



NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

Annual Report 2011

*Cover Page, entitled “Under the Sea”
was designed by Jennifer Howell.*

*Jennifer is from the Curragh, lives with
her family, and has a great interest in
arts and crafts.*

*Over the Easter holidays she exhibited one of her
paintings in Russborough House, and has paintings
for sale in a local shop in the town.*

*Jennifer is always trying
something new, at present she
is working on a wool mat
for her bedroom. In her spare
time she makes cards for
all occasions. Jennifer is
always on the look out for
new ideas, she is Art
and Hobbies’ best
customer!*



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1. Chairperson's Statement

As Chairperson of the National Federation of Voluntary Bodies Providing Services to People with Intellectual Disabilities, I am delighted to present the Annual Report for 2011.

Firstly, I would like to acknowledge the excellent work of the outgoing Chair, John O'Dea and the Board. In particular, I commend them on their foresight in putting in place the new Memorandum, Articles and Structures for the National Federation of Voluntary Bodies.

In these turbulent times, the new Board at the outset decided to develop a Strategic Plan which will guide the essential work of the Federation in the coming years. In developing the Strategy, the Board consulted with the five Area Federation Committees and were encouraged at the consistent message with regard to priorities from across the country.

I would also like to thank all of the members for their active participation in the Pre-Budget Campaign during the last quarter of 2011. Despite our best efforts, Government decided once again, to cut the funding for services in 2012 which will put severe pressure on services across the country as it comes on top of successive cuts in recent years. There has probably never been a more important time for this National Federation to work together, in order to safeguard essential services and supports to individuals with intellectual disability and their families in Ireland.

I hope you enjoy reading the report and you will see that 2011 was a particularly busy year and I want to express my sincere thanks to the Secretariat for their outstanding work.



A handwritten signature in blue ink, which appears to read 'Christy Lynch'. The signature is fluid and cursive, written in a professional style.

**Christy Lynch,
Chairperson.**

2. Chief Executive's Introduction

I am delighted to present the Annual Report of the activities of the Secretariat of the National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability during 2011.

The past few years have been extremely challenging for service providers with increased demand for services against a backdrop of reducing resources, both financial and human. 2011 was no different and although in relative terms, some degree of protection for disability services was achieved following an extensive pre-budget campaign by the National Federation, the scale of the challenge presenting to member organisations remained monumental. Indeed, huge credit must go to voluntary organisations, who in despite of these difficult circumstances managed to maintain frontline services as well as responding to all emergency residential needs and also the needs of school leavers requiring day supports.

At the national level the National Federation represented its members in all key national fora, including the HSE's National Consultative Forum. During 2011, I was honoured to be re-appointed by Minister Kathleen Lynch, T.D., to represent the National Federation on the reconstituted National Disability Strategy Implementation Group.

During the year, we strengthened our engagement with the HSE by working collaboratively with it on a wide range of issues relevant to our sector, including the nomination of representatives to the Regional Fora and in the implementation of key policy initiatives.

My team is, as always, committed to working under the guidance of our Board of Directors in providing our membership with the necessary leadership and support in managing the very substantial change agenda. This Annual Report outlines in detail an impressive array of activities which were carried out in furtherance of this objective during the course of 2011.

As always, I am indebted to the many staff members employed by member organisations, volunteers and the people with intellectual disabilities who we support and their families for their contribution to, or support for our work, whether that be by participation on our Sub Committees or Task Groups, or attendance at our Conferences or Shared Innovative Learning events. Thank you also to the Management and Boards of our member organisations for facilitating and supporting their participation.

I would like to pay special tribute to our Chairperson, Christy Lynch, for his unstinting work on behalf of the National Federation and to each member of the Board for their leadership, ongoing support and wise counsel.

Finally, I would like to sincerely thank each member of the Secretariat Team who, in spite of the myriad demands made of them, consistently delivers to the highest levels of professionalism and quality.



**Brian O'Donnell,
Chief Executive.**

Key Result Areas for 2011:

1. To manage the efficient and effective operation of the National Federation of Voluntary Bodies Secretariat and Company.
2. To work constructively with the Health Services Executive and other key stakeholders in addressing issues of mutual concern in meeting the support needs of people with intellectual disability.
3. To provide a leadership, supportive and representative role in translating the National Federation of Voluntary Bodies' vision into positive outcomes for the people with intellectual disability who our member organisations support.
4. To support and include persons with intellectual disability and families in the decision making processes that affect their lives.
5. To contribute to all national, and where relevant, international policy initiatives relating to Disability Services.
6. To support effective implementation of the National Disability Strategy.
7. To promote efficiency and effectiveness through best use of resources to ensure quality services and value for money.
8. To advocate for legislative reform to address identified deficits in current legislation impacting on persons with disability.
9. To clearly articulate the societal benefits and added value of a vibrant, not for profit, voluntary intellectual disability sector.
10. To ensure member organisations are kept fully informed about all relevant issues in a rapidly changing environment.

Key Result Area 1: Efficient and Effective Operation of the National Federation of Voluntary Bodies Secretariat and Company

As an incorporated company limited by guarantee it is important that the National Federation is operated in accordance with best corporate governance practice. It falls to the National Federation Secretariat to meet these obligations and also to ensure that its own affairs are managed efficiently and transparently.

- During 2011, five new Area Federation Committees were established and Chairpersons elected respectively as follows:

Area Federation Committee:

- Western
- Southern
- South Eastern
- Dublin Mid Leinster
- Dublin North East

Chairperson:

- Bernard O'Regan, Western Care Association
- Joe Mc Donnell, Cork Association for Autism
- Vincent O'Flynn, Carriglea Cairde Services
- Brendan Broderick, Muiriosa Foundation
- Pat Reen, Prosper Fingal

- Each Area Federation Committee elected two people to represent their area on the Federation's Board of Directors and this elected Board of ten subsequently co-opted four additional people to the Board. See composition of our Board in Appendix 1.
- During 2011 the new Board met on eight occasions. There were four General Assembly meetings including our Annual General Meeting in September 2011.
- Our Board approved a new Strategic Plan for the National Federation covering the period 2011 – 2014 and arranged for a comprehensive review and renewal of our existing Sub Committee structure.
- Financial accounts in respect of 2010 were audited in early 2011. The Secretariat also arranged for the preparation of quarterly financial statements for consideration by our Finance Sub Committee during the course of 2011.
- The Secretariat oversaw administration of the National Federation's pension scheme ensuring timely submission of all members' contributions to the fund managers as well as ongoing liaison with New Ireland Assurance and Cornmarket. All members' queries in relation to the scheme were dealt with in a timely fashion and one major workshop for our pension scheme administrators was arranged in April 2011.
- The Secretariat complied with the requirements of the Freedom of Information Act by:
 - Collecting quarterly FOI statistics from relevant member organisations;
 - Collating the end of year statistics for inclusion in the Annual Report of the Information Commissioner and forwarding the template to the Department of Finance.

Key Result Area 2: To Work Constructively with the Health Services Executive and other Key Stakeholders in Addressing Issues of Mutual Concern in Meeting the Support Needs of People with Intellectual Disability

- The National Federation worked closely with the HSE's Business Unit in the review of the Service Level Agreements (SLAs) and agreed a final version of the SLAs template.
- The National Federation co-operated with the HSE in the establishment of the National and Regional Disability Consultative Fora and nominated National Federation representatives on to same.
- During the course of 2011 the National Federation Secretariat provided ongoing administrative support to the HSE's team who have responsibility for New Directions – the report on Adult Day Services for People with Disabilities.
- Key data in relation to the demographic needs of people with intellectual disabilities in the areas of residential, day and respite services was collated and provided to HSE in the context of the demographic funding in 2011.
- At a National level the National Federation co-operated fully with the HSE in the ongoing work of the National Reference Group on Multidisciplinary Disability Services for Children aged 5-18 (2009). Maria Walls, Director of Research & Policy Development, represented the National Federation on the Reference Group which was renamed as Progressing Disability Services for Children and Young People National Co-ordinating Group. The National Federation established a Reference Group which provided a conduit for information sharing and consultation between National Federation member organisations and our representative on the National Co-ordinating Group. The inaugural meeting of this group took place on 8th March, 2011 and a further four meetings took place in 2011. A number of working groups of the Progressing Disability Services for Children and Young People were established to address the areas of Structures, Mapping & Communications. Connie O'Regan, Western Care Association, represents the National Federation on the Training Sub Committee and Ruth Connolly, Muiriosa Foundation, represents the National Federation on the Caseload Working Group. Maria Walls represents the National Federation on Structures, Access to Services, Protocol and Implementation, and shares representation on the Standards and Performance Reporting group with Anna Shakespeare, St. John of God Community Services.

- The National Federation nominated Andy Heffernan, Chief Executive, St. John of God Community Services, to the National Implementation Group of the report on Congregated Settings. Pat Reen, Chief Executive, Prosper Fingal, represents the National Federation on the National Implementation Group on New Directions. Brendan Broderick, Chief Executive, Muiriosa Foundation and Christy Lynch, Chief Executive, KARE, continue to participate on the National Working Group on the Value for Money and Policy Review in their personal capacities.
- The National Federation members responded to requests for data in relation to the National Audit of Client Protection. David Kenefick had been previously nominated to the Audit of Client Protection Steering Committee. Maria Walls was nominated to participate to replace Edel Tierney and John McEvoy was nominated in an advisory capacity in the analysis of data.



Mr. Francis Coughlan, CEO, SOS Kilkenny, and Ms. Anne Melly, Disability Specialist - Dublin North East, HSE, chairing a session at the Challenging Times Conference held by the National Federation in June 2011

Key Result Area 3: To Provide a Leadership, Supportive and Representative Role in Translating the National Federation of Voluntary Bodies' Vision into Positive Outcomes for the People with Intellectual Disability who our Member Organisations Support

- In 2011, the National Federation completed its strategic review and published its strategic plan titled "*Meeting the Challenge in Changing Times*" to cover the period 2011-2014. The Strategic Plan comprises five key strategic priorities which were agreed by the Board following a comprehensive consultation with the National Federation membership. See copy of Strategic Plan in Appendix 3.
- Member organisations were kept fully updated on the new Government responsibilities to people with disabilities through regular information bulletins, Area Federation meetings, General Assemblies and through our website.
- The National Federation advocated for publication of the Governments Disability Policy Review, arranged for a detailed presentation on its contents to our membership by Bairbre Nic Aongusa, Director, Office for Disability & Mental Health, and following its publication made a detailed submission.

On Human Resource Issues:

- We supported member organisations to negotiate a signed Public Service Agreement in accordance with the Public Service Agreement 2010 – 2014 (Croke Park) and arranged a presentation on the agreement as it applies to our sector by Mr. Pat Harvey, Chairperson of the Health Sector Implementation Committee.
- We promoted staff development through specific training and development initiatives aimed at enhancing service delivery and quality (e.g. through the delivery of the Front Line Managers Programme; SKILL Programme; customised training programmes, etc).
- Member organisations were briefed on human resource / industrial relations issues through regular meetings of the Human Resources Sub Committee, meetings with Corporate Employee Relations Services, HSE and the HSE HR Directorate.

On Innovation:

- During 2011 our Centre for Innovation & Learning arranged two International Conferences, three Shared Innovative Learning events on innovative practice in the sector and organised two seminars as follows:

International Conferences

- *Challenging Times: Ensuring Values Support Ordinary Lives - Exploring Family and Person Centred Approaches* - The National Federation of Voluntary Bodies hosted an event on 23rd June 2011 which explored the progressive values driving children and adult disability support services with keynote speakers Carl Dunst, John O'Brien and Gerard Quinn. The conference aimed to provide an opportunity to hear from inspiring international speakers on the importance of values shaping disability support services and to debate their relevance for children and adults in Ireland today. The conference opened with a joint plenary session, then divided into separate child & family and adult streams and closed with a joint plenary session which captured the common themes and linkages.
- *"More Choice, More Control" - Supporting Citizenship through Individualised Supports* – 3rd November 2011. The National Federation of Voluntary Bodies and the Centre for Disability Law and Policy (NUIG) jointly hosted a conference on individualised funding which had the specific aim of creating space for useful discussion and exploration with key international speakers on how to make the change to individualised supports a reality. The keynote speakers were Brian



Salisbury, Director of Strategic Planning, Community Living British Columbia, Canada, Martin Routledge, Head of Operations of In Control, UK, and Pat Fratangelo, Onondaga Community Living, Syracuse, USA.

Pat Fratangelo, Syracuse, NY giving a presentation at Conference

Sharing Innovative Learning

- *Family Leadership & Partnership - Supporting and Empowering Families* took place on January 19th 2011 which examined the issue of family leadership and partnership. Bruce Uditsky, parent and Chief Executive of the Alberta Association for Community Living (AACL) and also E. Anne Hughson, Director/Associate Professor, Community Rehabilitation & Disability Studies, University of Calgary were keynote speakers. The Albertan experiences were accompanied by examples from across Ireland of families and services who have embarked on the journey of working together to support people with an intellectual disability lead more inclusive and fulfilling lives.

- *“From the Dinosaur Era to the Digital Age” Using Technology to Support Ordinary Lives* – this Sharing Innovative Learning Seminar was held on 11th May 2011. The aim of this event was to present mainstream technology that supports people with intellectual disability to lead ordinary lives and also to discover the specialist advances of technology that are going to change the way we live in years ahead. The event considered technology from talking books, Facebook, accessibility of ATMs, using mainstream resources in new ways like security systems and iPhone Apps as well as the more high tech living of the future. Some innovations were developed by people and their families, others within the research technology arena.

- In October 2011 the Shared Innovative Learning Seminar focused on the theme of *“Effective Participation in the Decision Making Process”*. The event aimed to promote ways of enabling participation in decision making regarding personal decisions by people who are supported by member organisations of the National Federation of Voluntary Bodies. The day was led by Rob Greig, Chief Executive, NDTI, UK. A highlight of the event was the strong participation of self advocate projects in the presentations.

Seminars

- *Advocacy in Ireland: Changing Times* – this seminar took place on 9th February, 2011 and discussed the new National Advocacy Service which was established in January 2011, fulfilling the legislative promise as set out in the Comhairle Act 2000 and the Citizens Information Act 2007, to provide independent, representative advocacy services for people with disabilities. It is managed by five Citizens Information Services and is supported by the Citizens Information Board. It takes over the work of the 46 pilot advocacy projects and has a particular remit for more vulnerable people with disabilities. The new service follows many of the recommendations of the Round Table Evaluation Report.

➤ *Towards Personalisation in Disability Support: Lessons for Ireland in Reforming the Disability Support Sector* – this seminar was held on 24th March, 2011. The international trend is towards personalised supports for people with disabilities with the aim of supporting real life choices. At the heart of this change is a move away from traditional models of support, based on group services with limited choice, towards giving people more choice and control over the support they require to live independently and participate in their community. Driving this change is a commitment to citizenship and not merely the passive maintenance of people at the edge of society. The presenter was Dr. Andrew Power Researcher, Centre for Disability Law & Policy, National University of Ireland, Galway.

- During 2011 we provided practical advice to our members on the implementation of HIQA standards in residential services for people with intellectual disability and arranged for the participation by twenty-one member organisations in the piloting of the standards by the HSE.
- We also arranged for comprehensive presentations to all members on ‘New Directions’ and on the “Time to Move On from Congregated Settings” report.

Projects

- Next Steps Project - Twenty one member organisations of the National Federation confirmed their participation as full members of the Next Steps Project in 2011. The project aims to build a community of learning through which the vision of implementing individualised supports for people with intellectual disabilities is pursued. The learning from the Next Steps Project is actively shared with all 62 members of the National Federation. In 2011, the group agreed an action plan and a common vision for individualised supports, through an inclusive consultation process based on the Disability Policy Review (2011) and the Vision Statement of the National Federation of Voluntary Bodies (2009). Each of the twenty one organisations developed a case study to progress the development of individual supports for an individual or number of individuals. These case studies will progress through 2012. A community of learning was established including an online discussion forum where participants share information, questions and key materials and resources. The development of training materials and resources on key topics such as inclusive recruitment, a rights-based approach, and managing risks to promote independent living began in 2011 and will continue in 2012. A CEO Forum for Learning and Leadership was established through the Next Steps Project which met twice in 2011. Attendance at this forum was open to all National Federation CEO's, as one of the ways in which sharing of learning from the project is shared across the wider National Federation membership.



Members of the Next Steps Project discussing the project plan at the National Federation of Voluntary Bodies offices in September 2011

- Strategic roll-out of *Best Practice Guidelines for Informing Families of their Child's Disability* - a proposal was developed and submitted to the Department of Health's National Lottery Funding programme and meetings were arranged to discuss the proposal with Dr. Cate Hartigan, Assistant National Director for Disability Services with the HSE and with Ms. Bairbre Nic Aongusa, Assistant Principal with the Department of Health. Support for the proposal was secured from both.
- The Launch of the 'Going to College' Project took place on Monday 17th January, 2011 in NUI Galway. The 'Going to College' Project is a university/community partnership between the UNESCO Child & Family Research Centre, NUI Galway; the Community Knowledge Initiative, NUI Galway and the National Federation of Voluntary Bodies. We continued to support this project where eight people with disabilities gained access to inclusive higher education, in October 2011. Breda Casey is the Project Co-Ordinator for this project and Maria Walls is a member of the Project Advisory Committee.



Left to Right: Dr Edward Herring, Dean of Arts and Prof Nollaig MacCongail, Deputy President and Registrar both from NUIG, and Ms Marie Wolfe and Mr Ger Minogue who are both members of the Going to College Advisory Group.

Research

During 2011 the Research Sub Committee met on three occasions and undertook a broad range of tasks as outlined below.

- A research Seminar with Professor Mark Priestly entitled *“Whose Agenda for Disability Research? Participation, Partnership and Progress”* took place on 15th July 2011. Mark Priestly is Professor of Disability Policy at the Centre for Disability Studies at the University of Leeds, and Scientific Director of the European Commission's Academic Network of European Disability experts (ANED).
- A report entitled: *“Who Decides? Relationships, Friendships and Supports for People with Intellectual Disabilities”* was published in April 2011. The purpose of this report was to review relevant literature, extract key themes from published literature and draw conclusions about what friendships and relationships are like for people with intellectual disabilities and what supports they need and receive. Authors of this report were Orla Kelly and Edel Tierney and it can be downloaded on the National Federation website www.fedvol.ie
- An application was made in partnership with National Institute for Intellectual Disability (NIID) to the Health Research Board (HRB) entitled *“An investigation of the factors contributing to the successful transfer of residents with intellectual disabilities from congregated to community-based living arrangements”*.
- Connie O'Regan gave a presentation on the HSE Audit of the HIQA residential standards entitled: *“HSE Audit of the HIQA Standards”*.
- The National Federation are working in partnership with NUI Galway on a Project entitled *“Making Decisions: An examination of capacity legislation and its relevance for people with intellectual disability, their families and service providers”*. Two law graduates and post graduate students from NUIG are undertaking this work overseen by Dr. Mary Keyes and Dr. Shivaun Quinlivan.
- On 1st March 2011, the Inclusive Research Network (IRN) launched the report of its national study on *“Relationships & Supports Study: People with Intellectual Disability in Ireland”*. The launch was in the format of a day long conference which showcased many other Inclusive Research Projects underway around the country. They presented findings from this study at a conference entitled *“Intellectual Disability and Sexuality - Moving Forward”* on Thursday, 3rd February, 2011.

- An IRN Article was published in the British Journal of Learning Disability entitled "*Relationships of People with Learning Disabilities in Ireland*". Authors of this article were Geraldine Bane, Marie Deely, Brian Donohoe, Martin Dooher, Josephine Flaherty, Edurne Garcia Iriarte, Rob Hopkins, Ann Mahon, Ger Minogue, Pdraig McDonagh, Siobhain O'Doherty, Martin Curry, Stephen Shannon, Edel Tierney and Marie Wolfe.

- The Inclusive Research Network reviewed the direction of the Network through a PATH Programme (Planning Alternative Tomorrows with Hope). Two workshops took place in September 2011, facilitated by John Kubiak from the National Institute of Intellectual Disability,



Members of the IRN Steering Group

which gave members an opportunity to plan the future direction of the network. The IRN also agreed to review the operation of the network by agreeing on the establishment of a Steering Group of co researchers and this process will continue in 2012.

- A successful application was made to the European 'Lifelong Learning' Grundtvig Programme to support a project focusing on gathering and sharing best practice from across Europe in relation to the key transition points in the lives of people with intellectual disabilities, their families and staff supporting them. From 6th – 8th December 2011 the project partners from Austria, Slovenia, Finland, France, and Germany attended a seminar in Dublin organised by the National Federation of Voluntary Bodies, to share information on the first transition point – '*Informing Families of their Child's Disability*'. Following on from this seminar the best practice guidelines for Informing Families of their Child's Disability, developed by the National Federation, will be rolled out in Finland and Germany, with presentations to key organisations in those countries arranged for 2012. The European partnership project will continue in 2012 with seminars looking at transition points such as '*Moving out*'; and '*Moving into older age*'.

Key Result Area 4: To Support and Include Persons with Intellectual Disability and Families in the Decision Making Processes that Affect Their Lives

- In 2011 we worked with the Board to develop a strategy for effective participation of people with intellectual disability in decision making at all levels of the National Federation which will empower people and their families towards equal citizenship through influencing decisions that impact on their life. To this end, we organised a Shared Innovative Learning event on Supported Decision Making on 5th October 2011.
- A Shared Innovative Learning Event was held on 19th January 2011 in Tullamore Court Hotel on the topic of Family Leadership & Partnership, Supporting and Empowering Families.
- The National Federation of Voluntary Bodies prepared a detailed submission on the Response to Consultation on the Report of Disability Policy Review (Expert Reference Group on Disability Policy 2011) to the Department of Health in November 2011. A copy of this submission is available on our website www.fedvol.ie
- During 2011 a draft Guide to Inclusive Recruitment document was developed in conjunction with the HR Sub Committee of the National Federation. This document was then presented by the Next Steps Project to its participants and is currently being piloted through a number of case studies taking place through the project. Feedback will be provided and the document finalised following the completion of these case studies, in consultation with HR Sub Committee.
- A working group has been formed to develop Rights Training Modules for staff, families and people with disabilities. The members of the group are Christina Doody, Martin Dooher, Josephine Flaherty, Connie O'Regan, Maura O'Loughlin, Peggy Ryan, Marie Wolfe and Maria Walls.
- The ongoing work of the Inclusive Research Network is supporting the voice of people with intellectual disabilities on stating their position on key issues of concern to them.
- Self advocates played a significant role in the progress of the Next Steps Project in 2011. Two self advocates, Martin Dooher and Gerard Minogue, became members of the Steering Committee of the Project and attended all participant meetings. Training developed by self advocates was delivered to members of the National Federation's Health & Safety / Employee Wellbeing Working Group, and key input was provided by self advocates into the consultation process leading to the action plan for the Next Steps Project, and into discussions and planning of the participant group on all aspects of the project.

Key Result Area 5: To Contribute to All National, and Where Relevant, International Legislative and Policy Initiatives Relating to Disability Services

- Preparation for consultation with people with intellectual disability on the draft Person Centred Medication Management (PCMM) Report was agreed with Inclusion Ireland. A number of focus groups were held around the country. On the feedback received to date the focus on the right to autonomy and the move to more individualised services and home based supports are areas that need to be further developed. Consultation with family members was explored. On receipt of this feedback necessary amendments will be made to the main PCMM document and summary documents will be prepared.
- Following consultation with our members and approval by our Board, the National Federation made detailed submissions and responses to all new national policy initiatives relevant to our sector for example the Expert Group Report on a Review of Disability Policy, the response to the Monitoring Group on the Implementation of the Vision for Change, the submission to the Oireachtas on the Legal Capacity legislation and will be drafting a submission on the Mental Health Act.
- Through our participation on the Board of EASPD we contributed to the development of the EU Commission's Disability Strategy 2010 – 2020. We played an active role in the promotion and development of Inclusive Education at the European level through our involvement as a partner in the EU Project on Inclusive Education for People with Intellectual Disability – Pathways to Inclusion (P2i).
- During 2011 we continued our work in collaboration with others to encourage the ratification of the UN Convention on the Rights of Persons with Disabilities by Ireland and provided practical support and leadership through our shared innovative learning events and national conferences in aligning service provision to the requirements of the Convention.
- The National Federation developed and executed a comprehensive nationwide pre election strategy to seek cross party support for the protection of disability services and also lobbied the new Government to ensure that the central components of our vision document were included in the Programme for Government.
- We also organised a whole of Federation Pre-Budget Campaign to minimise the impact of the economic crisis on front line services in Budget 2012.

Key Result Area 6: To Support Effective Implementation of the National Disability Strategy (NDS)

- During 2011 the National Federation participated in the Disability Stakeholders Group (DSG) Review and submitted a paper on “What is Required for the DSG to Fulfil its Function”.
- As a member of the Disability Stakeholders Group our Chief Executive participated in two meetings of the National Disability Strategy Implementation Group which comprises the DSG and senior officials of Government Departments and has responsibility for overseeing implementation of the strategy.
- In his capacity as Chair of the DSG Sub Group on Environment and Local Government our Chief Executive co-ordinated input into the Housing Strategy for People with Disabilities.
- During 2011, the National Federation was represented on the DSG’s six Sub Groups which inputted to, and commented on, the sectoral plans prepared by six Government Departments. These Departments are required to prepare sectoral plans under the National Disability Strategy.
- We contributed to the Government’s Disability Recession Plan by calling for a dedicated project management unit to oversee implementation of the plan with the primary objective of (a) ensuring that the impact of the economic crisis on frontline services is minimised and (b) ensuring that the NDS is driven and managed from a whole of Government perspective and that all Government Departments make decisions that are consistent with the advancement of the NDS.
- During 2011 members of the National Federation were kept fully informed of progress of the National Disability Strategy through periodic information bulletins and updates at General Assembly meetings.

Key Result Area 7: To Promote Efficiency and Effectiveness through Best Use of Resources to Ensure Quality Services and Value for Money

- During 2011 our Chairman and Chief Executive attended one meeting of each of our Area Federation Committees to provide briefings on national policy directions and also to promote closer collaboration between members at the regional and national levels.
- We facilitated closer collaboration between member organisations in the provision of services and supports through Sharing Innovative Learning events, working groups and submissions. The Next Steps Project provided a new way for National Federation members to work together in 2011, building a community of learning that is accessed online through the information forum, and through meetings at CEO and frontline levels to share practical questions and examples of how key policies can be implemented on the ground to promote choice, inclusion and individualised responses.
- We developed a proposal to promote and facilitate an increased shared services approach and provided practical support to member organisations progressing initiatives.
- We provided active ongoing support and advice to member organisations pursuing closer collaboration up to and including full amalgamation.
- We carried out research on practice in relation to the tendering and procurement of services in other jurisdictions and made arrangements for presentations to be included in a two day event scheduled to take place in early 2012 which will examine in detail different service costing methodologies.
- To mark UN International Day of Persons with Disabilities, the Real Life Connections group presented President Michael D. Higgins with the Real Life Connections Guide and DVD entitled “*I Can Do This*” in Áras an Uachtaráin on Friday, 2nd December, 2011. The Real Life Connections group involves people with intellectual disabilities and staff from services. In developing this guidance document, the group considered the essential elements to a good life that lead to a sense of belonging for all of us: family; friends and relationships; people you can rely on; valued social roles; education; paid employment; hobbies and interests; respect and dignity; health and wellbeing; a home of your own and a chance to contribute to the world you live in. A copy of this guide is available on our website www.fedvol.com

Key Result Area 8: To Advocate for Legislative Reform to Address Identified Deficits in Current Legislation Impacting on Persons with a Disability

- In February 2011 the National Federation of Voluntary Bodies held a seminar entitled “*Advocacy in Ireland: Changing Times*”, which updated members on the new National Advocacy Service which was formally established in January 2011 under the Citizens Information Board.
- In March 2011 the Law Reform Commission (LRC) invited representatives of the National Federation of Voluntary Bodies to an information sharing session / informal discussion on the Review of the Criminal Sexual Offences Act, 1993. This event formed part of the LRC’s consultation on Sexual Offences and Vulnerable Adults Project under its Third Programme of Law Reform. The LRC published its Consultation Paper on Sexual Offences and Capacity to Consent in September 2011 and the National Federation invited members who attended the March meeting to contribute to a submission on the Consultation Paper (a copy of this submission is available on our website www.fedvol.ie).
- The National Federation of Voluntary Bodies made a submission to the Oireachtas in August 2011 on the Legal Capacity Legislation on decision making. In August 2011 the National Federation of Voluntary Bodies joined a coalition of interested organisations to seek progressive legal capacity legislation that is compliant with the Convention on the Rights of Persons with Disabilities. The coalition engaged with Christine Gordon, Chairperson of NIDUS in British Columbia, Canada and developed a set of agreed principles entitled ‘*Essential Principles: Irish Legal Capacity Law*’ which are available on the Federation’s website.
- An event organised by the coalition of organisations to focus on progressive legal capacity legislation took place on 30th November, 2011 – “*Getting it Right: Capacity Legislation and the Convention on the Rights of People with Disabilities*”. This seminar explored how Irish legislation can reflect the changes Article 12 of the Convention on the Rights of Persons with Disabilities demands from international legal experts and from individuals with personal experience on how Ireland can ensure our law fully protects the rights of people with disabilities. The video of the event is available at: <http://www.amnesty.ie/content/getting-it-right>.

Key Result Area 9: To Clearly Articulate the Societal Benefits and Added Value of a Vibrant, Not-For-Profit, Voluntary Intellectual Disability Sector

- The National Federation of Voluntary Bodies and the Real Life Connections Working Group presented the Real Life Connections Report and DVD entitled “*I Can Do This*” to President Michael D. Higgins in Áras an Uachtaráin in December 2011.
- In 2011 during its discussions with Government, HSE and other key stakeholders, the National Federation highlighted the following:
 - The extent to which voluntary organisations are proactively fostering good community connections, enabling people with intellectual disability to get to know people in their own communities and highlighting the importance of interdependency in all our lives.
 - The role played by voluntary organisations in facilitating the development of social networks to help people with intellectual disability to develop long lasting, freely chosen, relationships.
 - The strategies developed by voluntary organisations to raise awareness of disability issues in communities.



L-R: Brian O'Donnell, President Michael D. Higgins, Richard Collins, Anne Marie McDermott (presenting President Higgins with Real Life Connections Guide), Joe McGrath and Clare Walsh

Key Result Area 10: To Ensure Member Organisations Are Kept Fully Informed About all Relevant Issues in a Rapidly Changing Environment

- The National Federation communicated important information with and between its members through a range of communication tools including regular updates on its website, www.fedvol.ie; through a weekly information bulletin prepared by Brian Donohoe circulated by email and through its quarterly Newsletters. In addition, regular consultation with member organisations, the five Area Federation Committees and Sub Committees, the Board of Directors and the General Assemblies on a wide range of topics contributed to all aspects of the National Federation’s work in 2011.



CEO’s debating the Disability Policy Review at the CEO Forum meeting of the Next Steps Project

Appendix 1

National Federation of Voluntary Bodies'

Board of Directors

- Mr. Christy Lynch, KARE, (Chairperson);
- Mr. Francis Coughlan, SOS Kilkenny;
- Mr. Conor Counihan; St. Joseph's Foundation;
- Mr. Denis Cronin, Daughters of Charity;
- Ms. Patricia Doherty, St. Michael's House;
- Mr. Oliver Donohoe;
- Mr. John Hannigan, Sunbeam House Services;
- Mr. Andy Heffernan, St. John of God Community Services;
- Mr. Trevor Jacob, CWCW Enniscorthy;
- Ms. Collette Kelleher, COPE Foundation;
- Ms. Patricia Lee, Wisdom Services;
- Ms. Winifred O'Hanrahan, Brothers of Charity Services;
- Mr. Bernard O'Regan, Western Care Association;
- Mr. Pat Reen, Prosper Fingal.

Appendix 2

National Federation of Voluntary Bodies'

Member Organisations

- Ability West, Blackrock House, Salthill, Galway
- Ard Aoibhinn Centre, Belvedere Road, Wexford
- Assoc. of Parents & Friends Carrickmacross, Corcrin, Carrickmacross, Co. Monaghan
- Beam Services, Chestnut Court, Royal Oak Road, Bagenalstown, Co. Carlow
- Brothers of Charity Services Clare, Banner House, Clare Road, Ennis, Co. Clare
- Brothers of Charity Services Galway, Woodlands, Renmore, Galway
- Brothers of Charity Services Limerick, Blackberry Park, Ballykeeffe, Dock Road, Limerick
- Brothers of Charity Services Roscommon, Lanesboro Street, Roscommon
- Brothers of Charity Services South East, Belmont Park, Waterford
- Brothers of Charity Southern Services, Lota, Glanmire, Co. Cork
- Cairde Activation Centre, Unit 5, Largy, Clones, Co. Monaghan
- Cairdeas Centre, Tullow, Co. Carlow
- Camphill Communities of Ireland, Ballytobin, Callan, Co. Kilkenny
- Carriglea Cairde Services, Carriglea, Dungarvan, Co. Waterford
- CASA (Caring & Sharing Association), Carmichael Centre, North Brunswick Street, Dublin
- Cheeverstown House, Templeogue, Dublin 6W
- Children's Sunshine Home, Leopardstown Road, Foxrock, Dublin 18
- Clann Mór Ltd., Clann Mór House, Commons Road, Navan, Co. Meath
- CoAction West Cork, Slip, Bantry, County Cork
- COPE Foundation, Bonnington, Montenotte, Cork
- Cork Association for Autism, 18 Cook Street, Cork
- County Wexford Community Workshop, Beelefield, Enniscorthy, Co. Wexford
- County Wexford Community Workshop, Marshmeadows, New Ross, Co. Wexford
- DARA Residential Services, 36 Maynooth Road, Celbridge, Co. Kildare
- Daughters of Charity Service, St. Vincent's Centre, Navan Road, Dublin 7
- Delta Centre, Strawhall, Carlow
- Drumlin House, Cootehill, County Cavan
- Gheel Autism Service, Ballycurraghan, Maynooth, Co. Kildare
- Holy Angels Day Care Centre, Strawhall Industrial Estate, Carlow

- KARE, Newbridge Industrial Estate, Newbridge, County Kildare
- KASMHA, College Gardens, Callan Road, Kilkenny
- Kerry Parents & Friends Association, Old Monastery, Port Road, Killarney, Co. Kerry
- L'Arche Ireland Secretariat, Cluain Aoibhinn, Fairgreen Lane, Callan, Co. Kilkenny
- Malta Services Drogheda, Malta House, Fair Street, Drogheda, Co. Louth
- MIDWAY Services, Beechmount Industrial Estate, Navan, Co. Meath
- Moorehaven Centre, O'Brien Street, Tipperary
- Muiriosa Foundation (formerly known as the Sisters of Charity of Jesus & Mary), Moore Abbey, Monasterevin, Co. Kildare
- North West Parents & Friends Association, Holy Family Day Centre, Ballytivnan, Sligo
- Peacehaven, 1-2 Hillside, Greystones, Co. Wicklow
- Peamount, Newcastle, County Dublin
- Prosper Fingal, Strand Street, Skerries, Co. Dublin
- RehabCare, Roslyn Park, Beach Road, Sandymount, Dublin 4
- SOS Kilkenny Ltd., Seville Lodge, Callan Road, Kilkenny
- St. Aidan's Service, Millands, Gorey, Co. Wexford
- St. Catherine's Association, Newcastle, Co. Wicklow
- St. Christopher's Service, Leamore Park, Battery Road, Longford
- St. Cronan's Association, Grange, Roscrea, Co. Tipperary
- St. Hilda's Services, Grace Park Road, Athlone, Co. Westmeath
- St. John of God Community Services, Provincial Administration, Stillorgan, Co. Dublin
- St. Joseph's Foundation, Baker's Road, Charleville, Co. Cork
- St. Margaret's Centre, Moorehampton Road, Donnybrook, Dublin 4
- St. Michael's House, Ballymun Road, Ballymun, Dublin 9
- St. Patrick's Centre (Kilkenny), Kells Road, Kilkenny
- St. Vincent's Centre, St. Mary's Road, Cork
- Stewarts Care, Palmerstown, Dublin 20
- Sunbeam House Services, Cedar Estate, Killarney Road, Bray, Co. Wicklow
- Walk (formerly Walkinstown Association), 1 Longmile Road, Dublin 12
- Waterford Intellectual Disability Association, 2 Belmont Road, Ferrybank, Waterford
- Western Care Association, Pool Road, Castlebar, Co. Mayo
- Windmill Therapeutic Training Unit, Larkins Lane, South Main Street, Wexford
- Wisdom Services (formerly known as the Sisters of La Sagesse), Cregg House, Sligo

MEETING THE CHALLENGE IN CHANGING TIMES STRATEGIC PLAN 2011 – 2014

Strategic Priorities:

The National Federation of Voluntary Bodies has developed five strategic priorities which form the basis of our Strategic Plan 2011 – 2014.

Strategic Priority One:

To provide guidance and leadership to our member organisations in the shaping and implementation of National Policy.

Objective:

- Support our membership in the management of change through the development of best practice change management guidelines.
- Provide practical support in the implementation of all new relevant National Policy Initiatives.
- Strengthen cohesion within the Federation at national and regional levels.
- Support effective implementation of the National Disability Strategy.

Strategic Priority Two:

Consolidate our commitment to continuous quality improvement and innovation.

Objective:

- Be involved in the shaping and implementation of the HIQA National Standards in Residential Disability Services.
- Identify extent to which quality accreditation has been achieved, or is being actively pursued, by member organisations.
- Provide practical support to member organisations in the implementation of appropriate quality systems.
- Identify the innovative and best practice quality developments for dissemination throughout the Federation and presentation to the critical decision makers.
- Consider and advise on how best to support and include people with intellectual disability, and families, in the decision making processes that affect their lives.

Strategic Priority Three:

Staff employed and volunteers engaged by member organisations should be equipped with the competencies and skills necessary to implement national policy relating to people with intellectual disability.

Objective:

- Ensure that training and development initiatives are focussed on skills development to meet the requirements of the new policy direction.
- Maximise the potential of the Croke Park Agreement to achieve greater flexibility in terms of skills mix and work practices.
- Identify and implement initiatives to address and overcome the challenges presented by the moratorium on public sector recruitment.
- Ensure that the value add which a vibrant community and voluntary sector brings to the lives of people with intellectual disability is clearly articulated and understood.

Strategic Priority Four:

To deepen our relationship with key external stakeholders in addressing issues of mutual concern in meeting the support needs of people with disabilities.

Objective:

- Ensure Federation is represented on all key national and regional Disability Fora.
- Strengthen our collaboration with national advocacy groups.

Strategic Priority Five:

Comprehensively review the funding and financial issues affecting the sector.

Objective:

- Develop a robust service costing methodology.
- Consider and review Resource Allocation Models.
- Respond to the Government's Value for Money Report on Disability Services.
- Examine in detail all matters relating to the commissioning and tendering for services.
- Examine the feasibility of a shared services approach to achieving better value for money.
- Review all matters relating to the introduction of personalised budgets.

Mission Statement:

"To provide the leadership and support that will enable voluntary organisations to adapt to a radically changing operating environment, with the ultimate aim of ensuring that the people whom our members support benefit from best quality service according to their needs."

Guiding Principles:

People with an intellectual disability have the right:

- ✚ To be supported to live a life on their own terms;
- ✚ To be included in all decisions that affect their lives;
- ✚ To have meaningful, freely chosen relationships;
- ✚ To be included as a contributing member of their own communities;
- ✚ To choose their own supports and have access to the resources to do this;
- ✚ To have the same rights, responsibilities and opportunities as every other citizen.

Core Values:

The values that guide the way we behave as a Federation are:

- ✚ **Integrity** – We are loyal and committed to the mission and guiding principle of the National Federation of Voluntary Bodies.
- ✚ **Professional Conduct** – Ensure that we adopt only the best business practices and disciplines.
- ✚ **Openness** – Ensure that our communication is open and effective and our Governance and decision making processes transparent.
- ✚ **Accountability** – Ensure that we are fully accountable to our members, to the people who we support and their families, funders and communities in respect of the decisions and actions we take.
- ✚ **Person Centred** – Ensuring that we listen to, and are responsive to, the people we support.
- ✚ **Quality Focussed** – Ensure that we always seek to improve and maintain commitment to innovation and development.
- ✚ **Commitment to Staff** – Ensure that we facilitate and recognise staff contributions and efforts, and support individual development.
- ✚ **Voluntary Ethos** – We are committed to the preservation of a voluntary ethos in the provision of supports to people with intellectual disability.

Appendix 4

National Federation of Voluntary Bodies'

Financial Data 2011

	Year Ended 31/12/11	Year Ended 31/12/10
<u>Income & Expenditure:</u>		
Income:		
HSE Grant	322,159	328,064
Members Subscription	142,557	143,557
Pension Scheme Administration Fee	74,068	74,894
Other Income	26,701	39,025
Project Income	<u>339,908</u>	<u>309,140</u>
	905,393	894,680
Expenditure:		
Pay Expenditure	423,450	410,220
Non Pay Expenditure	120,314	116,017
Project Expenditure	<u>339,908</u>	<u>345,934</u>
	883,672	872,171
<i>Surplus for the Year</i>	<u>21,721</u>	<u>22,509</u>
 <u>Balance Sheet:</u>		
Fixed Assets	397,209	410,022
Current Assets:		
Debtors	16,121	22,166
Bank	<u>441,708</u>	<u>477,393</u>
	457,829	499,559
Creditors – amounts falling due within 1yr	(392,944)	(442,109)
<i>Net Current Assets</i>	<u>64,885</u>	<u>57,450</u>
Total Assets Less Current Liabilities	462,094	467,472
Creditors – Amounts falling due after 1yr	<u>(221,957)</u>	<u>(249,056)</u>
Total Net Assets	<u>240,137</u>	<u>218,416</u>
Capital & Reserves		
Surplus for the Year	21,721	22,509
Reserves	<u>218,416</u>	<u>195,907</u>
	<u>240,137</u>	<u>218,416</u>

The National Federation of Voluntary Bodies Financial Statements are audited by Michael O'Hanlon & Co, Loughrea, Co. Galway.

The above figures are an extract from the National Federation's Financial Statements for Year Ended 31st December, 2011.

The National Federation of Voluntary Bodies Providing Services to People with Intellectual Disability is a national umbrella organisation for voluntary/non-statutory agencies who provide direct services to people with intellectual disability in Ireland. Our 61 Member Organisations provide services to people with intellectual disability and their families in the Republic of Ireland and account for in excess of 85% of this country's direct service provision to people with an intellectual disability.

The services provided to people with an intellectual disability are founded on the values as set out in the O'Brien (1997) Principles of Inclusion, Choice, Dignity, Respect, Participation and Contribution. They are rooted in the rights based perspective that people with intellectual disability have the right to live full and active lives, and be active participating members of their own community.

NATIONAL FEDERATION OF VOLUNTARY BODIES

Providing Services to People with Intellectual Disability

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