

Registered number: 05072000
Charity number: 1106715

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

INCLUSION INTERNATIONAL
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 - 6
Independent auditors' report	7 - 8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 17

INCLUSION INTERNATIONAL
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2012**

Trustees

Mr K Lachwitz
Ms D Richler (resigned 28 October 2012)
Mr T J Gadd
Mr R Jones
Ms F Farah (appointed 28 October 2012)

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
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2012

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 2012. 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. 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:

Ms Diane Richler, Past President (resigned 28 October 2012)
Mr Klaus Lachwitz, President
Mr Ralph Jones, Secretary General
Mr Tim Gadd, Treasurer
Ms Fadia Farah (appointed 28 October 2012)

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

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

coming year, which they charge the trustees with implementation.

Inclusion International works collaboratively with member organisations and with and through 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 programme. Financial pressures on member organisations continue to lead to a reduction in the fees and donations they have been prepared to make. The current global recession is of particular concern to Inclusion International and the impact this will have on the ability of member organisations to pay their membership fees.

To lessen this risk, an active programme of securing project funding has been successfully undertaken but as most projects are short term this leads to a need to ensure a constant flow of new projects. Inclusion International only enters into commitments that are within the known availability of funds for completion.

OBJECTIVES AND ACTIVITIES

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. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Review of activities

In 2010 Inclusion International General Assembly adopted a Strategic Plan for the period 2010 to 2015. We are in the process of implementing this strategy.

This plan has four strategic priorities

- Promoting the UN Convention on the rights of Persons with a Disability
- Improving Knowledge and Representative Voice
- Building Capacity by ensuring sustainable revenue
- Strengthening and developing the membership base

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

To support this, the Council meeting on 1st December 2011 met to review progress and agree an outline work programme of work for the next 3 years.

In 2012, several major initiatives were completed; a new effort to strengthen and renew our membership base was initiated; and the on-going activities of supporting our members and regions and engaging with UN agencies continued.

Global Campaign On the Right to Live and be Included in the Community culminated in the release of *Inclusive Communities = Stronger Communities*, A Global Report on Article 19: The Right to Live and be Included in the Community in October 2012. The report reflects 2 years of consultations and participation with self-advocates and families from over 90 countries. It confirms that most adults with intellectual disabilities live at home and do not have the supports they need to live and be included in their communities. It reveals that families are the major source of support. The report highlights that transforming communities to be inclusive and ensuring that people with disabilities are included in mainstream programmes are essential for securing the rights of people with intellectual disabilities.

General Assembly, National Convention and International Forum-Achieving Inclusion Across the Globe, in Washington DC. The forum brought together over 900 families, self-advocates, professional and partners from over 35 countries around the world to discuss inclusion and key issues facing people with intellectual disabilities and their families.

Membership Review In order to better understand the needs of members and to grow and strengthen the membership base, a first phase of a membership review was conducted in which 42 member organizations were interviewed. Based on the finding of the review which were presented to the General Assembly in October 2013, a membership outreach initiative is planned for 2013 which will include consideration of constitutional and membership structure reforms.

UN Engagement Strategy Ensure that the voice of families and people with intellectual disabilities is at the global table including agencies such as UNICEF, UNESCO, WHO and that it is being included in cross-disability efforts. Participation and engagement through processes such as the Conference of States Parties, The CRPD Committee of Experts, UNICEF's State of The World's Children and The International Disability Alliance.

Regional Forums, Pilot Initiatives and Support to Members In 2012, II hosted 3 strategic regional meetings – Mexico City, Mexico, February 2012; Nairobi, Kenya, March 2012; Brussels, Belgium, May 2012. Direct technical support to member organizations through II's Convention Action Teams included initiatives in Colombia, China, Israel and India.

In the exercise of our powers to that end we have paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

FINANCIAL REVIEW

a. Financial review and reserves policy

Total incoming resources for the year were €746,996 (2011: €357,376), with resources expended of €726,415 (2011: €307,240). This resulted in net incoming resources of €20,581 (2011:€50,136).

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

The trustees currently consider that an appropriate level of reserves in respect of unrestricted funds is €100,000. This is sufficient to meet the charity's normal funding requirements for at least six months. At the

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

year end, unrestricted funds stood at €109,245 (2011: €108,905) which is in line with policy.

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

PLANS FOR THE FUTURE

a. Future developments

The following are the priorities for 2013:

- 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 organizations and other human rights and development NGOs
- Broaden funding base by securing additional projects
- Plan for the World Congress in Kenya 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;
- 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.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

PROVISION 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 ^{21 March 2013} and signed on their behalf by:
A



Mr T J Gadd
Treasurer

INCLUSION INTERNATIONAL
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

We have audited the financial statements of Inclusion International for the year ended 31 December 2012 set out on pages 9 to 17. 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. 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 2012 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.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

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 take advantage of the small companies' exemption in preparing the trustees' report.

R. B. Webster

Roger Webster (senior statutory auditor)

for and on behalf of

Peters Elworthy & Moore

Chartered Accountants
Statutory Auditors

Sallsbury House
Station Road
Cambridge
CB1 2LA
10 April 2013

INCLUSION INTERNATIONAL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2012

	Note	Designated funds 2012 €	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
INCOMING RESOURCES						
Incoming resources from generated funds:						
Donations	2	-	-	1,497	1,497	-
Membership income	2	-	-	157,455	157,455	164,137
Grants	2	-	11,484	-	11,484	32,288
Investment income - bank interest		-	-	273	273	146
Incoming resources from charitable activities	3	-	576,287	-	576,287	160,805
TOTAL INCOMING RESOURCES		-	587,771	159,225	746,996	357,376
RESOURCES EXPENDED						
Charitable activities	4	-	592,530	126,229	718,759	297,735
Governance costs	5	-	-	7,656	7,656	9,505
TOTAL RESOURCES EXPENDED		-	592,530	133,885	726,415	307,240
NET INCOMING RESOURCES / (RESOURCES EXPENDED) BEFORE TRANSFERS						
		-	(4,759)	25,340	20,581	50,136
Transfers between funds	10	25,000	-	(25,000)	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		25,000	(4,759)	340	20,581	50,136
Total funds at 1 January 2012		-	50,009	108,905	158,914	108,778
TOTAL FUNDS AT 31 DECEMBER 2012		25,000	45,250	109,245	179,495	158,914

The notes on pages 11 to 17 form part of these financial statements.

INCLUSION INTERNATIONAL
(A company limited by guarantee)
REGISTERED NUMBER: 05072000

BALANCE SHEET
AS AT 31 DECEMBER 2012

	Note	€	2012 €	€	2011 €
CURRENT ASSETS					
Debtors	8	112,060		13,410	
Cash at bank		262,547		301,442	
		<u>374,607</u>		<u>314,852</u>	
CREDITORS: amounts falling due within one year	9	<u>(195,112)</u>		<u>(155,938)</u>	
NET CURRENT ASSETS			<u>179,495</u>		<u>158,914</u>
NET ASSETS			<u>179,495</u>		<u>158,914</u>
CHARITY FUNDS					
Designated funds	10		25,000		-
Restricted funds	10		45,250		50,009
Unrestricted funds	10		109,245		108,905
TOTAL FUNDS			<u>179,495</u>		<u>158,914</u>

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime 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 behalf, by:

21st MARCH 13 and signed on their



Mr T J Gadd
Treasurer

The notes on pages 11 to 17 form part of these financial statements.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, 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 financial statements are prepared in euro as the charity works worldwide and euro is the operational currency of many of the countries in which it undertakes its activities.

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

Unrestricted funds - These are funds which can be used in accordance with the charity's objectives at the discretion of the trustees.

Restricted funds - These are funds that can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes. Details of each fund are included in note 10.

1.4 Incoming resources

All incoming resources are included in the statement of financial activities when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grant and donation income is accounted for as restricted income unless the donor does not place any restriction on the use of the funds.

Donation income is accounted for on receipt by the charity.

Grant income is accounted for on an accruals basis.

Membership income is accounted for upon receipt.

1.5 Resources expended

Resources expended are accounted for on an accruals basis.

Resources expended on charitable activities represent the resources applied by the charity to meet its charitable objectives.

Governance costs include legal and professional fees relating to the statutory management of the charity.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

2. VOLUNTARY INCOME

	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Donations	-	1,497	1,497	-
Membership income	-	157,455	157,455	164,137
Grants	11,484	-	11,484	32,288
	<u>11,484</u>	<u>158,952</u>	<u>170,436</u>	<u>196,425</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Grants for projects	<u>576,287</u>	<u>-</u>	<u>576,287</u>	<u>160,805</u>

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	2012 €	2011 €
Consultancy	87,582	38,895
Insurance	778	600
Supplies and expenses	85,969	25,590
Publications and printing	19,422	4,565
Rent	9,446	8,472
Telephone and internet	5,141	6,713
Translation and website	13,956	38
Travel and accommodation	305,864	76,127
Wages and salaries	175,357	125,286
National insurance	10,844	7,315
Pension cost	4,400	4,134
	<u>718,759</u>	<u>297,735</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

5. GOVERNANCE COSTS

	Total funds 2012 €	Total funds 2011 €
Audit fees	6,160	5,873
Accountancy fees	1,496	1,947
Legal fees	-	1,685
	7,656	9,505
	7,656	9,505

6. NET INCOME

This is stated after charging:

	2012 €	2011 €
Auditors' remuneration	6,160	5,873
Pension costs	4,400	4,134
	4,400	4,134
	4,400	4,134

During the year there was an average of 3 (2011: 2) full time equivalent employees.

During the year, four (2011: three) trustees were reimbursed expenses of €11,136 (2011: €5,560) relating to travel expenses. No remuneration was paid to any of the trustees during the period in accordance with the Articles of Association.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

7. STAFF COSTS

Staff costs were as follows:

	2012 €	2011 €
Wages and salaries	175,357	125,286
Social security costs	10,844	7,315
Pension costs	4,400	4,134
	<u>190,601</u>	<u>136,735</u>

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

	2012 No.	2011 No.
Employees	<u>3</u>	<u>2</u>

Higher paid employees

During the year, one employee (2011: one) employee was paid in the band €90,001 - €100,000 (2011: €80,001 - €90,000).

8. DEBTORS

	2012 €	2011 €
Accrued income	108,913	13,410
Prepayments	3,147	-
	<u>112,060</u>	<u>13,410</u>

9. CREDITORS:

Amounts falling due within one year

	2012 €	2011 €
Deferred income	125,577	128,592
Other creditors	-	324
Accruals	69,535	27,022
	<u>195,112</u>	<u>155,938</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

9. CREDITORS:
Amounts falling due within one year (continued)

	€
Deferred income	128,592
Deferred income at 1 January 2012	125,577
Resources deferred during the year	(128,592)
Amounts released from previous years	<u> </u>
Deferred income at 31 December 2012	<u><u>125,577</u></u>

10. STATEMENT OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
Unrestricted funds					
Unrestricted funds	108,905	159,225	(133,885)	(25,000)	109,245
Designated funds					
Equipment	-	-	-	5,000	5,000
World Congress	-	-	-	20,000	20,000
	<u> </u>	<u> </u>	<u> </u>	<u>25,000</u>	<u>25,000</u>
Restricted funds					
Foundation Open Society Institute	1,626	308,336	(308,043)	-	1,919
Capacity Building Fund	16,412	131,298	(141,547)	-	6,163
IHC New Zealand	21,980	11,484	-	-	33,464
NFU	9,991	76,561	(85,245)	-	1,307
Saldarriaga Concha Foundation	-	19,422	(19,075)	-	347
IAF	-	11,495	(11,495)	-	-
Foundation Open Society Institute - Beijing	-	29,175	(27,125)	-	2,050
	<u>50,009</u>	<u>587,771</u>	<u>(592,530)</u>	<u> </u>	<u>45,250</u>
	<u><u>158,914</u></u>	<u><u>746,996</u></u>	<u><u>(726,415)</u></u>	<u><u> </u></u>	<u><u>179,495</u></u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

10. STATEMENT OF FUNDS (continued)

The purposes of the designated funds are as follows:

Equipment

To set aside funds for future equipment purchases.

World Congress

To set aside funds for the next World Congress.

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 organizations 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 organizations 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)

A fund to support the development of the work of Inclusion International in Africa (including support for Inclusion Africa).

Saldarriaga Concha Foundation

A fund to support research of Inclusion International carried out in Colombia.

Inter American Foundation (IAF)

A fund to allow delegates to attend an Inclusion International event in Washington in 2012.

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*.

SUMMARY OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
General funds	108,905	159,225	(133,885)	(25,000)	109,245
Designated funds	-	-	-	25,000	25,000
Restricted funds	50,009	587,771	(592,530)	-	45,250
	<u>158,914</u>	<u>746,996</u>	<u>(726,415)</u>	<u>-</u>	<u>179,495</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Designated funds 2012 €	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Current assets	25,000	45,250	304,357	374,607	314,852
Creditors due within one year	-	-	(195,112)	(195,112)	(155,938)
	<u>25,000</u>	<u>45,250</u>	<u>109,245</u>	<u>179,495</u>	<u>158,914</u>

12. PENSION COMMITMENTS

The company has an employee who participates in a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to €4,400 (2011: €4,134). At the year end, €nil (2011: €324) was outstanding, included in other creditors.

13. RELATED PARTY TRANSACTIONS

Mr R Jones is a trustee of the charity and is chief executive officer and board member of a national member organization of Inclusion International which pays membership fees to the charity. Mr K Lachwitz is a trustee of the charity and was managing director of a national member organization which pays membership fees to the charity. He retired from the post of managing director of this organization part-way through the previous year. Ms F Farah is a trustee of the charity and is president of a national member organization 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 organization 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 €11,484 (2011: €8,887) to the charity which is included in restricted funds (see note 10).

Inclusion International

PROFILE AND ANNUAL REPORT FOR YEARS ENDED 31 DECEMBER 2010 AND 31 DECEMBER 2011



Inclusion
international



Officers



Klaus Lachwitz
President



Diane Richler
Past President



Ralph Jones
Secretary General



Tim Gadd
Treasurer

Council Members

Haydee Beckles, Self-advocate Regional Representative from Inclusion Inter-Americana, Panama

Mia Farah, Self-advocate Regional Representative from Inclusion Middle East, North Africa, Lebanon

Gessesse Tadesse, Regional Representative from Inclusion Africa, Ethiopia

Raquel Jelinek, Regional Representative from Inclusion Inter-Americana, Mexico

Maureen Piggot, Regional Representative from Inclusion Europe, United Kingdom

David Corner, Self-advocate Regional Representative from Inclusion Asia Pacific, New Zealand

Quincy Mwiya, Self-advocate Regional Representative from Inclusion Africa and the Indian Ocean, Zambia

Nagase Osamu, Regional Representative from Asia Pacific, Japan

Ciara Evans, Self-advocate Regional Representative from Inclusion Europe, United Kingdom

Roland Tamraz, Regional Representative from Inclusion Middle East and North Africa, Lebanon

Staff

Connie Laurin-Bowie, Executive Director

Raquel Gonzalez, Administrator-Coordinator

Anna MacQuarrie, Human Rights Officer

Manuela Hasselknippe, Project Officer

Ines Escallon, Project Officer

Address

Inclusion International

KD.2. 03

University of East London

Docklands Campus

4-6 University Way

London E16 2RD

Tel: 44 208 223 7709

Fax: 44 208 223 6081

E-mail: info@inclusion-international.org

Website: www.inclusion-international.com

WHO WE ARE AND WHAT WE STAND FOR

Inclusion International is a global federation of family-based organizations advocating for the human rights of people with intellectual disabilities worldwide. For over fifty years Inclusion International has been committed to the promotion of these human rights and our organization now represents over 200 member federations in 115 countries throughout five regions including the Middle East and North Africa, Europe, Africa and the Indian Ocean, the Americas, and Asia Pacific.

OUR VISION

A world where people with intellectual disabilities and their families can equally participate and be valued in all aspects of community life.

OUR MISSION

With its member societies, Inclusion International acts as an agent for change on the basis of four main principles affecting the lives of people with an intellectual disability and their families:

- Inclusion in all aspects of everyday society
- Full citizenship which respects individual human rights responsibilities
- Self-determination in order to have control over the decisions affecting one's life
- Family support through adequate services and support networks to families with a disabled member

STRATEGIC PLAN 2010-2015

VISION

A world where people with intellectual disabilities and their families can equally participate and be valued in all aspects of community life.

MISSION STATEMENT

Inclusion International will advocate for the inclusion of people with disabilities into their communities, as valued neighbours and citizens.

STRATEGIC PRIORITIES

Inclusion International will pursue four strategic priorities to fulfill its vision, mission and guiding principles:

Strategic Priority 1: Promote the UN Convention on the Rights of Persons with Disabilities (CRPD)

Through its membership, Inclusion International will promote and support the implementation of the CRPD in key priority areas that will achieve real and lasting change in societies for people with an intellectual disability and their families.

Goal 1: Member Support – support members to contribute to their country's national initiatives in implementing the CRPD.

Goal 2: Knowledge Sharing – promote the exchange of experiences, resources and practices among Inclusion International's members, partners and networks.

Goal 3: Research & Monitoring – establish an international research and monitoring capacity in each of the CRPD priority areas.

Goal 4: Partnership Building – develop a thriving and diverse network of families, researchers, civil society organizations, governments and international institutions on intellectual disability and inclusion.

Goal 5: Policy Development and Engagement – work with Governments, international agencies and civil society to develop and promote inclusive policies that ensures the implementation of the CRPD.

CONTINUING IMPROVEMENT

Strategic Priority 2: Knowledgeable & Representative Voice

Build and support a strong membership network of people with an intellectual disability, their families and their organisations throughout the world and by so doing be widely recognised as the authoritative and representative voice on all issues affecting people with an intellectual disability.

Strategic Priority 3: Capacity

Ensure stable and sustainable revenue that can be applied to strengthening internal capacity and thus enhancing Inclusion International's ability to respond to its strategic priorities and the expectations of members.

Strategic Priority 4: Membership

Strengthen, develop and increase the membership base and regional structures to help ensure wider involvement by membership in achieving the strategic priorities and activities of Inclusion International.

GUIDING PRINCIPLES

With its member societies, Inclusion International acts as an agent for change on the basis of four main principles affecting the lives of people with an intellectual disability and their families:

1. Inclusion in all aspects of everyday society
2. Full citizenship which respects individual human rights responsibilities
3. Self-determination in order to have control over the decisions affecting one's life
4. Family support through adequate services and support networks to families with a disabled member

KEY PRIORITY AREAS

Inclusion International's key priority areas for the CRPD are:

1. **Preamble on the Role of Families**
2. **Article 12: Equal Recognition Before the Law** – People with intellectual disabilities have legal capacity and have the right to support in order to exercise their capacity
3. **Article 19: Living Independently and Being Included in the Community** – People with intellectual disabilities have the right to choose to live in the community with the supports required
4. **Article 24: Education** – Students with intellectual disabilities have the right to be included in the regular school with the supports they require
5. **Article 32: International Cooperation** – Governments are committed to ensure that international cooperation, aid and humanitarian assistance are inclusive

PRESIDENT'S REPORT

Since elected President at the General Assembly of II in 2010, I have had the privilege of meeting and talking to families and self-advocates in all five regions of the world. Wherever they live and whatever the political or economic context, families share some common challenges in supporting their family member with a disability. They continue to have to fight for inclusion in school, to have supports in the community and they worry about what will happen in the future. Self-advocates are very clear that they want to be heard, they want the right to make decisions for themselves.

II adopted a strategic plan in 2010 which guides our work in the following priority areas:

Preamble on Families

Article 12: Equal Recognition Before the Law

Article 19: Living Independently and Being Included in the Community

Article 24: Education

Article 32: International Cooperation

In order to advance these priorities we have developed a workplan to support our members through regional forums; pilot initiatives and opportunities for knowledge sharing. In my role as President I have participated in these events and learned from self-advocates and families about their efforts to promote our goals of inclusion. By bringing families and self-advocates together at regional forums we provided an opportunity for our member organizations to learn about the Convention and to share information and experience.

- Bogota, Colombia, October 2010
- Johannesburg, South Africa, February 2011
- Peniche, Portugal, October 2011
- Kathmandu, Nepal, November 2011
- Amman, Jordan, March 2012
- Nairobi, Kenya, March 2012

I also have had opportunities to speak at several conferences to share the experience of our members with friends and allies in other organizations. At the IASSID Conference in Halifax, Canada I spoke to researchers from all over the world and encouraged them to work with us in developing their research priorities and in hearing from self-advocates and their families. The Down Syndrome International Conference in South Africa was an opportunity to reach out to families in other allied groups to achieve our shared goals. In Europe, I participated in the European Disability Forum (Copenhagen) and Inclusion Europe Meetings (Cyprus and Brussels). We participated in the Having a Say Conference hosted by VALID in Australia which brought self-advocates together from Victoria. In Beijing I was able to meet with a group of families who are organizing themselves to advocate for inclusion in China and II will support them in developing a strategy.

II's role is to ensure that the voices of our members are heard at the United Nations and in international forums. There are many ways that II works with the UN and with international development agencies including: the Committee of Experts (Geneva), the Conference of States Parties (New York), UNICEF, the World Health Organization and many other organizations, committees and processes.

II also works with other international disability organizations to promote and monitor the CRPD. As a founding member of the International Disability Alliance (IDA), an umbrella organisation with representation from each of the main international DPOs, II ensures that the rights of people with intellectual disabilities and their families are not forgotten. In my capacity as II's President I am a member of IDA's governing body which comes together regularly twice per year on the occasion of the Conference of States Parties.

As a lawyer and an advocate, I have a particular interest in advancing Article 12 the right to exercise legal capacity. There is no jurisdiction in the world where this right has been fully realized and I believe without the right to make decisions and exercise legal capacity, other rights will continue to be denied to people with intellectual disabilities. On behalf of II, I have spoken at many conferences and provided feedback and review of national legislation in this area.

Let me finish up with some positive messages: Our staff which in 2011 consisted of Connie Laurin-Bowie (Executive Director); Raquel Gonzalez (Coordinator), Anna MacQuarrie, Manuela Hasselknippe and Ines Escallon is experienced and very much committed to work for the benefit of people with intellectual disabilities and their families.

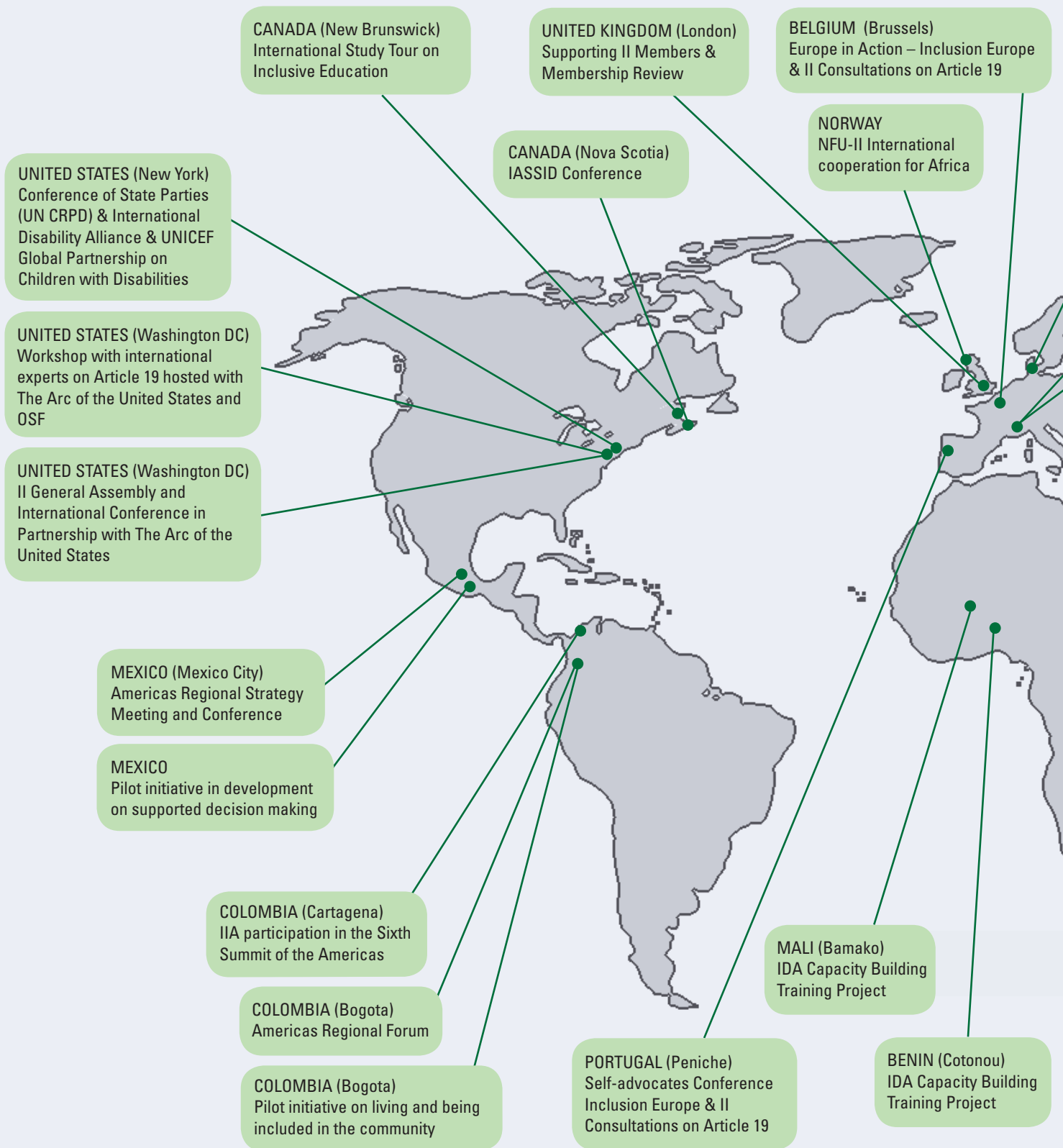
With a small staff and operational budget, the work of the Officers and Council Members of II is vital to the success of our work. Likewise the member organizations who contribute staff time and financial support to our work and the individuals who volunteer their expertise and time are much appreciated.

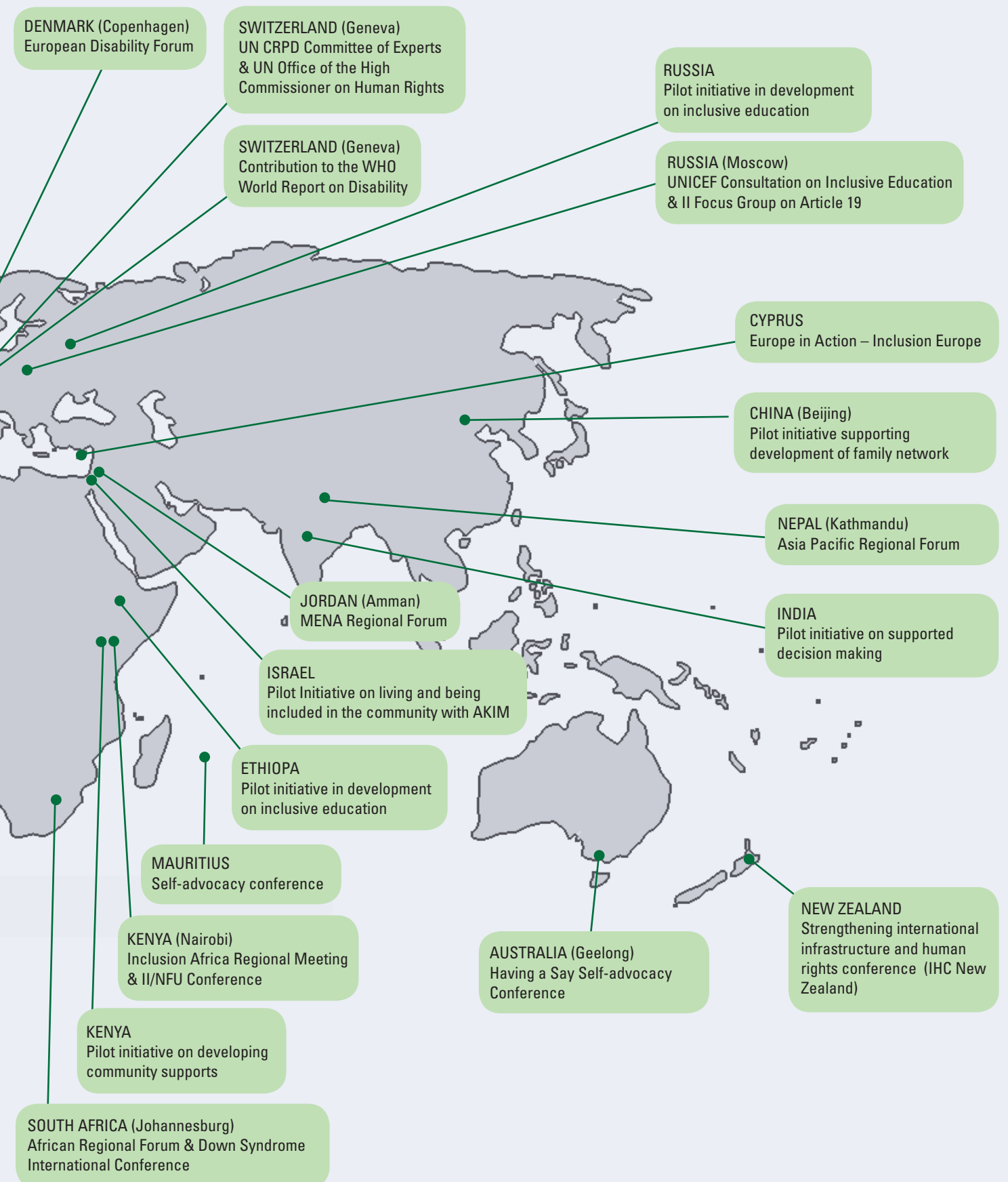
My special thanks go to Diane Richler, II's Past President. Since June 2010 she has been the chairperson of the International Disability Alliance. Her experience, knowledge and strategic work has helped shape the future work of II and the international disability community.

As we move forward with our workplan in the coming years we face many new challenges. I am confident that Inclusion International and our members around the world will continue to be innovative and tenacious advocates for inclusion.

Klaus Lachwitz
President

PROJECT UPDATE





EXECUTIVE DIRECTOR'S REPORT

In 2010 Inclusion International celebrated its 50th anniversary at the 15th World Congress in Berlin. With over 3,000 participants from over 70 countries, the Congress marked an important moment for people with intellectual disabilities and their families. It signaled both a celebration of the history of a movement and it charted a course for the future. The General Assembly of Inclusion International adopted a strategic plan which builds on the UN Convention on the Rights of People with Disabilities and underlines the priorities of self-advocates and families around the world. The priorities outlined in the strategic plan include: the role of Families (preamble); Legal Capacity (Article 12); Living and Being Included in the Community (Article 19) and Inclusive Education (Article 24).

These priorities were identified by Inclusion International members during the negotiation of CRPD and II representatives worked to ensure that the voices of self-advocates and families were included and recognized in these articles of the Convention and throughout the Convention. Having these positions embedded in the Convention provides us with a tool to advance our objectives but having established these commitments by governments who have ratified the Convention the challenge remains in their implementation. Making inclusive education a reality; developing models of supported decision-making; building supports to families and developing good practices for inclusion in the community all require knowledge and strategies at a local and national level. The members of Inclusion International are national family based organizations that work with governments and in the community on very practical strategies to support people and influence change. Inclusion International's in advancing the shared objectives of our members is: 1) support our members

to implement and monitor the Convention and 2) ensure that the perspectives of our members are heard at the international level. Our workplan for 2010-2013 has been designed to support our members in their work and to ensure that their perspectives and voices are heard.

1) Support to Members: Linking Global Knowledge to Local Change

Inclusion International supports its member organizations at the national level to work with their governments to promote inclusion and to develop models of good practice in supports to families; supported decision making; employment; housing; inclusive education; etc.

Regional Forums

This year II hosted three (of five) regional forums which were designed to provide members with an opportunity to learn about how to use the CRPD to advance their objectives at a national level; to share experience and learning about implementation and to develop shared strategies for advancing inclusion. Each of the forums provided an opportunity for member organizations in the region to understand and use the Convention to advance their own objectives in promoting inclusion at the country level, to identify common challenges across countries of the region and to develop opportunities to work together to influence regional decision making processes and structures. Collectively, the forums (which were held between 2010 and 2012) reached over 720 families, self-advocates and partners from more than 89 countries.

Pilot Initiatives

In addition, a series of pilot initiatives have been developed to enable Inclusion International to work directly with national member organizations either to: support and strengthen the capacity of national organization; or on specific initiatives which advance one or more of II's priorities. (see the map on Page 6 for examples of these pilot initiatives.)

2) A Global Voice: Linking Local Knowledge to Global Change

The strength and legitimacy of Inclusion International in our efforts to influence international agendas (like the CRPD) comes from the knowledge and experience of our members. By learning from and sharing the experiences of our members II has become an international resource and network which can influence policy decisions and actions in the UN system and through other international mechanisms. Over the past year II has built knowledge



networks to support our work (Convention Action Teams); Developed a Global Campaign on Article 19 and developed a global advocacy and engagement strategy.

Convention Action Teams

Inclusion International established 4 Convention Action Teams (CATs) which are composed of volunteers who have expertise in each of the priority areas of our strategic plan. Through the CATs, II is able to provide direct support and technical expertise to members and partners. A CAT website (www.iicats.org) has been developed where members can post and share information and resources, experiences or seek assistance and/or expertise about any of our CRPD priority areas.

In the past year the CATs have provided expertise and support to:

- Pilot initiatives in Israel, Kenya, Colombia, Mauritius, and China;
- Specific (technical) assistance in review of legislation and expert presentations on thematic issues;
- Expert input to II on thematic issues;
- Development and hosting of study tours;
- The development of tools and resources (i.e., discussion papers, expert papers on particular themes, Global Reports).

The work of the CATs provides both direct support to our members but also enables Inclusion International to develop and articulate knowledgeable positions that reflect the work of our members at the global level.

Article 19 Campaign

As with Inclusion International's previous two campaigns on poverty and inclusive education (available on our website), the *Global Campaign on Living and Being Included in the Community* has been a campaign to seek the perspectives of people with intellectual disabilities and their families in describing what being included in the community means to them and what the current challenges are to achieving inclusion. The website <http://www.ii-livinginthecommunity.org> was developed to share information about the Campaign and as a tool to collect information for the Report. With contributions from over 90 countries, the Global Report will be released at Inclusion International's Global Forum and General Assembly in Washington, DC (October, 2012).

The report will be a tool for the articulation of the voices of self-advocates and families all over the world and for advocacy within the UN and other international systems as well as for members to use in advancing their work to close institutions; develop supports in the community and promote the rights of people with intellectual disabilities to make decisions for themselves.

Global Advocacy and Engagement Strategy

There are a range of human rights mechanisms, development agencies and political bodies at the international level that have an impact on the policies of governments and therefore on the lives of people with intellectual disabilities. Inclusion International has developed detailed strategies for engagement with these agencies in order to strategically advance our priorities.

In addition to direct collaboration and engagement with UNICEF, The World Health Organization (WHO), UN Department of Economic and Social Affairs (DESA), UNESCO and others, II works in collaboration with other international disability organizations through the International Disability Alliance (IDA) to monitor and promote the implementation of the UN CRPD. With the IDA, II has contributed to various submission to the Committee of Experts (The CRPD Treaty Body), participated in training sessions for cross disability groups at the country level and contributed to the development of implementation guidelines for the CRPD.

For Inclusion International to be effective in our efforts we have to ensure that we have a strong and sustainable organization with good communication systems, a strong membership base and an effective governance structure. Since the General Assembly and World Congress in 2010, we have made significant efforts to ensure that we have a strong and stable organizational basis for the continuation of our work. By building up our reserves, developing a strong staff and volunteer team, engaging our members and building strategies for better communications we have positioned Inclusion International to better serve its members and represent the voices of people with intellectual disabilities and their families globally.

Connie Laurin-Bowie
Executive Director

TREASURER'S REPORT AND BRIEF FINANCIALS

SUMMARY FINANCIALS

This report to be read in conjunction with the Audited Trustee Reports and Financial Statements for 2010 and 2011, which is available on our website.

FINANCIAL ACTIVITIES

All figures in Euros

Financial Activities for the years ending 31/12/10 and 31/12/11 (with the figures for 31/12/09 as a comparator) are summarised as follows:

	2011 €	2010 €	2009 €
Income			
Membership fees	164,137	150,250	138,418
Grants	160,805	259,639	134,279
Donations	32,288	39,559	104,445
Legacies	0	0	46,242
Other Income	146	107	55,825
Total Income	357,376	449,555	479,209
Total Expenses	307,241	414,561	450,976
Net Incoming/ (outgoing) resources	50,136	34,994	28,223
Funds at 1 st January	108,778	73,784	45,551
Funds at 31st December	158,914	108,778	73,784

BALANCE SHEET

The financial position at 31st December 2011 and 31st December 2010 (with 2009 as a comparator) is summarised as follows:

	2011 €	2010 €	2009 €
Assets			
Debtors	13,410	20,275	113,357
Cash at Bank	301,442	219,611	120,976
Total	314,852	239,611	234,333
Liabilities and Funds			
Creditors	155,938	130,833	160,549
Un-restricted Funds	108,905	52,056	27,542
Restricted Funds	50,009	56,722	46,242
Total	314,852	239,611	234,222

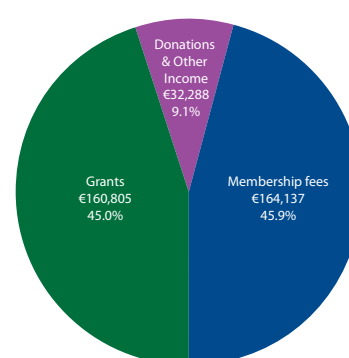
The financial position and sustainability of Inclusion International has improved significantly over the last two years with unrestricted reserves (those we are free to decide how we spend) increasing from Euro 27,542 at 31/09/12 to Euro 108,905 as of 31/12/11.

Grants and donations were received from the following benefactors in 2011 and 2010 without which we could not survive.

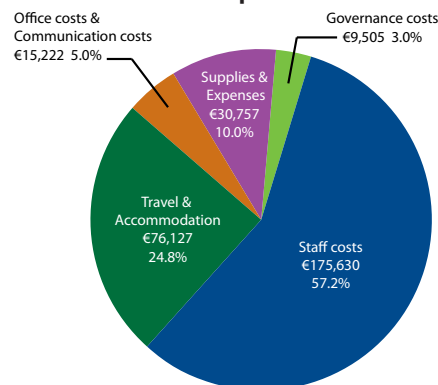
	2011 €	2010 €
Grants		
Anonymous	59,733	116,785
Open Society Foundation	100,802	136,814
Other	270	6,040
Total	160,805	259,639
Donations		
NFU	23,401	13,433
IAF		11,696
Other	8,887	14,430
Total	32,288	39,559

A breakdown in Income and Expenses for 2011 is represented in the graphs below.

Income



Expenses



Looking forward we have secured increased Grant Funding for the next three years. This will allow us to continue our work programme over the next three years.

Tim Gadd
Treasurer

WE THANK OUR SPONSORS AND DONORS

We thank our sponsors and donors:

- Anonymous Foundation
- Open Society Foundation
- IHC New Zealand
- Norsk Forbund for Utviklingshemmede (NFU)
- Shaffala Centre
- Fundacion Saldarriaga Concha
- Inter-American Foundation

We thank all of our partners for their collaboration and support:

- Handicap International
- International Disability Alliance (IDA)
- Mental Disability Advocacy Centre (MDAC)
- UNICEF
- UN Department of Economic and Social Affairs
- UN Special Rapporteur on Disability
- World Health Organization

Key Achievements

As a direct result of the work of II volunteers, staff and members we have made significant progress in advancing the global objectives of people with intellectual disabilities and their families:

- Through the regional forums we have helped build understanding and awareness about the CRPD and its potential to be used as a tool locally, nationally and regionally, improved collaboration and networking within the region, and strengthened the capacity of self-advocacy leadership to promote the CRPD.
- The pilot initiatives have enabled us to support our members in the process of change and for II to benefit from the learning. For example, in Colombia we are supporting the development of alternatives to institutional care for children, in Israel we have supported our member to transform some of their approach to supporting people to live in the community, in China we are helping a parents group to organize and develop their own capacity to act as advocates for their family members with a disability.
- The Article 19 Campaign collected contributions from over 95 countries to the *Global Report on Living and Being Included in the Community*. The report will be a tool for advocacy nationally and internationally.
- Our membership review has provided an opportunity to hear directly from over 50 national members and will contribute to a review of the way that we operate and the way that we provide support to our members in the future.
- As a result of our various engagement efforts with the United Nations system, we have:
 - Ensured that the 2014 **20th anniversary of the International Year of the Family** will include the perspective of families supporting a family member with disabilities.
 - **UNICEF's State of the World's Children report** will include the perspective of children with intellectual disabilities and their families.
 - Supported self-advocates and family members to participate in the Conference of States Parties and the CRPD Committee meetings, raising awareness of governments and the UN system of their issues.
 - Supported national organizations to contribute to CRPD parallel reports (VALID in Australia, PARIVAAR in India).
 - Supported member organizations to review country reports submitted to CRPD Committee and other international/regional agencies (African Day of the Child, CACL-II submission to the CRC committee).
 - Established a relationship and knowledge exchange with OHCHR disability team.
 - CRPD Committee members presented at II regional forums and regional strategy meetings.
 - Contributed to Human Rights Watch International's report on political participation.
 - IDA reports to UN agencies and committees (CRC; OHCHR; WHO; CRPD) are inclusive of the voice and perspective of people with intellectual disabilities and families.
 - Participated in capacity building training with IDA to ensure the voice and perspective of people with intellectual disabilities and families is represented.

Inclusion International

PROFILE AND ANNUAL REPORT FOR YEARS ENDED 31 DECEMBER 2010 AND 31 DECEMBER 2011



Registered number: 05072000
Charity number: 1106715

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

INCLUSION INTERNATIONAL
(A company limited by guarantee)

CONTENTS

	Page
Reference and administrative details of the charity, its trustees and advisers	1
Trustees' report	2 - 6
Independent auditors' report	7 - 8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11 - 17

INCLUSION INTERNATIONAL
(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2012**

Trustees

Mr K Lachwitz
Ms D Richler (resigned 28 October 2012)
Mr T J Gadd
Mr R Jones
Ms F Farah (appointed 28 October 2012)

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
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2012

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 2012. 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. 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:

Ms Diane Richler, Past President (resigned 28 October 2012)
Mr Klaus Lachwitz, President
Mr Ralph Jones, Secretary General
Mr Tim Gadd, Treasurer
Ms Fadia Farah (appointed 28 October 2012)

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

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

coming year, which they charge the trustees with implementation.

Inclusion International works collaboratively with member organisations and with and through 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 programme. Financial pressures on member organisations continue to lead to a reduction in the fees and donations they have been prepared to make. The current global recession is of particular concern to Inclusion International and the impact this will have on the ability of member organisations to pay their membership fees.

To lessen this risk, an active programme of securing project funding has been successfully undertaken but as most projects are short term this leads to a need to ensure a constant flow of new projects. Inclusion International only enters into commitments that are within the known availability of funds for completion.

OBJECTIVES AND ACTIVITIES

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. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

b. Review of activities

In 2010 Inclusion International General Assembly adopted a Strategic Plan for the period 2010 to 2015. We are in the process of implementing this strategy.

This plan has four strategic priorities

- Promoting the UN Convention on the rights of Persons with a Disability
- Improving Knowledge and Representative Voice
- Building Capacity by ensuring sustainable revenue
- Strengthening and developing the membership base

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

To support this, the Council meeting on 1st December 2011 met to review progress and agree an outline work programme of work for the next 3 years.

In 2012, several major initiatives were completed; a new effort to strengthen and renew our membership base was initiated; and the on-going activities of supporting our members and regions and engaging with UN agencies continued.

Global Campaign On the Right to Live and be Included in the Community culminated in the release of *Inclusive Communities = Stronger Communities*, A Global Report on Article 19: The Right to Live and be Included in the Community in October 2012. The report reflects 2 years of consultations and participation with self-advocates and families from over 90 countries. It confirms that most adults with intellectual disabilities live at home and do not have the supports they need to live and be included in their communities. It reveals that families are the major source of support. The report highlights that transforming communities to be inclusive and ensuring that people with disabilities are included in mainstream programmes are essential for securing the rights of people with intellectual disabilities.

General Assembly, National Convention and International Forum-Achieving Inclusion Across the Globe, in Washington DC. The forum brought together over 900 families, self-advocates, professional and partners from over 35 countries around the world to discuss inclusion and key issues facing people with intellectual disabilities and their families.

Membership Review In order to better understand the needs of members and to grow and strengthen the membership base, a first phase of a membership review was conducted in which 42 member organizations were interviewed. Based on the finding of the review which were presented to the General Assembly in October 2013, a membership outreach initiative is planned for 2013 which will include consideration of constitutional and membership structure reforms.

UN Engagement Strategy Ensure that the voice of families and people with intellectual disabilities is at the global table including agencies such as UNICEF, UNESCO, WHO and that it is being included in cross-disability efforts. Participation and engagement through processes such as the Conference of States Parties, The CRPD Committee of Experts, UNICEFs State of The World's Children and The International Disability Alliance.

Regional Forums, Pilot Initiatives and Support to Members In 2012, II hosted 3 strategic regional meetings – Mexico City, Mexico, February 2012; Nairobi, Kenya, March 2012; Brussels, Belgium, May 2012. Direct technical support to member organizations through II's Convention Action Teams included initiatives in Colombia, China, Israel and India.

In the exercise of our powers to that end we have paid due regard to the published guidance from the Charity Commission on the operation of the Public Benefit requirement under the Charities Act 2011.

FINANCIAL REVIEW

a. Financial review and reserves policy

Total incoming resources for the year were €746,996 (2011: €357,376), with resources expended of €726,415 (2011: €307,240). This resulted in net incoming resources of €20,581 (2011:€50,136).

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

The trustees currently consider that an appropriate level of reserves in respect of unrestricted funds is €100,000. This is sufficient to meet the charity's normal funding requirements for at least six months. At the

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

year end, unrestricted funds stood at €109,245 (2011: €108,905) which is in line with policy.

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

PLANS FOR THE FUTURE

a. Future developments

The following are the priorities for 2013:

- 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 organizations and other human rights and development NGOs
- Broaden funding base by securing additional projects
- Plan for the World Congress in Kenya 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;
- 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.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2012

PROVISION 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 ^{21 March 2013} and signed on their behalf by:
A



Mr T J Gadd
Treasurer

INCLUSION INTERNATIONAL
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INCLUSION INTERNATIONAL

We have audited the financial statements of Inclusion International for the year ended 31 December 2012 set out on pages 9 to 17. 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. 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 2012 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.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

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 take advantage of the small companies' exemption in preparing the trustees' report.

R. B. Webster

Roger Webster (senior statutory auditor)

for and on behalf of

Peters Elworthy & Moore

Chartered Accountants
Statutory Auditors

Sallsbury House
Station Road
Cambridge
CB1 2LA
10 April 2013

INCLUSION INTERNATIONAL
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2012

	Note	Designated funds 2012 €	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
INCOMING RESOURCES						
Incoming resources from generated funds:						
Donations	2	-	-	1,497	1,497	-
Membership income	2	-	-	157,455	157,455	164,137
Grants	2	-	11,484	-	11,484	32,288
Investment income - bank interest		-	-	273	273	146
Incoming resources from charitable activities	3	-	576,287	-	576,287	160,805
TOTAL INCOMING RESOURCES		-	587,771	159,225	746,996	357,376
RESOURCES EXPENDED						
Charitable activities	4	-	592,530	126,229	718,759	297,735
Governance costs	5	-	-	7,656	7,656	9,505
TOTAL RESOURCES EXPENDED		-	592,530	133,885	726,415	307,240
NET INCOMING RESOURCES / (RESOURCES EXPENDED) BEFORE TRANSFERS						
		-	(4,759)	25,340	20,581	50,136
Transfers between funds	10	25,000	-	(25,000)	-	-
NET MOVEMENT IN FUNDS FOR THE YEAR		25,000	(4,759)	340	20,581	50,136
Total funds at 1 January 2012		-	50,009	108,905	158,914	108,778
TOTAL FUNDS AT 31 DECEMBER 2012		25,000	45,250	109,245	179,495	158,914

The notes on pages 11 to 17 form part of these financial statements.

INCLUSION INTERNATIONAL
(A company limited by guarantee)
REGISTERED NUMBER: 05072000

BALANCE SHEET
AS AT 31 DECEMBER 2012

	Note	€	2012 €	€	2011 €
CURRENT ASSETS					
Debtors	8	112,060		13,410	
Cash at bank		262,547		301,442	
		<u>374,607</u>		<u>314,852</u>	
CREDITORS: amounts falling due within one year	9	<u>(195,112)</u>		<u>(155,938)</u>	
NET CURRENT ASSETS			<u>179,495</u>		<u>158,914</u>
NET ASSETS			<u>179,495</u>		<u>158,914</u>
CHARITY FUNDS					
Designated funds	10		25,000		-
Restricted funds	10		45,250		50,009
Unrestricted funds	10		109,245		108,905
TOTAL FUNDS			<u>179,495</u>		<u>158,914</u>

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime 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 behalf, by:

21st MARCH 13 and signed on their



Mr T J Gadd
Treasurer

The notes on pages 11 to 17 form part of these financial statements.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, 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 financial statements are prepared in euro as the charity works worldwide and euro is the operational currency of many of the countries in which it undertakes its activities.

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

Unrestricted funds - These are funds which can be used in accordance with the charity's objectives at the discretion of the trustees.

Restricted funds - These are funds that can only be used for particular purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular purposes. Details of each fund are included in note 10.

1.4 Incoming resources

All incoming resources are included in the statement of financial activities when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grant and donation income is accounted for as restricted income unless the donor does not place any restriction on the use of the funds.

Donation income is accounted for on receipt by the charity.

Grant income is accounted for on an accruals basis.

Membership income is accounted for upon receipt.

1.5 Resources expended

Resources expended are accounted for on an accruals basis.

Resources expended on charitable activities represent the resources applied by the charity to meet its charitable objectives.

Governance costs include legal and professional fees relating to the statutory management of the charity.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

2. VOLUNTARY INCOME

	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Donations	-	1,497	1,497	-
Membership income	-	157,455	157,455	164,137
Grants	11,484	-	11,484	32,288
	<u>11,484</u>	<u>158,952</u>	<u>170,436</u>	<u>196,425</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Grants for projects	<u>576,287</u>	<u>-</u>	<u>576,287</u>	<u>160,805</u>

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	2012 €	2011 €
Consultancy	87,582	38,895
Insurance	778	600
Supplies and expenses	85,969	25,590
Publications and printing	19,422	4,565
Rent	9,446	8,472
Telephone and internet	5,141	6,713
Translation and website	13,956	38
Travel and accommodation	305,864	76,127
Wages and salaries	175,357	125,286
National insurance	10,844	7,315
Pension cost	4,400	4,134
	<u>718,759</u>	<u>297,735</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

5. GOVERNANCE COSTS

	Total funds 2012 €	Total funds 2011 €
Audit fees	6,160	5,873
Accountancy fees	1,496	1,947
Legal fees	-	1,685
	<u>7,656</u>	<u>9,505</u>

6. NET INCOME

This is stated after charging:

	2012 €	2011 €
Auditors' remuneration	6,160	5,873
Pension costs	4,400	4,134
	<u>4,400</u>	<u>4,134</u>

During the year there was an average of 3 (2011: 2) full time equivalent employees.

During the year, four (2011: three) trustees were reimbursed expenses of €11,136 (2011: €5,560) relating to travel expenses. No remuneration was paid to any of the trustees during the period in accordance with the Articles of Association.

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

7. STAFF COSTS

Staff costs were as follows:

	2012 €	2011 €
Wages and salaries	175,357	125,286
Social security costs	10,844	7,315
Pension costs	4,400	4,134
	<u>190,601</u>	<u>136,735</u>

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

	2012 No.	2011 No.
Employees	<u>3</u>	<u>2</u>

Higher paid employees

During the year, one employee (2011: one) employee was paid in the band €90,001 - €100,000 (2011: €80,001 - €90,000).

8. DEBTORS

	2012 €	2011 €
Accrued income	108,913	13,410
Prepayments	3,147	-
	<u>112,060</u>	<u>13,410</u>

9. CREDITORS:

Amounts falling due within one year

	2012 €	2011 €
Deferred income	125,577	128,592
Other creditors	-	324
Accruals	69,535	27,022
	<u>195,112</u>	<u>155,938</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

9. CREDITORS:
Amounts falling due within one year (continued)

	€
Deferred income	128,592
Deferred income at 1 January 2012	125,577
Resources deferred during the year	(128,592)
Amounts released from previous years	<u> </u>
Deferred income at 31 December 2012	<u><u>125,577</u></u>

10. STATEMENT OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
Unrestricted funds					
Unrestricted funds	108,905	159,225	(133,885)	(25,000)	109,245
Designated funds					
Equipment	-	-	-	5,000	5,000
World Congress	-	-	-	20,000	20,000
	<u> </u>	<u> </u>	<u> </u>	<u>25,000</u>	<u>25,000</u>
Restricted funds					
Foundation Open Society Institute	1,626	308,336	(308,043)	-	1,919
Capacity Building Fund	16,412	131,298	(141,547)	-	6,163
IHC New Zealand	21,980	11,484	-	-	33,464
NFU	9,991	76,561	(85,245)	-	1,307
Saldarriaga Concha Foundation	-	19,422	(19,075)	-	347
IAF	-	11,495	(11,495)	-	-
Foundation Open Society Institute - Beijing	-	29,175	(27,125)	-	2,050
	<u>50,009</u>	<u>587,771</u>	<u>(592,530)</u>	<u> </u>	<u>45,250</u>
	<u><u>158,914</u></u>	<u><u>746,996</u></u>	<u><u>(726,415)</u></u>	<u><u> </u></u>	<u><u>179,495</u></u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

10. STATEMENT OF FUNDS (continued)

The purposes of the designated funds are as follows:

Equipment

To set aside funds for future equipment purchases.

World Congress

To set aside funds for the next World Congress.

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 organizations 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 organizations 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)

A fund to support the development of the work of Inclusion International in Africa (including support for Inclusion Africa).

Saldarriaga Concha Foundation

A fund to support research of Inclusion International carried out in Colombia.

Inter American Foundation (IAF)

A fund to allow delegates to attend an Inclusion International event in Washington in 2012.

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*.

SUMMARY OF FUNDS

	Brought forward €	Incoming resources €	Resources expended €	Transfers in/out €	Carried forward €
General funds	108,905	159,225	(133,885)	(25,000)	109,245
Designated funds	-	-	-	25,000	25,000
Restricted funds	50,009	587,771	(592,530)	-	45,250
	<u>158,914</u>	<u>746,996</u>	<u>(726,415)</u>	<u>-</u>	<u>179,495</u>

INCLUSION INTERNATIONAL
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2012

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Designated funds 2012 €	Restricted funds 2012 €	Unrestricted funds 2012 €	Total funds 2012 €	Total funds 2011 €
Current assets	25,000	45,250	304,357	374,607	314,852
Creditors due within one year	-	-	(195,112)	(195,112)	(155,938)
	<u>25,000</u>	<u>45,250</u>	<u>109,245</u>	<u>179,495</u>	<u>158,914</u>

12. PENSION COMMITMENTS

The company has an employee who participates in a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to €4,400 (2011: €4,134). At the year end, €nil (2011: €324) was outstanding, included in other creditors.

13. RELATED PARTY TRANSACTIONS

Mr R Jones is a trustee of the charity and is chief executive officer and board member of a national member organization of Inclusion International which pays membership fees to the charity. Mr K Lachwitz is a trustee of the charity and was managing director of a national member organization which pays membership fees to the charity. He retired from the post of managing director of this organization part-way through the previous year. Ms F Farah is a trustee of the charity and is president of a national member organization 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 organization 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 €11,484 (2011: €8,887) to the charity which is included in restricted funds (see note 10).