
INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

INCLUSION INTERNATIONAL
(A company limited by guarantee)

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INCLUSION INTERNATIONAL
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2014**

Trustees

Mr K Lachwitz
Ms F Farah
Mr R Jones
Mr T J Gadd

Company registered number

05072000

Charity registered number

1106715

Registered office

University of East London
4 - 6 University Way
London
E16 2RD

Company secretary

Mr R Jones

Independent auditors

Peters Elworthy & Moore
Chartered Accountants
Statutory Auditors
Salisbury House
Station Road
Cambridge
CB1 2LA

Bankers

NatWest Bank PLC
Hornchurch
Essex
RM12 4DF

INCLUSION INTERNATIONAL
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014

The trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Inclusion International (the company) for the year ended 31 December 2014. The trustees confirm that the annual report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Constitution

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 12 March 2004. The Council approved updated Articles of Association on 1 December 2011 and 25 September 2014. The company is a registered charity number 1106715.

The membership of Inclusion International is as follows:

Companies Act Members (as defined by the Companies Act) are the Council of Inclusion International for the period they hold office.

Full Member National Societies are voluntary non-government organisations of parents and friends of persons with intellectual disability or an organisation of people with intellectual disability themselves operating at a national level. To qualify for membership they must be concerned with all phases of the welfare of persons with intellectual disability and the promotion of a wide range of services, not limited in scope to a single or special service interest. (Full Members having voting rights at the General Assembly of Inclusion International).

Affiliated Member Organisations – An organisation with an interest in the affairs of persons with intellectual disability which does not meet all of the requirements for full membership (Affiliates have no voting rights).

Associate Member Organisations – Federations of national societies, international or regional organisations or voluntary national professional organisations concerned in whole or in part with the welfare of persons with intellectual disability (Associates have no voting rights).

b. Trustees, organisational structure, governance and management

The following trustees served during the year:

Klaus Lachwitz (President)
Fadia Farah (Vice President)
Ralph Jones (Secretary General)
Tim Gadd (Treasurer)

The current trustees are the elected members and are all experienced trustees of other organisations.

The trustees are elected by the General Assembly of the member organisations and following the election of new trustees, a period of induction is arranged with existing trustees and staff in London.

The trustees meet at least twice a year and are the prime decision-making body of the charity. Between meetings, regular telephone conferences are held and other business is conducted by email.

The Council of Inclusion International (whose members are the constitutional members of the organisation) meets once a year at the Annual Council Meeting. This meeting decides the broad strategy and direction for the coming year, and for which the Council charges the trustees with implementation.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

Inclusion International works collaboratively with member organisations and with worldwide organisations like the United Nations, the World Bank and national development agencies that fund Inclusion International to undertake projects to further their work and influence.

c. Risk management

The major risks to which the charity is exposed have been reviewed and systems have been established to mitigate those risks.

The main risk facing Inclusion International at the present time is ensuring adequate income to continue our programmes. Financial pressures on member organisations continue to lead to a reduction in the fees and donations they have been prepared to make. The membership review has identified strategies to sustain the current membership and fee structure as well as broaden the base of fee paying members. Proposals for changes to the membership and fee structure will be presented and adopted at the next General Assembly of members in October 2016.

Inclusion International holds a World Congress every four years and a General Assembly in the intervening two years. After the cancellation due to security concerns of the 2014 World Congress in Nairobi Kenya, we are planning for a General Assembly in the United States which minimises financial exposure. Our planning includes measures to minimise any risk for such an event.

We continue to rely on grant funding. To reduce the risks, we continue to pursue new sources of funds and to deliver the outcomes and terms of our current agreements.

We are also conscious about minimising any foreign exchange risk. Whilst our statutory published accounts are presented in Euros, our strategy is to hold funds in Dollars for those activities funded by Dollar based grants which is the majority of our activity. The officers will take advice on other ways to reduce this risk in 2015.

OBJECTIVES

a. Objectives

The charity's objectives are:

To advance the relief of persons with Intellectual Disability without regard to nationality, race or creed, by securing on their behalf from all possible sources the provision of residential, educational training, employment and support services.

ACHIEVEMENTS AND PERFORMANCE

a. Going Concern

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

b. Review of activities

In 2014 a significant focus of our work was preparation for and subsequent cancellation of the World Congress and the membership review process. Several regional forums were held and the on-going activities of supporting our members and regions and engaging with UN agencies continued. In the last year Inclusion International has, in addition to its regular workplan of activities, been coordinating our first "virtual" Council

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

meeting and General Assembly. Due to the cancellation of the World Congress in Nairobi, Inclusion International's General Assembly (the global membership of Inclusion International) did not take place. The General Assembly is an important opportunity for members to discuss policy issues, to set priorities for the organisations work and to elect Council representatives. This General Assembly was particularly important as we have been engaged in a membership review since 2012.

c. Membership Review

The Council of Inclusion International met in December 2013 and agreed that to be more effective in realising our goals of inclusion, we would need to adopt a new model of working. With a clear sense that families and self-advocates must remain at the centre of our movement, the Council agreed to move towards a global network model. Making this shift involves making changes to the way in which we work; some of those changes can be put in place through our regular workplans and other changes will require changes to our structure and constitution. At the next full General Assembly of Inclusion International in October of 2016 the membership of Inclusion International will be asked to consider the adoption of: new membership criteria; a process or processes for acceptance of members agreed by regions; a fee structure and a revised governance structure.

d. UN Engagement Strategy

Over the year, Inclusion International's UN engagement strategy has focused on impacting the Committee of Experts General Comment on Article 12; positioning Inclusion International as a leading voice in setting the agenda the Right to Decide and contributing to the Post 2015 Sustainable Development Goals.

e. Regional Forums, Pilot Initiatives and Support to Members

Regional events have provided members with opportunities to exchange and develop shared knowledge to develop shared and common agendas and strategies for change and to support and strengthen their capacity to influence change in their own countries.

In each region we have had the opportunity to bring members together and to enable them to work with other stakeholders and partners. For example, regional events in Africa have enabled family organisations to come together with other human rights agencies on the issue of gender based violence. In Asia Pacific we had an opportunity to work with the cross disability movement to build the capacity of disability organisations to support the implementation of the CRPD, and to strengthen the capacity of family organisations and self advocacy groups. In the Americas several events enabled exchange knowledge on inclusive education and the right to live in the community; in MENA families and self advocates explored issues of life in the community and political participation; and in Europe members have had a number of events to consider and share issues of family support and self advocacy.

f. Global Campaign on the Right to Decide

In June 2014, Inclusion International released Independent But Not Alone, a global report on the right to make decisions. Over 600 individuals and 80 organisations from more than 40 countries contributed to a participatory research process to help Inclusion International document the barriers to decision making that people with intellectual disability and their families experience in their daily lives. This participatory process ensures that people with intellectual disability and their families have a global voice and helps to build capacity at a local, national and regional level by increasing knowledge and awareness.

The report launched at the UN Conference of States Parties, has had significant impact on the global dialogue on advancing legal capacity. It has informed partners, UN agencies and governments about the efforts needed to make lasting and substantive change. Further, the report has ensured that the perspectives of people with intellectual disability and their families are being heard at the global level. The report has been disseminated to all our members and partners and is available on-line.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

FINANCIAL REVIEW

a. Financial review and reserves policy

Total incoming resources for the year were €690,927 (2013 - €586,327), with resources expended of €539,112 (2013 - €545,689). This resulted in net incoming resources of €151,815 (2013 - €40,638). Most of this net incoming resources increase is due to the timing of project funds.

The prime sources of income for the year were the fees from members, project grants and donations.

Part of our risk mitigation for our project funds is where possible to agree payment in advance of expenditure. Therefore when project funding goes over our financial years (1 January to 31 December) it means that we show a significant surplus on these projects in one year (when the cash is received) and a deficit in the year when the cash is spent.

With this in mind, the trustees actively monitor the position excluding project funds so as to understand the core viability of the charity. With this in mind, a target has been set for an appropriate level of reserves in respect of unrestricted funds of €100,000. This is sufficient to meet the charity's core non-project funding requirements for at least six months.

At the year end, unrestricted funds stood at €109,771 (2013 - €108,524) which is in line with policy. We are planning on retaining this level of unrestricted reserves over the next three years.

Whilst the financial position of Inclusion International has improved, we are still reliant upon raising income to continue and grow our work.

PLANS FOR THE FUTURE

a. Future developments

The following are the priorities for 2015:

- Develop a global strategy to support and strengthen the leadership of self-advocates within the global movement
- Develop a global strategy to support and strengthen the leadership of families within the global movement
- Continue to develop our regions so that they can support our membership
- Hold events in our African, American, Asian, European and MENA regions for our members
- Grow and strengthen the membership base
- Continue to improve communication with our members
- Continue to work with disability organisations and other human rights and development NGOs
- Broaden our funding base by securing additional projects

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees (who are also directors of Inclusion International for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITOR

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

- so far as that trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.

In preparing this report, the trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the trustees on 24/4/15 and signed on their behalf by:



Mr T J Gadd
Treasurer

INCLUSION INTERNATIONAL
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

We have audited the financial statements of Inclusion International for the year ended 31 December 2014 set out on pages 9 to 19. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work for this report or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the trustees' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2014 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and to take advantage of the small companies' exemption from the requirement to prepare a strategic report or in preparing the trustees' report.



Roger Webster (senior statutory auditor)

for and on behalf of

Peters Elworthy & Moore

Chartered Accountants
Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
5 May 2015

INCLUSION INTERNATIONAL
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**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	Designated funds 2014 €	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
INCOMING RESOURCES						
Incoming resources from generated funds:						
Donations	2	-	-	2,041	2,041	-
Membership income	2	-	-	146,316	146,316	156,914
Grants	2	-	20,325	-	20,325	11,024
Investment income - bank interest		-	-	165	165	205
Incoming resources from charitable activities	3	8,383	472,519	-	480,902	418,184
Other incoming resources	4	1,301	26,442	13,435	41,178	-
TOTAL INCOMING RESOURCES		9,684	519,286	161,957	690,927	586,327
RESOURCES EXPENDED						
Charitable activities	5	70,654	356,168	100,376	527,198	537,697
Governance costs	6	-	3,207	8,707	11,914	7,992
TOTAL RESOURCES EXPENDED		70,654	359,375	109,083	539,112	545,689
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS						
		(60,970)	159,911	52,874	151,815	40,638
Transfers between funds	11	65,850	(14,223)	(51,627)	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		4,880	145,688	1,247	151,815	40,638
Total funds at 1 January 2014		58,964	178,222	108,524	345,710	305,072
TOTAL FUNDS AT 31 DECEMBER 2014		63,844	323,910	109,771	497,525	345,710

The notes on pages 13 to 19 form part of these financial statements.

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**SUMMARY INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
TOTAL INCOME		519,286	161,957	681,243	586,327
LESS: TOTAL EXPENDITURE		359,375	109,083	468,458	545,689
Net income for the year before transfers		<u>159,911</u>	<u>52,874</u>	<u>212,785</u>	40,638
Transfers between funds	11	<u>(14,223)</u>	<u>(51,627)</u>	<u>(65,850)</u>	(40,000)
NET INCOME FOR THE YEAR	11	<u><u>145,688</u></u>	<u><u>1,247</u></u>	<u><u>146,935</u></u>	<u>638</u>

The notes on pages 13 to 19 form part of these financial statements.

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**STATEMENT OF TOTAL RECOGNISED GAINS AND LOSSES
FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	Designated funds 2014 €	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
NET INCOME FOR THE YEAR	11	4,880	145,688	1,247	151,815	40,638
TOTAL GAINS AND LOSSES RECOGNISED SINCE 1 JANUARY 2014	11	4,880	145,688	1,247	151,815	40,638

There is no difference between the income on ordinary activities for the year stated above and its historical cost equivalent.

The notes on pages 13 to 19 form part of these financial statements.

INCLUSION INTERNATIONAL
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REGISTERED NUMBER: 05072000

BALANCE SHEET
AS AT 31 DECEMBER 2014

	Note	€	2014 €	€	2013 €
CURRENT ASSETS					
Debtors	9	28,592		4,616	
Cash at bank		496,345		402,311	
		<u>524,937</u>		<u>406,927</u>	
CREDITORS: amounts falling due within one year	10	(27,412)		(61,217)	
NET CURRENT ASSETS			497,525		345,710
NET ASSETS			497,525		345,710
CHARITY FUNDS					
Designated funds	11	63,844		58,964	
Restricted funds	11	323,910		178,222	
Unrestricted funds	11	109,771		108,524	
TOTAL FUNDS			497,525		345,710

The financial statements have been prepared in accordance with the provisions applicable to small companies within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the trustees on 24/4/15 and signed on their behalf, by:



Mr T J Gadd
Treasurer

The notes on pages 13 to 19 form part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, applicable accounting standards and the Companies Act 2006.

The accounts are prepared in euros as this is the currency in which many of the members operate.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the trustees named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Fund accounting

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

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

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

1.4 Incoming resources

All incoming resources are included in the statement of financial activities when the company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014**

1. ACCOUNTING POLICIES (continued)

1.6 Foreign currencies

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

Transactions in non-euro currencies are translated into euros at an agreed rate which is adjusted quarterly if required.

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

1.7 Pensions

The company contributes to the personal pension plan of one of the employees. Contributions are charged to the profit and loss account as incurred.

2. VOLUNTARY INCOME

	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
Donations	-	2,041	2,041	-
Membership income	-	146,316	146,316	156,914
Grants	20,325	-	20,325	11,024
	<u>20,325</u>	<u>148,357</u>	<u>168,682</u>	<u>167,938</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Designated funds 2014 €	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
Grants for projects	8,383	472,519	-	480,902	418,184
	<u>8,383</u>	<u>472,519</u>	<u>-</u>	<u>480,902</u>	<u>418,184</u>

4. OTHER INCOMING RESOURCES

	Designated funds 2014 €	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
Gain on foreign exchange	1,301	26,442	13,435	41,178	-
	<u>1,301</u>	<u>26,442</u>	<u>13,435</u>	<u>41,178</u>	<u>-</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

5. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	2014	2013
	€	€
Consultancy	71,539	59,563
Insurance	449	558
Supplies and expenses	16,204	34,660
Publications and printing	11,019	1,987
Rent	10,895	10,298
Telephone and internet	3,272	3,378
Translation and website	3,983	378
Travel and accommodation	71,853	148,945
World Congress	70,654	-
Wages and salaries	244,397	256,389
National insurance	18,343	17,095
Pension cost	4,590	4,446
	<u>527,198</u>	<u>537,697</u>

6. GOVERNANCE COSTS

	Total funds 2014 €	Total funds 2013 €
Audit fees	6,553	6,037
Audit fees - UN grant audit	750	-
Accountancy fees	1,562	1,437
Legal fees	3,049	518
	<u>11,914</u>	<u>7,992</u>

7. NET INCOME

This is stated after charging:

	2014 €	2013 €
Auditors' remuneration	6,553	6,037
Auditors' remuneration - non-audit	2,312	1,437
Pension costs	4,590	4,446
	<u>13,455</u>	<u>11,920</u>

During the year expenses of €5,892 (2013 - €8,759) were reimbursed to three (2013 - three) trustees. No remuneration was paid to any of the trustees during the period in accordance with the Articles of Association.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

8. STAFF COSTS

Staff costs were as follows:

	2014	2013
	€	€
Wages and salaries	244,397	256,389
Social security costs	18,343	17,095
Pension costs	4,590	4,446
	267,330	277,930
	267,330	277,930

The average monthly number of employees during the year was as follows:

	2014	2013
	No.	No.
Employees	6	4
	6	4
	6	4

During the year, one employee (2013 - one) employee was paid in the band €100,001 - €110,000 (2013 - €100,001 - €110,000).

9. DEBTORS

	2014	2013
	€	€
Prepayments and accrued income	28,592	4,616
	28,592	4,616
	28,592	4,616

10. CREDITORS:
Amounts falling due within one year

	2014	2013
	€	€
Deferred income	872	35,202
Accruals	26,540	26,015
	27,412	61,217
	27,412	61,217

Deferred income

Deferred income at 1 January 2014		35,202
Resources deferred during the year	872	872
Amounts released from previous years	(35,202)	(35,202)
	872	872
Deferred income at 31 December 2014		872

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

11. STATEMENT OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
Unrestricted funds					
Unrestricted funds	108,524	161,957	(109,083)	(51,627)	109,771
Designated funds					
Equipment	1,074	136	-	2,500	3,710
Global Event	57,890	9,548	(70,654)	63,350	60,134
	<u>58,964</u>	<u>9,684</u>	<u>(70,654)</u>	<u>65,850</u>	<u>63,844</u>
Restricted funds					
Foundation Open Society Institute	56,212	201,943	(158,896)	-	99,259
Capacity Building Fund	67,065	156,248	(138,814)	-	84,499
IHC New Zealand	44,488	27,658	-	-	72,146
NFU - Africa	109	18,135	(18,244)	-	-
Foundation Open Society Institute - Beijing	1,916	244	-	-	2,160
UNDEF	8,432	35,283	(31,072)	-	12,643
Foundation Open Society Institute - Intern	-	12,349	(12,349)	-	-
NFU - WC	-	59,160	-	(16,640)	42,520
African Development	-	8,266	-	2,417	10,683
	<u>178,222</u>	<u>519,286</u>	<u>(359,375)</u>	<u>(14,223)</u>	<u>323,910</u>
Total funds	<u><u>345,710</u></u>	<u><u>690,927</u></u>	<u><u>(539,112)</u></u>	<u><u>-</u></u>	<u><u>497,525</u></u>

The purposes of the designated funds are as follows:

Equipment

To set aside funds for future equipment purchases.

Global Event

To set aside funds for future global events (Council, General Assemblies a future World Congress. During the year, €50,000 was transferred from unrestricted funds to the World Congress designated fund to set aside additional funds for events.

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**NOTES TO THE FINANCIAL STATEMENTS
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11. STATEMENT OF FUNDS (continued)

The purposes of the restricted funds are as follows:

Foundation Open Society Institute

To build the capacity of national members of Inclusion International to identify key issues of discrimination in the areas of education, legal capacity, living in the community and family support and to develop strategies and tools for self advocated and family organisations to tackle discrimination.

Capacity Building Fund

To promote the inclusion of people with intellectual disabilities and their families in strategies to implement and monitor the UN Convention on the Rights of Persons with Disabilities and to strengthen the capacity of family based organisations and self advocates to use the Convention as a tool for promoting the human rights of persons with intellectual disabilities.

IHC New Zealand

To provide a contingency fund for the London office and the Secretariat of Inclusion International.

Norwegian Association for Persons with Development Disabilities (NFU)

To support the development of the regional work of Inclusion International in Africa (including support for the coordination of Inclusion Africa).

Foundation Open Society Institute - Beijing

To host a supporting workshop in Beijing to help build the capacity of the Chinese family based organisation Rong Ai Rong Le parent.

UNDEF

To establish a baseline of understanding of the political participation of people with intellectual disabilities and increase the awareness and knowledge of people with intellectual disabilities.

Foundation Open Society Institute - Intern

To support work on political participation; legal capacity and access to justice. Development of resource materials and coordination of thematic networks.

Norwegian Association for Persons with Development Disabilities (NFU)

To support the workplan and capacity of Inclusion Africa including organisational development and thematic activities to support the work of members in the region.

SUMMARY OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
General funds	108,524	161,957	(109,083)	(51,627)	109,771
Designated funds	58,964	9,684	(70,654)	65,850	63,844
Restricted funds	178,222	519,286	(359,375)	(14,223)	323,910
	<u>345,710</u>	<u>690,927</u>	<u>(539,112)</u>	<u>-</u>	<u>497,525</u>

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12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Designated funds 2014 €	Restricted funds 2014 €	Unrestricted funds 2014 €	Total funds 2014 €	Total funds 2013 €
Current assets	63,844	324,782	136,311	524,937	406,927
Creditors due within one year	-	(872)	(26,540)	(27,412)	(61,217)
	<u>63,844</u>	<u>323,910</u>	<u>109,771</u>	<u>497,525</u>	<u>345,710</u>

13. PENSION COMMITMENTS

The company pays in to the personal pension plan of an employee. The pension cost charge represents contributions payable by the company and amounted to €4,590 (2013 - €4,446).

14. RELATED PARTY TRANSACTIONS

Mr R Jones is a trustee of the charity and is chief executive officer and board member of a national member organisation of Inclusion International which pays membership fees to the charity.

Ms F Farah is a trustee of the charity and is president of a national member organisation of Inclusion International which pays membership fees to the charity.

The membership fees are considered to be in the course of normal operations.

The national member organisation of which Mr R Jones is chief executive and board member is IHC New Zealand Incorporated. During the year, IHC New Zealand Incorporated made a donation of €27,658 (2013 - €11,024) to the charity which is included in restricted funds (see note 11).