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Inclusion
international 

FINANCIAL REPORT



REGISTERED
NUMBER: 05072000

CHARITY
NUMBER: 1106715

YEAR ENDED: 31 December 2018

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

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Objectives



The Trustees (who are also directors of the company for the purposes of the Companies Act) present their annual report together with the audited financial statements of Inclusion International (the company) and its subsidiary, Inclusion Trading Limited, for the year ended 31 December 2018. 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), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).



In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the charity commission relating to public benefit.

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.

The work of Inclusion International to deliver its objectives falls broadly into three themes:

1. Being a Global Voice to ensure our members are heard at the UN and in global processes. A very important part of this is ensuring that families and people with intellectual disabilities (self advocates) are included at every level within our global movement for change.
2. Being an effective global network of likeminded organisations and individuals by providing opportunities through events and projects for our members to learn, share and support each other. A vital part of this objective is strengthening the leadership provided by families and self-advocates globally, regionally and locally.
3. Providing support to our members by direct outreach in support of their work at a country level.

Achievements

Being an Effective Global Network

INCLUSION INTERNATIONAL'S 17TH WORLD CONGRESS

The centre piece of our activities in 2018 was when Inclusion International members met at the networks World Congress and General Assembly in Birmingham UK. Nearly 1,000 delegates attended the World Congress from 70 countries. The program of the World Congress was:

LEARN

Allowing our members and other to share experiences from around the world about issues and challenges faced by people with intellectual disabilities and their families as well as strategies that have been successful in achieving change.



INSPIRE

Where delegates were encouraged to be inspired by the successes and innovations for inclusive practices across the globe.



LEAD

Building on the issues that people with intellectual disabilities and their families identified leading up to and during the World Congress, the General Assembly adopted key action statements.



Achievements



Global Advocacy

Our advocacy efforts as a global network have ensured that important issues affecting people with intellectual disabilities and their families are heard at the UN and in global processes.



Global Disability Summit

People with intellectual disabilities and their families were central at the first ever Global Disability Summit, 24 July, 2018, hosted by the United Kingdom, Kenya and the International Disability Alliance. The Summit resulted in over 170 commitments from governments, civil society organisations and businesses on actions for inclusion. These concrete commitments provide our global network with a platform to make our Call to Action a reality.

Inclusion International had an active delegation at the first ever Global Disability Summit. Mark Mapemba, II Council member (Africa) and Mia Farah, member of Empower Us Action Team and former Inclusion International (II) Council member (MENA) were co-moderators of the event.

II's delegation met with many governments, private sector leaders, and civil society organisations to promote our Call to Action and explore how the demands of our global network can be included in commitments being made at the Summit. Additionally, II hosted an information booth showcasing the work of our global network and profiling our Calls to Action. Our booth attracted many visitors and helped raise awareness about II and our efforts.



UN Conference of States Parties

The theme of the 11th UN Conference of States Parties (COSP) was "Leaving no one behind through the full implementation of the CRPD". In main plenary sessions and side events, Inclusion International's delegation made sure that across all discussion areas, there was a focus on ensuring people

with intellectual disabilities and their families aren't left behind. Our delegation introduced our Calls to Action and shared our demands on key issues like: closing institutions, being treated equally, and supporting families.



High Level Political Forum

Inclusion International's delegation highlighted our call to action and the demand that: "all institutions are closed and that no new institutions or institutional type settings are built again" The HLPF included a focus on SDG 11 on inclusive cities and human settlements. Our participation helped to strengthen the understanding of what the SDGs mean for people with intellectual disabilities and their families and what efforts are required to ensure we aren't left behind in the implementation of the SDGs.

Achievements



Supporting the Work of our Members

In 2018 we continued to support member organisations (whether large or small) in several forms: tools and resources, technical support, project development, advocacy advice, network contacts etc. In order to more effectively respond to those needs, Inclusion International is developing programme structures in key areas. To date we have established three programmes:



Catalyst for Inclusive Education

Catalyst for Inclusive Education is a programme designed to assist our members with initiatives that build on larger education reform efforts and support the development of leaders to effectively bring about inclusive education and the inclusion of people with intellectual disabilities and their families. It has increased the knowledge of our member organisations and other stakeholders as related to Article 24 and General Comment No.4 of the UN CRPD. Catalyst also increased knowledge as to the complex process required to transform existing education systems. In 2018 the team has participated at national consultations as well as conducting a multi-country study on the barriers to inclusive education supported by UNICEF. The purpose of

the study was to provide useful direction on the design of inclusive education programmes and policies; and, support the strengthening of the capacity of civil society organisations.



Empower Us

Empower Us is a global resource led by self-advocates to help build self-advocacy and inclusion around the world. Empower Us programmes support self-advocates, supporters, families, and organisations around the world to strengthen the voice of self-advocacy. It responds to the demand for more information and practical tools and tips to support building self-advocacy for change. In 2018, key accomplishments includes holding two regional Empower Us self-advocacy training events in Nepal and Kenya. The training events covered topics such as self-advocacy, good support, how to

work as a group, our rights and how to advocate and take action



Family Leadership

Members in many countries are working to improve their engagement with families and to support families to build inclusion. In Birmingham, Inclusion International's General Assembly adopted a resolution to "explore options around family leadership that supports and strengthens advocacy for inclusion." Inclusion International has started to develop a programme of work to help families develop an aspirational vision for inclusive lives in the community, and to help families develop strategies and skills to build inclusion in their communities. A working group will be set up to design a family leadership initiative and to test the programme in each region leading up to the next General Assembly (2020).

Financial Review



2018 has been a unique year financially for Inclusion international due to the 2018 World Congress. We established a fully owned trading subsidiary (Inclusion Trading Ltd) to handle the direct income and expenditure of the World Congress. The financial figures quoted in this report are a consolidation of the core charity and the trading subsidiary. The consolidated Balance Sheet is on page 16 of the Financial Statement and the Balance Sheet of the core charity in on page 17.

In 2018 our Membership and Grant income performed in line with our financial expectations, without this support we could not undertake the activity described earlier in this report.

Total Funds Available	2018	2017	
Total income	\$1,195,827	\$1,323,853	Included in the surplus /loss is a small profit of \$8,891 (2017- loss of \$6,852) made by Inclusion Trading Ltd.
Total Expenditure	-\$1,559,326	-\$1,069,790	
Foreign exchange adjustment	-\$24,242	-\$85,133	
Tax	-\$585	nil	
Net surplus/loss	\$-388,326	\$168,980	

This Consolidated loss was due to both income being received in 2017 and spent in 2018 and the investment of money from reserves on the World Congress.

The prime sources of income for the year were the fees and donations from our members, grants and income related to the World Congress.

Part of our risk mitigation for our grant funded activity is to where possible agree payment in advance of expenditure. Therefore when 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. This was the case in 2018.

With this in mind, the Trustees actively monitor the position excluding project funds so as to understand the core viability of the charity.

Total Funds Available	2018	2017
Restricted Reserves	\$329,259	\$649,063
Designated Reserves	\$15,000	\$91,534
Unrestricted Reserves	\$122,164	\$114,152
Total Consolidated Reserves	\$466,423	\$854,749

Whilst a significant amount of our reserves were spent on the World Congress in 2018 this was planned for (we had been building up these reserves with this in mind).

A target has been set for an appropriate level of reserves in respect of unrestricted funds of \$120,000. This is sufficient to meet the charity's core non project funding requirements for at least six months.

Constitution



The charity 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. In 2016 the Council of Inclusion International was entrusted to update the Constitution to reflect the changes to our membership rules. These changes were approved on 30 March 2017. 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.

Regions shall be based on the continents of the world and boundaries defined from time to time by the Council. The Council may, in exceptional circumstances, establish Regions based on published criteria. The Regions will make their own membership arrangements and where there is no functioning Region the Secretariat will coordinate the Full Members in that Region for membership purposes.

Full Members are family or self advocacy based organisations recognised as a national organisation or as an organisation responsible for bringing a country level voice of families of persons with intellectual disabilities and/or self advocates. To qualify Full Members must accept and support the Statement of Unity, agree to meet all obligations of full membership including the payments of such subscriptions as are determined by the Council, and participate in the affairs of the Charity as a responsible voting member. Full members have voting rights at the General Assembly of Inclusion International. Where there is more than one Full Member in a country, those Full Members will agree how to share the vote and, in the absence of such agreement, equal fractional votes will be assigned to the constituent organisations.

Affiliate Members are organisations with an interest in the affairs of persons with intellectual disability or a self advocacy or family organisation which in either case accepts and supports the Statement of Unity but which does not meet all of the requirements for full membership. Affiliated Members have no voting rights at the General Assembly of Inclusion International.

Individual Members are individuals who accept and support the Statement of Unity and may be admitted as Individual Members without a vote. An Individual Member has the right to attend any and all meetings of the Assembly.

Governance

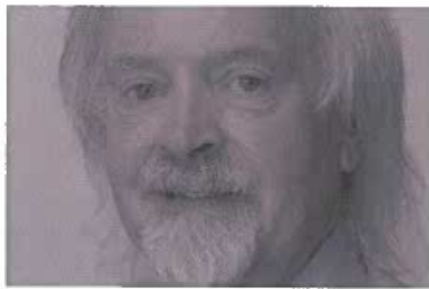


The following Trustees served during the year:



Sue Swenson

(President Elect until 02/06/18 and President from 02/16/18)



Klaus Lachwitz

(President until 02/06/18 and Past President from 02/16/18)



Tim Gadd

(Treasurer and Secretary General)

The current Trustees 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 once a year (face-to-face) and at least quarterly via teleconference and are the prime decision making body of the charity. Between meetings other business is conducted by email.

The Council of Inclusion International (whose members are the constitutional members of the organisation) met twice in person in 2018 and held several virtual meetings. These meetings dealt with the broad strategy and direction of Inclusion International.

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.

The Trustees delegate the day to day running of the Charity to the Executive Director Connie Laurin-Bowie and her team.

In setting salaries for staff the Board takes account of a number of different factors including the:

- ✓ Needs of its beneficiaries and members;
- ✓ Funding available for the role if externally funded;
- ✓ Overall financial position of the organisations;
- ✓ Location of the role and the employment laws and employment market conditions in the country where the role is based;
- ✓ Need to attract the appropriate skills required to manage Inclusion International in a way that achieves it's vision, mission and agreed strategy.

Risk Management



The main risks facing Inclusion International at the present time are:



TRAVEL

Staff and volunteers travel and conduct business in many countries where there are concerns about security issues. We have conducted a review of security procedures and insurance coverage and we have implemented a security policy.



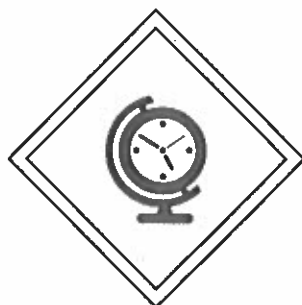
MEMBERSHIP

Financial pressures on member organisations continue to lead to a risk against the level of fees and donations they have been prepared to make. Membership income held up well in 2018, that said the Trustees will continue to carefully monitor the impacts of implementing the Membership Review approved by our members in 2016.



EVENTS

There is a financial risk in running our global events such as our world congress, we are pleased to have managed the event in Birmingham UK in 2018 in such a way as to ensure it did not have a negative impact on our overall financial position.



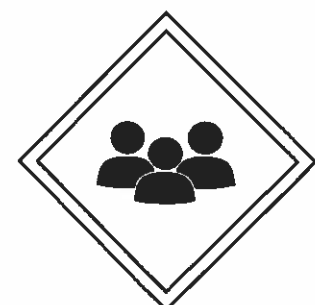
CURRENCIES

We are also conscious about minimising any foreign exchange risk. Our statutory accounts are published in USD the currency of a majority of our income. We will continue to monitor carefully and take such mitigation as is sensible.



FUNDING

Ensuring adequate income to continue our programme of work. We continue to seek new sources of funds and have a good track record in this area.



RELIANCE

The Board of Inclusion International is very conscious of reliance on a very small and dedicated team of staff and volunteers to deliver our programme of work and taking action to ensure this risk is mitigated as far as possible.

Future Plans

3



The following are the priorities for 2019:

In the next year we will work on each of the Calls to Action agreed at our general assembly.

We will have an intensive focus for two months on each Call to Action with the goal of engaging and mobilising our members.

We will do this by having conversations about actions and strategies that members are using on each Call to Action so that we achieve the loudest voice to demand change.

In 2019 we also will:

1

Mobilize Our Global Voice

Push forward our global advocacy agenda by engaging with key individuals, organisations and networks.

Offer technical support to members in the development of parallel reports and HLPF country reporting.

Thematic and informational webinars for members.

Begin to develop grassroots popular tools for advocacy (CRPD and SDG).

2

Strengthen and Mobilize the Global Network

Planning for the future by:

- Beginning to plan for our next global events in 2020 and 2022;
- Continuing to grow our network;
- Ensuring our governance, systems and communications are fit for purpose;
- Investing in our team;
- Strengthening relationships with our network.

Establish and Deliver Programme Support to National Members

Continue our ground breaking Catalyst for Inclusive Education by:

- Holding a regional event in Africa;
- Regional capacity training for Response Teams;
- Develop tools and organize opportunities for learning, including webinars and study visits.

Move forward the innovative Empower Us programme by:

- Running one event in each region;
- Capacity Training for Global Response team;
- Develop new training packages & materials;
- Support II members to make their governance more inclusive.

Launch our Employment programme Inclusion Works (DFID) funded consortia project.

Launch the Families programme requested by our members by establish a working group.

Compliance



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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable group will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable group 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditors

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 charitable group'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 relevant audit information and to establish that the charitable group's auditors are aware of that information.

This report was approved by the Trustees on 29/04/19 and signed on their behalf by:

Mr T J Gadd
Treasurer

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2018

Trustees

Mr K Lachwitz
Mr T J Gadd
Ms S Swenson

Company registered number

05072000

Charity registered number

1106715

Registered office

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

Executive Director

Mrs C Laurin-Bowie

Independent auditors

Peters Elworthy & Moore, Salisbury House, Station Road, Cambridge, CB1 2LA

Bankers

NatWest Bank PLC, Hornchurch, Essex, RM12 4DF

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

Opinion

We have audited the financial statements of Inclusion International (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 December 2018 set out on pages 15 to 32. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2018 and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- the parent charity has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charity 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 take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Group Strategic Report.

Responsibilities of trustees

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

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

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

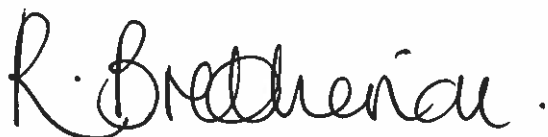
Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

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, and to the charitable company's Trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 opinions we have formed.



Kelly Bretherick (Senior Statutory Auditor)

for and on behalf of

Peters Elworthy & Moore

Chartered Accountants
Statutory Auditors

Salisbury House
Station Road
Cambridge
CB1 2LA
21 May 2019

Peters Elworthy & Moore are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Note	Restricted funds 2018 \$	Unrestricted designated funds 2018 \$	Unrestricted general funds 2018 \$	Total funds 2018 \$	Total funds 2017 \$
INCOME FROM:						
Donations	2	-	-	183,294	183,294	199,127
Charitable activities	3	607,209	-	-	607,209	1,124,710
Other trading activities	4	-	-	405,254	405,254	-
Investment	5	-	-	70	70	16
TOTAL INCOME		607,209	-	588,618	1,195,827	1,323,853
EXPENDITURE ON:						
Raising funds	4	-	-	446,178	446,178	33,853
Charitable activities	6	917,323	96,807	99,018	1,113,148	1,035,937
TOTAL EXPENDITURE		917,323	96,807	545,196	1,559,326	1,069,790
NET (EXPENDITURE) / INCOME BEFORE TAX		(310,114)	(96,807)	(43,422)	(363,499)	254,063
Taxation		-	-	(585)	(585)	-
NET (EXPENDITURE) / INCOME BEFORE TRANSFERS		(310,114)	(96,807)	42,837	(364,084)	254,063
Transfers between Funds	12	(5,163)	20,273	(15,110)	-	-
NET (EXPENDITURE) / INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		(315,277)	(76,534)	27,727	(364,084)	254,063
Other (losses)		(4,527)	-	(19,715)	(24,242)	(85,133)
NET MOVEMENT IN FUNDS		(319,804)	(76,534)	8,012	(388,326)	168,930
RECONCILIATION OF FUNDS:						
Total funds brought forward		649,063	91,534	114,152	854,749	685,819
TOTAL FUNDS CARRIED FORWARD		329,259	15,000	122,164	466,423	854,749

The notes on pages 19 to 32 form part of these financial statements.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 0507200

CONSOLIDATED BALANCE SHEET
AS AT 31 DECEMBER 2018

	Note	\$	2018 \$	\$	2017 \$
CURRENT ASSETS					
Debtors	10	46,898		298,169	
Cash at bank and in hand		443,770		712,986	
		490,668		1,011,155	
CREDITORS: amounts falling due within one year	11	(24,245)		(156,406)	
NET CURRENT ASSETS			466,423		854,749
NET ASSETS			466,423		854,749
CHARITY FUNDS					
Restricted funds	12		329,259		649,063
Designated funds	12		15,000		91,534
General funds	12		122,164		114,154
TOTAL FUNDS			466,423		854,749

The charity's financial statements have been prepared in accordance with provisions applicable to companies subject to the small companies regime.

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



Mr T J Gadd
Treasurer

Date 29/04/19.

The notes on pages 19 to 32 form part of these financial statements.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 0507200

CHARITY BALANCE SHEET
AS AT 31 DECEMBER 2018

	Note	\$	2018 \$	\$	2017 \$
CURRENT ASSETS					
Debtors	10	40,320		297,446	
Cash at bank and in hand		443,264		707,055	
		<u>483,584</u>		<u>1,004,501</u>	
CREDITORS: amounts falling due within one year	11	<u>(19,199)</u>		<u>(142,899)</u>	
NET CURRENT ASSETS			<u>464,385</u>		<u>861,602</u>
NET ASSETS			<u>464,385</u>		<u>861,602</u>
CHARITY FUNDS					
Restricted funds			329,259		649,063
Designated funds			15,000		91,534
General funds			<u>120,126</u>		<u>121,005</u>
TOTAL FUNDS			<u>464,385</u>		<u>861,602</u>

The charity's financial statements have been prepared in accordance with provisions applicable to companies subject to the small companies regime.

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



Mr T J Gadd
Treasurer

Date 29/04/19.

The notes on pages 19 to 32 form part of these financial statements.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018

	Note	2018 \$	As restated 2017 \$
Cash flows from operating activities			
Net cash used in operating activities	14	<u>(269,286)</u>	<u>(66,525)</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments		<u>70</u>	<u>16</u>
Net cash provided by investing activities		<u>70</u>	<u>16</u>
Change in cash and cash equivalents in the year		(269,216)	(66,509)
Cash and cash equivalents brought forward		<u>712,986</u>	<u>779,495</u>
Cash and cash equivalents carried forward	15	<u><u>443,770</u></u>	<u><u>712,986</u></u>

The notes on pages 19 to 32 form part of these financial statements.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Inclusion International meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the charity alone as permitted by section 408 of the Companies Act 2006.

The presentational currency of the group was determined from 1 January 2018 to be USD, being the primary economic environment in which the group generates net cash flows. From 1 January 2018, the accounting records have been maintained in USD. The comparative financial information has been restated in to USD for the purposes of these Financial Statements, based on the year end exchange rate at 31 December 2017.

1.2 COMPANY STATUS

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 12. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

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 charity 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 charity 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.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. ACCOUNTING POLICIES (continued)

1.4 INCOME

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Grants are included as income when these are received / receivable.

Membership income is recognised in the period to which it relates to. Any membership income received in advance is deferred.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.5 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

1. ACCOUNTING POLICIES (continued)

1.6 PENSIONS

The charity contributes to the statutory government backed pension plan (NEST) for 4 (2017 - 4) of its UK based employees. Contributions are charged to the profit and loss account as incurred.

1.7 DEBTORS

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

1.8 CASH AT BANK AND IN HAND

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

1.9 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.10 FINANCIAL INSTRUMENTS

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

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

2. INCOME FROM DONATIONS

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$	As restated Total funds 2017 \$
Donations	20,739	-	20,739	3,988
Membership income	162,555	-	162,555	195,139
	<u>183,294</u>	<u>-</u>	<u>183,294</u>	<u>199,127</u>
Total donations and legacies				
	<u>183,294</u>	<u>-</u>	<u>183,294</u>	<u>199,127</u>
Total 2017	<u>199,127</u>	<u>-</u>	<u>199,127</u>	

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$	As restated Total funds 2017 \$
Grants for projects	-	607,209	607,209	1,124,710
	<u>-</u>	<u>607,209</u>	<u>607,209</u>	<u>1,124,710</u>
Total 2017	<u>-</u>	<u>1,124,710</u>	<u>1,124,710</u>	

In 2017 all income from charitable activities was restricted.

4. TRADING ACTIVITIES

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$	Total funds 2017 \$
TRADING INCOME NET OF GROUP TRANSACTIONS				
Inclusion Trading Limited	405,254	-	405,254	-
	<u>405,254</u>	<u>-</u>	<u>405,254</u>	<u>-</u>
TRADING EXPENSES NET OF GROUP TRANSACTIONS				
Inclusion Trading Limited	446,178	-	446,178	33,853
Net expenditure from trading activities	<u>(40,924)</u>	<u>-</u>	<u>(40,924)</u>	<u>(33,853)</u>

In 2017 all income and expenditure from trading activities was attributable to unrestricted funds.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

5. INVESTMENT INCOME

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$	As restated Total funds 2017 \$
Investment income	70	-	70	16
Total 2017	16	-	16	

6. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	Governance \$	Direct \$	Total 2018 \$	As restated Total 2017 \$
Audit fees	10,301	-	10,301	9,940
Accountancy fees	5,000	-	5,000	3,189
Computer consumables	-	8,672	8,672	5,109
Consultancy	-	189,721	189,721	147,943
General expenses	-	13,530	13,530	7,098
Insurance	-	3,165	3,165	1,592
Legal fees	-	-	-	5,325
Membership fees	-	2,426	2,426	2,437
Publications and printing	-	8,702	8,702	3,307
Professional fees	-	2,021	2,021	1,616
Project costs	-	278,092	278,092	317,745
Rent	-	11,143	11,143	11,534
Travel and accommodation	-	244,457	244,457	183,531
World Congress	-	36,828	36,828	10,278
Wages and salaries	-	265,632	265,632	301,583
National insurance	-	26,583	26,583	18,702
Pension cost	-	6,875	6,875	5,008
Total	15,301	1,097,847	1,113,148	1,035,937

Expenditure on charitable activities was \$1,113,148 (2017 - \$1,035,937) of which \$93,885 (2017 - \$98,712) was unrestricted, \$96,807 (2017 - \$38,705) was designated and \$922,486 (2017 - \$898,521) was restricted.

In 2017, total governance costs were \$19,502.

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

7. NET INCOME/(EXPENDITURE)

This is stated after charging:

	2018	As restated 2017
	\$	\$
Auditors' remuneration - audit	10,301	9,940
Auditors' remuneration - other services	5,000	3,189
	<u>15,301</u>	<u>13,129</u>

8. STAFF COSTS

Staff costs were as follows:

	2018	As restated 2017
	\$	\$
Wages and salaries	288,422	322,782
Social security costs	26,583	18,702
Other pension costs	6,875	5,008
	<u>321,880</u>	<u>346,492</u>

The average number of persons employed by the charity during the year was as follows:

	2018	2017
	No.	No.
Employees	7	6

The number of higher paid employees was:

	2018	As restated 2017
	No.	No.
In the band \$120,000 - \$130,000	1	1

During the year expenses of \$9,712 (2017 - \$5,660) were reimbursed to three (2017 - three) trustees. No remuneration was paid to any of the trustees during the period in accordance with the Articles of Association.

The key management personnel of the charity comprise the trustees, the Executive Director, Director of Global Advocacy and Human Rights, Programme Development Manager, Operations Manager and Coordinator/Administrator of the charity. The total employee benefits of the key management personnel of the charity were \$269,137 (2017 - \$280,643).

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

9. INVESTMENT IN SUBSIDIARY COMPANY

The charity has a wholly owned subsidiary which is incorporated in the UK. Inclusion Trading Limited conducted the running of World Congress held in the UK. A summary of its results is shown below. The accounts have been filed with the Registrar of Companies. The cost of the investment in the subsidiary is \$1 (2018 - \$1).

	2018	As restated
	\$	2017
		\$
Profit and Loss Account		
Turnover	455,654	27,000
Gross Profit	<u>455,654</u>	<u>27,000</u>
Administrative expenses	(446,178)	(33,853)
Tax on profit / (loss)	(585)	-
Net profit retained in subsidiary	<u><u>8,891</u></u>	<u><u>(6,853)</u></u>
 Balance Sheet		
Current Assets	7,084	6,655
Current Liabilities	(5,045)	(13,507)
Total	<u><u>2,039</u></u>	<u><u>(6,852)</u></u>

10. DEBTORS

	GROUP		CHARITY	
	2018	As restated 2017	2018	As restated 2017
	\$	\$	\$	\$
Trade debtors	-	724	-	-
Other debtors	6,578	5,103	-	5,103
Prepayments and accrued income	40,320	292,342	40,320	292,343
	<u><u>46,898</u></u>	<u><u>298,169</u></u>	<u><u>40,320</u></u>	<u><u>297,446</u></u>

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	GROUP		CHARITY	
	2018 \$	As restated 2017 \$	2018 \$	As restated 2017 \$
Corporation tax	585	-	-	-
Other taxation and social security	-	1,013	-	-
Accruals and deferred income	23,660	155,393	19,199	142,899
	24,245	156,406	19,199	142,899
	24,245	156,406	19,199	142,899
	GROUP		CHARITY	
	2018 \$	2017 \$	2018 \$	2017 \$
DEFERRED INCOME				
Deferred income at 1 January 2018	6,372	-	1,287	-
Resources deferred during the year	-	6,372	-	1,287
Amounts released from previous years	(6,372)	-	(1,287)	-
Deferred income at 31 December 2018	-	6,372	-	1,287
	-	6,372	-	1,287
	-	6,372	-	1,287

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

12. STATEMENT OF FUNDS

STATEMENT OF FUNDS - CURRENT YEAR

	Balance at 1 January 2018 As restated \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2018 \$
DESIGNATED FUNDS						
Equipment	5,967	-	(3,780)	2,813	-	5,000
Global Event	55,567	-	(90,828)	45,261	-	10,000
Membership development	30,000	-	(2,199)	(27,801)	-	-
	<u>91,534</u>	<u>-</u>	<u>(96,807)</u>	<u>20,273</u>	<u>-</u>	<u>15,000</u>
GENERAL FUNDS						
Unrestricted funds	148,005	183,364	(99,018)	(15,110)	(19,715)	197,526
Subsidiary	(33,853)	405,254	(446,763)	-	-	(75,362)
	<u>114,152</u>	<u>588,618</u>	<u>(545,781)</u>	<u>(15,110)</u>	<u>(19,715)</u>	<u>122,164</u>
Total Unrestricted funds	<u>205,686</u>	<u>588,618</u>	<u>(642,588)</u>	<u>5,163</u>	<u>(19,715)</u>	<u>137,164</u>
RESTRICTED FUNDS						
Open Society Foundation (II)	427,807	-	(307,138)	-	11	120,680
Capacity Building Fund	107,438	-	(107,440)	-	2	-
IHC New Zealand	76,178	-	-	-	(4,936)	71,242
NFU - Inclusion Africa (II)	8,740	149,715	(157,337)	-	-	1,118
IDA No-One Left Behind	13,100	-	(13,100)	-	-	-
IDA Fellowship	15,800	-	(14,720)	-	-	1,080
NFU Nepal	-	26,000	(26,000)	-	-	-
UNICEF	-	30,000	(30,001)	-	1	-
Local Projects	-	121,069	(115,906)	(5,163)	-	-
Wellspring	-	225,000	(117,688)	-	-	107,312
Humanity & Inclusion	-	15,105	(15,500)	-	395	-
Sightsavers	-	40,320	(12,493)	-	-	27,827
	<u>649,063</u>	<u>607,209</u>	<u>(917,323)</u>	<u>(5,163)</u>	<u>(4,527)</u>	<u>329,259</u>
Total of funds	<u>854,749</u>	<u>1,195,827</u>	<u>(1,559,911)</u>	<u>-</u>	<u>(24,242)</u>	<u>466,423</u>

INCLUSION INTERNATIONAL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

12. STATEMENT OF FUNDS (continued)

STATEMENT OF FUNDS - PRIOR YEAR

	Balance at 1 January 2017 \$	Income \$	Expenditure \$	Transfers in/out \$	Gains/ (Losses) \$	Balance at 31 December 2017 As restated \$
DESIGNATED FUNDS						
Equipment	2,842	-	(1,721)	5,000	(154)	5,967
Global Event	54,612	-	(36,984)	40,419	(2,480)	55,567
Membership Development	34,132	-	-	-	(4,132)	30,000
	<u>91,586</u>	<u>-</u>	<u>(38,705)</u>	<u>45,419</u>	<u>(6,766)</u>	<u>91,534</u>
GENERAL FUNDS						
Unrestricted funds	121,473	199,142	(98,712)	(37,506)	(36,392)	148,005
Subsidiary	-	-	(33,853)	-	-	(33,853)
	<u>121,473</u>	<u>199,142</u>	<u>(132,565)</u>	<u>(37,506)</u>	<u>(36,392)</u>	<u>114,152</u>
Total Unrestricted funds	<u>213,059</u>	<u>199,142</u>	<u>(171,270)</u>	<u>7,913</u>	<u>(43,158)</u>	<u>205,686</u>
RESTRICTED FUNDS						
Open Society Foundation	199,400	-	(199,400)	-	-	-
Open Society Foundation (II)	-	538,192	(100,147)	-	(10,238)	427,807
Capacity Building Fund	81,117	227,533	(177,389)	-	(23,823)	107,438
IHC New Zealand	79,360	-	-	-	(3,182)	76,178
NFU - Inclusion Africa	46,790	-	(45,357)	(1,433)	-	-
NFU - Inclusion Africa (II)	-	160,880	(151,965)	-	(175)	8,740
Open Society Foundation - Education	66,094	-	(64,915)	-	(1,179)	-
Local Projects	-	121,219	(116,977)	(6,480)	2,238	-
IDA No-One Left Behind	-	54,132	(38,079)	-	(2,953)	13,100
IDA Fellowship	-	22,754	(4,291)	-	(2,663)	15,800
	<u>472,761</u>	<u>1,124,710</u>	<u>(898,520)</u>	<u>(7,913)</u>	<u>(41,975)</u>	<u>649,063</u>
Total of funds	<u><u>685,820</u></u>	<u><u>1,323,852</u></u>	<u><u>(1,069,790)</u></u>	<u><u>-</u></u>	<u><u>(85,133)</u></u>	<u><u>854,749</u></u>

INCLUSION INTERNATIONAL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

12. STATEMENT OF FUNDS (continued)

The purposes of the designated funds are as follows:

Equipment

To set aside funds for future equipment purchases.

Global Event

Funding for global events (Council, General Assemblies, a future World Congress).

Membership Development

To set aside funds for progression and development of the Inclusion International membership structure.

The purposes of the restricted funds are as follows:

Open Society Foundation

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-advocacy and family organisations to use in implementing inclusion.

Wellspring (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. The transfer relates to costs incurred by Inclusion International that the grant was agreed to support.

Open Society Foundation - Education

To establish partnerships which can help to develop a global mechanism that brings together people and resources to support and enable Inclusion International member groups to advocate, promote and support the implementation of inclusive education.

Local Projects

To promote the implementation of the UNCRPD and in particular article 24 and to empower people with disabilities to become active, contributing members of their communities. The transfer relates to a management fee Inclusion International were entitled to for overseeing the project.

International Disability Alliance (IDA) with funding from the Department for International Development (DFID) (*No-One Left Behind*)

To develop a global mechanism - led by self-advocates, for self-advocates - to support our members to advance and strengthen the self-advocacy movement.

International Disability Alliance (IDA) with funding from the Department for International Development (DFID) (*Fellowship*)

To engage a Self-Advocate Fellows to support the development of Empower Us, Inclusion International's self-advocacy initiative. The fellow's work is global but has specific focus firstly in Africa and secondly in

INCLUSION INTERNATIONAL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

12. STATEMENT OF FUNDS (continued)

Latin America.

Norwegian Association for Persons with Development Disabilities (NFU) Nepal

To hold an Empower Us training workshop for self-advocates and supporters on how to be a self-advocate and how to provide support to self-advocates and to broaden self-advocacy leadership in Nepal. The funding also enabled self advocates and their supporters to attend Inclusion International's World Congress in Birmingham, UK.

UNICEF

To hold national consultations and conducting a multi-country study on the barriers to inclusive education in three countries in Latin America.

Wellspring

To support the general operations of Inclusion International.

Humanity & Inclusion

To organise a Consultation with Self-Advocates for the development of IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action.

Sightsavers with funding from the Department for International Development (DFID)

To address the lack of access to employment opportunities in open labour markets for persons with disabilities in low income countries. Inclusion International will focus its contributions on the inclusion of people with intellectual disabilities, although the models and learning from this target group will have implications for the broader project.

INCLUSION INTERNATIONAL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

GROUP ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$
Current assets	161,409	329,259	490,668
Creditors due within one year	(24,245)	-	(24,245)
	<u>137,164</u>	<u>329,259</u>	<u>466,423</u>

GROUP ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2017 \$	Restricted funds 2017 \$	Total funds 2017 \$
Current assets	245,115	766,040	1,011,155
Creditors due within one year	(39,429)	(116,977)	(156,406)
	<u>205,686</u>	<u>649,063</u>	<u>854,749</u>

CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR

	Unrestricted funds 2018 \$	Restricted funds 2018 \$	Total funds 2018 \$
Current assets	154,325	329,259	483,584
Creditors due within one year	(19,199)	-	(19,199)
	<u>135,126</u>	<u>329,259</u>	<u>464,385</u>

CHARITY ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR

	Unrestricted funds 2017 \$	Restricted funds 2017 \$	Total funds 2017 \$
Current assets	238,461	766,040	1,004,501
Creditors due within one year	(25,922)	(116,977)	(142,899)
	<u>212,539</u>	<u>649,063</u>	<u>861,602</u>

INCLUSION INTERNATIONAL
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018

14. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	GROUP	
	2018	2017
	\$	\$
Net (expenditure)/income for the year (as per Statement of Financial Activities)	(364,084)	254,063
Adjustment for:		
Foreign exchange movement	(24,241)	(85,133)
Dividends, interest and rents from investments	(70)	(16)
Decrease in debtors	251,274	13,581
Decrease in creditors	(132,165)	(249,020)
Net cash used in operating activities	(269,286)	(66,525)

15. ANALYSIS OF CASH AND CASH EQUIVALENTS

	GROUP	
	2018	2017
	\$	\$
Cash in hand	443,770	712,986
Total	443,770	712,986

16. PENSION COMMITMENTS

The company pays in to the personal pension plan of four employees. The pension cost charge represents contributions payable by the company and amounted to \$6,875 (2017 - \$5,008).

17. RELATED PARTY TRANSACTIONS

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

During the year, Inclusion International recharged salary costs of \$22,790 (2017 - \$21,178) and donated \$50,400 (2017 - \$26,706) to Inclusion Trading Limited, a wholly owned subsidiary. At the year end, a balance of \$NIL (2017 - \$6,021) was owing from Inclusion Trading Limited.