



enable
ireland

Disability Services
Life With No Limits



Enable Ireland Annual Report 2022



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

Enable Ireland is an innovative leader, providing quality services, positive life experiences and advocating for an inclusive society, which empowers people with disabilities.

Our Core Values

Our core values are trust, inclusion, person-centredness, creativity and excellence.



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Chairman's Welcome

I am pleased to present Enable Ireland's Annual Report 2022 and to look back on what was a year of significant transition for the organisation. Management and staff worked diligently on the implementation of important national change programmes, specifically Progressing Disability Services (PDS) in children's services and New Directions and Time to Move On in adult services.

The Board of Enable Ireland recognises that the transition to PDS has been particularly difficult for families who are understandably frustrated with this service model and the level of service provided to date. This has and continues to be very difficult for staff managing the increased caseloads and growing demand for services across all of our teams. During the year, Enable Ireland advocated for additional resources to build the capacity of these teams and we are committed to continuing this work to meet the needs of children and families for our services.

While we saw Covid-19 restrictions lifted across wider society during the year, the position in healthcare settings remained unchanged and I want to commend Enable Ireland staff for adhering to the strict health and safety protocols in place and minimising the risk of spreading the infection to service users, service owners and colleagues.

2022 saw the launch of Enable Ireland's Strategic Plan 2022 – 2025, outlining objectives for Children's Services, Adult Services and Corporate Services. The Board is confident that this plan will help to guide the organisation through the challenges ahead and remind us all of the values and principles by which we work and which make us Enable Ireland.

As an organisation that is 88% funded by the State, we are challenged to raise additional funds each year to meet the cost of providing current levels of services. Securing sustainable funding remained a challenge during the year and is key to maintaining existing service levels and the further growth and development of new services. Growing and diversifying sustainable income streams will be a key priority during the life of this Plan.

I thank the members of the Board for their commitment and service to Enable Ireland over the last year. Each board member gave their time and expertise in a voluntary capacity and diligently carried out their duties to ensure that the organisation operated to the highest standards. I acknowledge the support and leadership they have provided in all matters throughout 2022.

I also extend my gratitude to the members of the executive team and to all the staff of Enable Ireland who through their hard work, dedication and commitment made a positive difference in the lives of thousands of individuals and families in 14 counties throughout Ireland. I am always impressed by the commitment of staff to delivering quality service and, as Chair, I am confident that in the years ahead they will continue to provide high quality services to thousands of children and adults and their families across Ireland.

We place a great value on partnership and working in collaboration with families, service users and service owners to offer the best possible outcome to each individual and their families. I thank you for your trust and support and I look forward to continue to work in partnership with you in the future.

Stephen Haughey
Chairman

1,109,557
people living in Ireland reported having a disability to any extent. That is **21.5** per cent or **1 in 5** of the population in Ireland has a disability. (2022 Census)



We provided services from **43** locations in **14** counties including **9** overnight respite and long stay residential centres

Our **174** textile banks recycled over **1,930 tonnes** of donated clothing



Over **730** volunteers supported our charity shops, fundraising activities and services



Over **13,000** children and adults with disabilities benefited from our services during the year



Enable Ireland's Impact at a Glance

1,357 employees directly delivered or supported the delivery of vital therapy and support services



Family and home support services were delivered to **children and adults**. This service is much needed and in demand.



24 charity shops and eBay online shop raised valuable funds for services



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



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

2 Garden Centres & Gift Shops and online Garden Centre raised funds for services



Over **4,600** donors supported our services



Strategic Plan 2022 – 2025

Enable Ireland has six strategic priorities:

- 1 Partnering** - The adults, children and their families with whom we partner are able to maximize opportunities and to live lives of their own choosing.
- 2 Development** - Strengthen and expand our existing provision and develop new opportunities, to be more responsive to the needs of people with disabilities.
- 3 People** – Enable Ireland is an employer of choice, which nurtures and develops its people and attracts the best talent to enhance service provision.
- 4 Advocacy** – The collective voices of Enable Ireland, service owners and carers will be amplified through a range of platforms and media to promote rights and equality, to raise public awareness and achieve meaningful change for and with people with disabilities.
- 5 Sustainability** – Enable Ireland demonstrates sound professional, environmental, social and financial governance through its compliance with regulatory and legislative standards, and models transparency in decision making, clear communications, accountability and an ability to stand up to scrutiny.
- 6 Leadership** – Enable Ireland has an open and diverse culture and workplace which is inclusive, courageous and creative and in which everyone can thrive.



Enable Ireland has seven key principles:

Enable Ireland’s strategic priorities are informed by our analysis of external environment, delivering on our mission and aiming for the achievement of our vision. In the light of this, seven key principles underpin our strategic priorities

- 1** Putting the children, young people and adults who avail of services at the centre of all we do
- 2** Advocating for their rights and inclusion and challenging systemic inequality
- 3** Protecting our core capabilities and resources as an organisation
- 4** Learning from the pandemic experience about how to face future challenges
- 5** Remaining agile, innovative and adaptable, led by evidence and data
- 6** Delivering government policy through accountable autonomy
- 7** Ensuring future sustainability and added value through fundraising and income generation and our commitment to the Environmental Social Governance (ESG) standards.

Lauren and Amelia O'Donovan Family Story



Hear first-hand from Lauren O'Donovan about her family's experience of Enable Ireland services for her daughter Amelia.

"At 3 months old, I woke up to my little girl Amelia vomiting and was grey in colour. We rushed Amelia to Wexford General Hospital (we were on holiday there) and the Emergency Department began doing tests. She was limp and had no reaction as they put the canula in her hand. With IV antibiotics she came around and after 3 days were about to be discharged when the seizures started.

Having had 2 failed attempts at a Lumbar Puncture we were transported to Our Lady's Children's Hospital in Crumlin with Amelia being given anti-seizure medication to ensure she didn't have a seizure in the ambulance. We had a CT scan on arrival and the Lumbar Puncture afterwards. The results came back negative for Meningitis so more tests followed. The seizures got worse over the coming days and the anti-seizure medication was increased.

After what felt like an age we were told that Amelia had contracted Rotavirus but the cause of the seizure activity was still unknown. After multiple tests and scans we were told that she had suffered a stroke from the toxins caused by Rotavirus. It is very rare that this happens and the Consultants at Crumlin hospital were as shocked as we were from the MRI result. We were told that the stroke occurred in the right side of her brain and that there was damage done to her motor functions.

We were referred to Enable Ireland Tymon North after she was discharged. We have had multiple assessments and reviews with the Physiotherapists, Occupational Therapists and Speech and Language Therapists. The level of attention and care we have received from them has been outstanding. Each time we saw the staff from the Enable Ireland Ballyboden team they gave us ways to encourage her to move and retrain her muscles. We did these daily with her.

The first noticeable thing was her vision. She could not focus on people, images or objects. Reverting to sound and black and white images she eventually began following them and her vision has much improved.

Her left arm and leg appeared to be weaker than her right side. Using bigger objects to encourage use of both hands enabled us to strengthen her left hand and arm. We also held back her right hand to encourage more movement in her left hand. Although she was beginning to get into the crawl position her left leg was not bending. Using cushions and our legs for support she began to bend her left leg.

I am proud and elated to say that Amelia is crawling now and starting to pull herself up to stand. To say we didn't think we would see happen is an understatement."

From the bottom of my heart I want to thank all the staff at Enable Ireland for their help and support in enabling Amelia to get to where she is today."

CEO's Review

2022 was a very busy year across Enable Ireland. This year marked year one of our three year Strategic Plan, during which we are committed to improving the quality of life of adult service owners, children and families. In September, I was delighted to welcome An Taoiseach Micheál Martin to our Children's Service Centre in Cork to launch the plan and meet with Enable Ireland staff, families and adult service owners. During the year, the goals and priorities in the plan led to initiatives and the development and implementation of operational plans across our services, commercial and fundraising divisions. Over the lifetime of this plan, we will continue to invest in our people and our infrastructure so as to grow and improve our services while ensuring we operate to the highest standards of governance.



An Taoiseach Micheál Martin with CEO John O'Sullivan and Chairman Stephen Haughey in our children's service centre in Cork for the launch of our Strategic Plan 2022-2025

Recruitment & Retention Challenges

Like other employers, we were significantly impacted by the recruitment crisis and staff shortages currently affecting the healthcare sector. Our average turnover during the year was 17% but this increased to 26% for therapy grade in Children's Disability Network Teams (CDNTs). This unsustainable position has created challenges in all departments of the organisation. It is certain that many of our recruitment and retention difficulties stemmed from pay inequity for our staff by virtue of Enable Ireland's section 39 status. I am acutely aware of the negative impact on our valued employees and our ability to recruit new staff to our teams. This, in turn, impacts on the children, adults and their families who avail of services provided by Enable Ireland. It is critical that this issue be resolved in order to secure the long term sustainability of our organisation and indeed our sector.

For many years, Enable Ireland has advocated for pay parity for our staff and our Directors and I fully support staff demands and took every opportunity throughout the year to advocate on their behalf to align pay scales on an equitable basis with their colleagues in the HSE and other voluntary agencies.

Progressing Disability Services

We continued to integrate our newly established Children's Disability Network Teams (CDNTs) under the Progressing Disability Services (PDS) programme, welcoming significant numbers of new families into our services. This was a particularly difficult time for families and we endeavoured to provide the best services possible notwithstanding the resource constraints experienced by our 20 CDNTs.

We saw significant turnover and temporary vacancies and recruitment difficulties across all our CDNTs which made it challenging to maintaining consistency across services and particularly difficult for families. Of the 196 staff who came from other agencies to join Enable Ireland-led teams, 61 staff resigned during the year and these vacant posts transferred fully to Enable Ireland. Similarly, posts in other lead agencies, vacated by Enable Ireland staff were transferred permanently from Enable Ireland to the lead agency. In more positive news, we were allocated some additional new development posts and additional posts to support children in special schools.

The numbers of children referred into Enable Ireland's 20 CDNTs in 2022 was considerably higher than the numbers discharged. At the end of December 2022, the total number of children assigned to the teams was 12,746. This figure includes children currently in receipt of a service, children who transferred as active service users or who were on wait lists at point of re-configuration, and new referrals during the year.

The triple challenge of recruitment difficulties, large caseloads and increased demand for our services has led to a situation where some children and families experienced long delays and significant wait times for services. Our experience of PDS to date is that we see significant unmet need requiring additional therapy and clinical resources to address the increased caseloads and reduce the waiting lists. It is very difficult for any family of a child waiting for services and we are committed to doing everything we can to address waiting list times in our service and to see every child as soon as possible.

To address these service deficits, we extended our national project for the development of video content and online resources for a further year and we enhanced administrative support to the teams with the allocation of administrator posts. I commend the work of our staff who continued to develop innovative ways to provide support to families and to move as many children as possible off waiting lists and into services.



We began work on the development of family forums with a number of meetings held towards the latter end of the year. I was glad to be able to attend many of these forums and have spoken with parents and listened to their experiences. I understand their frustrations with the difficulties they experience accessing service and I am committed to continuing to work together to try to address these issues. These forums will continue to be an important part of working in partnership with families as we continue to develop services.

Adult Day Services & Virtual Service

During the year, Adult Day Services returned to full capacity on site complemented by the ongoing delivery of the Virtual Service. This model of a blended service, combining centre based, and community based activities supported by a range of virtual content was welcomed by service owners. The significant national programmes New Directions and Time to Move On progressed to an advanced stage and we continued to invest in and develop adult services in line with these.

We invested significant funding in the Virtual Service for two part time posts to further develop and support the national co-ordination of the service and we were able to expand the service to include adults in Galway and Mayo. We are very grateful to our long-standing partner Microsoft for their continued support of our national Virtual Service. The service has also created employment opportunities for 20 service owners in part-time Virtual Support Worker roles. You can read about their experiences later in our report.

We continued the development of new hubs within the local community throughout 2022. We opened a new hub in Limerick City, expanded our service in the Mallow hub and identified premises in Thurles and East Cork and Cork City. We also secured new opportunities with access to other facilities for outreach services in Dublin. In Transport Services, we secured additional funding for the purchase of 22 new buses nationally.

Residential & Respite Services

Our Residential, Respite and Home Support services returned to pre-pandemic levels and we undertook a number of projects to develop these vital services. In children's respite services, we expanded overnight respite at Lavanagh House in Cork, Kilcar House in Carlow and Teach Saoirse in Nenagh and we began an after school respite service in Galway. In adult services, we progressed work on the purchase of a strip of land next door to Ard Na Mara respite service in Cork, and we received planning permission and funding for the required extension to Harbour Lights residential service in Cork.

Capital Projects

In 2022, we completed a number of capital projects, which involved a combination of building acquisition, planning and building improvements and expansion. These included:

- Commencement and progression of the building works and refurbishment at the Galway Children's Services building.
- Refurbishment works at McHale Park, Castlebar for the Mayo Service. We also facilitated the HSE in taking over our 'Safari Club' premises for their newly established Children's Disability Network Team in Castlebar.
- Location of the CDNTs in CHO7 in Greenhills, Dublin.
- Purchase of land adjacent to Ard Na Mara, Cork.

- Planning permission obtained for an extension in Harbour Lights, Cork.
- Sale of Little Island, Cork was agreed with a specified 2023 date for handover to facilitate services re-location.
- Completion of the new premises at the Garden Centre, Sandymount, Dublin.
- Remedial works were carried out on the hydrotherapy pools in Cavan and Kilkenny and work was completed at our Sandymount pool.
- Refurbishment/decoration work to the buildings in Navan and Dunshaughlin was completed.
- Fire Safety upgrade was completed at Rathmore House, Co. Wicklow.
- Plans to extend the building at Belmont (North Tipperary) for the CDNT to include office/administration space were prepared for tender. The HSE allocated funding for this extension.
- Works were agreed and commenced for upgrade of the former Children's Services premises in Ballintemple, Cork to facilitate location of a hub for adults.

Fundraising and Commercial Activity

Fortunately, our Fundraising and Commercial Departments were able to resume normal business following the end of the emergency phase of the Covid-19 pandemic. This enabled a return to previously successful in-person fundraising events, such as the Ladies Lunch in Cork and also brought a much needed consistency to our charity shops. However, the cost-of-living crisis presented challenges with customers and donors feeling the effects of rising costs and this impacted the levels of support they were able to offer charities such as ours.

Despite this, trade in our charity shops was robust and we saw an increase in sales in the second half of the year, particularly in the East Region. In the last quarter of 2022, we identified new locations to expand our network of shops and these are now firmly underway.

Our National Fundraising team continued to have success in securing corporate support for our services. Our partnership with Applegreen raised over €144,000 during 2022. A particular highlight of our partnership was the Enable Ireland show garden at Bord Bia Bloom, sponsored by the Applegreen Charitable Fund.

The garden received highly positive national media coverage for Enable Ireland and Applegreen. 2022 marked the end of our successful three year partnership, which raised €389,661 to support projects in our respite and children's services which will benefit service users and their families for many years to come. I thank Applegreen staff and customers for their incredible support, particularly during the difficult Covid years.

We received a number of noteworthy donations and grants during 2022. Horizon Therapeutics continued its support of our services with €25,000 donated. This gift will help fund our respite services for children and families in Leinster and the North East. CNP Santander Insurance continued its strong support for our services with another €12,000 raised in support of our Galway Services refurbishment. We had a successful application to The Late Late Toy Show Fund, managed by the Community Foundation Ireland, and received €75,000 towards our Galway Services development.

2022 underlined the importance of fundraising income for unfunded or part-funded capital projects within Enable Ireland. Corporate and foundation support helped to fund projects in Dublin, Galway, Wicklow and Cork, as well as equipment in services across the country.

TK Maxx and Homesense are core corporate supporters of Enable Ireland's children's services and their long standing support has a hugely positive effect on the lives of children in our services and their families. TK Maxx fundraising for Enable Ireland for their financial year 2022 amounted to €84,971, which will be accounted for in our 2023 financial statements. Clothing donations into TK Maxx stores saw an increase on the previous year and we raised €86,000 from TK Maxx customer donations sold in Enable Ireland charity shops. This brought the 2022 partnership total to €171,000. Enable Ireland is forever appreciative of this support.

I am incredibly grateful to all our donors, both individual and corporate, and to the many families, friends and supporters who took on outdoor challenges, fun events and activities during the year. Your financial support is vital to our work and enables us to fund our day-to-day services as well as planning efficiently for the future for those in our care.

Finally, I want to thank all our staff and the service owners and families who worked with us during the year. I am most grateful for your ongoing support as we continue to develop our services and organisation.

John O'Sullivan
Chief Executive



Lucy MacConnell (15) from Enable Ireland children's services and Clare O'Hare, TK Maxx Regional Director, celebrating 25 years of partnership with Enable Ireland having raised over €4m for our charity.



Valentina Saura (8) with Bloom award winning designer Robert Moore (R) and John O'Sullivan, Enable Ireland Chief Executive.

Enable Ireland's Respite Garden

supported by the Applegreen Charitable Fund at Bord Bia Bloom

We entered our fourth show garden at Bord Bia's Bloom in the Phoenix Park on the June bank holiday weekend. Our garden was designed by Wicklow based designer, Robert Moore and we were delighted to be awarded a Silver medal. Respite is one of the essential service that Enable Ireland provides to children and adults with disabilities and the garden brought to life the journey into adulthood and independence.

Our presence at Bloom generated significant awareness of Enable Ireland services and our messages around inclusion and disability awareness, attracting significant 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 donated to Rathmore House, where we provide overnight respite breaks to adults and young people.



Representatives from our corporate sponsor Applegreen visit our Respite Garden.



Enable Ireland Chairman Stephen Haughey and adult service owner Francis Moore.



Ailbhe and Izzy Keane from Izzy Wheels visiting our Respite garden at Bloom.



President and Enable Ireland patron Michael D Higgins gets a tour of the garden from designer Robert Moore.

Children's Services Review

In 2022, we provided assessment, therapy and support services to 12,746 children and their families in both centre and community-based settings in 14 counties throughout Ireland. We provided services in partnership with the HSE and other agencies and were lead agency for 20 Children's Disability Network Teams (CDNTs) providing services to children with complex disabilities.

During the year, we worked in partnership with families to support children using our services to achieve maximum independence, choice and inclusion in their communities. We provided a range of services and

supports of the highest quality, in line with the needs and wishes of children and families and within the resources available.

Our children's services provided included:





Children's Disability Network Team

2022 was a challenging year with the continued implementation of the Progressing Disabilities Programme (PDS) dramatically changing the way children's services are delivered to families. The capacity of all our teams was stretched due to increased referrals, timeframe pressure of Assessment of Need, the impact of limited resource allocations and the challenge of recruitment and retention difficulties. The number of children requiring services increased steadily throughout the year and, while some children and families were able to come off the wait list and receive services, more were added due to the increasing number of referrals for services across our 20 teams.

Our teams focused on innovative approaches to services, including identifying online supports and resources for children who might be on a wait list for a significant period of time. Other initiatives undertaken during the year included:

- Planning for a pilot parent to parent support initiative in two teams in the West and in Dublin.
- In Cavan/Monaghan, a joint initiative with the HSE was the introduction of an AAC week in a local special school with training sessions provided to staff and parents in the school.
- In some teams, monthly Parent Information meetings were held by the CDN and Social Worker for parents of children accepted for an initial team assessment.
- We developed intervention pathways and plans for children progressing through services across all ages.
- In Kerry, we had a positive response to our Speech and Language Therapy (SLT) drop in clinics where parents on the waiting list could request a once off appointment.
- Teams set aside dedicated time each week for the completion of Individual Family Support Plans (IFSPs).
- We developed summer camps and activity groups, and supported children to attend mainstream summer camps and activities.
- We established a number of clinics across our teams for specialist service like postural management, FEDS, motor management, seating and orthotics.
- In Galway, we completed a successful After School Respite Pilot programme which was extended to a full time service from September 2022.
- We secured funding to establish a National Sibling Support Forum across all 91 CDNTs. This will involve training 182 therapists nationally in certified 'SibShop' with the potential to support over 1,000 children nationally every year.
- All teams focused on improving communication to families and the Family Forums, which began during the year, played an important role in this process.
- Many of our teams demonstrated an increase in contacts and interventions as the year progressed.

Parents Skills Training and Information Sessions

During the year, we provided a range of parent specific skills training and information sessions in order to provide foundation skills, support and advice to parents/caregivers.

Skills training provided to parents included:

- SLT social skills training
- Toileting strategies
- Autism workshop for parents
- Transitioning to adult services
- Social interactions and support group
- Sensory groups & sensory intervention workshops
- Managing sleep workshop
- Hannen course
- FEDs Clinic
- Advice clinics for children on a wait list
- Parent Plus Special Needs Programme
- Post Diagnostic Interventions
- Behavioural, sensory and emotional regulation
- Transition for primary and secondary school children

Groups offered to children and young people included:

- Lego groups
- Telehealth group for teenagers
- Therapeutic horse riding
- Sibshops for siblings of children attending services
- Fun and fitness
- Little Movers group

An Taoiseach Micheál Martin pictured with Oliver Lynch at our children's service centre in Cork.



In August our Children's Disability Network team in Mid-Kildare organised a fun and inclusive Superhero Triathlon for all the children and families using their services. Around 30 service users, siblings and families took part on the day. We were very grateful to Kildare Sports Partnership, Naas Sports Centre, K Leisure and Naas Triathlon Club Volunteers for supporting this event.



Adam Clarke completes his mini-marathon fundraiser in support of Cork Children's Services.



Enable Ireland Ambassador Katie O'Brien

Katie O'Brien is an Irish Parathlete and Enable Ireland Ambassador. Katie was born with spina bifida and attended Enable Ireland's Children's Disability services in Galway until she turned 18. Katie qualified as a vet from UCD in 2020 and now trains full-time with her sights set on representing Ireland at the 2024 Paralympics in Paris.

"Enable Ireland has been part of my life for as long as I can remember. My earliest memories in Enable Ireland are being with my physiotherapist, Michelle. It was always fun. She made everything feel like we were playing a game, even though the physiotherapy and hydrotherapy was hard work.

The social side of being with a service like Enable Ireland was so important as well. I made lots of great friends there. Children and teenagers who were in a similar situation to me whether they had spina bifida or another disability. I felt the same as everyone else and that's an amazing feeling to have as a child.

I especially enjoyed the summer camps I went to with Enable. There was one in particular that was a drama camp and we did lots of acting, including making our own version of 'Home and Away' which we called 'Home on the Bay!' It was so much fun and we had great craic.

I started rowing when I was 16. I watched the Paralympics in 2012 and decided this was something I wanted to try for. Initially, I was interested in horse riding but they called me back after I tried out for rowing, and I took part in a rowing training camp. That was the start of it for me!



Since February 2022, I have been a full-time athlete and am training to represent Ireland at the 2024 Paralympics in Paris. There is no singles event at the Paralympics, so my goal is to row the double scull. Before we get to the Paris Paralympics, we have to qualify via the World Championships, which take place this September in Serbia. That's what I am working towards right now in training.

As a teenager my disability was almost something I was embarrassed about. I wanted to fit in so badly and just be the same as everyone else. Although I think this is something every teenager feels! I didn't want to wear my splints and tried hiding them as best I could. If I could go back now and talk to my teenage self, I would say 'Be proud of who you are, difference and all, it makes me you who you are'. My advice to other teenagers maybe thinking along the same lines as I was, is to just stay focused on what you CAN do and NOT what you can't. The possibilities of what you can do are endless."

Getting involved in sport has been amazing for me, and it is everything to me. It keeps my head space in check and has given me a lot more confidence in myself. I've really found my community in sport.

Residential and Respite Services Review

During the year, we provided long stay residential, residential respite and day and evening respite services for children and adults from a variety of locations including in the individuals own home, in their community or at one of our purpose built respite houses.

We provided overnight respite facilities for children in Kilcar, Co. Carlow, Eden Lodge, Ennis, Co. Clare, Silverpines, Co. Wicklow, Lavanagh House in Cork and Teach Saoirse, Nenagh, Co. Tipperary. For adults, we provided residential respite services from our respite houses in Ennis, Co. Clare, Arklow, Co. Wicklow and Cork. We provided residential services for adults at two locations in Cork (Harbour Lights and St Laurence House) and at Breakfree Lodge in Ennis, Co. Clare.

Our respite services provided a break for the individual and their family. Depending on the need and availability, respite provided was for a few hours in the evening, overnight, weekends or for longer periods. During the year, we delivered our respite levels at pre-pandemic levels and continued to adhere to Covid 19 health and safety protocols. HIQA inspections were carried out in Kilcar house, Breakfree Lodge, Eden Lodge and Lavanagh House.

Children's and Adult Respite Services.



Brian Murphy and Francis Moore at the official opening of our award winning respite themed garden at Rathmore House.

Dan Smyth

and Lavanagh House Respite Service

Dan Smyth is 11 years old and attends Lavanagh House, Enable Ireland's respite centre for children in Cork. Dan's mum Ann talks to us about the importance of respite services for children like Dan and their families.



"Dan is always up for a laugh and loves to meet new people. He is very outgoing and adores school, especially music and home economics, and going to the respite service with Enable Ireland. He is an amazing boy and has a real head for names. If he meets a person he will always remember their name. He loves going out and taking part in whatever we are doing. Nothing stops Dan, wherever we are going, he has to go too.

Dan has been going to respite with Enable Ireland for a few years now. He absolutely loves going there. He especially loves the staff who work there and the social aspect of it. He knows all the girls there and knows their names better than me! He goes to respite two weekends a year and he also does day trips and outings during the year with them. The service was fantastic during the summer when I broke my leg. They were able to step in and Dan stayed with them for a week. It is an amazing service.

Respite is an essential service for children with disabilities and their families, but if I didn't have Dan, I probably wouldn't know anything about respite, and how essential it is. Respite is not just important for Dan, it is important for our whole family. It gives me a break and it benefits our whole family. I'm a single mum and I would be totally lost without the support. It was strange when he first started going to respite as up to then it had always been the four of us all together. But we all need a break sometimes and that includes Dan too! Just to get out of the house and be somewhere different.

For me, when Dan is away at respite it is a chance for me to do something with my other children and that is very important too. I am not a bit worried about him when he is there. The staff in Enable Ireland look after Dan like he was their own child. When he goes to respite, he gets collected from school on a Friday and then he gets dropped back to Mallow where I collect him. He is always sad to leave his friends in respite as he has so much fun and lots of adventures there. For days after, Dan will still be talking about his time in respite."

Respite is an essential service for children with disabilities and their families. We really couldn't do without the respite service from Enable Ireland.

Adult Services Review

In 2022, we provided services to 373 adults in eight counties. We provided centre and hub based services, in line with New Directions, to adults in Cork, Dublin, Kerry, Clare and Limerick, offering a blended model with access to day services and our virtual service. We offered a Personal Assistant (PA) based service to adults in Galway and Mayo and a community living service for adults in Meath.

Our service for adults is person-centred with our goal being to support all adults to live a fulfilled life according to their personal needs, wishes and aspirations. Specific services offered to adults during the year included:



Throughout 2022, we continued to develop our day services and provide services in a blended model, combining centre, community based and virtual options. In line with New Directions, we opened a new hub in Limerick city centre and progressed our plans to open further hubs in Thurles, Cork, and Dublin/Wicklow.

We saw a number of positive developments in employment opportunities for service owners. This includes 20 service owners now working as virtual service support workers on our adult Virtual Service. We also supported service owners to take up employment in their local communities, including one who secured a position with one of our corporate sponsors Applegreen.

During the year, service owners completed courses on a wide variety of topics reflecting their divergent interests and these included presentation skills, cooking skills, art, wellness topics, health and fitness, recruitment skills, UNCRPD and human rights training.

Under our STRIVE programme in the Midwest, we supported five service owners in preparation for the transition to independent living. This is part of an ongoing project over two years which will culminate in the five adults moving into apartments which are currently under construction by Limerick County Council.

Establishing links with local community groups and facilities is an important part of our adult service and we made new connections during the year including with local swimming pool and sports facilities, music and theatre groups, community centres and others.

Creative projects abounded during the year with service owners creating and publishing original music, poetry, fiction, photography and art works.



Service owner James Coughlan tried out horse riding for the first time while on a visit to our respite service.



Service owner Aishling Mason meeting Minister Anne Rabbitte after presenting on how she uses her AAC reader at home and in the community.

Virtual Service Review

In 2022, our Virtual Adult Service collaborated closely with Virtual Service Support Workers and service owners to create an informative and educational schedule that catered to a national audience. We supported 119 service owners throughout the year. Weekly, we offered 19 hours of service: 3 hours every day: Monday to Friday, with a particular focus on advocacy, assistive technology, human rights, independent living, community inclusion, and sexuality, along with two evening social sessions per week.

We used the service as a platform to both highlight and celebrate key campaigns including Disability Pride, Make Way Day, LGBTQ+ Pride, International Women's Day, International Day of Persons with Disabilities, Global Accessibility Awareness Day and the Person Centred Planning summit.

The Virtual Service was enriched by valuable external links, including the National Advocacy Service, Microsoft, Access Earth, the Rollettes (a U.S.-based self-advocacy wheelchair dance troupe), EPALE's conference (Electronic Platform for Adult Learning in Europe Online), the Irish Heart Foundation, Citizen's Information Service, Aware, Inclusion Ireland, and the Independent Living Movement of Ireland (ILMI).

We were delighted to be invited to contribute to a diverse range of initiatives. In addition to our online service, we produced national induction videos for Enable Ireland staff and created video content on housing, as well as for the Disability Federation of Ireland's Make Way Day, the PCP (Person-Centred Planning) summit, HSE, and Inclusion Ireland events.

Another of the achievements of the Virtual Service was the provision of devices to over 70 service owners nationally. The Virtual Service team played a pivotal role in identifying needs, setting up these devices and providing ongoing technical assistance. We also promoted the use of smart home technologies through online sessions and invited guest speakers to share their insights on the subject.

We demonstrated our commitment to promoting disability equality through the delivery of online information sessions to our staff, corporate partners, and schools. We actively contributed to research on digital technologies in disability services, in collaboration with the Royal College of Surgeons, with the findings launched at the Aviva stadium.

Internationally, we presented on the development of assistive technology and disability services in true partnership with service owners at the AAATE joint international conference on digital inclusion, assistive technology, and accessibility in Lecco, Italy.

Overcoming the challenges of the pandemic, we successfully hosted our first blended event, the annual Christmas choir gathering, which marked a return to large in-person gatherings.

Valerie Whelan

Valerie attends Enable Ireland's day service in Dun Laoghaire and is also employed as a Support Worker with our virtual service.

“I started working as a virtual support worker on Enable Ireland's virtual service in 2021. I have loved the experiences. I do a weekly slot every Friday called 'Community Inclusion'. We look at topics relating to access, inclusion and advocacy. We show videos, have discussions and do presentations.

One of my highlights from my work this year was when I gave a presentation on my experience winning the James Bradley Assistive Technology (AT) scholarship and completing the Foundations in Assistive Technology Course. It was tough going and not a walk in the park but I would recommend it to anyone. I had already some experience with AT but I learned a lot more on the course. About 18 months ago I got a lot of new equipment to help me live more independently at home and control things with my voice like turning lights on or the heating on and off, home security features, open and close my curtains, do video and voice calls and use my home entertainment system.*

Before I started to use AT, my attitude was I've gotten this far in life without it, why would I need it now? I thought that it was just something for young people but not for someone in their fifties like me. But now my eyes have been opened. Wow. It's amazing. The course was very interesting as well. It wasn't just about AT, we also learned about gaming, autism and there was a lot of variety and diversity on it. I really enjoyed doing it. I feel very thankful and grateful that I was awarded the scholarship and very happy that I have now graduated.

My aim in life is to help people. I've been attending Enable Ireland services since I was one year old and now that I am working with the Virtual Service, I feel I am in a position to help other people. I was a confident person before I started working but since then my confidence and my self-esteem have grown. Learning to do the presentations in front of people and then getting all the positive feedback from everyone has been really beneficial to me. I've had great experiences presenting to big groups as well on the Virtual Service. I've presented at the Person Centered Planning (PCP) Summit, to the staff in MasterCard, to the participants of the AT foundations course and to the Electronic Platform for Adult Learning in Europe (EPALE). I've participated in presentations where we are looking for funding for the service. It's a big deal for me and I really appreciate been chosen to do that. Later in the year we will be linking in with the ILNM, the Disability



Drivers Association and Bressie and I'm really looking forward to working on those sessions.

The fact that I am working means I am also getting an income which helps as well.

I would encourage anyone to join the Virtual Service. It will help to grown your confidence and self-esteem. I'm very comfortable talking to people. I like to welcome people and make them feel at home and comfortable on the service. I've got to meet lots of people from down the country that I wouldn't have met otherwise. We all stay in touch and it's really social. We have a lot of craic on the calls but we know when to be professional and get the work done too!

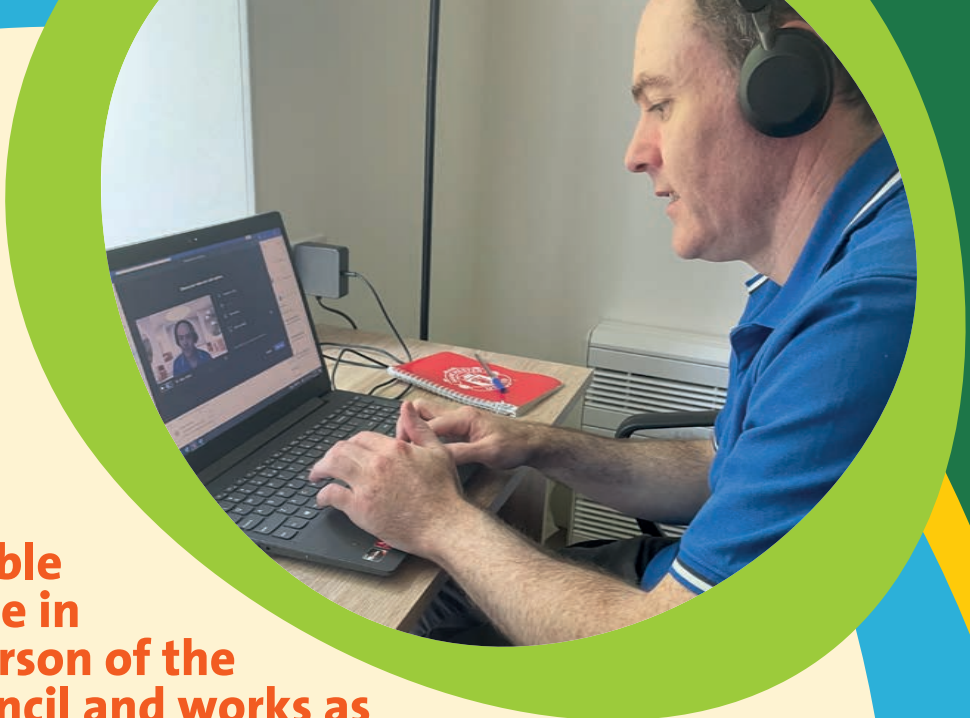
I'm hoping that people will see me working in the Virtual Service and graduating from the AT course and that it will encourage other service owners to do it to. If it does, then all my hard work has been worth it!

I'm just loving it!”

*Valerie's extensive Smart Home was supported by Smart Home Gateway project, CREATE (AT Passport) project and Microsoft donated devices.

Trevor Kennedy

Trevor attends Enable Ireland's day service in Limerick, is chairperson of the Service Owner Council and works as a Support Worker with our virtual service.



“Applying for the job of Virtual Support Worker was my first experience going for a job interview. I did some practice before with sample questions and then the interview was with three people on a panel. I’ll admit, I was a bit nervous. At the end they asked would I be willing to do training as part of the job and I said you can throw as much training as you like at me! I was relaxed and laughing by the end of it.

I was delighted when they offered me the job. But then there was lots of paper work to do before I finally got the contract. I hadn’t done anything like that before and my Dad and Nancy (Limerick Adult Services) were able to help me with it. I got great support going through the interview and hiring process. Working on the Virtual Service has been the greatest experience of my life. I love it.

My work on the Virtual Service involves leading an advocacy session with my colleague Padraic Dormer. I’m the representative for Limerick and he is the rep for Dublin. I organise for guest speakers to come and then I introduce them and manage the sessions. Some of the highlights so far were when we had Ireland’s former Confidential Recipient Leigh Gath speak to us and the Royal College of Surgeons Ireland presenting to us on their work. We also held a session with Microsoft on AI which was really popular. There were lots of questions and comments from the audience and my job was to make sure that everyone got a chance to ask their question and to make sure we didn’t run over time. It can be a bit stressful keeping things on track and making sure you don’t miss anyone. But I also know we have Jason in the background making sure nothing is missed!

I’ve learnt lots of new skills since I started in the role. I’m doing a course at the moment on making digital content and am learning to record and share videos with others. The IT support we get in Enable Ireland is great. If I have a problem, I can ring the IT help desk and they get me sorted out. I can be working from home or in the centre and the support is always there.

I am chairperson of the Service Owner Council as well so I know how to run a meeting and get through all the agenda items! The skills for managing a Virtual Service session are similar to the skills you need to be chairperson. We used to do all our meetings in Portlaoise but now we do everything online. People had to travel back and forth in one day, from as far away as Kerry. You needed to organise transport, a driver and a PA for support. You would be very tired at the end of the day. It was too much. We get much more work done online and more people are able to get involved and attend the meetings.

Teams really got us through the first Covid lock down but now the Virtual Service has become so much more. Joining the service is a great opportunity for anyone and I would recommend it. I’ve got to know loads of new people since I started with the Virtual Service. You will make new friends and work colleagues. It’s very social and you will have a bit of fun too!

When I get to 4.30 my work is done and I put the laptop away until the next day!”

National Assistive Technology Training Service Review



Enable Ireland's National Assistive Technology Training Service continued to build on its reputation as a leader in assistive technology service design, training and advocacy in 2022.

We delivered our TU Dublin accredited online Foundations in Assistive Technology (AT) to adult AT users, therapists, educationalists, parents, and other interested parties, with 29 people attending the course. We launched the James Brosnan Scholarship, to encourage participation on the course by people with disabilities, and awarded the scholarship to four successful applicants to attend the 2023 course.

In total, we reached 895 people through our training programme, delivering a total of 339 training days during the year. We designed and launched our Introduction to Assessment in Assistive Technology course, which ran twice during the year, supporting 38 professionals to build their competencies.

We partnered with Brickfield Education Labs for a series of webinars on Digital Accessibility. We also delivered bespoke training to Spina Bifida Hydrocephalus Ireland (SBHI), Independent Living Movement Ireland (ILMI) and UCD and provided open enrolment events on assistive technology for access, educational supports, and specific software solutions.

Our E-Learning site continues to go from strength to strength, with 521 new users in 2022, bringing the total accessing our Moodle site to over 2,750.

As our model of service is based primarily on supporting Children's Disability Network Teams (CDNTs) to build their AT competencies, most of our supports to AT users are indirect.

However, we provided support for Assistive Technology assessment in partnership with CDNTs to 30 children, and in addition we directly supported 18 adults through our Day Services.

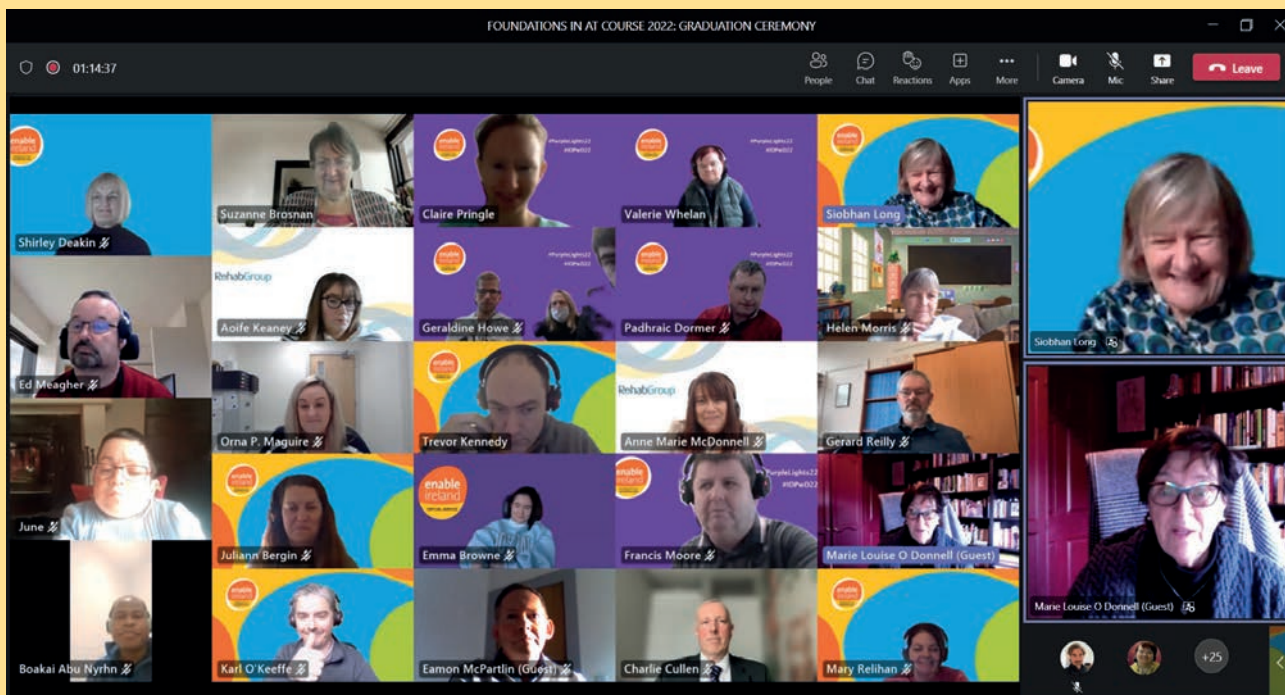
We continue to design and deliver our services and supports in a sustainable manner, using online platforms where possible, to reduce resources, travel and transport costs, and to provide opportunities for supporters of the AT user to attend appointments and build capacity.

We further developed the AT library and in 2022, 307 items were borrowed from the loan library, with a total loan value of €130,879.

Harnessing the power of social media continues to be a strong method of advocating for and educating on AT solutions. Our blog site, ATandMe.com had 66,796 views, with the majority originating from the U.S, Ireland and UK, with 540 subscribers. Our YouTube channel has 430 subscribers and over 20,310 views, equating to over 380 hours of watch time in 2022.

Highlights for the year included:

- AT Passport: With funding from the CREATE grant, backed by the HSE, the AT Passport project focused on creating a systemic approach to assistive technology in Ireland. Partnering with the Disability Federation of Ireland, St John of God Community Services, Headway Ireland and MS Ireland, we collaborated to create a digital passport which will enable AT users to access all their own AT-related information and share it with key services as they transition through life stages. The passport portal will also allow funders to view the outcome and impact of AT. We see this a key foundation stone to the establishment of a national Assistive Technology ecosystem. As part of this project, 77 adults across the four participating agencies were funded for the AT they needed to live more independently.
- This AT Passport initiative is continuing into 2023, and its project management is hugely supported by Microsoft, our long term partner.
- AAATE conference, Lecco, July 2022: Three staff members of the AT service and three Virtual Service staff, including one Virtual Services Support Worker, attended the AAATE conference in Lecco, Italy, presenting a total of five papers. These included the topics of developing the Virtual Service in partnership with service owners; the AT Passport; and assistive technology in primary education.
- Launch of Learning with Assistive Technology – Primary education: We launched the e-learning course, Learning with Assistive Technology – Primary Education in April 2022. This 12 hour, self-directed course aims to give those involved in primary education, including parents, teachers and special needs assistants a baseline knowledge of AT, and how it can be embedded in the curriculum using the principles of Universal Design for Education.



AT graduation ceremony

SeatTech Special Seating Service Review



Enable Ireland SeatTech offers a unique special seating service to children and adults with primary physical disabilities. The SeatTech team comprises highly-trained and experienced occupational therapy, physiotherapy and clinical engineering staff. Our mission is to work together with service users to provide the best possible seating, wheelchair and positioning aids, designed to meet their individual needs.

During the year, we provided a wholly-independent wheelchair and special seating assessment, prescription, design, and manufacturing services to people with complex needs at our Sandymount campus, and on an outreach basis to centres in Dublin, Wicklow, Kildare, and Kerry.

We collaborated with service users and service owners, their families, and their primary care services. We supported primary care therapists to enable wheelchair users and their families achieve maximum independence, choice, and inclusion in their communities. SeatTech is one of only two special seating services nationally providing fully-independent and impartial advice, and the only service engaging in in-house manufacture of complex custom seating systems, delivering optimal value for money.

The nature of the service provided by SeatTech – assessment for and fitting of complex supportive seating equipment – necessitates direct and close contact between SeatTech team members and recipients of the service. SeatTech continued to maintain the maximum allowable service levels through, and post, the Covid 19 pandemic. We rebuilt capacity in 2022, delivering almost 500 appointments to 220 people in the year. Outreach clinics continued, with capacity to deliver appointments returning to pre-Covid levels.

The team responded to unprecedented numbers of high-priority referrals – which may have resulted from the impact of Covid over the previous two years and the implementation of PDS, which was a significant change programme in Children's Services.

We continued our journey of adoption of digital technologies across departmental functions, from training delivery to file management through to innovative manufacturing processes using additive manufacturing (3D printing). Having been the first in the world to produce a custom contoured wheelchair seat cushion in 2020, we continued our collaborative partnership with University College Dublin to advance the application of this technology, producing another peer-reviewed publication and an award-winning BEAI conference presentation in the process.

We delivered three conference presentations at the European Seating Symposium, and a poster presentation at the UK's PMG annual conference. We also delivered undergraduate training to TCD Occupational Therapy students and DCU Bioengineering students as well as a programme commissioned by University Hospital Limerick's Physiotherapy department.

Using our IT infrastructure to facilitate a blended learning approach, our training team delivered a further four Level 1 training courses on Seating Assessment & Equipment Solutions to 64 primary therapists in 2022. Towards the end of the year, SeatTech was awarded a €100,000 grant by the HSE to deliver a series of nine of these courses through to the end of 2023.

Corporate Services

IT

- During 2022, we engaged an external company to complete a review of our IT strategy. The review benchmarked our IT Department's resources against comparable companies in the not-for-profit sector to confirm that we have the required technical resources to ensure the successful implementation of the IT strategy. We implemented the findings of the review and completed the recruitment of two senior roles in the department to manage strategic projects and the company's IT Service requirements. Other recruitments that commenced in 2022 include roles in cyber security, IT Support & ISO quality management.
- We began work to migrate our datacentre to Microsoft Azure. Prior to migration to Azure all national servers had to be consolidated and upgraded to the latest software levels.
- We developed a site on SharePoint Online for the national HR team to host all Enable Ireland employee files. This allows employee records to be securely accessed by the HR team from any location. To date approximately 800 employee files have been migrated to the Cloud.
- We expanded our IT network to include a new site in Arklow and our new Adult Hub locations. We developed a new network solution for the Adult Services Hubs that will improve access and cyber security. We implemented a new solution to improve data integrity by backing up Cloud data to Microsoft Azure.
- We completed the upgrading from Windows 7 to Windows 10 across all centres. We deployed docking stations to facilitate hybrid working and meeting room video conference systems in Head Office and Cork Children's Services to facilitate group meetings on Teams.
- We completed the development of a suite of GoldMine reports to assist with a return of Service User information to the Health Research Board and also to assist the Enable Ireland CDNMs to complete their monthly HSE KPI reports.
- Nostra Security and Compliance completed an assessment of Enable Ireland IT Cyber security systems to assess our current cyber security and risk status. The report's key recommendations will be implemented by the newly appointed cyber security officer, who will take up their role in Quarter 1 2023.
- We successfully completed the final ISO27001 maintenance audit in mid-December 2022.

Human Resources

- In line with our Strategic Plan, our HR Department focused its energy on a number of business plans, including a National Recruitment and Retention Strategy and plans for the digitisation of our Recruitment & Selection processes.
- We phased out zero hours contracts and continued our National Wellbeing Strategy, encouraging local committee initiatives across the country.
- We transferred the outstanding Cork payroll to HQ in an effort to streamline and create more administrative efficiencies.
- Our National Policy Programme was extremely active throughout 2022 with oversight of 93 policies and a focus on the creating of easy read documents, an initiative which will continue into 2023.
- The Human Resources and Corporate Affairs (HRCA) office managed nine complaints received in 2022, which were all addressed and concluded before year end.
- The HRCA department also worked on a number of national initiatives to progress matters in relation to PDS, pay parity and a TUPE programme, all in continuous progress at year end.

Health & Safety

- Our Health & Safety function led on National Incident Management System (NIMS), accident and incident reporting, and directed and guided the organisation to meet legislative requirements and best practice guidelines in all aspects of work activity. Our Head of Department fulfilled the role of HIQA provider nominee, as per regulations, for all our registered centres in an environment of an expanding regulatory framework.
- Across our Health & Safety and HIQA portfolios, we provided coordination and administrative support to the National H&S Advisory Committee, the H&S Competent Person Training Programme, the HIQA Group, the National Nurses Forum and the National Risk Management Sub Group. We also provided an administrative and advisory role to the National Procurement Group.

Data Protection Compliance Programme

- Our Data Protection (DP) function ensures Enable Ireland's compliance with GDPR. This involved ongoing reviews of DPIA databases and privacy notices. We endeavoured to protect the culture of data protection and compliance obligations for the organisation in every aspect of our work. This work was made more complex due to the establishment of 20 CDNTs and multiple partners involved in PDS. This work included minimisation and management of data breaches in accordance with policy.
- We completed a review of suite of DP Policies & Procedures, Guardianship & Consent Policy (and others where required) to ensure alignment with PDS consent process. We also managed 59 Freedom of Information submissions. This was in addition to a number of Data Subject Access Requests, which were managed locally and advised on same.

Training, Quality & Research Department

- Our Training, Quality & Research Department took a lead role on the HIQA Internal Inspection programme and played an advisory role to Health & Safety Policy and HIQA groups. Onsite inspections resumed post-Covid restrictions. We also advised on relevant unplanned initiatives as presented by new legislation, or Covid 19 demands, as relevant.
- We developed and facilitated mandatory, designated and bespoke training packages as requested across the organisation.
- We oversaw and managed seven Ethics Research submissions, advised submitters and provided secretariat to the Ethics Committee throughout the year.

Communications

- Our Communications and Marketing function continued to build brand awareness across Services, Corporate, Fundraising and Commercial functions. We actively engaged employees in communications and supported the integration of new employees in CDNTs. We also created new monthly content for all communications channels across Services, Fundraising and Commercial divisions.
- We increased social media engagement and reach across all platforms including Twitter, Facebook, LinkedIn and Instagram.
- Throughout 2022, we continued to represent Enable Ireland on the Board of the Neurological Alliance of Ireland (NAI).

Financial Governance

- Our National Procurement & Energy group continued their work during the year, chaired by the Director of Finance and IT. We undertook tendering processes in respect of a number of projects including electricity, our updated website design and for capital projects in Galway and Limerick services.

- We remained fully committed to implementing energy efficient practices throughout the organisation through careful management and continuous improvement of our environmental performance. During 2022, we upgraded the lighting in several locations generating cost saving opportunities. We also carried out energy audits in four locations and are currently in the process of reviewing the recommendations made in the report with a view to implementing during 2023.
- We continued to report on energy efficiency to the Sustainable Energy Agency Ireland (SEAI) throughout 2022. Our return for 2022, which was submitted in May 2023, shows that we have achieved circa 60% in energy savings compared to the base year which indicates that we are well on the way to achieving the 2030 targets laid down by government.

Governance Review

- Enable Ireland operates to high standards of governance with a focus on continuous development and improvement. We completed and submitted our compliance statement to the Charities Regulator and have adopted the Charities Governance Code. We are a member of the Charities Institute Ireland (Cii) and were awarded "Triple Lock" status by Cii, demonstrating our commitment to best practice in all aspects of transparent reporting, ethical fundraising and good governance. Awarding of the Triple Lock status reflects the fact that our board has formally adopted the Guidelines For Charitable Organisations on Fundraising from the Public, prepare a trustees annual report and financial statements in full compliance with Charities SORP and our board has formally adopted the Charities Governance Code as devised by the CRA.
- We continued to be fully compliant with the Statement of Recommended Practices, Accounting and Reporting by Charities (SORP) and, in accordance with Enable Ireland's obligations, a full report on the activities of the organisation for 2021, including financial details and audited accounts, was submitted to the Charities Regulator (CR) in 2022. Enable Ireland completed and signed the HSE Service Arrangement Part 1 for the period January 2022 to 31 December 2022. In May 2022, Enable Ireland submitted the HSE Annual Compliance Statement (2021) for Section 39 Agencies. The Compliance Statement incorporates governance, internal codes of practice and financial frameworks. We remain on course to complete the action plan to achieve full compliance with HSE governance requirements.

Fundraising Review

Our Donors – a vital part of our work

In 2022, we had 4,641 donors and supporters and 28 corporate donors and partnerships. We are very thankful to our supporters for their commitment to our services. It is thanks to their support that we are in a position to continue to provide the best possible services to those in our care. Regular gifts help fund vital projects in children's and adults services in communities across the country, as well as helping us to plan for the future with more certainty as we continue to expand our services for those that need them most.

2022 was a year that our Fundraising Department was able to return to more traditional fundraising activities following the emergency phase of the Covid-19 pandemic. In-person events, such as our very successful Ladies Lunch in Cork, were married with online fundraising activities carried on from 2021.

National Fundraising had continued success during this time with a focus on corporate and foundation fundraising and generated a net income of €1,455,396. These funds supported a number of capital projects around the country including the completion of Enable Ireland's Sandymount Hydrotherapy pool refurbishment, the refurbishment of our Galway Children's Services building, support for accessible transportation, accessible technology and equipment.

Each year Enable Ireland has a shortfall in the cost of delivering our disability services and fundraising from public and corporate supporters is essential in meeting this shortfall so that we can continue to provide the best possible services.

We received €72,311 in online donations via our website and online fundraising platforms. Online fundraising activities remain an important part of our fundraising income and we're very grateful to the many families, friends and supporters who took on outdoor challenges, fun events and activities during the year.

With the support of our fantastic and committed volunteers and our local communities, Community Fundraising raised €385,016 from activities across the country. This included fundraising of €297,908 for our Cork Services.

A sample of events and virtual activities that our supporters took on includes:

- Castletown Fundraising Group (Cork)
- VHI Virtual Women's Mini Marathon
- Cork Echo Virtual Women's Mini-Marathon
- Ring Of Kerry 2022
- 4x4x48 Challenge by Brian Motherway
- Over 600 volunteers and fundraisers took on challenges and supported campaigns around the country

Our fundraising campaigns and engagement with the public supports us in promoting a positive and empowering message and helps us to raise the profile of Enable Ireland:

- Established exciting new community and corporate partnerships.
- Generated Fundraising profits of €1,840,412
- Grew our Friends network to over 1,800. Friends of Enable Ireland is our news and information network which we use to share details of upcoming events and campaigns. Our Friends continued to support our events and activities, share our campaigns on social and promote our message amongst the wider community, their own friends and family.



Late Late Toy Show

We are so thankful to The Late Late Show Toy and Community Foundation Ireland for awarding Enable Ireland €75,000 in grant funding towards the refurbishment of our Children's Service Centre in Galway from the RTÉ Toy Show Appeal.

Our refurbished children's centre will support children with disabilities and their families for many years to come.



Olly McConnell's Wheel 100

Thank You to Olly McConnell who took on his own Wheel 100 challenge during 2022, by cycling 103km over two days along the beautiful Waterford Greenway. Olly was joined by his family for the challenge, including his grandparents. A big Thank You too to Olly's Mum Sue for organising. Olly raised over €3,100 for Enable Ireland's services.

Fastnet Relay

Thank You to Andy Haughey, Kelly Admirand and Brianna Jackson who took on a Fastnet Relay for Enable Ireland. On the 9th of August the team entered the water at Baltimore and swam 21km out to sea. The team were raising funds to support Enable Ireland's children's services and our adult services at Little Island in Cork.

Travellers Rest Convoy

Thank You to the organisers, supporters and everyone who took part in the 2022 Annual Travellers Rest Truck Convoy. The event took place on Weds 28th December and featured a massive convoy of over 100 lorries, raising over €13,000 to support Enable Ireland Kildare Services. Anélle Marynowski and Síle Tyrrell from Enable Ireland attended the cheque presentation night at The Travellers Rest in Kildare. Thanks so much to everyone who dedicated their time and effort, local businesses, families and the local community who made the event so special.

A Special Cork Thanks

With reference to support for Cork Services, Enable Ireland is grateful for the continued support of the following: Anne and Pat Hegarty; Cummins Sports; The Clarke Family; Right Price Tiles & Wood Flooring; The Castletown Fundraising Group; Ted O'Riordan, Rocklodge Pitch and Putt Club, Ann McCarthy and Jerry and Ann O'Riordan; Betty Desmond and Eileen O'Brien; Douglas Golf Club and Blarney Golf Club.

A big thanks also to the organisers of the Ladies Golf Classic and the Annual Golf Classic. The support of Cork Retailers who stocked Enable Ireland Christmas cards is also very much appreciated as is the support of everyone who attended the 25th anniversary of the Lavanagh Ladies Lunch.



Thanks to the West Cork Chevals for fundraising on St Stephen's Day.



Pictured at the launch of the 25th Ladies Lunch are Susan Dineen, Kazara Dowling, Anne Hegarty, and Gillian Darrer.



Enable Ireland was the charity partner for Santa's Magical Market by TS Events.

Our Corporate Partners



We thank our corporate and community partners for their continued support during 2022. TK Maxx, Horizon Therapeutics, Applegreen and Bidvest Noonan funded specific projects in our children's and respite services. Our partners Microsoft and Milano Restaurant Group continued their support of our digital offering including our Virtual Service, Assistive Technology and equipment. We're very grateful to our partners Meta for continued professional support from their teams, alongside valuable hardware donations, ad credits and staff fundraising, and our partners UPS for their staff fundraising and volunteering.



Our partnership with TK Maxx saw continued success with dual branded TK Maxx and Enable Ireland merchandise in their stores, Disney/Pixar products, and customer donations (in-store and online). TK Maxx and Homesense raised €171,000 during the year to support our services. 2022 also saw the 25th Anniversary celebration of our partnership with TK Maxx.

TK Maxx and Homesense are core corporate

supporters of Enable Ireland's children's services and have a hugely positive effect on the lives of children in our services and their families. We are very grateful for the efforts of TK Maxx and Homesense associates across the country and their customers.



Microsoft and Enable Ireland have a long-standing successful partnership which has brought huge benefits to Enable Ireland's services and those we support. In recent years, Microsoft provided support for Enable Ireland's digital offering through our national Virtual Service, through the development and launch of an e learning course for Primary School teachers, special needs assistants and parents, through the development of the AT Passport in their Hack4Good competition and their ongoing assistance with the project management of this innovative initiative, and through a substantial donation of hardware to support adults and children who use AT.

Microsoft volunteers continue to share their expertise with Enable Ireland staff and Microsoft colleagues have undertaken fundraising activities on our behalf. We'd like to offer a particular word of thanks to Karl Spain from Microsoft (pictured) who completed three marathons in Kilkenny, Galway and Dublin during September and October 2022 to raise funds in support of our Assistive Technology services. Karl's fundraising efforts, in addition to his support of the Enable Ireland/Microsoft mentoring programme, have raised €5,000 for Enable Ireland. Karl is a long-time supporter of our services and a great champion for Enable Ireland.





Enable Ireland's partnership with Applegreen raised over €144,000 during 2022, €54,000 of which came from a successful €1 customer till donation campaign in November. A particular highlight of our partnership during 2022 was the Enable Ireland show garden at Bord Bia Bloom, sponsored by the Applegreen Charitable Fund. The garden received highly positive national media coverage for Enable Ireland and Applegreen. For further coverage on our Bloom Show Garden see page 10.

2022 marked the conclusion of our hugely successful three year partnership with Applegreen, which raised €389,661 to support projects in our respite and children's services which will benefit service users and their families for many years to come.



Luke Mannering takes up supported employment in an Applegreen service station during the year.



We are very grateful for the continued support of our partners Horizon Therapeutics who donated €25,000 during 2022 to help fund respite services for children and families in Leinster and the North East.



We are very grateful to our partners Milano Restaurant Group for their support of Enable Ireland's services. All money raised by Milano supports Enable Ireland's services and our National Assistive Technology Training Services programme, which provides free technology services to children and adults with disabilities. Milano has raised over €250,000 since the beginning of our partnership through fundraising and customer donations.



We were thrilled to announce our new charity partnership with Bidvest Noonan during 2022.

Bidvest Noonan is Ireland's market leading facilities services provider and employs over 27,000 people to deliver services to thousands of client locations across Ireland and UK. The business has committed to using its considerable resources to support and fundraise for Enable Ireland's services for children and young people with disabilities over the next two years. Enable Ireland is delighted to partner with Bidvest Noonan, working together to raise funds for crucial projects in our children's service centres.



CNP SANTANDER INSURANCE

A huge thank you to our friends in CNP Santander Insurance who raised over €12,000 for Enable Ireland from their CNPSI x Enable Ireland 2022 challenge! CNPSI partnered with Enable Ireland to raise funds for our Galway Services refurbishment. CNP Santander colleagues took part in challenges such as walking, swimming, cycling and running (solo or in groups), along with a number of other fun and inventive challenges. We're very grateful to everyone at CNPSI for their continued support of our services for children and young people.



Thank You to Avolon Aerospace Leasing Limited for their donation of €19,000 to support the refurbishment of our children's service centre in Galway during 2022. Avolon is a leading, global aircraft leasing firm providing aircraft leasing and lease management services to airlines and aircraft investors and the company is sponsoring a sensory room in our Galway centre.

"We are incredibly grateful to Avolon and the Avolon CARE Committee for backing our project with this significant donation. We look forward to working with Avolon colleagues on volunteer activities to provide further support for our services over the coming years." – Director of Services West Clare Lenehan



Enable Ireland has developed a strong partnership with UPS. In recent years, UPS staff have raised over €55,000 to support our children's services through fundraising events and through the support of the UPS Foundation.



We are very grateful to the members and friends of Castleknock Golf Club who raised €13,000 for Enable Ireland during 2022, through a number of fantastic and fun events throughout the year. Particular thanks to Club Captains Michael Clancy and Margo O'Donoghue.

Thank You to Our Fundraising Partners and Committees

- West Cork Chevils Martin O'Sullivan (Cork)
- John McClatchey (Kilkenny)
- Supermac's (Galway)
- Curry's PC World (Limerick)
- Gilead Sciences (Cork)
- Eamonn Cleere & KFFL (Kilkenny)
- Avison Young GVA Donal O'Buachalla (Dublin)
- Ring of Kerry Charity Cycle Committee (Kerry)
- Carl Parker Goldsmith (Kilkenny)
- Calary Parish Church (Wicklow)
- St Anthony's Claddagh Credit Union (Galway)
- The Central Bank of Ireland (Dublin)
- Quinn's Pharmacy Gort (Galway)
- County and City of Cork Protestant Hall and Assembly Rooms Association (Cork)
- Scoil Ide Salthill (Galway)
- JP McManus Fund (Limerick)
- Tirlán (Kilkenny)
- Dell (Cork & Limerick)
- PJ Hegarty & Sons (Cork)
- Hospital Sat Fund (Kerry)
- Bon Secours (Galway)
- The Ireland Funds
- Charities Aid Foundation
- Kinsale Capital Management (Dublin)
- Jacob's Journey Trust (Dublin)
- Kavanaghs Pub (Kilkenny)
- Crescent College Comprehensive SJ (Limerick)
- Zenith Adhesive Components Athlone (Galway)
- St Benildus College (Dublin)
- St Canice's NS (Kilkenny)
- The Dorothy Moriarty Henggeler Memorial Fund (Kerry)
- TS Events (Cork)
- Association of Irish Riding Clubs Western Region (Galway)
- DJ Amos and Hackett's Bar (Kilkenny)

Network Cork Mini Marathon Team.



Commercial Division



The Commercial Divisions consisted of our network of 24 charity shops, garden centre and warehouse.

In 2022, profits from the Commercial Division were €1,068,175. Sales were robust during 2022 and we saw an increased appetite for sustainable shopping and quality product at affordable prices.

Recruitment and retention remained pivotal for us to ensure we delivered quality customer service in all our shops. We invested in our staff through training, career and increased earning opportunities, this ensured we retained our valued staff and created a positive working and customer experience.

We continued to research and implement new business opportunities in both traditional high street locations as well as B2B.

Quality donations remained a challenge during the year. Customers donated their pre-loved items to our network of textile banks, directly into Enable Ireland shops or TK Maxx stores. These donations were crucial to the sustainability of our supply chain, and were a vital source of income.

In 2022, we recycled over 1,930 tonnes of donated textiles and clothing via our 174 textile banks on 128 sites throughout Ireland. This extends the life cycle of garments and prevents clothing from entering landfill waste, contributing to a greener way of living. In this way, Enable Ireland contributed to sustainability and the circular economy.

All donations to Enable Ireland that are not resold or recycled are further recycled or repurposed by Enable Ireland's recycling partners. This means that all waste related to our warehouse/clothing is either recycled or recovered. We are very proud of the important role we play in the circular economy. We used our social media platforms to increase awareness of the positive role that our charity shops play in sustainability.

We continue to expand our textile banks, as these are the lifeblood of supply for our shops.

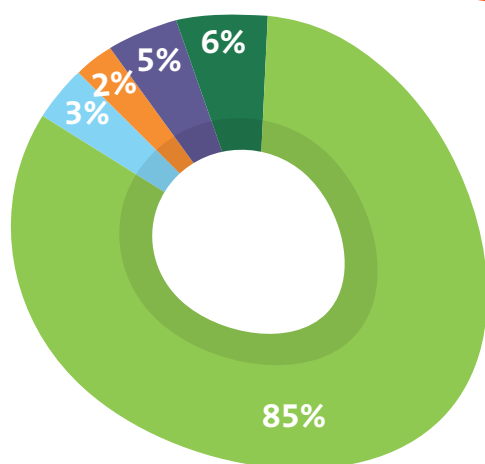
Thank you to the 129 people who volunteered in our shops during the year.

During the year, we employed 62 Community Employee (CE) Scheme participants in our shops. CE workers are an invaluable part of our workforce.

Thank you to all the donors who continue to support us with quality donations during the year.

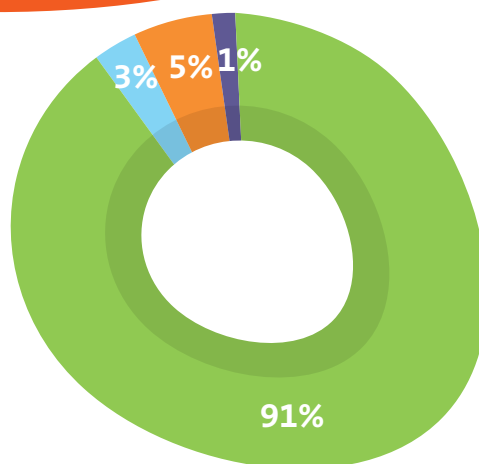
Decollage / GLS / Hugh Jordan / iClothing / Abbeylands / Trespass / ACE Express / Pownall & Hampson / B&D Design

Enable Ireland Income & Costs



Where Our Income Came From in 2022

- HSE Service Grants
- DEASP CE Scheme
- Grants from Other Agencies and Other Income
- Fundraising
- Commercial Activities



Where We Spent Your Money in 2022

- Service Costs
- DEASP CE Schemes
- Commercial Activities
- Fundraising

Enable Ireland Employee Salaries

As required of Section 39 funded agencies, 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:-

	2022 Number	2021 Number
€60,000 - €70,000	46	40
€70,001 - €80,000	13	15
€80,001 - €90,000	17	17
€90,001 - €100,000	8	4
€100,001 - €110,000	3	3
€110,001 - €120,000	2	3
€120,001 - €130,000	1	-
€130,001 - €140,000	1	1
€140,001 - €150,000	1	1
	92	84

The Board has decided that the CEO's salary should be aligned with the salary of the Civil Services Assistant Secretary pay scale. On this basis John O'Sullivan is currently paid a salary of €145,899 per annum.

Statement of Financial Activity

	Restricted Capital Fund €	Restricted Services Fund €	Unrestricted Development Fund €	Totals 2022 €	Totals 2021 €
INCOMING RESOURCES					
Incoming Resources from Generated Funds					
Voluntary Income					
Donations	306,714	-	533,450	840,164	513,307
Activities for generating funds					
Commercial and fundraising	-	-	6,503,762	6,503,762	5,090,696
Investment income	-	-	322	322	55
Incoming Resources from Charitable Activities					
Health Service Executive grants	1,473,510	56,938,093	-	58,411,603	51,408,301
Grants from other agencies	-	1,909,975	191,519	2,101,494	3,013,378
Other income	-	1,089,380	-	1,089,380	1,075,594
Other Incoming Resources					
(Loss) on disposal of fixed assets	-	-	11,500	11,500	19,671
Total Incoming Resources	1,780,224	59,937,448	7,240,553	68,958,225	61,121,002
RESOURCES EXPENDED					
Cost of generating funds:					
Fundraising costs	-	-	631,953	631,953	928,559
Commercial division	35,021	-	3,532,608	3,567,629	3,064,835
Total cost of generating funds	35,021	-	4,164,561	4,199,582	3,993,394
Charitable Expenditure:					
<i>Costs of activities in furtherance of the charity's objects:</i>					
Disability services	1,572,834	58,017,206	136,157	59,726,197	54,011,769
Management & administration including governance costs	-	2,222,834	-	2,222,834	1,757,044
	1,572,834	60,240,040	136,157	61,949,031	55,768,813
Total Resources Expended	1,607,855	60,240,040	4,300,718	66,148,613	59,762,207
Net Incoming Resources Before transfers and other recognised gains and losses	172,369	(302,592)	2,939,835	2,809,612	1,358,795
Transfer between funds	-	302,592	(302,592)	-	-
Net Incoming Resources Before other recognised gains/losses	172,369	-	2,637,243	2,809,612	1,358,795
Total funds at beginning of year	26,720,448	(12,615,977)	38,762,692	52,867,163	51,508,368
Total funds at end of year	26,892,817	(12,615,977)	41,399,935	55,676,775	52,867,163

DIRECTOR: Mr. S. Haughey

DIRECTOR: Mr. J. Bergin

DATE: 15/5/2023

2022 Balance Sheet

	2022 €	2021 €
ASSETS EMPLOYED		
Fixed Assets	50,131,485	50,579,076
Investments	1,295,101	1,295,101
	51,426,586	51,874,177
CURRENT ASSETS		
Stocks	169,766	140,408
Debtors	6,357,963	5,616,079
Cash at bank	14,131,139	10,406,293
	20,658,868	16,162,780
CURRENT LIABILITIES		
Creditors	(13,253,442)	(11,561,713)
NET CURRENT ASSETS (LIABILITIES)	7,405,426	4,601,067
TOTAL ASSETS LESS CURRENT LIABILITIES	58,832,012	56,475,244
CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR		
Long Term Bank Loans	(3,155,237)	(3,608,081)
NET ASSETS	55,676,775	52,867,163
FINANCED BY		
Restricted Services Fund	(12,615,977)	(12,615,977)
Restricted Capital Fund	26,892,817	26,720,448
Unrestricted Development Fund	41,399,935	38,762,692
	55,676,775	52,867,163

The directors approved and authorised the financial statements for issue on 15/5/2023.

DIRECTOR: MR. S. HAUGHEY

DIRECTOR: MR. J. BERGIN



enable ireland

Service Centres



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Shops & Garden Centre



enable ireland

Disability Services
Life With No Limits

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Website: www.enableireland.ie
Registered Charity No: 20006617
CHY No: 4908

Front Cover Images:
Top: Irish Paralympian and Enable Ireland Ambassador, Mary Fitzgerald and Enable Ireland service users Rianna Dempsey (18) and Valentina Saura (8) at the Enable Ireland Respite Garden at Bord Bia Bloom.
Middle: 'Mossie' Mary Forde in her apartment in the Bailis Village Independent Living Complex in Johnstown, Navan. Photo: Tony Gavin
Bottom: Enable Ireland service user Oran Spain playing with the Irish national team at the Rugby League Wheelchair World Cup in England.