DISABILITY FEDERATION OF IRELAND

Annual Report 2025

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Letter from our Chairperson, Shane O'Brien

It was a great honour to be elected Chairperson of the Disability Federation of Ireland (DFI) in July 2025. I would like to thank my predecessor, Michael Doyle, for his leadership earlier in the year.

2025 was a year of big changes. We saw a new Programme for Government and significant shifts in government departments. I want to thank the Board and our staff for staying focused on our main goals during this time. A major job for the Board this year was ensuring the future stability of the Federation. We spent the year consulting with members and staff to create our new Strategic Plan 2026–2029. This roadmap will guide DFI for the next four years.

Good governance remains a top priority. I am pleased to report that DFI achieved Level 2 accreditation under the Improving Quality (IQ) standard this year. This demonstrates to our members and funders that we operate with high standards of transparency.

While funding remains a serious challenge for our member organisations, we are stronger together. I want to thank my fellow Board members, DFI reps and the DFI staff for their hard work. We enter 2026 with a renewed strategy and a promise to turn disability rights from policy into reality.

Shane O'Brien, DFI Chairperson

Statement from our CEO, Elaine Teague

2025 was a turning point for the Disability Federation of Ireland. Our goal was to move the national conversation from ratifying the UN CRPD to making it work in real life.

We started in January by launching our research report, Bridging the Gap, which highlighted what is needed at a local level to implement the UN CRPD; with recommendations mirrored in the National Human Rights Strategy for Disabled People. We also faced significant challenges. While we welcomed the significant funding for disability-specific services, Budget 2026 was a setback in many ways.

Our pre-budget campaign called on the Government to deliver the 'step change' that was promised to disabled people in the Programme for Government. But the Budget removed critical one-off cost-of-living supports with no mechanism set up to replace them. This left disabled people up to €1,400 worse off compared to Budget 2025. In response, we launched a campaign and organised a major protest outside Leinster House during Storm Bram. We made it clear that we will not accept a drop in living standards.

Despite these hurdles, we achieved a lot. Alongside our sector partners, we secured the implementation of the WRC pay agreement for Section 39 organisations, a historic step towards fair pay for our workers. We also deepened our work with the HSE through the new Health Regions.

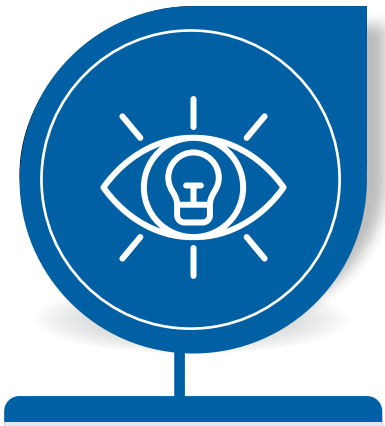
None of this would be possible without the people behind it. I want to thank our Board for their guidance and commitment throughout a demanding year. To our staff, your dedication and passion for this work is what drives everything we do. To our member organisations, your expertise and energy shape everything we stand for. And to our partners across the sector, thank you for standing with us. We are ready to face 2026 with renewed energy.

Elaine Teague

Elaine Teague, DFI CEO

Our Vision, Mission and Values

In 2025, we updated our values, vision and mission in line with our new strategic plan.



Our Vision

An Ireland where disabled people shape their own lives and take part in their communities with equality, inclusion, and independence.

Our Mission

DFI is a federation that works with our members, disabled people, allies, and the state to drive full inclusion and equity.

Our Values

Respect

Inclusion

Fairness

Empowerment

Collaboration

DISABILITY FEDERATION OF IRELAND

2025: A Year in Numbers

Advocacy and Policy

19
Written Submissions

18
Elected representative meetings

6
Policy Briefing Papers

19
Presentations at major events and conferences

3
Oireachtas Committee Hearings

1
Research Report Published

2
Local authorities (Galway and Carlow) passed motions for full-time Access Officers following DFI research

7
European partners joined for the IN-HABIT housing project

Member Representation

313
Health and Social Care meetings held

162
Individual representatives from member organisations participated in these meetings

50
Advisory group meetings

3%
Total pay increase secured for Section 39 workers in 2025 (1% in April, 2% in November)

20
Organisations joined our new National Disability Condition Specific Network.

DISABILITY FEDERATION OF IRELAND

2025: A Year in Numbers

Self-Advocacy

170
Downloads of the Self-Advocacy Toolkit.

60
DFI member organisations in the Self-Advocacy Network

Member Engagement

100%
Of members actively participated in at least one DFI team or event.

69%
Response rate to our Strategic Plan Member Survey.

17
Organisations participated in the Training Links capacity building programme.

Communication

48
Self-advocates completed media training.

3
Major national campaigns delivered (#DeliverTheStepChange, Emergency Disability Payment campaign and Make Way Day).

Corporate Governance

1
New Strategic Plan (2026-2029) finalised and ready for launch.

Level 2
accreditation achieved for the Improving Quality (IQ) standard.

Global Reach: Working Internationally

DFI's delegation at UN COSP in New York with the then Minister of State at the Department of Children, Disability and Equality with responsibility for disability Hildegarde Naughton TD.

Taking our message to the world stage

In 2025, DFI ensured that the voice of the Irish disability sector was heard globally. We worked with international partners to highlight where Ireland is failing to meet its human rights obligations.

Left to Right: Siobhan Long, DFI Board Member and National Manager, Assistive Technology Training Service at Enable Ireland, Emer Begley, DFI's Director of Advocacy, Joan Carthy, DFI Board Member and National Advocacy Manager at Irish Wheelchair Association and Minister Hildegarde Naughton TD.

The United Nations

In June 2025, DFI travelled to the United Nations Headquarters in New York. We were part of the official Irish Delegation for the 18th Conference of State Parties (COSP18) to the UN CRPD.

- **Civic forum:** DFI representatives spoke at the Civic Forum on the topic of Artificial Intelligence (AI) and Assistive Technology. We highlighted the need to ensure AI is used to include disabled people, not to create new barriers.
- **Meeting the Minister:** We attended a high-level roundtable meeting with then Minister of State Hildegarde Naughton, hosted by the Irish Permanent Representative to the UN. We used this opportunity to flag our serious concerns regarding poverty and Budget 2026 directly to the government on an international stage.

The UN CRPD Alternative Report

DFI worked throughout the year alongside a coalition of six leading disability organisations (IWA, Chime, Enable Ireland, Rehab Group, and Mental Health Reform) to write an Alternative Report for the UN Committee.

- **The goal:** This report was submitted to the UN to provided evidence of stagnation in housing, transport, and independent living standards in Ireland. We were pleased to see the issues we raised reflected in the UN's list of issues published at the end of last year, helping to shape the questions that will be put to the Irish Government at its next review.

European Engagement

- **Lithuania (EDF):** In June, we attended the European Disability Forum Conference in Vilnius, Lithuania. We presented on the topic of Assisted Decision-Making, sharing Ireland's legislative journey with European colleagues.
- **Brussels (EASPD):** DFI was a guest speaker at the EASPD Knowledge Café in Brussels. We presented our Self-Advocacy Programme, which has been recognised by the EASPD as a model of best practice for other EU countries to follow.

The IN-HABIT Project

DFI secured a partnership in the new EU-funded IN-HABIT project (Inclusive Housing and Accessibility for Belonging, Independence, and Transformation).

- **Partners:** We are working with organisations in Belgium, France, Italy, Greece, Hungary, and Poland.
- **The goal:** The project aims to improve housing for disabled people. DFI will co-lead the baseline research to help create a MyService digital hub. This hub will support people to navigate the housing market and live independently.

Advocacy and Policy

In our members survey, our members told us that DFI's continued advocacy is vital to amplifying the voices of the people they support. We know that advocacy can be a slow process, but we saw important long-term efforts pay off in 2025. It was great to see our influence in the new Programme for Government, securing a promise for a recurring Cost of Disability payment that we and others have called for over many years. We also contributed to shaping the new Human Rights Strategy for Disabled People 2025-2030 before it was finalised.

Making Rights Real

In 2025, we focused on holding the state accountable to the UN Convention on the Rights of Persons with Disabilities (UN CRPD).

The National Human Rights Strategy 2025–2030

On September 3, 2025, the government published the National Human Rights Strategy for Disabled People.

- **The plan:** The strategy is built on five pillars: Inclusive Learning, Employment, Independent Living, Wellbeing, and Transport.
- **DFI analysis:** Having worked hard to help shape the strategy through submissions and ongoing engagement, we then produced a plain-English analysis of the final plan to highlight what it gets right and where it falls short.
- **Tracking progress:** DFI is working to track this strategy, in particular in areas of key concern to our work. We will monitor and analyse what the government does, provide critique on whether they meet the Key Performance Indicators (KPIs) in their action plans, and publicise our findings.

Local Government Reform

In January 2025, we launched Bridging the Gap, a major research report commissioned by DFI and undertaken by Dr. Charles O'Mahony and Dr. Mary Keogh.

- **Findings:** The report showed a postcode lottery for disability inclusive practices. For instance, it found that many Local Authority Access Officers work part-time and are under-resourced.
- **Real results:** Following our advocacy, Galway City Council and Carlow County Council passed motions to employ full-time Disability Access Officers. In addition, a number of the report recommendations were mirrored in the subsequent National Human Rights Strategy for Disabled People.
- **Wicklow Model:** Our long-term partnership with Wicklow County Council (the Disability and Inclusion Steering Committee (DISC) model) was recognised by the Department of Rural and Community Development as a best-practice model.

Budget 2026: The campaign

Our pre-budget campaign, #DeliverTheStepChange, focused on the extra Cost of Disability, which research shows is between €10,651 and €15,059 per year (updated for inflation).

The outcome: In many ways Budget 2026 was a setback for the Cost of Disability. While we welcomed the increase in funding for specialist services, the Budget removed the one-off payments that had been provided in previous years (like the €400 Disability Support Grant and Fuel Allowance lump sums) without any replacement measures to cover the loss. This resulted in a loss of up to **€1,400 per person** compared to 2025.

The protest: This triggered immediate action. On December 9, 2025, DFI, the Irish Wheelchair Association (IWA), and Access for All held a protest outside Leinster House. Despite a Status Orange weather warning from Storm Bram, activists gathered to demand an Emergency Winter Payment.

Case Study

Membership in focus: Alison Cotter, Advocacy and Research Officer, MS Ireland

Experience of Working with DFI on Advocacy

Focus:
Collective Advocacy

Who:
Alison Cotter, MS Ireland

As Advocacy Officer with MS Ireland, the DFI Policy and Advocacy Forum is an important part of how we connect our priorities with broader sector advocacy. Like many organisations, our capacity is limited, and we need to be strategic with our time and resources. The Forum helps us collaborate on key issues, ensuring our efforts are strengthened rather than duplicated.

The Forum also supports key national processes, including pre-budget and election advocacy. Discussions with member organisations highlight shared priorities, which is essential when engaging with Government to ensure that messaging is consistent, evidence-based, and reflective of a wider constituency.

For MS Ireland, many of the issues we advocate on, such as housing and the cost of living with a long-term condition are widely shared. Through the Forum, it becomes clear just how common these challenges are across the disability community. This shared understanding strengthens our advocacy, ensuring the experiences of people with MS are reflected in wider disability policy discussions.

The Forum also provides a collaborative space to share insights, raise issues, and identify opportunities for joint action. Whether through shared research or collective engagement with policymakers, this collaboration enhances the impact of our work.

A key strength of the Forum is that it connects this collaboration to wider advocacy structures, particularly through the Oireachtas Disability Group, the Community and Voluntary Pillar and wider European bodies. This is especially relevant in the context of the UNCRPD.

The Importance of a Collective Voice

Advocacy can feel like pushing a boulder uphill. Progress can be slow, and change can be hard to achieve. Having a space like the DFI Policy and Advocacy Forum is crucial. It provides not just an opportunity to align on key priorities, but also a sense of shared purpose and momentum.

For MS Ireland, the value of the Forum lies in its ability to amplify our voice while grounding it in a broader movement for disability rights. A collective, informed, and strategic approach is essential to influencing policy effectively. The DFI Policy and Advocacy Forum continues to play a key role in ensuring that, together, our voices are stronger.

Supporting Our Members

The WRC pay agreement

Retaining skilled staff is a major crisis for our members because of the pay gap compared to state agencies. 2025 saw the implementation of the WRC pay agreement for Section 39 organisations.

- Pay increases: Specific pay rises were applied: 1% in April 2025 and a further 2% in November 2025.
- Data collection: DFI worked with our colleagues from other community and voluntary sectors to ensure a data-gathering exercise would be completed early in 2026. This was included in the WRC agreement.

Working with the Health Service

- **Regional Voluntary Forums:** The HSE launched the six new Health Regions. We helped design Regional Voluntary Forums along with colleagues from the National Dialogue Forum. We sought nominations from DFI members to each of the forums which are designed to support the regions with decision making and prioritising resource allocation.
- **Simpler Contracts:** We worked to revise the Service Arrangement (Part 1) and replace Part 2 with the Healthcare Provider Specific Requirements (HPSR).
- **Partnership Principles:** Our CEO presented on the opportunities and challenges of the new regional structures at second HSE Joint Planning Day with the voluntary sector in May. This event, co-planned through the Dialogue Forum aimed to advance the Department's partnership principles with the voluntary sector.
- **Supporting HSE Committee Work:** We continue to develop DFI's Health and Social Care programme, which includes a series of themed advisory groups. These support member organisation representatives to external committees, ensuring participation is reflecting of the broader issues of the members.

Case Studies

Membership in Focus: Eóin Ó'Béara Special Olympics Ireland

Connecting National Advocacy To Real Services On The Ground

Focus: Safeguarding and Community Participation

Who: Éoin Ó Béara, Special Olympics Ireland

I serve as the DFI Member Organisation Representative to the HSE and HSE Funded Safeguarding Reference Group. In this national policy space, I draw on my experience leadingSpecial Olympics Ireland, a volunteer-led, community-based organisation dedicated to the inclusion and wellbeing of people with intellectual disabilities through sport.

Because we operate differently from a direct service provider, I can offer a distinct and practical perspective. My insight is rooted in the realities of voluntary community settings, which often sit outside traditional, regulated service frameworks.

In my daily role, I balance national policy requirements with practical, community-based implementation. I work to ensure that robust safeguarding procedures are consistently applied and understood, supporting staff, volunteers, and athletes to recognise and respond to concerns. Bringing this operational reality to the national level, helps me ensure that safeguarding models remain meaningful, proportionate, and person-centred.

Strengthening Local Impact

Being part of DFI genuinely strengthens the local impact of community organisations. As a representative to the Reference Group, I work to ensure that community-based models are appropriately recognised within national safeguarding discourse. I aim to provide a balanced, informed voice that bridges statutory safeguarding structures and lived community participation.

By complementing the perspectives of direct service providers, I advocate for policy development and guidance that is genuinely accessible, workable, and inclusive for community-based organisations. Ultimately, this work highlights the strength of the DFI membership in advocating for shared standards of safety, dignity, and respect, while ensuring that the diverse realities of volunteer-led, community-embedded models are fully supported.

Case Studies

Membership in Focus: Richard Stables Headway Ireland

Connecting National Advocacy To Real Services On The Ground

Focus: Health and Social Care Representation

Who: Richard Stables Information and Support Manager Headway Ireland

I am a DFI member organisation representative on the HSE New Directions Sub Group. In this national policy space, I bring frontline insight into how monitoring systems directly impact the daily lives of people using services, their families, and the staff who support them.

Rather than accepting compliance-driven approaches, I use this platform to ensure that national frameworks meaningfully capture lived experience, personal outcomes, and actual quality of life. Drawing on my professional background in information and support, I try to keep national developments grounded in the operational reality of real-world services. I also advocate for monitoring approaches that are transparent and understandable to people using the services, because shared understanding matters for real quality improvement.

Strengthening Local Impact

Being part of DFI genuinely strengthens the impact of community organisations. Through my engagement on the Sub Group, I work to amplify DFI's broader advocacy position that effective monitoring must be underpinned by adequate local resources, workforce capacity, and system-level supports.

Representing the DFI collective, I help ensure that local services are not overwhelmed by bureaucracy. I contribute to defining outcomes in ways that are accessible and proportionate, allowing services to demonstrate their impact without an undue administrative burden.

The goal is to balance accountability with learning, so that monitoring processes genuinely support service improvement and innovation at the local level.

Self-Advocacy

Our members told us that DFI's support around self-advocacy has been among the most meaningful work we do together. One member noted that DFI had "become my first port of call for any query or concern that may come up during the course of our work", a reflection of the growing confidence and capability that this network helps to build.

The Toolkit and Leaders Network

In April 2025, we launched the **Self-Advocacy Toolkit**.

- **Impact:** By the end of the year, it was downloaded over 170 times. It has become a key reason for new organisations joining DFI.
- **Leaders Network:** We established the Self-Advocacy Leaders Network. This group met three times (June, September, November) to share strategies and support each other.

Case Study

Membership in Focus: Gary Brennan Prader-Willi Syndrome Ireland

Experience Of Working With DFI On Advocacy

Focus: Self Advocacy

Who: Gary Brennan, National Development Manager, Prader-Willi Syndrome Ireland

As National Development Manager with PWSAI, building self-advocacy capacity for our members is central to everything we do. PWSAI supports people with Prader-Willi Syndrome (PWS), their families and carers, and promotes awareness, education, and better services. Like many smaller organisations, our resources are limited, and having DFI's advocacy toolkit as a practical framework has been invaluable.

Our SUAS Self-Advocacy Group ("Suas" is Irish for "up" or "rise") was established following a global PWS conference in Limerick in 2022, the first event planned for people with PWS by people with PWS. The group gives members aged 16+ a space to speak up for themselves, build confidence, share experiences, and have a say in services that affect their lives. DFI's guidance helped us structure this from the ground up, offering clear direction we could adapt to our members' unique needs.

The Importance Of Having A Voice

For people with PWS, having a platform to speak and be heard cannot be taken for granted. Through SUAS, members are building real skills and taking on real responsibilities. In January 2026, members elected their first Chair and Vice-Chair, spoke at our education and employment seminar, and took part in a panel Q&A. They were also instrumental in developing the HSELand PWS Awareness programme. This ensures people with PWS are at the centre of how their condition is understood.

Meaningful advocacy is about people with PWS are the ones speaking about their experience. Having DFI's support has given our work a foundation we can build on. A heartfelt thank you to PJ, Áine, and the Disability Federation of Ireland. It has made a real difference.

Member Engagement

Members consistently highlighted DFI's responsiveness and timely information-sharing as among the most valued aspects of membership. Members told us that access to briefings and expert guidance helps them navigate the complex landscape of disability services and reduces the sense of isolation that this work can sometimes bring.

Training Links

We continued our partnership with the National Alliance of Centres for Independent Living (NACIL) through the Training Links programme.

- Building skills: We delivered targeted, high-impact training in Strategy, Leadership, Risk Management, Quality Assurance, Communications, and Procurement, equipping members with critical capabilities. This support is vital for our small to medium-sized members, who often face barriers in accessing dedicated training and resources.

Membership Updates

- Engagement: 100% of our members participated in at least one DFI team, working group, or training session in 2025.
- New Members: We paused new applications mid-year to facilitate the development of our new Strategic Plan, while still welcoming three new members in 2025 and further enhancing the diversity of our Federation. By December, we reopened applications with a clear, renewed focus on strategically expanding our membership throughout the lifetime of the Strategic Plan.

Membership in Focus

Carol Brill, Usher Syndrome Ireland

Focus: New Members
Who: Carol Brill, Founder and Chair, Usher Syndrome Ireland

Becoming a member of DFI was both a practical decision and a deeply important step for the future of Usher Syndrome Ireland.

We are a small, volunteer-led charity supporting people living with Usher Syndrome, a rare condition involving combined hearing and vision impairment. Like many grassroots organisations, we operate with no paid staff and extremely limited resources, yet we aim to provide national support, advocacy, and awareness.

Our services include peer support, information provision, family support, research, education, and awareness raising, all delivered by a small but committed volunteer base. Demand for our services continues to grow. As a completely non-state funded Disabled Persons Organisation, meeting the needs of over 250 people with Usher Syndrome in Ireland, along with their families and wider support networks, is increasingly challenging. Despite this, we remain a 24/7 service dedicated to the people we support.

Why We Joined DFI

We joined DFI because we recognised that we could not do this work alone. We struggle under the weight of governance, compliance, and day-to-day operational demands, while also trying to grow and sustain meaningful services. Being part of DFI allows us to connect with a wider network, learn from other organisations, and feel part of something bigger than ourselves.

One of the most valuable aspects of DFI membership is advocacy. As a small organisation without dedicated staff, it is incredibly difficult to engage at a national policy level. Having a strong federation advocating across the sector gives us reassurance that the needs of our community are being represented. There is real comfort in knowing that there is an organisation in our corner, with the credibility and influence to bring issues forward.

The Realities of Running a Small Charity

At the same time, the realities facing smaller charities remain challenging. Funding continues to be our biggest operational issue. Like many organisations, we often find ourselves shaping our services around available grants rather than responding directly to the needs of our community. This is frustrating and, at times, demoralising, particularly when competing with larger organisations for limited funding. Our sustainability is often uncertain, with key funding decisions determining our future.

Volunteer capacity is another ongoing concern. Our work relies heavily on a small number of dedicated individuals, and burnout is a real risk. As a DPO, that reliance is amplified further by the challenges our volunteers face in their own personal lives in an increasingly demanding environment.

Given the volume of DFI activity, engagement can be challenging. Our capacity means we cannot always fully engage as we would like; however, DFI membership has been a positive and important support for Usher Syndrome Ireland. It provides connection, representation, and reassurance, qualities that are essential for small organisations navigating an increasingly complex and demanding environment. Often, it is simply knowing there is someone we can pick up the phone to for support; in a difficult sector, that support is truly invaluable.

Membership in Focus

Alison Ryan, Cork Centre for Independent Living

From my perspective as a participant, the impact of The Wheel's Training Links Programme, delivered through the National Alliance of Centres for Independent Living (NACIL) Leadership Network, has been both significant and far-reaching.

Having been involved in the Centres for Independent Living (CIL) movement for many years in a variety of roles, and more recently stepping into the position of CEO of Cork CIL, I found the programme to be particularly timely and valuable. It provided an invaluable opportunity to connect with peers across the country, strengthening relationships and opening new avenues for shared learning and collaboration.

Focus: National Alliance of Centres for Independent Living (NACIL)
Who: Alison Ryan, CEO, Cork Centre for Independent Living

Bringing the alliance together

Bringing together seventeen CILs was never going to be without challenge. As an alliance, we share a long and complex history, one that includes both strong collaboration and, at times, difficulties shaped by differing perspectives and sectoral dynamics.

The programme acknowledged this reality and created a space where it could be constructively addressed. Through open dialogue and consistent engagement, we were able to move beyond some of these challenges and begin building a renewed sense of trust and shared purpose.

The programme itself was ambitious and well-structured, focusing on key areas such as strategy and impact, governance, sustainability, organisational management, and leadership. Importantly, it was grounded in the principles of Independent Living and informed by lived experience, which ensured that the learning was both relevant and practical.

One of the most impactful elements for me, and I believe for the Alliance, was the opportunity to reflect on and better understand our collective value. The programme supported us in recognising the significant contribution CILs make not only in supporting disabled people to live independently, but also as established, community-based organisations with a long track record of delivering high-quality services. This has strengthened confidence across the Alliance and reinforced our shared identity.

A lasting Impact

Despite initial challenges there was a strong commitment from all involved to make NACIL work. Over time, this translated into greater collaboration, openness, and willingness to share both challenges and solutions.

Feedback across the network has been very positive. Participants have reported increased confidence in their roles, improved governance and leadership skills, and a greater ability to respond to ongoing changes within the sector. Just as importantly, NACIL has grown into a more cohesive and supportive alliance. For me, it has been an invaluable space to connect, learn, and explore collaborative possibilities.

As the programme concludes, its impact will continue. NACIL is now stronger, more connected, and well-positioned to build on this momentum into the future.

Communication

Media Strategy

We secured significant media coverage, particularly for the Bridging the Gap report and our response to Budget 2026 and the Emergency Winter Payment protest.

Accessible Messaging

The DFI team also completed Plain English training with NALA to ensure all our communications are accessible.

Digital Campaign

For the #DeliverTheStepChange budget campaign, we produced a 40-second animation and a series of poverty workshop videos featuring self-advocates. These personal stories performed very well on social media.

Media Training

Our media and communications training forms part of our self-advocacy development. In 2025, 48 members participated in media and communications training to develop their ability to communicate their stories and amplify their needs. Our investment in communications training is making a measurable difference. Members who took part told us that having access to media briefings was invaluable to their work.

Structure, Governance and Management

DFI operates with a commitment to transparency and accountability in all aspects of its governance. This section sets out the legal structure of the organisation, the composition and responsibilities of its Board of Directors, and the committee and working group structures that support effective oversight and decision-making.

Legal Structure and Status

DFI was founded in 1960 and is a registered charity with the Charities Regulator in Ireland with registration number 20010584. DFI is a Company Limited by Guarantee, set up under a Memorandum of Association. The Company is governed by a Constitution and is managed by a Board of Directors and nominated Company Members. The Articles of Association were last amended by a motion unanimously agreed by the company members at the Extraordinary General Meeting held on 31 October 2024.

Principal objects

DFI's main purpose is to benefit the community by supporting, championing, and valuing the role of people with disabilities, and by encouraging their full participation in building a society that promotes their wellbeing and quality of life. We do this by:

- Supporting organisations that provide services or assistance to people with disabilities.
- Enabling full participation in all areas of life, helping people express their views, have their interests represented, access information and services, and make their own choices, so they can speak up for themselves and have a say in decisions that affect them.
- Representing the interests of people with disabilities and the organisations that support them, at national, European, and international level.
- Changing attitudes by educating the public and influencing beliefs and values so that people with disabilities can fully exercise their civil, economic, social, and human rights.

Representation of Disabled People at DFI

As at April 2026:

- Over 60% of DFI employees identified as having a disability or a disabling condition.
- Over 55% identify as having a disability.
- More than 55% of DFI employees reside in households with at least one other individual who has a disability.

DFI has a board composition of 12 members.

- 48% of DFI's board members identified as having a disability or a disabling condition.
- A third of DFI's board identify as having a disability.
- 50% of board members reside in households with at least one other individual who has a disability.

Board of Directors

DFI is governed by a Board of Directors with a maximum number of 15 directors. All Board Members work voluntarily and do not receive any remuneration as required by the Charities Act 2009. They are entitled to reimbursement for out-of-pocket expenses in the discharge of their functions. The Board of Directors are also the Trustees of the Charity.

The Board manages the business of the company within the context of the Strategic Plan as agreed by the Members of the company. The Board is provided with regular financial and operational information. It meets regularly, as required and met in full on eight occasions in 2025. The role of the Chairperson and Chief Executive Officer are separate, and the directors are independent of the management of the company.

In 2025, four new directors joined the Board following a number of retirements.

Board Attendance 2025

Board Member	13 Feb	13 Mar	08 May	5 Jun	10 Jul	11 Sep	9 Oct	11 Dec
Shane O'Brien	✓	✓	✓	✓	✓	✓	✓	✓
Gráinne O'Leary			✓	✓	✓	✓	✓	✓
Barry Sheridan	✓			✓	✓	✓	✓	
Joan Carthy	Co-opted 09.10.25							✓
Karen Foley	✓		✓	✓	Resigned 17 .06 co-opted 11.09		✓	✓
Padraig Hannafin		✓	✓	✓	✓	✓	✓	✓
Aoife Lambe	✓	✓	✓	✓	✓		✓	
Siobhán Long	✓	✓			✓	✓	✓	
Sinead Lucey Brennan	Co-opted 08.05		✓	✓		✓	✓	✓
Michelle MacDonagh	✓		✓	✓	✓			✓
John McDonald	✓	✓	✓		✓	✓		✓
Peter Murphy	✓		✓		✓	✓	✓	
Patrick Quinn	Appointed 17.06				✓	✓	✓	✓
Julie Sharp	✓		✓	✓	✓	✓		✓
Eamonn Teague	Appointed 17.06					✓	✓	✓
Michael Doyle	✓	✓		✓		Resigned 17.06		
Fran Brennan	✓	✓	✓			Resigned 17.06		
Ann Marie Ellison						Resigned 17.06		

Board Officers 2025

Chairperson	Shane O'Brien (from 10.07.25) Michael Doyle (to 17.06.25)
1st Vice Chairperson	Gráinne O'Leary
2nd Vice Chairperson	Barry Sheridan (from 10.07.25) Siobhán Long (to 17.06.25)
Company Secretary	Peter Murphy
Deputy Company Secretary	Elaine Teague

Board Induction

Board Induction occurs as soon as possible once an individual has been selected to join the Board. Induction is the responsibility of the Company Secretary in collaboration with the CEO.

The induction meeting covers the organisation's history, governance structures, and core activities, as well as an introduction to Board functions and the roles and responsibilities of becoming a Board Member.

An induction pack is also provided, including copies of the organisation's Constitution, Governance Handbook, Strategic Plan, agendas and minutes of at least two previous Board Meetings, audited accounts of the prior year, and related materials. Follow-up supports to newly appointed Board Members are also available and are provided on an individualised basis.

Board Performance Review

DFI completed its most recent Board Performance Review in Q4 2024. A report was prepared and issued to all Board Members, with agreement that the review would be carried out every two years going forward, with the next review to be completed by end of 2026.

Board Sub-Committees

The Board is supported by a committee structure that deals with specific aspects of the Charity's business. Each sub-committee is governed by terms of reference specifying the scope of responsibilities and delegated authorities. At least one independent external member, who is neither a member of the Board nor a member of staff, normally sits on each committee to provide further oversight and expertise.

The Board sub-committees that operated in 2025 were:

Finance and Audit Committee

The purpose of the finance function of the Committee is to monitor significant financial planning, management and reporting matters of DFI and to make recommendations and deliver reports to the Board of DFI. The purpose of the audit function of the Committee is

to assist the organisation in discharging its legal and accounting responsibilities. It provides the communication link with the external auditor and evaluates the risk management process. The Committee met four times in 2025. During the year, regular updates were provided from the staff on current accounting issues along with progress reports from the outsourced Accounts Manager. The Committee comprised of the following members in 2025:

- Gráinne O'Leary (Chair of Committee from 10.07.25)
- Shane O'Brien
- Rose Creegan (appointed 09.10.25)
- Eamonn Teague (appointed 07.11.25)
- Patrick Quinn (appointed 07.11.25)
- Fran Brennan (Chair of Committee until resignation 17.06.25)
- Michael Doyle (DFI Chairperson, ex officio until resignation 17.06.25)
- Owen Hillery (resigned 24.02.25)

Governance Compliance Committee

The purpose of this Committee is to monitor compliance with the DFI 'Governance Policy and Handbook' under which the Board operates. The Committee met four times in 2025 and comprised of the following members:

- Michael Doyle (DFI Chairperson, ex officio until resignation 17.06.25)
- John O'Sullivan (resigned 18.12.24)
- Mike Glynn (resigned 14.01.25)
- Peter Murphy (Chair of Committee)
- Julie Sharp
- Barry Sheridan
- Patrick Quinn (appointed 10.07.25)
- Tara Matthews (appointed 13.08.25)
- Shane O'Brien (DFI Chairperson, ex officio from 10.07.25)

Membership Support Committee

The purpose of the committee is to advise and support Board consideration and decision-making in relation to membership applications. The Committee met 4 times in 2025 and comprised of the following members:

- Aoife Lambe
- Gráinne O'Leary
- John McDonald
- Siobhán Long

Working Groups

In addition to the sub-committee structure, working groups are established where necessary or helpful. In 2025, there was one active working group:

Strategic Plan 2026 Steering Committee

Hugh O'Connor (OCS Consulting)

Gráinne O'Leary

Michelle MacDonagh

Padraig Hannafin

The following section highlights key governance activities and achievements from 2025.

Strategic Plan 2026–2029

We spent the year developing our next Strategic Plan. Facilitated by OCS Consulting, we consulted deeply with staff, the Board, and members. The plan was finalised in December 2025.

Quality Standards

In October 2025, DFI achieved Level 2 accreditation for the Improving Quality (IQ) standard. This provides independent proof of our high standards in governance and management.

Conclusion and Future Outlook

2025 proved the resilience of the Disability Federation of Ireland. As we move into 2026, we shift our focus from planning to action. The scale of what our members achieve together is striking. Our Membership Survey found that DFI member organisations collectively support more than 133,500 individuals across Ireland each year, delivering 4.6 million hours of care and support, employing more than 11,400 people, and drawing on the dedication of nearly 8,000 volunteers. This is the real-world impact that DFI's advocacy, training, and member support helps to sustain and grow.

Our Priorities for 2026:

1. **Continue to implement our advocacy plan:** We continue to implement our advocacy plan has three high level priorities including cost of disability, sustainability of organisations and local implementation of UN CRPD.

2. **Monitor the commitments:** We will track the new National Human Rights Strategy to ensure the government keeps its promises.

3. **Cost of Disability advocacy:** We will intensify the campaign for a permanent Cost of Disability payment to replace the supports lost in Budget 2026.

4. **EU Presidency 2026:** We will use Ireland's EU Presidency to advance disability rights, pushing for a fully accessible presidency, progress on the EU Equal Treatment Directive, and stronger actions to combat poverty and social exclusion. This is an opportunity for DFI and the wider disability community to raise issues and take advantage of the attention of the EU on Ireland during this period.

Our DFI Health and Social Care Representatives

DFI representatives from are drawn from our member organisations and represent DFI on key committees and engagement structures. Reps take part in DFI's committee and advisory work, supported by internal structures like the National Health Advisory Forum, NHAF.

Together, they bring the real experiences, priorities, and voices of the disability community to national decision-making spaces. Each brings a wealth of experience and perspective to national forums and working groups that shape disability policy and services. We want to thank each of them for their invaluable contributions. They are

Aideen Shinners, St.Gabriels Foundation: Representative on the Children's Disability Network Team Information Management System, CDNTIMS Project Group.

Alan Breathnach, Muscular Dystrophy Ireland: Representative on MDI, HSE Dublin and North East Voluntary Forum.

Alison Ryan, Cork Centre for Independent Living: Representative on the HSE Personal Assistance Review Group and HSE South West Voluntary Forum.

Alma Walsh, Erb's Palsy Ireland

Amanda Deaton, Child Vision: Representative on the Day Services Instructor Grade Working Group

Andrew O'Neill Autism Support Louth and Meath: Representative on the Working Group to Develop Training on Autism.

Aoife Lambe Multiple Sclerosis, MS Ireland: Representative on the Service Arrangement Grant Aid Agreement, SAGAA Workstream 4 -Financial Allocation Process and HSE Dublin and Midlands Voluntary Forum.

Bernadette Frain, Western Care Association

Carol O'Donnell, Dara Community Living: Representative on the Expert Advisory Group, EAG to Develop a Compatibility Risk Assessment, CRA for Residential Disability Services

Caroline McGarrity, ChildVision: Representative on the No. 14 Record Management guiding principle working group.

Daragh Kennedy, Irish Wheelchair Association: Representative on the HSE / HSE Funded Safeguarding Reference Group.

Denise Moran, Irish Wheelchair Association: Representative on the HSE Adult Safeguarding Notification and Case Management - ICT Project Team Sub Group for Services.

Derek Murphy, Dara Community Living: Representative on the Expert Advisory Group, EAG to Develop a Compatibility Risk Assessment, CRA for Residential Disability Services

Dunia Hutchinson, Inspire Wellbeing: Representative on the HIQA Residential Service Provider Forum

Elisha McSweeney, Mayo Autism Camp, M.A.C: Representative on the CHO 2 Disability Consultative Committee - children services.

Elizabeth Brady Western Care Association: Representative on the New Directions National Implementation Advisory Group and Rehabilitative Training, RT / School Leaver Group.

Éoin Ó Béara, Special Olympics Ireland: Representative on the HSE / HSE Funded Safeguarding Reference Group.

Fiona Bolger, Spinal Injuries Ireland: Representative on the HSE Dublin and South East Voluntary Forum.

Gary Brennan, Prader Willi Syndrome Association Ireland: Representative on the PWSAI, CHO 7 Disability Consultative Committee - adult services.

Gillian Darrer, Enable Ireland: Representative on the Social Care Consortium and HSE South West Service Delivery Workstream – RHA Implementation.

Gina Grant, Down Syndrome Ireland: DSI, Steering committee for the EQUIP project (Examining Quality, Use and Impact of Psychotropic (use) in older adults with intellectual disabilities).

Jacinta Walsh Autism Support Louth and Meath: Representative on the Working Group to Develop Training on Autism.

John Mahon, Positive Futures: All Employers Forum Social Work

Karen Foley, Acquired Brain Injury Ireland: Representative on the Stakeholder Reference Group for the HSE Recommendations Implementation of the Ombudsman's "Wasted Lives" Report.

Kerry Mallon, Positive Futures: Representative on the HIQA Residential Service Provider Forum

Kristy Cooke: Representative on the Home Sharing Working Group.

Lina Kouzi, Vision Ireland: Representative on the Development of accessible medical information.

Liz Maher, AK Inspired Ability (Inspired): Representative on the New Directions Sub Group - Consultation and Information for Service Users and their Families.

Melba Mary Vilson, Enable Ireland: Representative on the Disability Services (residential) Guiding Principles Group.

Niall Myers, Cheshire Ireland: Representative on the HSE / HSE Funded Safeguarding Reference Group, HSE Assisted Decision Making, ADM Divisional Team and National Safeguarding Advisory Committee.

Nicola Hart, Down Syndrome Ireland: DSI, Study and Task Group for the EQUIP Project.

Paula Leonard, Alcohol Forum of Ireland: Representative on the Stakeholder Reference Group for the HSE Recommendations Implementation of the Ombudsman's "Wasted Lives" Report.

Philip Hendrick, Galway Centre for Independent Living: Representative on the HSE West and North West Voluntary Forum.

Richard Stables, Headway: Representative on the New Directions Sub Group - Development of an Outcomes Focus for the Monitoring System.

Robin Wynne, Western Care Association

Rosa Tomrophofmann, PALS - Parents of Autistic people in Loughrea and Surrounds: Representative on the Assessment of Need, AON Task Group.

Shane O'Brien, Parkinsons Ireland: Representative on the National Clinical Programme for People with Disabilities, NCPPD Older People Across the Life Course Sub Committee.

Sonya Gallagher, Headway: Representative on the New Directions Interim Stan: ards - Commissioning Steering Group.

Susan Coote, Multiple Sclerosis Ireland: Representative on the National Clinical Programme for People with Disabilities, NCPPD Adults Across the Life Course Sub Committee.

Tara Matthews, Irish Society for Autism: Representative on the Autism Spectrum Disorder Awareness and Communications Working Group.

Treasa McAuliffe, St. Gabriel's Foundation: Representative on the National Clinical Programme for People with Disabilities, NCPPD Children Across the Life Course Sub Committee and HSE Midwest Voluntary Forum and Assessment of Need, AON Task Group.

William Ring, Rehab Care: Representative on the New Directions National Implementation Advisory Group.

DFI Members 2025

Thank you to all our member organisations for your dedication, partnership, and advocacy throughout what has been a year of real challenge and meaningful progress. We are proud to represent members spanning the full spectrum of disability. Together, we fought for fair pay through the WRC agreement and built the foundations for a stronger federation through our new Strategic Plan 2026–2029. Your expertise, lived experience, and determination are what make this work possible, and what will drive us forward as we move from planning to action.

- Ability West
- Acquired Brain Injury Ireland
- ADHD Ireland
- AHEAD
- Áiseanna Tacaíochta
- AK Inspired Ability
- Alcohol Forum
- Anne Sullivan Centre
- Association of Occupational Therapists in Ireland
- Arthritis Ireland
- Arts & Disability Ireland
- Assert Ireland
- Autism Support Louth and Meath
- Blanchardstown Centre for Independent Living
- Bluestack Special Needs Foundation
- Bodywhys
- Care Alliance Ireland
- Caring and Sharing Association
- Carlow Centre for Independent Living
- Central Remedial Clinic
- Cheshire Ireland
- ChildVision
- Chime
- Cork Association for the Deaf
- Cork Centre for Independent Living
- Cork Stroke Support
- County Roscommon Disability Support Group
- Crann Centre
- Cystic Fibrosis Ireland
- Dara Community Living
- Debra Ireland
- Dementia Services Information and Development Centre

Disabled Drivers Association

Donegal Centre for Independent Living

Donegal Special Needs Parents Committee

Down Syndrome Ireland

Dyslexia Ireland

Dyspraxia DCD Ireland

Early Onset Parkinson's Disease Ireland

Employability Service West Cork

Enable Ireland

Epilepsy Ireland

Erbs Palsy Ireland

Family Carers Ireland

FASD Ireland

Fighting Blindness

Fionnathan Productions

Galway Autism Partnership

Galway Centre for Independent Living

Galway Rural Development

Housing Association for Integrated Living

Headway Ireland

Heart Children Ireland

Huntington's Disease Association of Ireland

iC.A.R.E

Irish Motor Neurone Disease Association

Irish National Braille and Alternative Formats Authority

Inspire Wellbeing

Irish Guide Dogs for the Blind

Irish Haemophilia Society

Irish Heart Foundation

Irish Kidney Association

Irish Lung Fibrosis Association

Irish Society for Autism

Irish Wheelchair Association

Kilkenny Centre for Independent Living

Lakers Social and Recreation Club

Leitrim Association of People with Disabilities

Longford Centre for Independent Living

Mayo Autism Camp

Mental Health Reform

Migraine Association of Ireland

Move4Parkinsons

MS Ireland

MS Northwest Therapy Centre

Muscular Dystrophy Ireland

National Federation of Arch Clubs

Neurodiversity Ireland

Neurofibromatosis Association of Ireland

Neurological Alliance of Ireland

North Tipperary Disability Support Service

Offaly Centre for Independent Living

Parents of Autistic People in Loughrea and Surrounds

Parkinsons Ireland

Polio Survivors Ireland

Positive Futures: Achieving Dreams, Transforming Lives

Prader Willi Syndrome Association Ireland

Reach Deaf Services

Rehab Group

See My Skills

Sligo Centre for Independent Living

Special Olympics Ireland

Spina Bifida

Hydrocephalus Ireland

Spinal Injuries Ireland

St. Gabriel's Foundation

St. Hilda's Services

The Sanctuary

Tipperary Centre for Independent Living

Usher Syndrome Ireland

Vantastic

Vision Ireland

WALK

Waterford Centre for Independent Living

West Limerick Independent Living

Western Care Association

Westmeath Centre for Independent Living

Wexford Disability Development

Youth Advocacy Programmes Ireland

Trustees' Report And Financial Statements For The Year Ended 31 December 2025

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Reference and Administrative Details Of The Company, Its Trustees and Advisers. For the Year Ended 31 December 2025

Trustees	Aoife Lambe
	Padraig Hannafin
	Karen Foley (re-appointed 11 September 2025, resigned 17 June 2025)
	Peter Murphy
	Ann Marie Ellison (resigned 17 June 2025)
	Siobhan Long
	Julie Sharp
	Grainne O'Leary
	Francis Brennan (resigned 17 June 2025)
	Michael Doyle (resigned 17 June 2025)
	Michelle MacDonagh
	Eamonn Teague (appointed 17 June 2025)
	Barry Sheridan
	Michael John McDonald
	Shane O'Brien
	Patrick Quinn (appointed 17 June 2025)
	Sinead Lucey Brennan (appointed 8 May 2025)
	Joan Carthy (appointed 9 October 2025)
Company Registered Number	140948
Registered Charity Number	CHY6177
Registered Office	Fumbally Court, Fumbally Lane, Dublin 8
Company Secretary	Peter Murphy
	Elaine Teague - Deputy Company Secretary
Chief Executive Officer	Elaine Teague
Indepedent Auditors	Woods, Delaney and Partners Limited Chartered Accountants and Statutory Audit Firm Annefield House, Dublin Road, Portlaoise, Co. Laois
Bankers	Bank of Ireland, 88 Lower Camden Street, Dublin 2
Solicitors	Maurice E Veale and Co. 6 Lower Baggot Stree,t Dublin 2

Trustees' Report
For The Year Ended 31 December 2025

The directors present their report together with the audited financial statements of the company for the year ended 31 December 2025. The directors confirm that the Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's constitution and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

About Disability Federation of Ireland

The main object of DFI "is to benefit the community by supporting the contribution, protecting the rights and valuing the role of persons with disabilities and disabling conditions in the community and encouraging their fullest participation in shaping a society that promotes the wellbeing and quality of life of such persons".

The main object is further supported by the principles enshrined in the United Nations Universal Declaration of Human Rights, 1948, and the United Nations Convention on the Rights of Persons with Disabilities, 2006. The governing body comprises of at least 50% of people who have a disability or who have had a personal and enduring experience of disability.

The governing body, namely the Company Members, agree the multi-annual Strategic Plan to promote the objects of the Company and this Plan is regularly reviewed by them through the four monthly progress reports.

There are over 100 organisations as member organisations of DFI. The company also works with a growing number of organisations and groups around the country and internationally, that have a significant disability interest, mainly from the statutory and voluntary sectors. DFI, as a critical and knowledgeable entity on behalf of the disability movement in Ireland, provides information, training and support, networking, advocacy and representation, research and policy development/implementation, and organisation and management development. DFI is Ireland's National Council member on the European Disability Forum (EDF).

DFI works on the basis that disability is a societal issue and so works with Government, and across the social and economic strands and interests of society.

Vision

The Vision of the Disability Federation of Ireland is an Ireland where disabled people shape their own lives and take part in their communities with equality, inclusion and independence.

Governance

DFI has achieved compliance with the Charities Governance Code. Prior to the introduction of the governance code the DFI board conducted an annual appraisal of its own performance and that of individual Board members. This is done within the context of the DFI 'Governance Policy and Handbook', which is reviewed routinely throughout the year. The appraisal is carried out by an external consultant.

Business Review

The company's activities focus on promoting the objects of the company. This is done through implementation of the Strategic Plan with the active support of our member organisations. These being organisations who have subscribed to the objects of DFI. There has been no significant change in these activities during the year.

The majority of the company's funding comes from the State, which makes it more vulnerable to changes in the economic environment than would previously have been the case. A small amount of income, which is variable, comes from other sources.

Principal Risks and Uncertainties

Recruitment and staff retention is a key issue across the community and voluntary sector and this also affects DFI. DFI is working actively to address this in its work. We are administering the rollout of the WRC Pay Deal Agreement to DFI staff in accordance with HSE and union instructions. We will continue to work on the ongoing issues in relation to recruitment and retention in the community and voluntary sector.

Going Concern

The directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Directors

The directors who served during the year were:

- Francis Brennan (resigned 17 June 2025)
- Michael Doyle (resigned 17 June 2025)
- Ann Marie Ellison (resigned 17 June 2025)
- Karen Foley (resigned 17 June 2025 and re-appointed 11 September 2025)
- Padraig Hannafin
- Aoife Lambe
- Siobhán Long
- Peter Murphy
- Grainne O'Leary
- Julie Sharp
- Michelle MacDonagh
- Barry Sheridan
- Michael John McDonald
- Shane O'Brien
- Sinéad Lucey Brennan (appointed 8 May 2025)
- Patrick Quinn (appointed 17 June 2025)
- Eamonn Teague (appointed 17 June 2025)
- Joan Carthy (appointed 09 October 2025)

Financial Results for the Year

During the year, the total incoming resources to €1,867,989 (2024: €1,810,874) The primary source of income relates to HSE core funding grants amounting to €1,478,677 (2024: €1,438,261).

Total expenditure for the year amounted to €1,864,530 (2024: €1,957,167)

The net result for the year, therefore, was a surplus of €3,459 (2024: deficit of €146,293).

Corporate Governance

The Board manages the business of the company within the context of the Strategic Plan as agreed by the Members of the company. The Board is provided with regular financial and operational information. It meets regularly, as required and met in full on eight occasions in 2025. The role of the Chairperson and Chief Executive Officer are separate, and the directors are independent of the management of the company.

Board Attendance 2025

Board Member	13 Feb	13 Mar	08 May	5 Jun	10 Jul	11 Sep	9 Oct	11 Dec
Michael Doyle	✓	✓		✓		Resigned 17.06		
Gráinne O'Leary			✓	✓	✓	✓	✓	✓
Siobhan Long	✓	✓			✓	✓	✓	
Fran Brennan	✓	✓	✓	Resigned 17.06				
Ann Marie Ellison				Resigned 17 .06				
Karen Foley	✓		✓	✓	Re-signed 17.06	Co-opted 11.09	✓	✓
Padraig Hannafin		✓	✓	✓	✓	✓	✓	✓
Aoife Lambe	✓	✓	✓	✓	✓		✓	
Michelle MacDonagh	✓		✓	✓	✓			✓
John McDonald	✓	✓	✓		✓	✓		✓
Peter Murphy	✓		✓		✓	✓	✓	
Shane O'Brien	✓	✓	✓	✓	✓	✓	✓	✓
Julie Sharp	✓		✓	✓	✓	✓		✓
Barry Sheridan	✓			✓	✓	✓	✓	
Sinead Lucy Brennan	Co-opted 08.05		✓	✓		✓	✓	✓
Patrick Quinn	Appointed 17.06				✓	✓	✓	✓
Eamon Teague	Appointed 17.06					✓	✓	✓
Joan Carthy								✓

Board Committee

The Board operates a number of Committees in keeping with its Board Governance Handbook, to enable it to effectively govern the organisation. The committees are relevant to good corporate governance.

Finance and Audit Committee

The purpose of the finance function of the Committee is to monitor significant financial planning, management and reporting matters of DFI and to make recommendations and deliver reports to the Board of DFI. The purpose of the audit function of the Committee is to assist the organisation in discharging its legal and accounting responsibilities. It provides the communication link with the external auditor and evaluates the risk management process. The Committee met four times in 2025. During the year, regular updates were provided from the staff on current accounting issues along with progress reports from the outsourced Accounts Manager. The Committee comprised of the following members:

- Fran Brennan (Chair of Committee until resignation 17.06.25)
- Michael Doyle (DFI Chairperson, ex officio until resignation 17.06.25)
- Owen Hillery (resigned 24.02.25)
- Gráinne O'Leary (Chair of Committee from 10.07.25)
- Shane O'Brien
- Rose Creegan (appointed 09.10.25)
- Eamonn Teague (appointed 07.11.25)
- Patrick Quinn (appointed 07.11.25)

Governance Compliance committee

The purpose of this Committee is to monitor compliance with the DFI 'Governance Policy and Handbook' under which the Board operates. The Committee met four times in 2025 and comprised of the following members:

- Michael Doyle (DFI Chairperson, ex officio until resignation 17.06.25)
- John O'Sullivan (resigned 18.12.24)
- Mike Glynn (resigned 14.01.25)
- Peter Murphy (Chair of Committee)
- Julie Sharp
- Barry Sheridan
- Patrick Quinn (appointed 10.07.25)
- Tara Matthews (appointed 13.08.25)
- Shane O'Brien (DFI Chairperson, ex officio from 10.07.25)

Otherwise, the board establishes other committees from time to time as required and currently has:

Membership Support Committee

Membership Support Committee

The purpose of the committee is to advise and support Board consideration and decision-making in relation to membership applications. The Committee met 4 times in 2025 and comprised of the following members:

- Aoife Lambe
- Gráinne O'Leary
- John McDonald
- Siobhán Long

Legal Status

DFI is a company limited by guarantee, not having a share capital, under Part 18 of the Companies Act 2014. Its company registration number is 140948. The objectives of the company are charitable in nature with established charitable status (Charity No. CHY 6177) (Charity Regulator No. 20010584).

Budget Controls

A detailed budget is prepared in line with the strategic plan, and it is reviewed by the Finance and Audit Committee and further reviewed and approved by the Board. Actual results and outcomes are compared against the budget to ensure alignment with the plan, and to maintain tight budgetary control and value for money.

Organisation Structure

The business of the Federation is managed by the Directors. The Chief Executive Officer manages the day today operation of the charity with delegated responsibility to the executive staff, making management decisions that are in accordance with the agreed strategic and operational plans, through the direction provided by the Company Members and Directors.

Management and Staff

The Board acknowledges, with appreciation, the committed work of our staff. Our success and work achievement is due to their dedication and tremendous contribution.

Health and Safety

DFI operates under, and adheres to (including all subsequent Regulations and Amendments):

- The Safety, Health and Welfare at Work Act, 2005
- The Safety, Health and Welfare at Work Act (General Applications) Regulations, 2007
- The Safety, Health and Welfare at Work Act (Construction) Regulations, 2006

Environment

The company has a proactive approach to assisting all personnel to conduct the organisation's business in a manner that protects the environment, our customers and employees. It is compliant with relevant environmental legislation.

Dividends and Retention

The company is precluded by its Constitution from paying dividends either as part of normal operations or on a distribution of its assets in the event of a winding-up.

Political Contributions

The company made no political donations during the year, as defined by the Electoral Act 1997.

Development reserve and contingency reserve designated

In line with best practice and to exercise financial prudence the Board has provided for a 'Contingency' Reserve, a 'Developmental' Reserve and a 'General' Reserve.

The 'Contingency Reserve' is a provision for 3 months of regular / core operating costs to be available to deal with contingencies. The 'Developmental Reserve' is a reserve for short term development funding and medium to long term development funding. The short-term reserve is funds that will be used on developmental projects and initiatives that will contribute to the development of DFI, such as strategic initiatives linked to implementing the Strategic Plan. The medium to long term reserve is funds that are held for opportunities and for projects/initiatives which DFI anticipates will emerge in the future. The 'General Reserve' is for any eventualities which fall outside of 'Contingency' and 'Developmental' reserves.

During the financial year, €20,672 was utilised from the designated development reserve. Designated Funds represent €846,091 (2024: €866,763) of the Unrestricted Funds of the organisation of €1,223,320 (2024: €1,213,549). Full details are provided at note 17 to the accounts.

Our Governance Policies

DFI follows a number of key governance policies in line with the Charities Governance Code. These include:

- Conflict of Interest and Loyalty Policy
- Board Induction and Training Policy
- Code of Conduct
- Risk Management Policy
- Finance Policy and Handbook

Board Review and Improvements

In 2025, The DFI Board of Directors worked through the actions/improvements identified in the 2024 Board Performance Review. These included achieving a better balance between strategic and operational discussions at Board meetings, improving forward planning for sub-committee meetings, and enhancing the quality of financial documentation provided to the Board.

Management of Risk

In 2025, DFI focused on fully implementing risk management policy and procedures. Risk management is now embedded across the organisation, with the risk register reviewed and updated monthly to support active oversight by the management team and Board.

Our approach remains aligned with the Charities Regulator and funder requirements, ensuring risks are clearly identified and managed.

2025 Key Risks and Our Responses Included:

- Policy and Advocacy Risk - This risk focused on DFI's ability to actively contribute to multiple policy changes and system reform. In 2025 we were operating in the context of significant change in the Health Service Executive, a new National Human Rights Strategy for Disabled People, changes in EU priorities and significant financial sustainability concerns of our members. DFI continued to position ourselves as key stakeholders in the discussions. There was a risk that we would become less relevant if we did not continue to influence these areas. To respond DFI used our advocacy plan to identify priority areas and common advocacy themes that were relevant across a range of topics.
- Supporting staff and managing workload - In 2025 DFI received feedback that the management of workload for some staff was challenging. This was partly due to the external environment we were working in and a series of short-term staff absences. A focused approach was introduced to manage staff workload and support wellbeing. This included strengthening management oversight, supporting staff to raise concerns, and putting in place a more structured approach to wellbeing across the organisation.
- Sustainability of funding – In 2025 DFI reviewed our funding arrangements and noted on our risk register that funding sustainability was a risk to be managed. Inflationary costs and costs related to new roles required in DFI had no mechanism for funding. Our member organisations continued to raise similar concerns. DFI worked with colleagues in other community organisations to raise concerns about sustainable funding. An increase in funding for Disability Services was announced in Budget 2026. Some DFI members received additional funding, DFI did not. We continue to manage our existing resources to deliver the strategic plan, and we will reconfigure roles as opportunities arise.

Overall

In 2025, DFI strengthened its approach to risk management, moving to a more consistent and proactive model that supports effective governance and delivery.

Quality Standards and ICT Enhancements

The end of 2025 saw DFI achieve accreditation for the progression level of Improving Quality (IQ). This was a significant achievement as we are the only Irish Charity to receive this accreditation. DFI's governance arrangements, policies and procedures, risk management processes and finance arrangements were reviewed by the evaluation team. Documents were reviewed, and multiple interviews were held over 5 days with members of the Board of Directors, the management team and staff members to confirm that policies and procedures were implemented.

Work continued improving and maintaining the security of DFI's ICT systems and DFI moved its systems fully into the cloud.

Accounting Records

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems.

Events Since The Year End

We are confident that the organisation can continue to deliver the requisite services to its members and are confident that the organisation has sufficient reserves to meet its obligations for the foreseeable future.

Disclosure of Information to Auditors

Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- In so far as that Director is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Woods, Delaney and Partners Limited, were appointed during the year and shall continue in office in accordance with section 383(2) of the Companies Act 2014.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Peter Murphy
Director

Grainne O'Leary
Director

Date: 14 May 2026

Statement of Trustees' Responsibilities For The Year Ended 31 December 2025

The Trustees are responsible for preparing the Trustee's report and the financial statements in accordance with Irish law and regulation.

Irish company law requires the Trustees to prepare the financial statements for each financial year. Under the law, the Trustees have elected to prepare the financial statements in accordance with Irish Generally accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the the financial year end date, of the profit or loss of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record transactions of the company, enable at any time the assets, liabilities, financial position and profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Trustee's report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularitiesure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on its behalf by:

Peter Murphy
Director

Grainne O'Leary
Director

Date: 14 May 2026

Independent Auditors' Report to The Members of Disability Federation Of Ireland

Opinion

We have audited the financial statements of Disability Federation of Ireland (the 'charitable company') for the year ended 31 December 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 'The Financial Reporting Standard applicable in the Republic of Ireland', as modified by the Charities Statement of Recommended Practice ('the Charities SORP').

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The Directors are responsible for the other information. The other information comprises the information included in the Directors' Report and Financial Statements, other than the Financial Statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters On Which We Are Required To Report By Exception

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of the directors' remuneration and transactions required by Sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

Opinion On Other Matters Prescribed By The Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Directors' Report is consistent with the financial statements;
- the Directors' Report has been prepared in accordance with applicable legal requirements;
- we have obtained all the information and explanations which we consider necessary for the purposes of our audit; and
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The Purpose of the Audit Report and to Whom We Owe Our Responsibilities

This report is made solely to the members in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the members for our audit work, for this report, or for the opinions we have formed.

Noel Delaney FCA For and on behalf of
Woods, Delaney and Partners Limited
Chartered Accountants and Statutory Audit Firm
Annefield House
Dublin Road
Portlaoise
Co. Laois

Date: 14 May 2026

Statement of Financial Activities (Incorporating Income And Expenditure Account) For The Year Ended 31 December 2025

	Note	Unrestricted Funds 2025 €	Restricted funds 2025 €	Total Funds 2025 €	Total Funds 2024 €
Income from:					
Donations and legacies	4	93,710	-	93,710	80,475
Charitable activities	5	1,478,677	198,935	1,677,612	1,648,110
Other activities	6	43,882	52,785	96,667	82,289
Total income		1,616,269	251,720	1,867,989	1,810,874
Expenditure on:					
Raising funds		6,835	-	6,835	3,331
Charitable activities		1,455,615	258,032	1,713,647	1,853,129
Governance costs	8	144,048	-	144,048	100,707
Total Expenditure		1,606,498	258,032	1,864,530	1,957,167
Net movement in funds		9,771	-6,312	3,459	-146,293
Reconcilliation of funds:					
Total funds brought forward		1,213,549	69,580	1,283,129	1,429,422
Net movement in funds		9,771	-6,312	3,459	-146,293
Total funds carried forward		1,223,320	63,268	1,286,588	1,283,129

The Statement of financial activities includes all gains and losses recognised in the year.

Balance Sheet
As At 31 December 2025

	Note		2025 €		2024 €
Fixed assets					
Tangible assets	12		13,225		13,189
			13,225		13,189
Current assets					
Debtors	13	35,166		206,347	
Cash at bank and in hand		1,330,514		1,244,836	
		1,365,680		1,451,183	
Current liabilities					
Creditors: amounts falling due within one year	14	-92,317		-181,243	
Net current assets			1,273,363		1,269,940
Total net assets			1,286,588		1,283,129
Charity funds					
Restricted funds			63,268		69,580
Unrestricted funds			1,223,320		1,213,549
Total funds			1,286,588		1,283,129

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Peter Murphy
Director

Grainne O'Leary
Director

Date: 14 May 2026

Statement Of Cash Flows
As At 31 December 2025

	2025 €	2024 €
Cash flows from operating activities		
Net cash used in operating activities (note 19)	97,449	-220,038
Cash flows from investing activities		
Purchase of tangible fixed assets	-11,771	-16,096
Net cash used in investing activities	-11,771	-16,096
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	85,678	-236,134
Cash and cash equivalents at the beginning of the year	1,244,836	1,480,970
Cash and cash equivalents at the end of the year	1,330,514	1,244,836

Notes to the Financial Statements For The Year Ended 31 December 2025

1. General information

Disability Federation of Ireland is a private company limited by guarantee, incorporated in the Republic of Ireland under company registration number 140948. The registered office and principal place of business is Fumbally Court, Fumbally Lane, Dublin 8. The principle activity of the company is to provide assistance and benefit to persons with disabilities and disabling conditions within the community and encouraging their participation and inclusion within society.

2. Accounting policies

2.1. Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with the Irish Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the Republic of Ireland', as modified by the Charities Statement of Recommended Practice ('the Charities SORP').

The following accounting policies have been applied consistently in dealing with items which are considered material to the charity's financial statements:

2.2. Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2.3. Going concern

The financial statements have been prepared on the going concern basis, which assumes that Disability Federation of Ireland will continue in operational existence for the foreseeable future.

At the year end, the company had cash and cash equivalents of €1,330,514 (2024: €1,244,836). In addition to these cash resources the company has already secured funding for the year 2026 from the Health Service Executive (HSE) and the directors are in a position to manage the activities of the company such that existing funds available to the company together with cash flows generated will be sufficient to meet the company's

obligations and enable it to continue on a going concern basis for a period of not less than twelve months from the date of approval of the financial statements.

The financial statements do not include any adjustments that would result if the company was unable to continue as a going concern.

2.4 Income

Income is included in the Statement of Financial Activities only when realised in the form of cash or other assets, the ultimate realisation of which can be assessed as probable. The company, in common with many similar charitable organisations, derives a proportion of it's income from voluntary donations and fundraising held by individuals/parties outside the control of the company. Income from fundraising, voluntary subscriptions and donations is necessarily recognised with effect from the time it is acknowledged as received by an officer of the company and is received into the company's bank accounts or entered into the company's accounting recorded.

Legacy income is recognised in the accounting period that it is received or when it is probable that the legacy will be received and the value of the legacy can be measured with sufficient accuracy. In these circumstances, the legacy income must have been received post year end, and the personal representatives must have agreed to the amount thereof prior to the year end.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP, the general volunteer time of volunteers is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the company which is the amount the company would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Investment income is recognised in the Statement of Financial Activities on an accruals basis.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured easily.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.6 Deferred Income

Deferred income represents monies received in advance in respect of specific projects to be undertaken in a future period.

The income will be released to the Income and Expenditure Account in the financial year in which the expenditure is incurred

2.7 Tangible Fixed Assets and Depreciation

Tangible fixed assets costing €1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Long-term leasehold property - 15%

Fixtures and Fittings - 20%

Office equipment - 20%

Computer equipment - 33%

2.8. Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10. Liabilities and Provisions

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised using the effective interest method.

2.11 Cash at Bank and in Hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.12 Financial Instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Taxation

There is no charge to taxation due to the charitable status of the company.

2.14 Pensions

The company operates a defined contribution plan for it's employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations.

The contributions are recognised in the Statement of Financial Activity when they fall due. The amounts not paid are shown in accruals as a liability in the Balance Sheet. The assets of the plan are held separately from the company in independently administered funds.

2.15 Governance Costs

Governance costs are the costs associated with the stewardship arrangements of the company. They comprise of costs arising from the constitutional and obligatory arrangements, as well as the costs associated with the strategic management of the company's activities. Typical costs would be audit and legal fees, direct salary and overhead costs incurred in the strategic as opposed to the day to day management together with the company.

2.16 Government Grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

2.17 Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated into euros at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into euros at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

2.18 Contingent Liabilities

A contingent liability arises where a possible obligation from past events arises where its existence will be confirmed only by the occurrence of one or more uncertain future events not wholly within the charity's control or a present obligation that arises from past events but is not recognised in the accounts - either because it is not probable that a transfer of economic benefits will be required to settle the obligation, or because the amount of the obligation cannot be measured with sufficient reliability.

2.19 Finance Leases and Hire Purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Company. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

3. Critical Accounting Estimates and Areas of Judgment

The preparation of the financial statements requires management to make judgments, estimates and the assumptions that affect the amount reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

There were no areas of significant judgment.

Critical accounting estimates and assumptions:

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

4. Income from Donations and Legacies

	Unrestricted Funds 2025	Total Funds 2025 €	Total Funds 2024 €
Associated membership subscriptions	93,710	93,710	80,475
	93,710	93,710	80,475

In relation to prior year 2024, the income from donations and legacies amounting to €80,475 were all in respect of unrestricted funds.

5. Income from Charitable Activities

	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025 €	Total Funds 2024 €
Government Grants (Note 16)	1,478,677	198,935	1,677,612	1,648,110
	1,478,677	198,935	1,677,612	1,648,110

In relation to prior year 2024, the income from charitable activities amounting to €209,849 was in respect of restricted funds and €1,438,261 was in respect of unrestricted funds.

From June 2012, the National Disability Unit, referred to in the accounts as Health Service Executive - Central, started to fund DFI directly.

6. Income from Other Activities

	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025 €	Total Funds 2024 €
Sundry Income	43,882	52,785	96,667	82,289
	43,882	52,785	96,667	82,289

In relation to the prior year 2024, the income from other activities amounting to €51,928 was in respect of restricted funds and €30,361 was in respect of unrestricted funds.

7. Expenditure on Charitable Activities

	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Endowment Funds 2025 €	Total Funds 2025 €	Total Funds 2024 €
Employee expenses / recruitment	26,051	-	-	**26,051**	68,212
Staff training	8,784	-	-	**8,784**	12,660
Membership support	3,097	-	-	**3,097**	2,282
Rent payable	153,412	-	-	**153,412**	158,283
Insurance	19,556	-	-	**19,556**	16,536
Light and heat	7,948	-	-	**7,948**	14,190
External resources, affiliation and development costs	81,045	46,759	-	**127,804**	195,822
Repairs and maintenance	17,466	-	-	**17,466**	14,043
Meeting expenses	5,055	-	-	**5,055**	11,404
Postage	1,591	-	-	**1,591**	3,229
Advertising	4,859	-	-	**4,859**	1,863
Telephone	7,050	-	-	**7,050**	9,257
Computer costs / General expenses	84,654	-	-	**84,654**	56,702
Wages and salaries	1,023,098	211,273	-	**1,234,371**	1,267,249
Bank charges	309	-	-	**309**	337
Depreciation	11,640	-	-	**11,640**	18,578
Bad debt	-	-	-	**-**	2,482
	1,455,615	258,032	-	**1,713,647**	1,853,129

In relation to prior year 2024, the expenditure on charitable activities amounting to €257,055 was in respect of restricted funds and €1,596,074 was in respect of unrestricted funds.

8. Expenditure on Governance Costs

	Unrestricted Funds 2025	Total Funds 2025 €	Total Funds 2024 €
Auditor's remuneration	12,048	12,048	12,100
Staff costs	110,930	110,930	81,822
Board strategy review	21,070	21,070	6,785
	144,048	144,048	100,707

In relation to prior year 2024, the expenditure of governance costs amounting to €100,707 was in respect of unrestricted funds.

9. Key Management Personnel

Key management includes persons having authority and responsibility for planning, directing, and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity.

Key management includes the members of company management. The directors serve on the board in a voluntary capacity and receive no fees, remuneration or benefits for their services. The compensation paid or payable to other members of the key management for employee services, including employers' PRSI, is stated as below:

	2025 €	2024 €
Salaries and other short term employee benefits	353,024	351,999
	353,024	351,999

10. Wage Costs

	2025 €	2024 €
Wages and salaries	1,097,409	1,107,095
Social security costs	116,111	115,115
Other pension costs	62,865	58,883
	1,276,385	1,281,093

The average number of persons employed by the company during the year was 23 (WTE: 20.6) (2024: 23).

The number of staff whose emoluments, including pension costs, amounted to over €60,000 in the year were as follows:

	2025 €	2024 €
€60,000 - €69,999	4	4
€70,000 - €79,999	-	-
€80,000 - €89,999	1	2
€90,000 - €99,999	1	1
€100,000 - €109,999	-	-
€110,000 - €119,999	-	-
€120,000 - €129,999	-	-
€130,000 - €139,999	1	-

There were no payments made to third parties for their services as directors of the company

11. Net incoming Resources / (Resources Expended)

	2025 €	2024 €
This is stated after charging:		
Depreciation of tangible fixed assets	11,640	18,575
Auditors's remuneration (excluding VAT)	9,795	9,795
	21,435	28,370

12. Tangible Fixed Assets

	Leasehold Improvements €	Fixtures & Fittings €	Office Equipment 2025 €	Computer Equipment €	Total €
Cost or valuation					
At 1 January 2025	244,541	31,749	20,254	188,000	484,544
Additions	-	-	-	11,771	11,771
Disposals	-	-	-	-1,716	-1,716
At 31 December 2025	244,541	31,749	20,254	198,055	494,599
Depreciation					
At 1 January 2025	244,541	31,749	20,254	174,811	471,355
Charge for the year	-	-	-	11,640	11,640
On disposals	-	-	-	-1,621	-1,621
At 31 December 2025	244,541	31,749	20,254	184,830	481,374
Net book value					
At 31 December 2025	-	-	-	13,225	13,225
At 31 December 2024	-	-	-	13,189	13,189

13. Debtors

Due within one year	2025 €	2024 €
Trade debtors	-	126,643
Other debtors	30,583	14,189
Prepayments and accrued income	4,583	65,515
	35,166	206,347

14. Creditors: Amounts Falling Due Within One Year

Due within one year	2025 €	2024 €
Trade creditors	8,662	45,600
Other taxation and social security	27,929	29,971
Obligations under finance lease and hire purchase contracts	-	667
Accruals	16,100	39,655
Deferred income	25,970	33,596
Other creditors	13,656	31,754
	92,317	181,243

15. Deferred Income Movement

	Balance at 1 January 2025 €	Received during the years €	Returned during the year €	Recognised during the year €	Balance at 31 Dec €
HSE Central (New Directions)	404	-	-	404	-
Assisted Funding Technology	16,974	12,000	-	10,665	18,309
Community Foundation for Ireland	9,766	-	-	9,766	-
SSNO	-	71,873	-	71,873	-
Wicklow County Council	-	42,120	-	42,120	-
HSE SD Services - Family Support Worker	1,788	-	-	1,788	-
HSE SD Services - Neurological Disabilities	4,664	2,247	-	6,028	883
Department of Children, Disability and Equality	-	5,000	-	5,000	-
EDF Cancer Survey	-	285	-	285	-
Work and Access Programme	-	1,135	-	1,135	-
UCD Research Project	-	1,000	-	1,000	-
Social Partnership	-	30,144	-	30,144	-
Poverty and Disability	-	3,000	-	3,000	-
HSE Secondment	-	68,916	-	68,916	-
Centre for Independent Living	-	6,778	-	-	6,778
	33,596	244,498	-	252,124	25,970

16. Grant Income

The Disability Federation of Ireland CLG received the following grants and they are disclosed in line with circular 13/2014 issued by the Department of Public Expenditure and Reform. No capital grants were received from Pobal or any Government Department and the CLG is tax compliant as per the relevant grant circulars, including circular 44/2006. No capital funding was awarded during the financial year.

A) Name of the Grantor	B) Grant Name	C) Purpose	D) Actual Amount & term	E) Amount of Grant Recognised in 2025
Health Service Executive (HSE)	HSE Central	To assist with general running costs	€1,478,677 for the year 2025	€1,478,677
Minister of Rural & Community Development	Social Partnership Funding	Bridging funding scheme	€30,144 for the year 2025	30,144
Pobal	Scheme to Support National Organisation	Bridging funding scheme/employ-ment of person with disabilities	€71,873 for the year 2025	71,873
Health Service Executive (HSE)	HSE Secondment	To facilitate transfer of temporary HSE employee	€68,916 for the year 2025	68,916
Minister for Children, Equality, Disablility, Integration and Youth	Disablility Participation Network	To act as a grant-funded member of the Disability Participation and Consultation Network for various projects	€5,000 for the year 2025	5,000

A) Name of the Grantor	B) Grant Name	C) Purpose	D) Actual Amount & term	E) Amount of Grant Recognised in 2025
Health Service Executive (HSE)	Strengthening disabilities services- Neurological Disabilities	To map existing services provided by the voluntary sector for people living with neurological disabilities	€6,028 for the year 2025	6,028
Health Service Executive (HSE)	Strengthening disabilities services- Family Support Worker	To map existing services provided by the voluntary sector for people living with neurological disabiilities	€1,788 for the Year 2025	1,788
Community Foundation Ireland	Begin together fund	To provide educations and training programmes for the general public	€9,766 for the year 2025	9,766
Department of Social Protection	Poverty and Disability	In support of the Comprehensive Employment Strategy	€3,000 for the year 2025	3,000
UCD	UCD Research Project	UCD Centre for Disability Studies	€1,000 for the year 2025	1,000
UNCPRD	Work and Access Programme	To provide support to disabled persons to find and stay in employment	€1,135 for the year 2025	1,135
EDF	EDF Cancer Survey	To assist with access to cancer screening, diagnosis for persons with disabilities	€285	285
Total				**1,677,612**

17. Summary of Funds

	Balance at 1 January 2025 €	Income €	Expenditure €	Balance at 31 Decemeber 2025 €
Unrestricted funds				
Designated funds				
Contingency reserve	458,762	-	-	458,762
Development reserve	408,001	-	-20,672	387,329
	866,763	-	-20,672	846,091
General funds				
General funds - all funds	346,786	1,616,269	-1,585,826	377,229
Total unrestricted funds	1,213,549	1,616,269	-1,606,498	1,223,320
Restricted funds				
Restricted funds - all funds	69,580	251,720	-258,032	63,268
Total funds	1,283,129	1,867,989	-1,864,530	1,286,588

18. Designated Funds

In line with best practice and to exercise financial prudence the Board has designated funds as below:

Contingency Fund

This fund is a provision for 3 months of regular / core operating costs to be available to deal with contingencies.

Development Fund

This reserve is for short term development funding and medium to long term development funding. The short term reserve is funds that will be used on developmental projects and initiatives that will contribute to the development of DFI, such as strategic initiatives linked to implementing the Strategic Plan. The medium to long term reserve is funds that are held for opportunities and for projects/initiatives which DFI anticipates will emerge in the future.

19. Reconciliation Of Net Movement In Funds To Net Cash Flow From Operating Activities

	2025 €	2024 €
Net income/expenditure for the year (as per Statement of Financial Activities)	3,459	(146,293
Adjustments for:		
Depreciation charges	11,640	18,578
Increase/(decrease) in debtors	171,181	(83,480)
Decrease in creditors	(88,926)	(8,843)
Profit on disposal of tanigble fixed assets	95	
Net cash provided by/(used in) operating activities	97,449	(220,038)

20. Analysis of Cash and Cash Equivalents

	2025 €	2024 €
Cash in hand	1,330,514	1,244,836
Total cash and cash equivalents	1,330,514	1,244,836

21. Analysis of Changes in Net Debt

	At 1 January 2025 €	Cash Flows €	At 31 December 2025 €
Cash at bank and in hand	1,244,836	85,678	1,330,514
Finance Lease	(667)	667	-
	1,244,169	86,345	1,330,514

22. Constitution

The company is limited by guarantee and does not have a share capital. Every member of the company undertakes, if necessary during the time they are a member or within one year after they cease to be a member, to contribute to the assets of the company an amount not exceeding €1.27.

23. Commitments Under Operating Leases

The company had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2025 €	2024 €
Not later than 1 year	57,382	134,133
Later than 1 year and not later than 5 years	57,382	191,515

24. Contingent Liabilities

There were no contingent liabilities to be disclosed under FRS102 at the financial year end.

25. Post Balance Sheet Events

Other than those matters outlined in the Report of the Directors, there have been no other events effecting the company since the year end, which require disclosure in the financial statements.

26. Approval Of Financial Statements

The board of directors approved these financial statements for issue on 14 May 2026

Notes

Notes

DFI's vision

An Ireland where disabled people shape their own lives and take part in their communities with equality, inclusion, and independence.

DFI's mission

DFI is a federation that works with our members, disabled people, allies, and the state to drive full inclusion and equity..

DFI, 2 Dublin Landings, North Wall Quay, Dublin 1

Tel: 01-4547978

Email: info@disability-federation.ie

Website: www.disability-federation.ie

Registered Charity Number: 6177 Company Number: 140048
Charities Regulator Number: 20010584

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https://www.linkedin.com/company/disability-federation-of-ireland/

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