanagan



Anne Coffey



Donal Danagher

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MANAGEMENT



John Dolan
Chief Executive



Allen Dunne
Deputy Chief
Executive



Joanne
McCarthy
SEO - Policy and
Research



Joe Lynch
Corporate
Services
Executive



Denis Cadogan
Corporate
Service & I.C.T.
Manager

SUPPORT OFFICERS



Alison Ryan



Anthony Carrick



Joan O'Donnell



Lillian Buchanan



Louise McCann



Marcus Hufsky



Martin
Naughton



Michael Corbett



P.J. Cleere



Toni Gleeson



Jacqueline
Thomson

SUPPORT STAFF



Noreen Woods



Mary Redmond



Eleanor Scanlan



Cathy McGrath



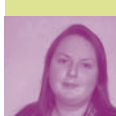
Alison Ryan



Jacinta Dixon



Aaron Browne



Mairead
Houlihan

ACRONYMS

| | |
|-------|--|
| CDB | County Development Board |
| CIB | Citizens' Information Board |
| CIL | Centre for Independent Living |
| DESSA | Disability Equality Specialist Support Agency |
| DFI | Disability Federation of Ireland |
| DSG | Disability Stakeholders' Group |
| DSMG | Disability Stakeholders' Monitoring Group |
| EASPD | European Association of Service Providers for People with Disabilities |
| EDS | Enhancing Disability Services |
| FÁS | Foras Áiseanna Saothair |
| HIQA | Health Information and Quality Authority |
| HSE | Health Service Executive |
| ICTR | Irish Charities Tax Research |
| MAF | Multi Annual Funding |
| NDA | National Disability Authority |
| NDS | National Disability Strategy |
| NESC | National Economic and Social Council |
| NESF | National Economic and Social Forum |
| PAS | Personal Advocacy Service |
| PCCC | Primary, Continuing and Community Care |
| PCT | Primary Care Team |
| T 16 | 'Towards 2016' |



DISABILITY FEDERATION OF IRELAND
Supporting Organisations to Enable People with Disabilities
An Advocate for the Voluntary Disability Sector

Disability Federation of Ireland (DFI) is the national support organisation and advocate for voluntary disability organisations in Ireland who provide services to people with disabilities and disabling conditions.

- Hidden
- Intellectual
- Mental Health
- Physical
- Sensory
- Emotional

Disability Federation of Ireland (DFI) works to ensure that Irish society is fully inclusive of people with disabilities and disabling conditions so that they can exercise fully their civil, social and human rights. In pursuit of this vision:

- DFI acts as an advocate for the voluntary disability sector.
- Supports organisations to further enable people with disabilities

DFI represents and supports over 150 voluntary disability organisations and groups of which 72 comprise its National Council, and a further 35 are Associate Members. It also works with and supports many other organisations and groups around the country that have a significant and growing disability interest. DFI provides:

- Information
- Training and Support
- Organisation and Management Development
- Research and Policy Development
- Advocacy and Representation
- Networking

DFI also supports the broad voluntary disability sector through its representation of the disability interest in the Social Partnership process, the HSE and other fora at regional, national and European level.

Disability Federation of Ireland
Fumbally Court, Fumbally Lane, Dublin 8

Tel: 01-4547978
Fax: 01-4547981
Email: info@disability-federation.ie
Web: www.disability-federation.ie