

enable  
ireland

Disability Services  
Life With No Limits

Enable Ireland  
Annual Report

2019



## Our Mission

Enable Ireland's mission is to work in partnership with those who use our services to achieve maximum independence, choice and inclusion in their communities.

## Our Vision

A dynamic organisation – recognised for leading service excellence

## Our Values

- **The Social Model of Disability**  
Enable Ireland focuses on all aspects of an individual's life, particularly in the context of the community and society. We promote the idea that society and the environment must recognise and accommodate individual needs.
- **A Rights-Based Approach**  
Enable Ireland recognises that all citizens have equal rights.
- **Person-Centredness**  
Enable Ireland recognises that all individuals have unique and diverse strengths, needs and preferences. We embrace and promote this diversity, and always respect privacy and confidentiality. We are committed to the continued development, deployment and promotion of person-centred services and activities.
- **Independence**  
Enable Ireland supports the rights of individuals to self-determination regarding life choices.
- **Equity**  
Enable Ireland will ensure that all stakeholders are treated in an objective manner which is just and fair.
- **Equality**  
Enable Ireland promotes fairness, in line with equality of opportunity, equal access and legal rights
- **Integrity**  
Enable Ireland is honest, trustworthy and impartial and will stand by its values.
- **Quality**  
Enable Ireland is committed to excellence in everything it does.
- **Transparency**  
Everything Enable Ireland does is visible, clear and easy to understand.
- **Accountability**  
Enable Ireland is responsible to its stakeholders and to the State for its actions and decisions

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## Our Strategic Priorities 2019 – 2020

1

### **Person-Centredness**

We will support each individual in their goal to live a fulfilled life according to their personal needs, wishes and aspirations.

2

### **Participation and Independence**

We will support individuals to develop valued social roles in their community, in line with their choices, needs and abilities.

3

### **Partnership**

We will work in partnership with all of our stakeholders to deliver more equitable and person centred services.

4

### **Accountability**

We will be open, transparent and accountable to all our stakeholders.



## Chairman's Statement

Donal Cashman

As Chairman of the Board of Directors of Enable Ireland, I was delighted to welcome John O'Sullivan to the position of CEO in January 2019. John has a strong focus on corporate governance, transparency and accountability to best serve the needs of children and adults using Enable Ireland services. This was apparent in his leadership during his first year as Enable Ireland CEO.



As a board, we oversaw the organisation's full compliance with SORP (Statement of Recommended Practices) Accounting and Reporting by charities and our reporting requirements to the Charities Regulator. During the year, we amended our Memorandum & Articles as part of our action plan to achieve full compliance with the new HSE governance requirements.

I was particularly delighted to gather with other members of our board in Curraheen, Cork in October for the official opening of Enable Ireland's newest Children's Service Centre by our then Tánaiste, Minister Simon Coveney. This opening was the culmination of many years of planning and hard work on behalf of management, staff, fundraisers and volunteers who, supported by the HSE, worked tirelessly together to bring it to reality. It is extremely gratifying to have this state-of-the-art service centre open now for the current and future generations of children with disabilities in Cork.

The official opening was a great opportunity to look back on all that has been achieved since Enable Ireland was founded in the 1950s. Speakers at the event included past and present users of our children's service who reminded us of just how important and life-changing the services and supports of Enable Ireland are in so many people's

lives. I was particularly delighted to see so many children and families who benefit from the services at the Lavanagh Centre present at the opening. These families had looked forward to coming to this new building for many years. Every family should be able to bring their child for therapy sessions in a well-equipped facility such as the new Lavanagh Centre. This is something they all deserve and something we will work towards achieving on their behalf.

On behalf of the board, I want to acknowledge the generosity of everyone who supported Enable Ireland's fundraising campaigns during the year, including the Cork Centre Appeal. Thank you for your support which enables us to improve the services and supports for children and adults with disabilities in communities all over Ireland.

I wish to express my admiration and thanks to all the adults and children with disabilities who use Enable Ireland services and their families. I thank the staff in Enable Ireland who work tirelessly on their behalf and, on behalf of the board of directors, I express my thanks for your dedicated work during the year.

**Donal Cashman**  
*Chairman*

## CEO's Review

*John O'Sullivan*  
CEO of Enable Ireland

In January 2019, I took up my position as CEO of Enable Ireland. It was a busy year from the start and I was delighted to see so many projects come to completion during the year, and many new initiatives commence.



We saw an increase in referrals and demand for our services in all areas but in particular in the increased demand for Assessment of Need (AON) and Autism Spectrum Diagnosis (ASD) services.

This created pressure on staff working in these areas with increased caseloads and waitlists for some services. We implemented several initiatives to help address this and will continue to monitor and manage the situation for the children and families impacted as best we can. A small number of new posts were allocated to Enable Ireland as part of the HSE's national development posts to address waitlists for Assessment of Need and ASD. We were very grateful to receive these posts. However, without addressing the chronic underfunding of disability services over the last decade and a commitment from Government to fully fund service providers like ours, this situation will continue.

### **Investing in our Children's Services**

Throughout 2019, we continued to work closely with the HSE and other partners on the Progressing Disability Services for Children and Young Adults (PDS) initiative. This involved planning for implementation of the change process for children, families and staff in each local area. We were delighted to be confirmed as Lead Agency in 18 Children's

Disability Networks, making us the 2nd largest lead agency organisation involved in PDS after the HSE. Enable Ireland teams now account for 21% of all PDS teams. We realigned our services in the East and North East regions to ensure a better fit to the respective HSE areas under the newly proposed Sláintecare structures and we appointed a new Director of Services in the North East/Dublin South West/Kildare region. We also established new part-time nurse training posts to improve support and training to staff working on the frontline.

We continued work on the upgrading of our swimming pool in Sandymount and are near to completion of this project. We undertook significant repair works at our children's respite house Silverpines in Wicklow. In October, we officially launched our new Botox Spasticity Management clinic in Children's Services in Galway in partnership with Galway University Hospital and Allergan. This will be a great addition to children relying on botox services. We also opened our new children's respite service in Carlow, a long-awaited and welcome development for the families and children in that area.

Our current premises for Dublin South West Children's Services in Tallaght is no longer fit for purpose. We identified new premises and completed preliminary work on identifying and quantifying the requirements to secure appropriate accommodation for Children's Services in the area. We celebrated 25 years of our Children's Service in Tallaght and I hope that we will soon move to a more suitable and fit for purpose accommodation for the children and families using our services and for the staff working there.

*Enable Ireland service user Rian Somers and John O'Sullivan, CEO Enable Ireland at the official opening of Enable Ireland's newest Children's Service Centre in Curraheen, Cork*



*Tony Murphy, Enable Ireland, Finian McGrath TD & Minister of State for Disability issues, Anne Melly, National Disability Specialist HSE, and John O'Sullivan, Enable Ireland CEO at the launch of the HSE eLearning Tool*



*Pictured at the opening of the Enable Ireland Spasticity Management Clinic in Galway are Clare Lenehan, Enable Ireland, John O'Sullivan, Enable Ireland CEO, Mary O'Gorman, Dr. Aisling Lyons, UHG and Enable Ireland, Professor Nicholas Allen, UHG and Sean Clancy, Boston Scientific*

### **New Children's Service Centre in Cork**

We completed work on the new Lavanagh Centre and Respite House at Curraheen in Cork on time and within budget. This was a milestone moment for Enable Ireland and many years in the making. In April, our Children's Services transferred from the old site in Ballintemple to this new state-of-the-art facility. In October, we held the official opening presided over by An Tánaiste, Simon Coveney, and Hannah Morrisey, age 10, from Children's Services. The new centre has spacious assessment and treatment facilities, a hydrotherapy pool, meeting rooms, office space, early years' area, and family facilities with ample parking. Our respite service on-site also started during the year and we now offer day and evening respite while preparing for registration with HIQA. It was a fantastic day and a celebration for all the families, staff and supporters who have supported this development in Cork. I express my sincere thanks to all our corporate partners, donors and members of the public who contributed to this ambitious fundraising campaign and made this state-of-the-art development a reality. We are now working hard to raise the final €1million to fund this extraordinary development

### **Developing Adult Services in line with New Directions**

In Adult Services, we continued to work on the re-organisation of services in line with the principles and standards of the New Directions National Policy. During the year, we contributed to the development of a national e-learning module for New Directions in partnership with the HSE and other organisations.

In Dublin, we opened our new hub in Rialto and service commenced in early 2019 with nine adults accessing the hub and availing of a range of services in the local community. In the Mid-West, we opened a new hub in Nenagh, Co Tipperary with 10 adults attending this hub and who are now well integrated into the local community. In Cork Services, we continued our efforts to find suitable accommodation for hubs in Ballincollig and other areas. We reorganised our adult service in Little Island in anticipation of the transition to hubs once suitable locations are identified.

Our community-living development at Bailis in Navan, Co. Meath celebrated 10 years. The service is a great example of a partnership approach to a community residential response by three agencies working together, the HSE, Cheshire and Enable Ireland. In Autumn 2019, we agreed to purchase the apartment that we had been renting within the Bailis complex which is the base from where we deliver that service, reflecting our commitment to this community-based service.

### Standards in Residential and Respite Services

We continued our internal programme of inspections in our eight residential and respite settings. This is a critical process to ensure compliance with our regulatory standards and to ensure that we maintain the high standards of care provided in all our facilities. Eight Health Information and Quality Authority (HIQA) unannounced inspections took place across our centres nationally in 2019. In all cases, inspectors were satisfied with the high standard of quality and care provided to residents and respite service users. All areas for improvement, raised by inspectors, have been addressed. We continue to invest in staff training to ensure the high standards in our facilities are maintained. We were delighted to see staff recognized around the country for their quality service provision, including our respite service in Ard Na Mara, winning the Best Not For Profit Award at Cork County Council's East Cork Business & Tourism Awards and St Laurence's Residential House which was a finalist in the Irish Healthcare Centre Awards.

### The Disability Action Coalition

Towards the end of the year, Enable Ireland joined with eight other Section 39 organisations to form The Disability Action Coalition (TDAC) to highlight the funding crisis we are all facing and to campaign for a new and secure future for our services and the people using them. As part of this, I joined with my fellow CEOs from Section 39 organisations to look for three clear commitments from TDs and elected representatives, and these are:

- Eliminate the Deficit for Section 39 organisations and fund services at the actual cost of providing them
- Adopt all of the recommendations of the Independent Review Group report relating to Section 39 organisations
- Complete the process of pay restoration for workers in Section 39 organisations and ensure that this is fully funded

The reality is that Enable Ireland, and other Section 39 disability service providers, are not fully funded for the services we provide and we have not been funded for the full cost of restoring the pay cuts imposed under the Government austerity measures. These are significant challenges facing our organisation both in terms of being able to meet the full cost of pay restoration for Enable Ireland employees and to cover the urgent issue of deficits we face in meeting the annual costs of running our services. These issues remain a significant threat to the sustainability and long-term continuity of our service provision.

2019 marked the start of this campaign and we will continue to seek to secure commitments from Government and opposition representatives for better funding for our disability services on behalf of the people who use them, their families and staff delivering those services.

### Fundraising & Commercial Division

The Fundraising Department continued its work in growing income, raising awareness of our funding needs amongst the public and increasing the number of corporate partnerships. The team had a successful year with increased revenue from new income streams including the Door To Door Fundraising campaign, which increased monthly income from regular donors. We continued to benefit from significant support from existing corporate partners, including the Milano Restaurant Group, Boston Scientific in Galway, and embarked on new partnerships with Facebook and the GAA.

TK Maxx has supported Enable Ireland for over 20 years and in 2019 TK Maxx associates and customers continued their amazing fundraising efforts on our behalf. These funds are ring-fenced to support specific projects throughout the country directly benefiting children and young people with disabilities. The support of TK Maxx has had a transformative and hugely positive impact on our Children's Services.

The increased efficiencies established following the 2017 Commercial Review were continued and consolidated in 2019. We expanded our network of charity shops during the year and opened a new Garden Centre next door to our furniture shop in Honan's Quay, Limerick. We also launched an online charity shop, thanks to the support of our new partnership with eBay. All of which will help to generate more funds for our services in 2020 and beyond.

### Future Strategy

Looking forward to the future development of the organisation, we began work in 2019 on developing a new strategic plan for 2021-2025. We completed the consultation phase of the strategy development which included meeting with a range of stakeholders including the Board and management of Enable Ireland, service users, parents/carers and the Health Service Executive. We look forward to completing this blueprint for the future development of Enable Ireland in line with the needs and wishes of stakeholders.

Looking back over my first year as CEO, I am very proud of the services we have delivered, the high standards of compliance we have maintained across all services and the fact that we continued to innovate, grow and develop as an organisation. I want to thank all 1,239 employees for their hard work and support throughout the year and for providing excellent disability services to over 9,200 children and adults around the country in 2019. I thank all the adults and children who used our services and their families, for working in partnership with us during the year.

**John O'Sullivan**  
CEO



# Enable Ireland's 'Diversity' garden in association with Solus Light Bulbs

For the third year running, we entered a show garden at Bord Bia's Bloom in the Phoenix Park on the June bank holiday weekend. The theme of our garden was 'Diversity' and we were delighted to be awarded a Gold medal and Best in Category Award. Our garden was designed by Linda McKeown who worked in partnership with us in developing the theme of diversity into the planning and creation of the garden. Our presence at Bloom generated significant awareness of Enable Ireland services and our messages around inclusion and disability awareness, attracting media coverage and drawing thousands of visitors to the garden. As in previous years and in line with our sustainability ethos, following the event, our garden was transferred to our new Children's Services Centre in Cork to be enjoyed by the children and their families.

*Sean Knightley, who attends Enable Ireland in Kildare, waters the plants*



*John O'Sullivan, Enable Ireland CEO and Bianca Paroczai, who attends Enable Ireland in Wicklow, with Linda McKeown, garden designer*



*Lewis McGrath enjoying the 'Diversity' garden at Bloom*

Thanks to our Sponsors & Supporters



# Enable Ireland at a Glance



- 643,131 people living in Ireland have a disability. That is 13.5 per cent or 1 in 7 of the population in Ireland has a disability. (2016 Census)



- We provided services from 43 locations in 15 counties including 9 respite and residential centres



- Over 9,200 children and adults benefited from our services during the year



- Expertise in physical disability, development delay, autism, developmental co-ordination difficulties, speech and language disorder, global development delay and intellectual disabilities



- 91% of every euro received was spent directly on disability services



- Our 21 charity shops and two garden centres raised valuable funds for services



- 1,239 employees delivered vital therapy and support services



- Over 960 volunteers supported our charity shops, fundraising activities and services



- Our 221 textile banks recycled over 2,000 tonnes of donated clothing



## My family's journey with Enable Ireland

Nathalie Ward is a parent using Enable Ireland Children's Services in Tallaght. This is the story of her journey with Enable Ireland from when her daughter, Sarah, was born 19 years ago.

“Hello, my name is Nathalie Ward, and my daughter has cerebral palsy.

Have you ever looked at your daughter and seen a perfect child as you were being told she would never walk, never talk, or never play like her sisters would? Have you ever walked into the doors of Enable Ireland wondering “Why am I here?” in a bid to deny the fact that your child would not be “the same” as their siblings and friends? I have.

When Sarah left the Coombe, she was sent straight to Enable Ireland. I believed that if I was polite yet distant with the staff, kept my head down, and didn't engage beyond the appointments, then it wouldn't be true. It would not be true that my beautiful baby girl had a disability; that she would live life struggling with limits.

Have you ever looked at your daughter and wondered at the support complete strangers were willing to provide, often going above and beyond their call of duty, to ensure she had the best chance at life? This support was not only provided to Sarah, but to my family and me while still giving us space and time to work through each new stage, that roused new difficulties we had never even anticipated; new limits that Sarah's twin would never have to comprehend, never mind deal with. Yet even then, I

struggled to acknowledge the whole concept that Sarah's diagnosis was correct. I found myself comparing my family to those around me, wondering why this had happened when I had done everything by the book.

Have you ever looked at your daughter, who has grown up from that perfect little baby into a beautiful young adult, and marvelled at how much her life has been positively transformed by a team of people you once feared? Have you ever looked at the limits of the funding that same team has worked with since day one, and realised just how fortunate you are to have been a part of their astonishing goal; the goal to support not only the children but the families of those who were thrown an unexpected curveball in life.

Have you ever realised that the diagnosis that you feared and denied for so many years is not the thing that has created the limits for you, but something that has broadened your acceptance and love of differences in each and every individual, whether those differences be caused by a medical condition, an intelligent little mind, or a cheeky personality.

I am Nathalie. My husband, Michael and I are proud parents of Sarah, who has cerebral palsy. And we are living life with no limits, thanks to the support of Enable Ireland Tallaght.”

*Nathalie's daughter Sarah pictured with her sister Ellen at The Enable Ireland Inclusive Fashion Show hosted by Facebook*



# Children's Services Review

**In 2019, we provided assessment, therapy and support services to 8,532 children and their families in centre and community-based settings in 15 counties throughout Ireland.**

We used our expertise in assessment and intervention to achieve the best possible outcomes for these children and their families. We provided person-centred services tailored to meet the needs of each child and family. All our services were developed in partnership with our main funders, the HSE, and following local Service Level Agreements (SLAs). Whilst the type of service provided varied from region to region, they all focused on working in partnership with families to provide individual services plans delivered within the child's home, their local service centre and in school and community settings.

## **The children's services we provided during the year included:**

- Clinical assessment & diagnosis
- Training
- Therapy
- Residential & Respite
- Education
- Family support services

During the year, we extended the reach and range of Children's Services around the country. We officially opened our Spasticity Management (Botox) clinic in Galway and extended its reach to children outside of Enable Ireland services with referrals coming from Galway, Mayo and Roscommon. In Mayo, we started a new Assistive Technology (AT) specialist clinic. Our hydrotherapy pools around the country held sessions with Enable Ireland service users and children from other service providers and groups in the locality. Our pools were used for individual

hydrotherapy sessions, open swim session with pool assistant (supporting parents to carry out hydrotherapy programmes), speech and language therapist and occupational therapist for intervention sessions with children. Our physiotherapists ran hydrotherapy groups targeting specific age ranges from toddlers to teenagers, often combining pool and land activities.

Respite is a critical service for children and their families and we provided both overnight and day respite services in respite houses, community settings and children's homes. There continued to be an increased demand from families for these services. In Galway, we submitted a tender for a new respite service. In Carlow, we completed works on our new children's respite house and began to provide day respite services for children there.

In Children's Services around the country, the management of Assessment of Need (AON) continued to impact on service provision and waitlists. The complexity of the caseload and demands on the service concerning Autism Spectrum Diagnosis (ASD) also rose. We undertook several initiatives around the country to address these issues, for example introducing group intakes, universal talks and parent training, national prioritisation of waitlists and additional support programmes for parents. In some areas, specific vacancies proved difficult to recruit new staff for, which added to the pressures around caseloads. We undertook recruitment initiatives and invested in training for existing staff to address these gaps and minimize their impact.

An important part of our work is delivering focused group activities for children to develop specific skill areas and for parents across a variety of therapy, education, social and family support themes. During the year, for children we delivered groups on Lego Therapy, 'Twinkle Starts' for pre-schoolers focused on play and communication, 'Little Duckling' hydrotherapy group, Sib Shops for siblings of children with disabilities, handwriting groups and many more. We ran activities in the summer months for children of all ages including summer camps with activities like drumming, horse riding, makeup and beauty, drama and music. We held summer fun days and group activities including personal care, friendship building, functional communication groups, sports, arts & crafts, cooking, outdoor adventure outings, and independence skill development.

For parents, we focused on enhancing skills through relevant training and during the year we delivered workshops on resilience and promoting independence, planning for school leavers, in-home teaching, parent & toddler groups, sensory-motor groups, supporting children in preschool and primary school, 'Incredible Years' delivered to parents of children 0 to 8 years, Early Bird Plus and Circle of Security training.

We are committed to delivering and developing our services in partnership with the families who use them. During the year, we held focus groups with parents and children as part of our Strategic Plan 2021-2025 to ensure their needs are at the centre of our future service development. In Cork, the physiotherapy department commenced a 'Your Voice Matters' Survey. This survey will enable us to measure the child and families' experience of our Integrated Care Pathway throughout 2020.



Children's services staff advocated on behalf of children and families during the year and supported older children to self-advocate. We supported several children and family members to attend the 'Beyond Limits' event in Croke Park during the year. Social workers from Dublin South West Service linked with South Dublin County Council and Focus Ireland on advocating for housing for children with disabilities and we were pleased to note that the new South Dublin County Council strategy now includes housing needs for people with disabilities as a priority.

Staff from Children's Services supported several relevant research projects during the year. In Cork, the Psychology department received ethical approval for two pieces of research in collaboration with UCC doctoral programme in clinical psychology on "Health Related Quality of Life and Parent Participation and the needs of children with Physical Disabilities in Ireland." Occupational therapists from Dublin South West, Dublin South and Kildare services presented on the collaborative model they have developed with Dr Denise McDonald in managing Upper Limb functioning at European Academy of Childhood Disability (EACD) Conference in Paris.

### Celebrating 25 years in Dublin South West Services

During the year, Enable Ireland Dublin South West, based in Tallaght, celebrated 25 years of providing Children's Services. Families from past and present joined with Enable Ireland staff to share their memories from the last 25 years.

Enable Ireland Dublin South West started delivering services from Tymon North in Tallaght for children in the area in 1994. Since then, the service grew steadily reflecting the population increase in the area, particularly of young families. They now have a team of professionals with extensive experience and expertise in the needs of children with a physical disability, including occupational therapy, paediatrics, physiotherapy, psychology, social work, speech and language therapy and early education. From their centre, they provide services for children from birth to 18 years, living in Tallaght, Lucan, Palmerstown, Clondalkin and Templeogue.

### Áras an Uachtaráin visit

Our Early Intervention Team from Limerick Children's Services were invited to Áras an Uachtaráin to meet President of Ireland Michael D. Higgins, who is also the Patron of Enable Ireland, and his wife Sabine Higgins. The team were honoured to have their work recognised and acknowledged by President Higgins.

Children from Enable Ireland Kildare take part in the first Triathlon event



### Kildare Triathlon

The Kildare Children's Services team organised a superhero-themed triathlon for children attending the service in conjunction with Kildare Sports partnership. They also participated in Social Inclusion day in September with Kildare County Council and local schools.



Staff from Limerick Children's service meeting President of Ireland Michael D. Higgins

# Enable Ireland's Newest Children's Service Centre in Cork Officially Opened

In October, we held the official opening of Enable Ireland's newest Children's Service Centre in Curraheen, Cork. Known as the Lavanagh Centre, the state-of-the-art purpose built facility represents an investment of €7.5million in current and future generations of children with disabilities from Cork city and county. Over 800 children and their families will receive vital therapy and support services at the centre every year.

Former Enable Ireland service user Stephen Ryan who spoke at the opening, pictured with his family Cathal, Lorraine and Julie



Calum, Fergal, Rian and Martina Somers, in the purpose-built accessible playground



Enable Ireland Lavanagh Centre staff



Hannah Morrissey with Tánaiste Simon Coveney TD Minister for Foreign Affairs

Eileen Nyhan, Anne Cummins, Gillian O'Connell, Anne Hegarty, Margaret Keane, Maria Desmond, Enable Ireland, Nodlaig Nathan and Catherine O'Brien.



Hannah Morrissey cutting the ribbon with Tánaiste Simon Coveney TD Minister for Foreign Affairs John O'Sullivan, CEO Enable Ireland, Bishop Fintan Gavin, Micheál Martin TD, Mayor of Cork County Cllr Christopher O'Sullivan, Lord Mayor Cllr John Sheehan, Donal Cashman, Chairman Enable Ireland, Theresa Campagno and Anne Hegarty







## A home from home at Enable Ireland Silverpines Respite House

Carmela is mum to Luca (15) and Marco (11) who both attend Youth Clubs at Enable Ireland Silverpines Respite House in Wicklow. Carmela explains the impact this service has had on her family including her two boys. Both boys have muscular dystrophy and are wheelchair users.

“ Luca (15) has been going to the Youth club at Silverpines since he was 7. He’s been through the three different age groups now! They call it the Youth Club rather than Respite because that is what it is for the children who go there. It’s a chance to be with their friends, do things together and just hang out. Luca would say that it’s really important to him because it is the only place where he gets to be himself and doesn’t have to try to fit in. He has made some fantastic friendships there. Everyone has some sort of disability, and nobody questions him there. He is free to just be himself. He had been going to the club during the day but recently he did his first overnight. It took time for him to be ready for an overnight stay. He was there for a one night stay and then I got a call in the morning to say he wanted to stay for a second night! I was delighted that he has so much trust and confidence in the staff there to stay overnight. It was a big step too for him but so important for his independence. Like any teenager, he wants to be able to spend time away from his family and just hang out with his friends. Silverpines gives him that opportunity.

When Marco (now 11) was nine he started to go to the Club as well. He is younger so he goes to a different age group on a different afternoon to Luca. That’s important, as its good that they get to do it on their own and it also means that when one is at their Club, I get some one on one time with the other. It’s also really important to me to have that time with them individually. Once a month, they both go for an afternoon together and then I get some time to myself. That’s a really important break for me and I can schedule any appointments that I need for myself then. They both love going and it has helped them both so much with their confidence. They both go to mainstream primary and secondary schools, so at Silverpines they get to spend time with other children who might be wheelchair users or use a walker and they see that it is not just them. It’s not always easy for children who are wheelchair users to meet up and go places together but Silverpines makes that possible.

As a parent, it is so important to know that they are in safe hands. That they will be looked after well and that they will be happy. Silverpines is like a home from home for them. When I hand them over to staff there I don’t have to give a long list of instructions, and things they need to do to keep them safe. The staff just get it. They know how to take care of them already. It is a godsend to me and our family. It is peace of mind for us to know they have a safe place to go to where they can be with their friends, where they will grow in independence and confidence and have a really good time!”



Luca & Marco

# Progressing Disability Services Review

**Progressing Disability Services (PDS) for Children and Young People is an HSE initiative, the aim of which is to achieve a unified approach to delivering disability health services so that all children can get the services they need regardless of where they live, what school they go to or the nature of their disability or development delay.**

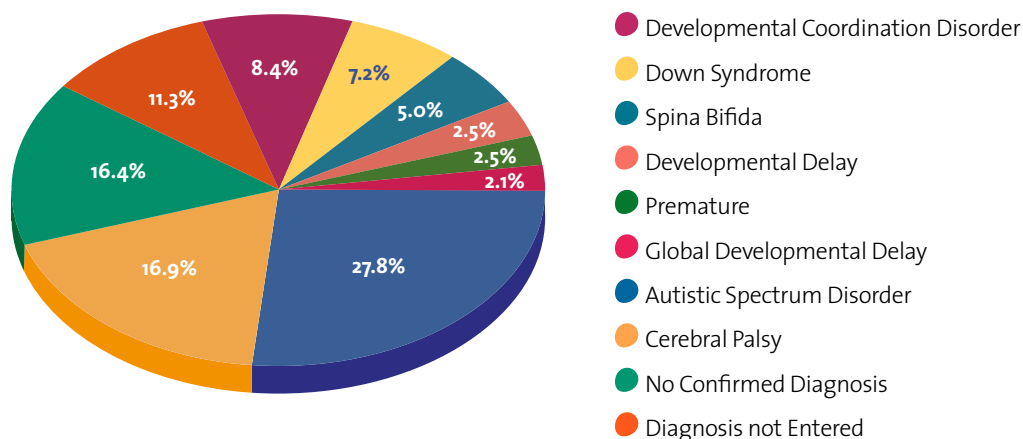
As a voluntary organisation funded by the HSE, we worked with other voluntary agencies and the HSE to continue preparations for the delivery of this new model of service across the country. Under the PDS model, services will be provided by Children's Disability Network Teams (CDNTs) made up of a mix of voluntary agencies (like Enable Ireland) and HSE staff, depending on the geographic area. We delivered services in eight of the nine HSE Community Healthcare Organisations (CHOs) and have been identified as the Lead Agency of 18 Networks across the country. Some of our children's services teams are already delivering services under the PDS model and for the remaining services, we continued with plans for reconfiguration during 2019 in consultation and partnership with the HSE.

We contributed to national PDS projects established by the HSE to change the way services are delivered. For example, in the Midwest, we upgraded the

Management Information System (MIS) to support the move to a Family-Centred Approach which is now seen nationally and internationally as best practice in supporting the development, learning and well-being of children with disability or developmental delay.

The HSE PDS National Conference entitled 'Family-Centred Practice' (FCP) took place in Limerick in December. Several Enable Ireland staff presented at the conference including the Motor Management team from Kildare Service who facilitated a breakout session

Our Children's Services team managers continued to review current policies to ensure they are in line with national PDS policies. Formal training and upskilling of all staff and collaboration with the HSE and other partner agencies continued during the year with a view to all services completing their transition to operating under the PDS model.






## “Step out of your comfort zone and take a risk!”

Brian Murphy is 29 and attends Enable Ireland adult services in Sandyford. In June, Brian spent five days sailing from Cardiff to Southampton on a wooden tall ship called Tenacious and operated by the Jubilee Sailing Trust. The ship had a crew of 50 people, of differing abilities, including four wheelchair users, like Brian. The Tenacious is one of only a small number of vessels of their type in the world designed and built to be fully accessible for people with disabilities or impairments (including wheelchair users).


“Onboard, everyone is part of the crew. I was expected to do my bit in the day-to-day running of the ship, just like the rest of the crew. I had to put in my shift at the helm of the ship, set the sails, navigate, and help out in the kitchen preparing meals and tidying up. Every day we had different tasks to do. There was a bar on the ship but we were all too exhausted at the end of the day to have a drink! I just wanted to go to bed and get some rest for the next day.

We had some really rough weather for the first two days. One of those days we were on night watch and had to go out on deck at 4 am in the morning. We opened the door to go up on deck and the wind and the rain hit us immediately. At one point I was blown across the deck of the ship but thankfully the rails stopped me from going overboard!



On my last day, I hoisted myself up to the crow's nest using a hand hoist. The crew strapped me into a harness and I pull myself up. It took me 25 minutes to do it and I was determined to make it. It was an amazing feeling to get to the crow's nest. I earned a big cheer from the rest of the crew on board!

When I got the opportunity to go on this trip, I didn't hesitate to say yes to it. I had never sailed before but I had no fear doing it. My advice is don't overthink stuff. Just try it. I'd encourage everyone to step out of their comfort zone and take a risk. Do something different. Opportunities to do something new like this don't come around every day. If I get the chance to do another challenge like this, I would definitely take it up.”



Brian was accompanied on his trip by Sean Hall, an Enable Ireland Personal Assistant (PA). The role of PA in Enable Ireland is to facilitate the person with a disability in all aspects of daily living including assisting in mobility, supporting them to access Enable Ireland services or other services in their community. Having Sean's support as a PA enabled Brian to complete his five-day voyage.

“It was an amazing trip and I was delighted to be able to support Brian along the way. Brian doesn't like to think of himself as inspiring but he really was an inspiration to everyone else on that trip. It was a unique adventure for us all and everyone on the ship went away with a new perspective on disability and inclusion.”

Brian Murphy

# Adult Service Review

In 2019, we provided services to 405 adults in eight counties. We provided a centre-based service to adults in Cork, Dublin (Sandyford, Crumlin, Dun Laoghaire), Kerry, Clare and Limerick, and a Personal Assistant (PA) based service to adults living in Galway and Mayo and community living service for adults in Meath.

Our services for adults are person-centred and our goal is to support all adults to live a fulfilled life according to their personal needs, wishes and aspirations. We did this by offering services including:

- Training
- Individual Advocacy
- Supported living
- Supported housing
- Supported employment
- Work Sampling
- Respite
- Transport
- PA services
- Sports and leisure opportunities

We provided a range of community-based day services and individual support programmes throughout 2019.

We supported adults using services to develop valued social roles and to maximise their independence in their communities. For example, we supported adults to work in their communities, with one adult taking a role in their local Community Radio station, and to take up volunteer roles in local organisations including the DSPCA. We also supported adults through PA services to participate in local groups and classes including drama, choir, art, photography, cookery, meditation & mindfulness and literacy classes.

We developed partnerships with local organisations to increase inclusion for adults with disabilities in their local communities. In Sandyford, we hosted a discussion between 26 students from TU Dublin, Bolton Street Campus with six adults around the needs of people with disabilities, the students incorporated this into their universal design challenge. We ran a Boccia league with the Dublin Sport Partnership and supported by Enable Ireland Dublin Adult Services staff. In Cork, adults undertook a sports programme in conjunction with Cork Institute of Technology (CIT).

In Kerry, we joined a consortium of agencies working on the Genio funded project 'Alternative Respite services for adults with a disability in Kerry'. Through our involvement, we identified adults who would benefit from the programme and supported individuals to attend activities like concerts and sporting events.

*RISE in Tralee*



In December, adults from Enable Ireland in Tralee organised RISE, Kerry's first nightclub for adults with physical and intellectual disabilities. RISE, which took place in Benners Hotel, allowed adults to enjoy a night out in a club environment with their peers and have some fun in the pre-Christmas festive season.

Tommy Cole and Josh Moore, who attend Enable Ireland Adult Services in Tralee, were behind the idea. Tommy said, "We haven't seen an event like this in Kerry. It makes it easier for people who can't go to clubs to experience a night out."

Management and staff of Ard Na Mara Adult Service in Cork were awarded East Cork's 'Best Not For Profit' award at the Cork County Council Awards



*East Cork Best Not For Profit Award*



### New Directions

New Directions is one of the key policy documents contained in the HSE Transforming Lives Programme. It sets out a new approach to day services for adults with disabilities. A key recommendation is that service locations be chosen to enable individuals to be an integral part of their community rather than segregated or removed from the community. These locations are known as hubs.

During the year, the Service User Council group, made up of adult service user representatives, worked jointly with the Adult Services Forum to implement the program of New Directions within Enable Ireland Adult Services. This reflected our ethos of working in partnership with adults and ensures that adults with disabilities are at the centre of the design of their services.

Under New Directions, we continued to explore opportunities for the development of new hubs and opportunities for greater community inclusion and integration. We opened hubs in Rialto and Nenagh during the year and we continued to look for suitable accommodation for hubs in Cork.

At the invitation of the HSE, Enable Ireland Adult Services participated in a new e-learning module on New Directions developed by the HSE. Enable Ireland staff, adult service users and our CEO were all involved in the project and the new module was launched in September. Our involvement is testament to the person-centred nature of Enable Ireland adult services and illustrated our proactive approach to implementing the core values under New Directions.



Adults and staff from Sandyford took part in Make Way Day 2019

We had a fantastic turnout for Make Way Day in September. Activists and advocates from Enable Ireland centres around the country were out on our footpaths and streets taking pictures and highlighting obstacles to raise awareness about this important campaign.

Adults and staff from Limerick Adult services look for eco-friendly solutions



In an eco-friendly move, Limerick Adult Services decided to reduce its plastic waste and to try eliminate single-use plastics. One of the areas they identified was drinking straws. A team of staff and adults researched a practical alternative to plastic and this led them to silicon straws produced by Limerick company, Eco Straws.

In June, we celebrated the official opening of a brand new, multi-sensory room in our Limerick Adult Services in Quinn's Cross, Mungret. A 13-strong team of staff from law firm Keating Connolly Sellors raised an incredible €15,000 by climbing Ireland's three highest mountains (Carrauntoohill, Caher and Beenkeragh, all in Co. Kerry), to fund the new multi-sensory room which is a fantastic addition to the service centre.

St Laurence's House residential service in Cork was nominated for a National Health Award for best practice in quality of life outcomes for residents at the end of September. The nomination was in recognition of their holiday support program in place for residents.



National Health Awards

# SeatTech Custom Posture & Mobility Services Review

Enable Ireland SeatTech is a leading national provider of special seating services in Ireland. The SeatTech team comprises clinical and technical staff and operates from the Enable Ireland campus in Sandymount, Dublin 4. Seating services are provided on-site, and also on an outreach basis to centres in Dublin, Wicklow, Kildare and Kerry.

The SeatTech team works together with individuals in the assessment, selection, and provision of their mobility and associated seating equipment. Our goal is to provide those individuals with the best possible seating, wheelchair and positioning equipment to meet their individual needs. Where necessary, the seating equipment is manufactured in-house and supplied in tandem with the wheelchair being provided via the HSE.

In 2019, we provided clinical and manufacturing services to 285 people with highly-complex needs. Approximately half of these people were children and half were adults. In addition to core service provision, we also:



- Worked in partnership with Progressing Disability Services network teams, with the HSE's Community Occupational Therapy Services, and through our four outreach clinics to provide a high-quality specialist service to children aged 0-18 years.
- Worked with HSE and Enable Ireland Occupational Therapists to support adults in the community to live the lives of their choosing at home, in education, at work and in their communities.
- We 3D-printed the world's first custom contoured wheelchair seat cushion prototype, as part of our move towards establishing a 'Digital Seating Service'. We are continuing work to refine the design with a view to introducing the device into clinical practice.
- We played an active role in devising wheelchair & seating prescription criteria for the HSE and in the revision of the International Best Practice Guideline on Transportation of People Seated in Wheelchairs.
- We were involved in training and research dissemination throughout the year:
  - SeatTech Level 1 & Level 2 Seating Assessment training courses to 95 therapists from across the country.
  - International conference presentation at the European Society of Biomechanics conference in Vienna
  - Peer-reviewed journal publication on a state of the art review of manufacturing custom-contoured wheelchair seating
  - Guest lectures delivered to UCD Masters in Disability Studies students, to DCU undergraduate Rehabilitation Engineering students, and TCD undergraduate Occupational Therapy students.

SeatTech continued to be a leading national provider of special seating and mobility equipment



# National Assistive Technology Training Service Review



Enable Ireland's National Assistive Technology Training Service developed and delivered a range of training programmes and provided assessment and technical supports to Enable Ireland and partner agencies. We also managed a national online AT Loan Library and online information resources via our AT Blog: [www.atandme.com](http://www.atandme.com). 2019 was a busy year with many positive developments, particularly on our partnership projects with Microsoft and the Disability Federation of Ireland, a partnership which is known as FreedomTech.

Stuart Lawler and Nadine Lattimore with their recent arrival, Adam, and Nadine's guide dog, Pilot, join Microsoft CEO Satya Nadella in celebrating 20 years of partnership between Microsoft and Enable Ireland. Stuart has worked for more than 20 years in the assistive technology sector in Ireland, while Nadine collaborates with Enable Ireland in the delivery of its Assistive Technology training programme, hosted by Microsoft, to support others in accessing technology so they too can achieve more.

- We celebrated 20 years of partnership with Microsoft at a meeting with Mr Satya Nadella, Global CEO, Microsoft and received a €40,000 grant to support our AT Passport Pilot Project, along with over 70 Surface devices for use nationally by Enable Ireland service users.
- In 2019, we designed and hosted our first AdvoTech summer school in partnership with Technical University (TU) Dublin: supporting adults to build their self-advocacy skills.
- Microsoft engaged with us on a peer mentoring programme to support participants of the AdvoTech Summer School.
- During the year, we hosted two international delegations from South Korea and Malta.
- FreedomTech, our partnership with the Disability Federation of Ireland (DFI), co-hosted 3 CHAT (Community Hub for AT) meetings with the Irish Human Rights and Equality Commission, Microsoft Ireland and TU Dublin on their Grangegorman Campus. Our meeting in TU Dublin was attended by Minister of State for Higher Education, Mary Mitchell O'Connor.
- We had a stand at the Beyond Limits, Croke Park event in October and engaged with over 100 attendees at the event.
- We delivered our Foundations in Assistive Technology Course (accredited by TU Dublin) in May with a total of 25 participants with diverse priorities and interests including expert users, educators, clinical therapists and supported employment.
- A total of 846 participants attended 34 AT events (training courses, workshops, open days) during 2019.
- We presented a research paper at AAATE (Association for Advancement of AT in Europe) conference in Bologna in August on the topic of fostering a national AT Ecosystem for Ireland. We co-authored an international research paper on the AT Passport for the WHO GATE Symposium in Geneva.
- Our AT loan library loaned items to 273 borrowers nationally with a cumulative value of €173,000.
- We worked with our colleagues in Sandyford Adults Centre to establish a Music Project which included the development of an accessible music application called "The Sound of Joy" developed by a team of Microsoft interns.

# Corporate Services Review

## Human Resources

- The HR Department continued to build its staff engagement programme with site visits to services and shops. This programme had positive outcomes on relationship building and led to a quicker resolution of local issues.
- We continued work on the streamlining of CoreHR software functions and this work will continue in 2020.
- We completed an analysis of Enable Ireland's National Policy Programme and developed a template for annual audits of the Policy Group. We achieved awareness and compliance of Enable Ireland's 92 policies through the use of the 'MyCompliance' tool throughout the organisation.
- We undertook several initiatives to address the challenges facing Enable Ireland around recruitment and retention of staff.

## Training & Quality

- We continued our high volume of training provision during the year. 693 staff completed the final third phase of GDPR training across the organisation. We delivered national training on Induction, Nurse Facilitation, Supervision, MAPA, Dignity & Respect at Work, Investigation Training and ongoing role-specific training as required.

## Research

- There were 12 applications made to our Research, Ethics and Quality Committee in 2019. Examples of research topics included a review of respite services in Ireland, health related Quality of Life (QoL) of children with physical disabilities, access to Assistive Technology (AT) specifically the development of an AT passport, the development of custom contoured wheelchair cushions through additive manufacturing, and a review of child outcomes as result of functional communication training with children with Autism.

## Procurement & Energy

- We participated in HSE procurement initiatives and worked with the Office of Government Procurement on several national procurement projects including tenders for the mobile phone network, IT managed service, Wide Area Network and PC replacements

- We are committed to implementing energy-efficient practices and believe that good environmental performance demonstrates high standards of corporate responsibility and generates cost-saving opportunities. We report energy efficiency data to the Sustainable Energy Agency Ireland (SEAI) annually and made progress during the year towards achieving our target energy savings of 33% by 2020. A representative from the SEAI attended our National Services Forum and delivered a very detailed presentation on energy awareness and efficiencies to senior managers.

## Health & Safety

- We completed 17 internal Health & Safety audits. We registered with the National Incident Management system managed by the National Treasury Management Agency. All data inputters were trained in using this system.

## Communications

- Campaigns and events run by the Communications Department during the year resulted in significant publicity for Enable Ireland both in the press and on social media. Highlights included our public events at Bloom, campaigns with corporate partners TK Maxx including photocalls with children from Enable Ireland and celebrities Nadia Ford and Jasmine Guinness, and significant local and national coverage for our new Children's Service Centre opening in Cork.
- In addition to our involvement in The Disability Action Coalition (TDAC), we also took part in two disability awareness campaigns during the year involving the DFI and other disability organisations – Make Way Day and the #PurpleLights campaign on International Day of People with Disabilities.
- During the year, we supported local fundraising activities, our charity shop's drive for donations and volunteers, and service initiatives around the country. We increased engagement and reach on all our social media platforms (Facebook, Twitter, Instagram, Linked-In) and traffic to enableireland.ie. We recorded over 200 positive editorial mentions for Enable Ireland in print and broadcast media.

## Information Technology

- We continued the migration of IT services to Office 365. This enables the company to drive efficiencies and deliver value for money and has enabled staff and partners to access email, Inform and MyCompliance remotely and enhanced security by increasing our protection against online threats. We started a new project to upgrade all Enable Ireland's PCs to Windows 10 & Office 2013 and 300 PCs were upgraded during the year.
- We set up new IT networks to support service developments in Cork, Tullow, Clane, Rialto, Limerick and Kilkenny. We developed and added new functionality to GoldMine allowing staff to send appointment reminders automatically by text to service users and parents.
- We maintained our ISO 27001 certification for the protection of data on the Enable Ireland network following surveillance audits in February and September by Certification Europe. We also set up secure email between Enable Ireland and the HSE to allow the exchange of confidential email without the need to encrypt.

# Fundraising Department Review

## Our Donors – a vital part of our work

During the year, we had over 5,400 donors and supporters and 27 Corporate Donors and partnerships. Through the generosity of our donors, we supported the delivery of front line services.

In 2019, National Fundraising generated a net income of €674,699. This income was used to fund capital projects, vital equipment and contributed to the funding shortfall for the cost of running services across the country.

Events and community fundraising initiatives played an important part in how we raised funds across the country. In 2019, Community Fundraising raised €980,403 from activities around the country. This included €593,563 for the new children's centre in Curaheen. A sample of these events included:

- Annual Lavanagh Ladies Lunch (Cork)
- The Inclusive Fashion Show, hosted by Facebook (Dublin)
- World Cup Rugby Event (Cork)
- Diamond Ball, Ballygarry House (Kerry)
- Prom to Paddock at the Galway Races (Galway)
- Fire & Ice Ball (Cork)
- Enable Ireland Awareness Day at Croke Park - Leinster Hurling Championship Final
- Bubbles & Brunch, Muckross Park (Kerry)
- 'A Bus For Us' for Adult Services, campaign kindly supported by Families (Cork)

Over 700 volunteers supported our fundraisers around the country. We are very grateful for their support.

2019 brought new developments and campaigns which helped to increase our brand awareness and engagement with the public:

- Established exciting new community and corporate partnerships
- Held our 3rd No Phone Survival Challenge
- Increased our Fundraising profits to €1.655m representing growth of 20%
- Grew our Friends of Enable Ireland network to over 1,400
- Launched new appeals to our supporters and the public



## Leinster Hurling Final

All eyes were on Brandon Burke from Dublin South West Children's Services as he presented the match sliotar at the Leinster Hurling Final in Croke Park, with thanks to our official partners the GAA.



*Theresa Compagno, Anne Hegarty, Adam Clarke and Susan Dineen pictured at the launch of the Lavanagh Centre Ladies Lunch*



## Our corporate and community supporters in Cork made significant contributions towards our new Children's Centre in Cork which opened in October 2019.

### We are incredibly grateful to all our supporters including:

Astra Construction / KPMG / Leslie & Carmel Buckley / O'Flynn Group / O'Leary Insurance Group / Qualcomm Foundation / Savills (Cork)

### Many thanks due also to:

A local family who kindly donated the playground,

Cork County Council / Knights and Ladies of St. Finbarrs Boston / The Lynch Family / The MC Four Fund at the Community Foundation for Ireland

We are also grateful to our Major Donor Committee and our Events Committee for their tremendous support over the year.

### Thanks to everyone who supported our official opening day, including

Dell Technologies / VMWare / KPMG / Pepsico / Cork Chamber of Commerce / Action Entertainment / Moonshine Balloons / Gerard Kearney / Anthony Galvin / Tony Boloney / Peter Murtagh & Friends / St John Ambulance / An Garda Siochana / The Irish Defence Forces / Red FM / Healy Communications / The Metropole Hotel / Caulfields Transport / Irish Examiner / Fox Flowers / Cork Flower Club / Association of Irish Floral Artists / Jerry O'Brien / Curraheen Park / Bus Eireann / Munster Agricultural Society / UCC / Hegarty Building and Civil Engineering Contractors / Brook Catering

## Cork Community Thank You

Cummins Sports / Corporate Life / Irish Examiner / Kearys / Metropole Hotel / LeanWithLesley / Crane Lane / FloorTech / Innovative Refrigeration Solutions / Law Centre / Network Cork / Cohalan Downing / Right Price Tiles / The Europe Hotel / Anne & Pat Hegarty

The new centre and respite house cost over €9 million to build and by the end of 2019 we had raised over €7.8million for the project. This included a €2million capital allocation grant from the HSE, €2.2million from Enable Ireland and a further €2million will be covered by bank and other borrowings. Fundraising efforts for the centre are still ongoing for 2020.

# Our Corporate Partners

TK Maxx, together with Homesense Ireland, generated an amazing

**€311,233**

of Fundraising and Commercial Division income. *Give Up Clothes For Good* the annual clothing collection, fundraising and customer donation campaign, raised a record

**49,917**

bags of donated items in 2019.

## Our Corporate Partners



FACEBOOK



## Our Fundraising Partners & Committees

APB (Cork) / The Hospital Saturday Fund (Kerry) / The Central Bank of Ireland (North East & Dublin) / Castletown Fundraising Committee (Cork) / Curry's PC World (Limerick) / Christmas Flower Committee (Cork) / Acorn Life (Cork) / Dell (Cork & Limerick) / FEXCO (Kerry) / JP McManus Fund (Limerick) / Lavanagh Pitch & Putt (Cork) / UPS (North East & Dublin) / Bridge Players (Cork) / St Michael's School (Dublin) / Ciara Wilson (Cork) / Carat Ireland (Dublin) / Ireland Canada Business Association (Dublin) / T A Sheehan (Cork) / Irish Hotels Federation (National) / Cork Golf Club (Cork) / Erin's Owen GAA (Kilkenny) / PJ Hegarty & Sons (Cork) / EnQuest (National) / MMS Medical (Cork) / Milltown Golf Club (Dublin) / Slaney Valley Cycle Club (Carlow) / Eamonn Cleere & KFFL (Kilkenny) / 'The Dinner Ladies' (Cork) / Deloitte (Dublin & North East) / Art Committee (Cork)

*Nadia Forde joined with Enable Ireland service user Joan Phelan to launch the 12th annual 'Give up Clothes for Good' campaign with TK Maxx*



In 2019, we reached a huge milestone with Milano Restaurant Group, with over

**€200,000**

raised for Enable Ireland since the beginning of our partnership. We're grateful to Milano and all Milano staff for their continued support of Enable Ireland and our services for children and adults with disabilities. Grazie Milano!

**Boston Scientific** and Enable Ireland celebrated a two-year partnership which saw employees from the major scientific company in Galway raise over

**€208,000**

for the refurbishment of our Galway Children's Centre.

During 2018 and 2019, Boston Scientific employees ran over 100 fundraising events including everything from bake sales and marathons, to a Boston's Got Talent competition.

These funds are due to be paid over in 2020 and will be included in our 2020 fundraising income. The funds raised will go towards a much-needed renovation of our service centre in Galway to meet the needs of over 700 children and families who rely on our vital therapy and support services.



*Milano Blanchardstown Yellow Week Cake Sale*

# Commercial Division Review

The Commercial Division consists of our network of 21 charity shops and warehouse.

In 2019, profits from this division were €695,468 and were used to pay for frontline, management and support services which were unfunded by the State. These included Social Work, Adult Services, HR, IT, Finance, Training, Health & Safety amongst others.

We promoted a message of sustainability in all our shops via recycling clothing and textiles.

During the year, we recycled

**2032.8**

tonnes of donated clothing and textiles

We opened our 1st **Online charity shop**

with eBay and were delighted to be chosen as their first charity partner in Ireland

We operated

**221**

textile banks on

**169**

sites around the country

Thank you to the **202** people who volunteered in our shops during the year

We developed closer links between our charity shops and their local Enable Ireland services to better inform customers of the impact of their support and the work we do in their local community.

**Thank you to the suppliers and retailers who supported us during the year**

Port West Deck / Hugh Jordan / Brandwell /  
Suss Shoes / Floraville / Lidl / Noyeks / Elavon



In January, three stylish looks from Enable Ireland shops featured on Ireland AM available for a fraction of their RRP in our charity shops. Brands included Myleene Klass, Guess, Hampton and a brand new Diane Von Furstenberg silk dress

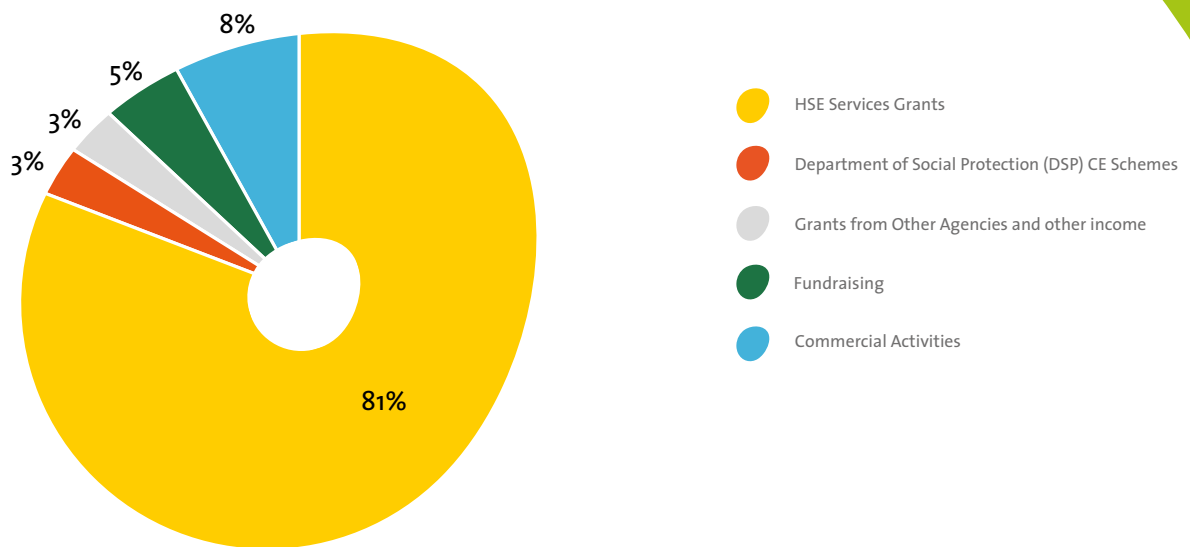


We opened a new garden centre in Limerick

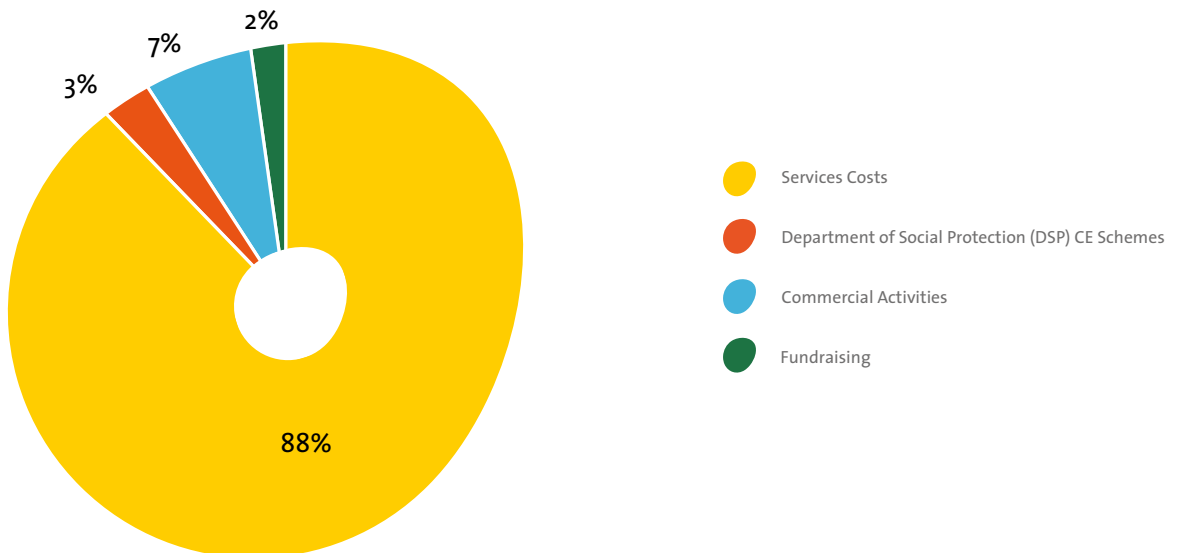


# Enable Ireland Income & Costs

## Where our income came from in 2019



## How we spent your money in 2019



## Enable Ireland Employee's Salaries

As required of Section 39 funded agency, Enable Ireland has, and has always had, regard for Government pay policy and pays salaries to staff following public sector pay norms, specifically HSE consolidated pay scales and Civil Service salary scales.

The number of senior employees whose total remuneration paid for the year (including taxable benefits in kind and redundancy payments but not employer pension costs) exceeded €60,000 was:

	2019 Number	2018 Number
€ 60,000 to € 70,000	20	27
€ 70,001 to € 80,000	20	10
€ 80,001 to € 90,000	6	7
€ 90,001 to € 100,000	3	5
€ 100,001 to € 110,000	2	-
€ 110,001 to € 120,000	-	1
€ 120,001 to € 130,000	-	-
€ 130,001 to € 140,000	1	2
€ 140,001 to € 150,000	1	-
<b>Total</b>	<b>53</b>	<b>52</b>



# Enable Ireland Disability Services

## Statement of Financial Activities for the Financial Year Ended 31 December 2019(Continuing Operations)

	Restricted Capital Fund	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2019 €	Totals 2018 €
<b>INCOMING RESOURCES</b>					
<b>Incoming Resources from Generated Funds</b>					
<b>Voluntary Income</b>					
Donations	487,292	-	490,628	<b>977,920</b>	724,420
<b>Activities for generating funds</b>					
Commercial and fundraising	266,230	-	6,232,607	<b>6,498,837</b>	6,689,530
Investment income	-	-	557	<b>557</b>	241
<b>Incoming Resources from Charitable Activities</b>					
Health Service Executive grants	311,564	45,494,326	-	<b>45,805,890</b>	45,062,284
Grants from other agencies	102,324	1,735,250	-	<b>1,837,574</b>	1,937,215
Other income	-	1,289,762	-	<b>1,289,762</b>	932,240
<b>Other Incoming Resources</b>					
Gain on disposal of fixed asset	-	-	2,700	<b>2,700</b>	-
<b>Total Incoming Resources</b>	<b>1,167,410</b>	<b>48,519,338</b>	<b>6,726,492</b>	<b>56,413,240</b>	<b>55,345,930</b>
<b>RESOURCES EXPENDED</b>					
<b>Cost of generating funds:</b>					
Fundraising costs	84,959	-	1,096,730	<b>1,181,689</b>	1,330,879
Commercial division	36,359	-	3,653,260	<b>3,689,619</b>	3,860,488
<b>Total cost of generating funds</b>	<b>121,318</b>	<b>-</b>	<b>4,749,990</b>	<b>4,871,308</b>	<b>5,191,367</b>
<b>Charitable Expenditure:</b>					
<i>Costs of activities in furtherance of the charity's objects:</i>					
Disability services	1,144,529	47,869,821	71,603	<b>49,085,953</b>	47,262,142
Management & administration including governance costs	-	1,961,116	-	<b>1,961,116</b>	2,014,415
	1,144,529	49,830,937	71,603	<b>51,047,069</b>	49,276,557
<b>Total Resources Expended</b>	<b>1,265,847</b>	<b>49,830,937</b>	<b>4,821,593</b>	<b>55,918,377</b>	<b>54,467,924</b>
<b>Net (Outgoing) / Incoming Resources</b>					
<b>Before transfers and other recognised gains and losses</b>					
Transfer between funds	(98,437)	(1,311,599)	1,904,899	<b>494,863</b>	878,006
	-	1,311,599	(1,311,599)	-	-
<b>Net (Outgoing)/Incoming Resources</b>	<b>(98,437)</b>	<b>-</b>	<b>593,300</b>	<b>494,863</b>	<b>878,006</b>
<b>Other recognised gains and losses:</b>					
(Loss) Gain on investments	-	-	131,542	<b>131,542</b>	(106,133)
Net movement in funds	(98,437)	-	724,842	<b>626,405</b>	(562,036)
Total funds/(deficits) at beginning of year	27,061,190	(12,615,977)	34,559,097	<b>49,004,310</b>	48,794,473
Total funds/(deficits) at end of year	26,962,753	(12,615,977)	35,283,939	<b>49,630,715</b>	49,004,310

DIRECTOR: MR D. CASHMAN

DIRECTOR: S. HAUGHEY

DATE: 21/05/2020

# Enable Ireland Disability Services

## Balance Sheet as at 31 December 2019

	<u>2019</u> €	<u>2018</u> €
<b>ASSETS EMPLOYED</b>		
Fixed Assets	52,816,984	51,036,519
Investments	1,322,808	1,951,485
	<u>54,139,792</u>	<u>52,988,004</u>
<b>CURRENT ASSETS</b>		
Stocks	138,451	160,056
Debtors	4,927,336	4,031,376
Cash at bank	151,179	866,785
	<u>5,216,966</u>	<u>5,058,217</u>
<b>CURRENT LIABILITIES</b>		
Creditors	(6,525,748)	(5,431,463)
	<u>(1,308,782)</u>	<u>(373,246)</u>
<b>NET CURRENT LIABILITIES</b>		
	<u>52,831,010</u>	<u>52,614,758</u>
<b>CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR</b>		
Long Term Bank Loans	(3,200,295)	(3,610,448)
<b>NET ASSETS</b>	<u>49,630,715</u>	<u>49,004,310</u>
<b>FINANCED BY</b>		
Restricted Services Fund	(12,615,977)	(12,615,977)
Restricted Capital Fund	26,962,753	27,061,190
Unrestricted Development Fund	35,283,939	34,559,097
<b>TOTAL FUNDS</b>	<u>49,630,715</u>	<u>49,004,310</u>

The directors approved and authorised the financial statements for issue on 21 May 2020

**DIRECTOR: MR D.CASHMAN**

**DIRECTOR: MR. S. HAUGHEY**

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Service Centres

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Disability Services  
Life With No Limits

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Front Cover Images

Top: Emily Fitzsimon takes part in the Mid-Kildare Network Disability Team Children's Triathlon.

Bottom: Brothers Ciaran and Conor Carolan at the Enable Ireland Garden & Gift Store in Sandymount.