

DONEGAL CENTRE FOR INDEPENDENT LIVING



ANNUAL REPORT 2016



Rosaleen Bradley
DCIL General Co-Manager



Keith Gallagher
DCIL General Co-Manager

The year in consideration was an important year for DCIL and the Annual Report helps us appreciate where we are in the context of what opportunities and challenges lie ahead for us here in the Donegal Centre for Independent Living.

A number of personal circumstances led to both DCIL's recruitment and reconfiguration of our traditional management structure which has resulted in what's now a Temporary Co-Management Structure. This allows us to combine extensive experiences and continue with the great work of DCIL. Together we aim to lead the organisation through a year of developments, challenges and opportunities and yet remain the highly regarded, effective and impactful disability organisation we are within Donegal.

Within our new government there are a range of commitments relating to disability and mental health along with a super junior Minister for Disability issues, namely Finian McGrath TD. These commitments alone do not have any bearing and the challenge for us now within the disability movement is to be alert to the fact that government commitments do not ratify or implement themselves. It is vital that Government and our public services understand that the progressive implementation of the United Nations Convention on the Rights of People with Disabilities requires consistent and complete Government implementation and we must strive to lobby and campaign to see this become a reality in Ireland.

The deaths of a number of our national colleagues, fellow campaigners and CIL Founder Members in quick succession last year were a great blow to us. Joe T. Mooney, a serving member of our Board and Martin Naughton who had officiated at the opening of Ballymacool House only a year prior had been an

ongoing support to us here over the years. They had both been active in the development of the disability movement here in Ireland and supporters of DCIL. We owe a great deal of gratitude to these people and will remember their philosophies and commitment to independent living in our work going forward.

DCIL would also like to acknowledge the deaths of some of our Leaders over the past year and hope that we can continue in the good work of the organisation in honour of those who have passed away. In DCIL both people with disabilities and staff have established, grown and developed an organisation that is here to support people in leading active and independent lives whilst also ensuring that society has the opportunity to embrace and understand the necessity of equal rights for all.

This year DCIL has carried out extensive work where necessary revising and developing policies and procedures, and has embarked again on the road to gaining the PQASSQ quality assurance standard which will remain a work in progress over the coming years. It is our vision to ensure DCIL remains a robust and dynamic organisation with particular focus on governance, good service structures whilst also remaining focused on our strong reputation of being the people's choice of organisation and service provider in Donegal.

DCIL and its membership were honoured to be named as the overall national winners of the large organisation category for the Better Together Awards which is run by "The Wheel". This award was a tremendous boost for us here and added greatly to the peoples pride in our organisation as well as general awareness both locally and nationally.

We wish to thank the Board and particularly the Officers and Chair for the commitment of their time and concern for the future of DCIL. We express thanks to our Chairperson, Roisin Kavanagh for the extensive commitment of her time along with her support to us throughout the year. Finally, we are honoured to be leading the team of staff here at DCIL and we thank them for their continued flexibility, commitment and service which as always has been exceptional.

Kindest Regards,

Rosaleen Bradley & Keith Gallagher

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DCIL Personal Assistant Services

Donegal Centre for Independent Living (DCIL) continues to provide a high level of services to the community providing 1663 hours per week employing 150 people as Personal Assistants throughout Donegal.

Challenging times remain for DCIL, a legacy from the financial crisis and funding for the services having decreased and remained static since then. Leaders are allocated 15 minutes for tasks approved for example; get up, get washed, dressed, prepare breakfast etc resulting in 30 minute slots of time in the 'P&S care plan' which dictates times and tasks etc. This is impossible for Leaders and for DCIL to recruit PA's to travel to work half hours especially in rural areas. Leaders are allocated 4 hrs per week for 'social time' prioritisation of 'care provision' over social support which has to cover appointments, shopping, essential needs, and where Leaders live in rural areas this time allocation is impossible.

For many disabled people in Donegal who are living in very isolated areas, without this assistance they would not be able to be part of the community and carry out basic daily tasks that they are unable to do for themselves. People over 66 continue to be affected the most as their hourly allocation is cut to essential supports only once they reach their 66th birthday. Their social hours are often cut therefore they experience a greatly reduced quality of life.

The emphasis of the HSE has shifted to providing for basic personal care needs, with less attention to supports for independent living. As a result, Leaders have less control over their service leading to less choice and control of their lives. The philosophy of independent living is often diluted because of this and the gap of what makes DCIL different from other service providers is narrowing making it more difficult to compete in the Service Provider market.

It is encouraging to see the under 18 service steadily growing giving young people the skills and confidence they need to acquire in order for them to be capable of directing a PA for personal use and/or Education Support Worker for further education.

DCIL continues to support students with the Educational Support Workers (ESW) service enabling young people with disabilities to gain qualifications. DCIL secured this service for 3 years in 2014 and this LYIT Service will go out to tender again this summer through the EU tender process.



Pictured above: DCIL Leaders & PA's enjoying some social time.
(From Left Raymond Gillespie, Rhonda Bogdanowicz, Christopher McBrearty and Emma Shields)

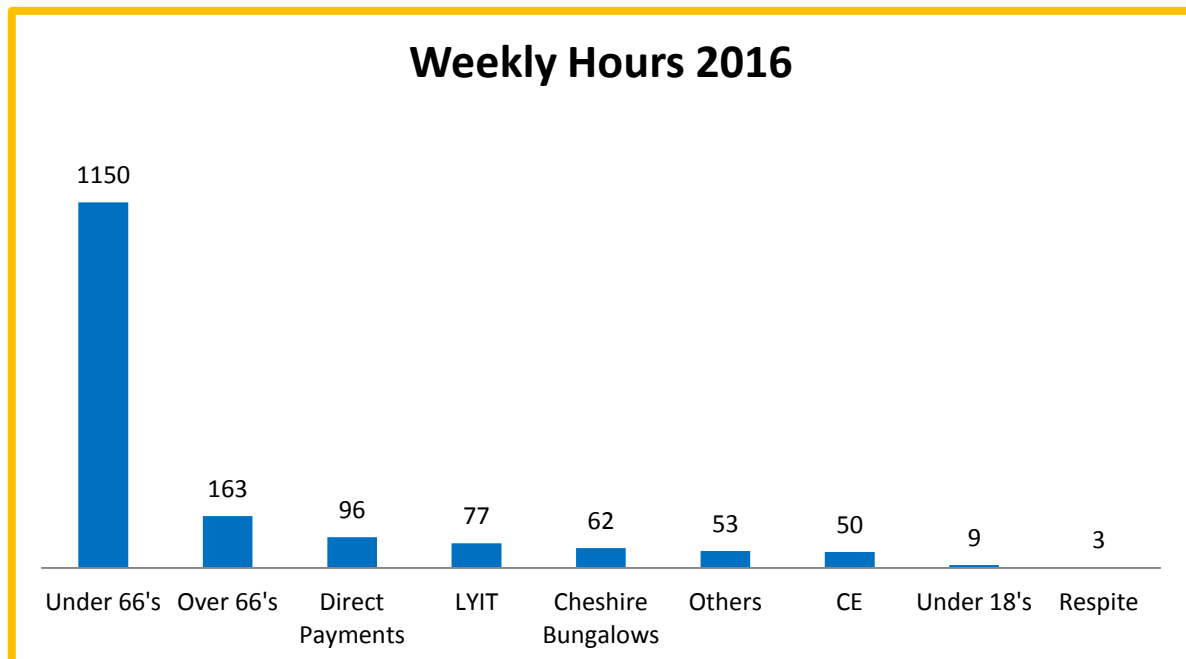
We endeavour to keep contact with all our Leaders via technology, Facebook twitter, home visits with reviews and risk assessments and any manual handling issues referred back to our Manual Handling Instructor or OT with an open door policy. It is imperative that all Leaders and Personal Assistants continue to maintain contact with DCIL in relation to their needs ensuring we continue to provide a supportive user led service.

DCIL PERSONAL ASSISTANT SERVICES

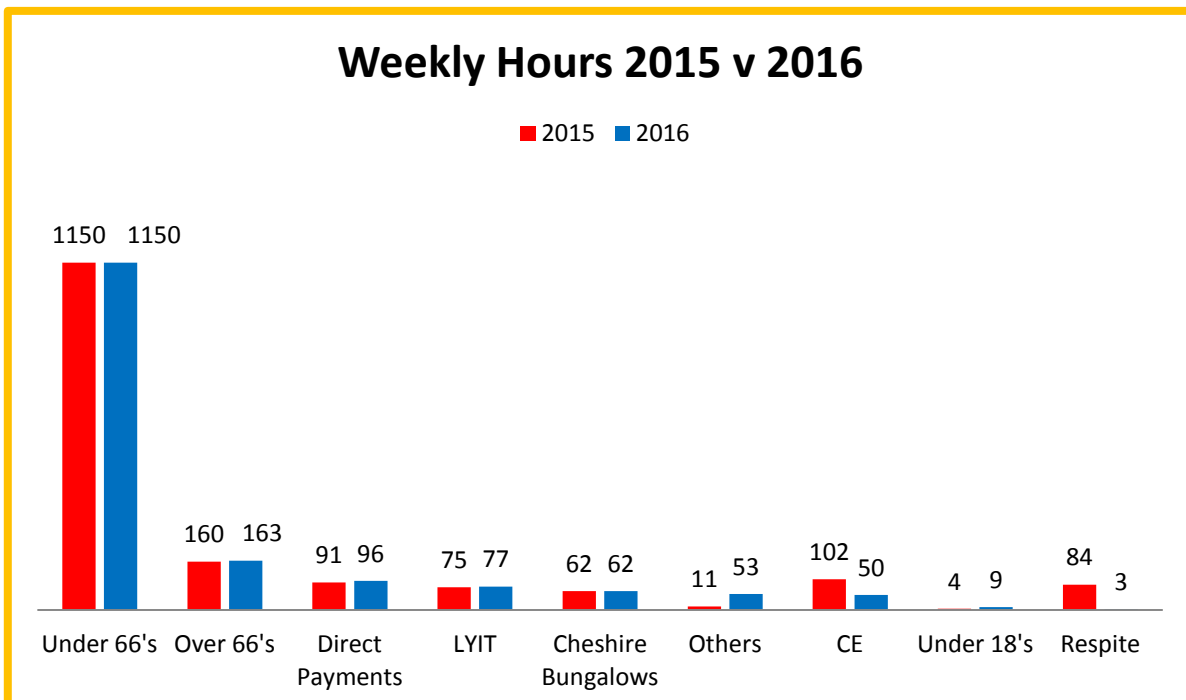
The table and charts below illustrate the breakdown of the total weekly hours of 1663 in 2016, the variance between 2015 - 2016 and DCIL Funders.

Services	2015	2016		Variance	Funding
Under 66's	1150	1150	0	0%	HSE Physical & Sensory
Over 66's	160	163	3	2%	Older Person Services
Direct Payments	91	96	5	5%	Leaders
LYIT	75	77	2	3%	LYIT (HEA)
Cheshire Bungalows	62	62	0	0%	HSE Physical & Sensory
Others	11	53	42	382%	Other HSE, ETB etc.
CE	102	50	-52	-51%	Dept of Social Protection
Under 18's	4	9	5	125%	HSE Physical & Sensory
Respite	84	3	-81	-96%	HSE Respite Care Services
Totals:	1739	1663	-76	-4%	

Overall DCIL PA services decreased by 4% per week in 2016
This was due to a fall in CE and Respite hours.



Variance between 2015 and 2016



Community Employment Project 2015 – 2016

DSP Community Employment Projects have been the subject of a National review by the present government. The feasibility and sustainability research has looked at the financial cost, progression rates, eligibility rules and certified training. Community Employment now has to compete with many other government funded projects for eligible participants.

The advantages of CE over these other projects are the principles that participants on CE are provided with:

- Training and Development opportunities
- They gain valuable work experience, in a supported environment
- Social Inclusion for the long term unemployed
- A weekly income and protected secondary benefits where appropriate

The advantages for the sponsor are, among many:

- A service to our leaders who may not qualify for HSE funded hours
- Personal Assistant Service to Donegal Down Syndrome (DDS) for their members
- A workforce to man the DCIL office and supply administrative support to management and core staff
- Two caretakers to upkeep the building and grounds and carry out maintenance duties to a very high standard
- Provide a support service to sub-group Cairde le Cheile (Special Olympics) – Clerical Assistant and Caretakers (2)

CE Training

In the project year Oct 2015 to Oct 2016 a total of 1274 hours (tutor time) was undertaken by participants. The emphasis is on training within the Healthcare Sector and we are delighted that 3 of our participants completed the FETAC Level 5 Health Service Skills Major Award (8 Modules). All 3 have gained employment since finishing on the CE Scheme.



Lyndsey McHugh, Pat McCafferty



Sabrina Kelly



Christina Rodgers

We currently have 4 more people studying for their Health Service Skills Accreditation.

DCIL Caretaker Eric Funston and DCIL maintenance worker Kevin Reilly have undertaken many accredited courses this year ensuring DCIL adheres to their policies and legal requirements. Their training has included:

- Hand Held Pesticide (L5)
- Safe Moving & Handling
- Hard Landscape Construction



They continue their training with an emphasis on DCIL's Safety Statement and Fire Safety.

All participants receive training with DCIL's in house trainer Shane Bradley:

- First Aid
- Moving and Handling
- Cardiac First Response

Our clerical and administration participants continue to receive training in:

- Payroll FETAC L5
- Bookkeeping FETAC L5
- Coaching/Mentoring FETAC L6
- Digital Imaging Photoshop

CE Personal Assistant Service

CE participants continue to provide a PA service to a number of Leaders:



Tony McNamee and his leaders enjoying golf and meeting Michael Murphy

Some of DCIL's Public awareness and fundraising events that CE participants assisted with over the past year can be seen below.



Balloon release LYIT



Xmas draw ticket selling



Fundraiser in Voodoo

2016-17 has been a difficult year for recruitment of CE participants. The unemployment figures nationally are at their lowest since the days of the Celtic Tiger. DCIL are fortunate that the progression rate for participants into employment remains high and this is most certainly down to the high level of training undertaken.

DSP undertook both financial and training monitoring visits and both were found to be in order. We are currently in the last year of a 3 year contract. A new 3 year contract from Oct 2017 has been approved with a reduced number of 15 participants.

DCIL Training

The Berkeley Suite training room's popularity has grown from strength to strength in the community over the past two years. Various organisations made use of the fantastic facilities for both day and evening courses and/or meetings, most notably the Education Training Board, Irish Wheelchair Association, Donegal Local Development Company (DLDC), Donegal County Council, Donegal Travellers Association and the HSE. All of DCIL's training is held in the Berkeley Suite. These courses include: People, Moving and Handling, First Aid, Independent Living, Children First, Safeguarding Vulnerable Adults and Basic Computer Skills.

Disability Awareness Schools Programme

DCIL continue to provide the Disability Awareness workshops to transition year students in secondary schools. The students participating have the opportunity to learn about different types of disabilities, physical, sensory and hidden disabilities, which are not always obvious when you first meet somebody.

They also explore the different barriers one may experience i.e. Societal, Environmental, Attitudinal etc. Other topics covered in the classes are the positives of inclusion rather than exclusion, disability etiquette and how disability is perceived in the media.

The delivery was two double classes one week apart. At the end of the first double class we give them a project to complete which helps them become more aware of obstacles in their own surroundings and in the second double class we go through their projects. These are mainly access reviews of their school, local buildings, local shops and other buildings they would use regularly. Through this they have found a lack of ramps, low kerbs, parking spaces, disabled toilets and general issues with accessibility. By doing this we found that they understood more by getting to do this project in practice rather than just in theory.

Some students produced awareness videos through social media which we found beneficial because it reached a wide group of people via the school website, social media, family and friends and the local community. One of the greatest achievements of this program was that one school secured a number of disabled parking spaces in their local town as a result of their project.



Ballinamore Secondary School



Crana College, Buncrana

During the school years 2015/16 and 2016/17, 50 workshops were delivered to 1968 students around Donegal.

People, Moving & Handling

To date all our staff has completed the full People, Moving and Handling course or the refresher course. Over the past year we have found that PA's are finding it hard to be released to attend this course but it is very important that all PA's attend this mandatory course. In light of this we are now delivering the course twelve times a year i.e. once a month. This way the PA's

can choose the date which suits them and their Leader. This will enable PA's to support their Leaders in a safer manner for themselves and their Leaders. Within the course we explore how the back works, Ergonomics, correct practical lifting techniques and Biomechanics. Risk Assessments are also a vital section on this course, we give the Personal Assistants the tools to be able to identify the hazards and risks which may be present during certain moving and handling tasks. It is a must for each Personal Assistant to do their own risk assessment on a task which they feel could endanger their Leader or themselves.



First Aid

As with the People, Moving and Handling course we have also made twelve First Aid courses available per year (one every month) to our Personal Assistants. By the start of July 2017 all our staff will have the tools to be able to deliver First Aid to a person in difficulty.

This is a very practical course which facilitates the participants to be able to: Assess a collapsed casualty and activate the Emergency Services, Perform CPR on an Adult, Infant or Child, Operate an Automated External Defibrillator (AED), Recognise the signs of choking and its management, Place casualty in the recovery position, Recognise signs of Heart Attack and assist with administration of aspirin and Complete a FAST assessment for a casualty suspected of having a stroke.



An Introduction to Children First

National Guidance for the Protection and Welfare of Children (2011) promotes the safety and well-being of all children. Children First states that



“protecting children from harm is everyone’s responsibility”. The HSE has a responsibility under Children First to ensure that all staff members or volunteers are aware of how to recognise signs of child abuse or neglect and how to make a report to the Child and Family Agency (Tusla).

This certified online E-Learning programme lasts approximately one and a half hours. The module is designed with varying ability levels in mind and launched through www.hseland.ie. HSELand can be accessed on any smart phone, tablet or PC, making the module accessible at work or in a public space such as a library/education centre or on a home computer.

Safeguarding Vulnerable Adults

The HSE has a social care division which is responsible for providing care to vulnerable adults and people with disabilities. This one day Safeguarding Vulnerable Adults course aims to help increase your knowledge of the subject so that you feel confident recognising abuse, reporting your concerns and promoting a good quality of life for all the vulnerable adults you support.

The course content includes:

- An overview of key legislation, national policies and case studies in safeguarding vulnerable adults in Ireland
- Increase knowledge and understanding of what is vulnerable abuse
- Help staff identify the different types of abuse
- Assist staff in recognising abuse or signs of abuse
- Help staff identify care practices that might lead or contribute to abuse
- Increase staff knowledge of actions necessary to report vulnerable abuse
- How to manage disclosure
- Safeguarding Vulnerable Persons at Risk of Abuse, National Policy & Procedures

Safeguarding Adults

“Everyone’s responsibility”



Donegal CIL would like to stress that we are committed to safeguarding the wellbeing of children, young people and vulnerable adults and to ensuring our employees are aware of their personal and professional responsibilities to promote children's and vulnerable adult's safety and welfare in accordance with legislation. DCIL have and will again be sending correspondence to all PA's in relation to these courses. Please make yourself available for these and/or contact the office if you have any difficulties. Currently the DCIL Designated Officer in which any concerns should be reported to is Keith Gallagher.



Independent Living Workshops

This one day workshop enables Leaders and PA's to learn and understand the true philosophy and ethos of Independent Living. It covers various topics such as the Roles & Responsibilities of both Leader and PA, barriers which Leaders experience throughout their daily life, models of disability, history of Independent Living and language/terminology. The day encourages people to participate and is designed to create an environment where Leaders and PA's can openly express their views and learn from each other. Going forward these workshops will be held on a quarterly basis throughout the year and it is important that we all make every effort to attend.



PA's who attended the IL workshop in Letterkenny

Disability Studies Course (HETAC Level 7)

Since 2013 we have in association with Maynooth University been running a HETAC Level 7 Certificate in Disability Studies Course. The course critically evaluated issues of oppression, power and gender and explored barriers to inclusion experienced by persons with a disability. The duration of the course is 100 hours, which equates to 20 days and runs from October to May.

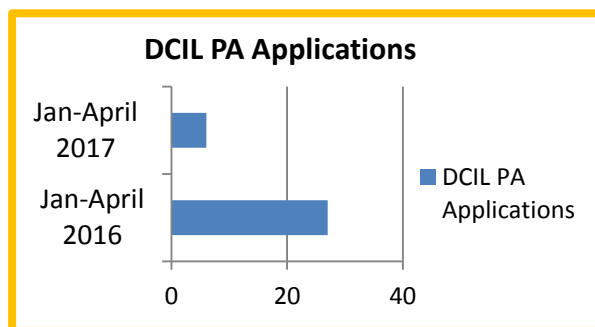
Unfortunately we were unable to commence with the Disability Studies Course this year due to the lack of participants, however, we are planning to host a new course starting in October 2017. Donegal CIL does not charge for the course but Maynooth University's fee is €1,250 which can be paid on a stage payment basis. A minimum of 15 participants is necessary to start this course each year.

The HETAC Level 7 qualification which all successful participants receive can be very beneficial to people working in Donegal CIL, social services, the HSE, education, voluntary and care sectors. For further information, please contact Donegal CIL.

DCIL Human Resource Department

Donegal CIL has, over the last year and a half, had to adapt to the constant change that is called 'life'. We miss those who have left us and welcome the new. Not just new people, new ways of doing things, such as E-Vetting, Photo IDs and such like which ensures the best standards are met by Donegal CIL and its staff.

Applications to Donegal CIL for Personal Assistants posts have noticeably reduced compared to previously and one must assume it is because of increased competition within the County. We have lost several experienced and valued PAs to the HSE (Letterkenny University Hospital and other HSE locations) during the year and we must strive to remain attractive in a competitive labour market.



We must focus of what makes us unique and maximise terms and conditions of employment where possible for our PAs and to remain an employer of choice within the County.

June 2016 saw the transition from the paper based Garda Vetting process to the new E-Vetting System. Overall the system works well however and it is a challenge for Donegal CIL at times to meet the demands of new Leaders whilst we await completion of the E-Vetting process. The general trend for completion of the process is approximately 4 weeks for new employees and

6-8 weeks for updating the vetting for our existing staff. The Garda Vetting Office prioritises new staff over pre-existing and makes no apologies for this.



In October 2016 Donegal CIL advertised for a P/T Manager position and we had 22 applications from which 14 were interviewed. Mid-October we welcomed the successful candidate, Keith Gallagher, to our Organisation. Keith has brought a wealth of experience in the social care area to Donegal CIL.

We are pleased to report that Donegal CIL PAs/core staff are more ready to discuss ongoing issues/information requests with HR than previously and that the Board members of Donegal CIL seek advice in terms of keeping the Organisation on the right track.

The HR Department is here for all within the Organisation and we are always ready to listen and to provide advice and information. We are always glad to help at bernie.walsh@donegalcil.com

Annual Presentations 2015/ 16 & DCIL Christmas Party

For the 2nd year, we held our Annual Christmas Party in the Radisson Blu Hotel Letterkenny. This was one of the most attended and liveliest parties we've had to date. The meal was first class and left everyone in high spirits for the Annual Awards and Entertainment.

The 2016 Awards saw two new recipients of the Leader and PA of the Year Award. Emily Kennedy from Letterkenny was Leader of the Year and Mary Jo Gallagher from St. John's Point was PA of the Year. A special mention to all the Leaders and PA who took the time to nominate and to those who were nominated. Pictured below are both the recipients of the 2015 and the 2016 awards.



(Left)
Owen McGirr
2015 Leader of the Year



(Right)
Emily Kennedy
2016 Leader of the year



(Left)
Marian McLaughlin
2015 PA of the Year



(Right)
Mary Jo Gallagher
2016 PA of the Year

Martin Orr & the Honky Tonk Heroes provided the entertainment, they formed an instance rapport with everyone from the off. Their lively attitude and upbeat music added greatly to the night.

We urge our current Leaders and PA's to start thinking about nominations for the 2017 awards as these awards are now highly prestigious and a wonderful recognition of the great work done in our community.

DCIL Media and Information

DCIL have been very active on social media in the last year, we have worked at keeping our online profile at the forefront and continue to raise public awareness of DCIL through Facebook, Twitter, YouTube and our website page. Facebook has now become one of the most effective, instant and influential method of communication and getting the message out to our Leaders, PA's and followers. With growing interest in our Facebook page, we also noticed an increased interest in our website, which was enriched with additional pages and information.



Facebook

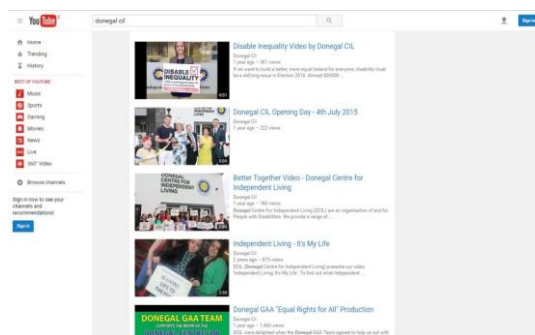


Twitter

We have added new tabs to our website such as: Videos, Vacancies, Van service, Policies and Procedures, Training Centre, Find Us, Leader's Applications and many others pages, which you can browse and get the information you need. We try to keep everyone updated with anything that is going on in the office and throughout DCIL – this is a great way of keeping people informed and being interactive with our Leaders, Staff and PA's.



Website



YouTube

Throughout the last year we shared issues that we think may be of interest, such as local events, articles relating to disability or independent living as well as general information. We have seen a significant increase in the number of followers as well as the response to the information we have provided reaching nearly 9,000 views. The most viewed post was the Disable Inequality Campaign in February 2016.



Competitions organised by us proved very popular among our followers on our Facebook page.



Together with the growing interest of our followers, we always find a positive response to the content posted by us, the Facebook page provides all relevant information to our Leaders, PA's and others recipients.

DCIL Positive Promotion & Awareness

Disable Inequality

Disable Inequality was a campaign by the Disability Federation of Ireland (DFI). Launched by the DFI, the campaign aimed to make Ireland a fairer place to live in and ensure disability is a priority in the new Programme for Government. Disable Inequality collected stories of inequality from people all over Ireland. These personal accounts were gathered as evidence to show political leaders that it is time to end discrimination against people living with a disability.

Donegal CIL produced a Disable Inequality Video to support this campaign of making disability a defining issue in the 2016 Election. We managed to bring together a wide range of people locally and from afar to hold the Disable Inequality sign.

Some pictures in the Disable Inequality Video





On the back of the Disable Inequality campaign, Donegal CIL invited people to a Q & A meeting with our 2016 Election Candidates on 17th February 2016 in the Radisson Blu Hotel, Letterkenny. People with disabilities and their families had an opportunity to come together and highlight their main priorities for Election 2016. This public meeting was hosted by Donegal CIL as part of the Disable Inequality Campaign. It provided an opportunity for a wider group of organisations, individuals and their families with disabilities to have their voices heard pre-election. The general election candidates were questioned on issues of inclusion and rights for people with disabilities.



“European Independent Living Day” Balloon Release

On May 5th, 2016 DCIL celebrated the 3rd European Day of Independent Living and raised awareness of the Independent Living ethos and philosophy. We celebrated this Day by releasing balloons and having cards with positive affirmations related to Independent Living. The event took place at Letterkenny IT.



DCIL staff together with PAs, Leaders and their families grabbed this opportunity to raise awareness on Independent Living and inform people about our initiatives, demand that our human rights are respected - always, by everyone and everywhere.



Letterkenny Tidy Towns Award

Donegal Centre for Independent Living received a "Special Recognition Award" for our unique and exceptionally presented premises in "Ballymacool House" from Mayor James Pat McDaid on behalf of the Letterkenny Tidy Towns Cleaner Community Awards. The ceremony took place in the Mount Errigal Hotel on Tuesday evening 22nd November 2016 and we were so delighted to have been honoured in this way. We are so very proud of our new premises and would like to praise the good work of Kevin Reilly and Eric Funston our Caretakers who take great pride every day in its upkeep.



Rosaleen Bradley DCIL Manager receiving a "Special Recognition Award" on behalf of the Donegal CIL, also pictured are DCIL Members Leaders Donal K. O'Boyle, Christopher McBrearty, John Doherty and Emma Hunter (PA) along with other members of the Tidy Towns Committee.

DCIL Better Together Award

The Donegal Centre for Independent Living was delighted to receive the National Better Together award where it was announced at the official award ceremony in Dublin Castle.



The Award was presented to our General Manager Rosaleen Bradley by Dr Jacob A. Gayle, Vice-President of Medtronic Philanthropy and Deirdre Garvey, Chief Executive of The Wheel. DCIL had submitted a short video that showcased some of what we do as an organisation. The video gained much support through social media and received enough local and national online votes to secure us first place in the overall awards for best large organisation. We were overwhelmed with the awareness this raised, both locally and nationally, of the impact and services of DCIL. We take great pride in being a Donegal organisation that both competed and went on to win this award against many large national organisations and that recognition was reward in itself!!!



DCIL Fund Raising Activities

DCIL Parachute Jump September 2016

Our Skydive took place on Friday 2nd and Saturday 3rd September 2016 at Donegal Airport, Carrickfinn. DCIL would like to thank and congratulate all Jumpers who completed their Parachute Jump. This was a unique event for many of our Leaders with disabilities and PAs. For us this also was a fantastic way of highlighting our ethos of **empowerment and equality for all**.



Pictured above are some of the people who jumped for DCIL and raised vital funds for the organisation. Also Daniel McBrearty descending towards Donegal Airport which was voted the 2nd most scenic airport in the world.

This was one of our most adventurous and fun events to date. The event was equally about raising awareness for DCIL and to highlight the fact that despite having varied abilities or disabilities, this event was limitless and was open to everyone to take part in, no matter what your disability. The money raised has led to the purchase and upgrading of the new DCIL accessible van.

DCIL Accessible Transport

DCIL continue to provide the invaluable van service for our Leaders who do not have any other means of accessible transport. This service is hugely popular amongst our Leaders. DCIL were delighted with the opportunity to upgrade our vehicle recently which was made possible by the great efforts made in fundraising which was led by Donna Russell who is both a Leader and a DCIL Board Member. The new accessible van is a 2012 Citroën Berlingo with only 21,000 miles and we hope it will last us for years to come. If you are interested in booking the vehicle please contact the office for available dates.



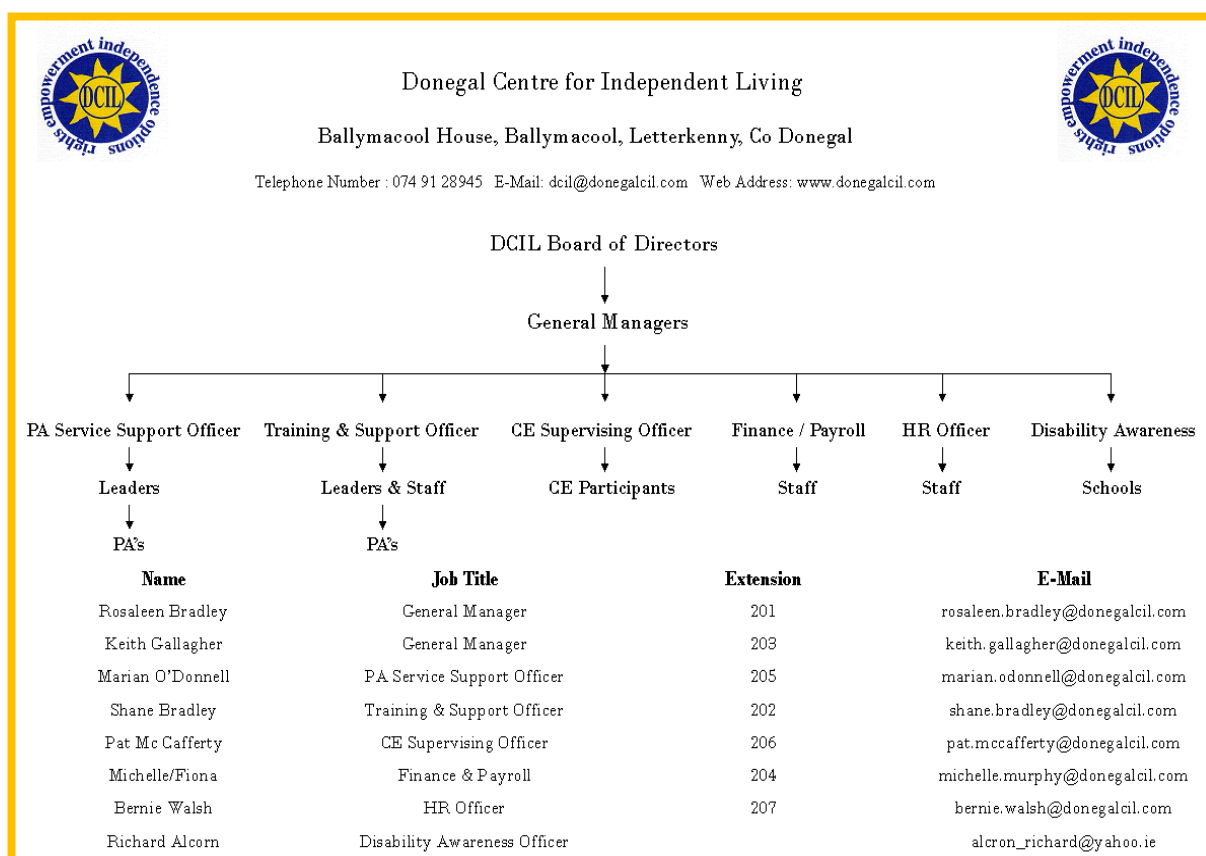
The New Van as it arrives in DCIL, Pictured here above left are Staff Members, Rosaleen Bradley, Marian O'Donnell and Bernie Walsh. Pictured to the right is Donna Russell who co-ordinated the various fundraising activities which led to the purchase of the vehicle.

DCIL Action Plan 2016 – 2017

1. This year we would like to see the work and impact DCIL have in the community captured in a format that we can clearly illustrate the positive work of our people with the rest of the community and relevant stakeholders. This project will lend itself well to ensuring DCIL are prepared for the inevitable tendering processes that loom ahead.
2. The DCIL Berkley Suite will be used to create further revenue, networking opportunities and awareness within the wider community.
3. DCIL will continue to support Leaders in taking control of their own lives and embracing the philosophy of Independent Living through training and support.
4. DCIL will extend the training programme offered to Personal Assistants to include all new legislative training requirements that are appropriate to Personal Assistants and Leaders (service users) including refresher courses throughout the year.
5. DCIL will examine current budgets along-side current terms and conditions of staff with the view to doing what we can as an organisation to become more competitive employers and remain an employer of choice within Donegal within the resources we have available to us.
6. DCIL will embrace the challenges in which the PQASSO process presents and continue to update and develop policies in line with good practice and legislation.
7. A new 3 Year Strategic Plan for DCIL will be developed in conjunction with the Board, Staff and our Members ensuring that our current and future stakeholders have a clear vision of the organisations objectives and support us with same.
8. DCIL will continue to provide disability awareness training programmes - bringing fresh training approaches and perspectives to students throughout the schools of Donegal whilst also looking at gaining and expanding on further funding and security for this programme.

9. DCIL will attempt to develop a diverse range of services and supports to an even wider range of service users including the establishment of Direct Payment Supports to those who are interested in this method of gaining further choice and control over their own supports.
10. DCIL will continue to broaden its funding opportunities to provide for stability and development going forward into 2017.
11. DCIL Board of Directors will continue to broaden the range of skills and expertise within the Board and continue to develop as a robust organisation, embracing all relevant procedure and requirements under the Charity Regulations Act.

Organisational Chart



CONCLUSION

As we continue into 2017 and beyond, we feel rightfully proud of what DCIL has accomplished in the 18 years since our establishment in 1999. As an organisation that started from very humble beginnings we have led the way in terms of Independent Living and the Rights of People with Disabilities here in Donegal. Although the future holds many challenges, our organisation is strong, capable and diverse, and together with the ongoing guidance of people with disabilities themselves and a competent staff team – the future remains positive, bright and one in which we look forward to.

DCIL would like to use this opportunity to acknowledge and appreciate the DCIL Core Staff Team & Personal Assistants in the community. The resourcefulness and dedication which we very much depend upon as an organisation has been evident throughout yet another year and we wish to extend our thanks to all the team who provided this level of professionalism.

DCIL would like to use this opportunity to thank the Board of Directors and acknowledge the support and commitment they have provided over the year. We would like to commend them on the positive developments throughout the year and on behalf of all members of DCIL we wish to thank them for their service and contribution to the DCIL Board throughout the year.

It is with much enthusiasm that we embrace the challenges that the next year will bring. We would certainly like to see further focus placed this year on embarking on projects and training that will raise people's awareness of DCIL and the philosophy of Independent Living. Our doors are always open for those who want to become more involved in the organisation and its various projects and campaigns.

We hope that you have found this report to be both informative, comprehensive and an accurate reflection of our work over the past year.

As always, we extend our thanks for your commitment and interest in DCIL and look forward to your continued support in the coming years.