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<th>CONTENTS</th>
<th>Page</th>
</tr>
</thead>
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</tr>
<tr>
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<td></td>
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</tbody>
</table>
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 governemt 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
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
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
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.
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.

21 MARCH 2013

This report was approved by the trustees on and signed on their behalf by:

Mr T J Gadd
Treasurer
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.

Roger Webster (senior statutory auditor)

for and on behalf of

Peters Elworthy & Moore
Chartered Accountants
Statutory Auditors
Sallisbury 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

<table>
<thead>
<tr>
<th>Note</th>
<th>Designated funds</th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>2</td>
<td>-</td>
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<td>1,497</td>
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<tr>
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<td>-</td>
<td>-</td>
<td>157,455</td>
<td>157,455</td>
<td>164,137</td>
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<td>-</td>
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<td>11,484</td>
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<td>273</td>
<td>273</td>
<td>146</td>
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<td>3</td>
<td>-</td>
<td>576,287</td>
<td>-</td>
<td>576,287</td>
<td>160,805</td>
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<tr>
<td></td>
<td>-</td>
<td>587,771</td>
<td>159,225</td>
<td>746,996</td>
<td>357,376</td>
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<td>4</td>
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<td>592,530</td>
<td>126,229</td>
<td>718,759</td>
<td>297,735</td>
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<tr>
<td>5</td>
<td>-</td>
<td>-</td>
<td>7,656</td>
<td>7,656</td>
<td>9,505</td>
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<tr>
<td></td>
<td>-</td>
<td>592,530</td>
<td>133,885</td>
<td>726,415</td>
<td>307,240</td>
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<tr>
<td></td>
<td>-</td>
<td>(4,759)</td>
<td>25,340</td>
<td>20,581</td>
<td>50,136</td>
</tr>
<tr>
<td>10</td>
<td>25,000</td>
<td>-</td>
<td>(25,000)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>25,000</td>
<td>(4,759)</td>
<td>340</td>
<td>20,581</td>
<td>50,136</td>
</tr>
<tr>
<td></td>
<td>50,009</td>
<td>108,905</td>
<td>158,914</td>
<td>108,778</td>
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<tr>
<td></td>
<td>25,000</td>
<td>45,250</td>
<td>109,245</td>
<td>179,495</td>
<td>158,914</td>
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</table>

The notes on pages 11 to 17 form part of these financial statements.
<table>
<thead>
<tr>
<th>Note</th>
<th>Description</th>
<th>2012</th>
<th>2011</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td></td>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Debtors</td>
<td>112,060</td>
<td>13,410</td>
</tr>
<tr>
<td></td>
<td>Cash at bank</td>
<td>262,547</td>
<td>301,442</td>
</tr>
<tr>
<td></td>
<td></td>
<td>374,607</td>
<td>314,852</td>
</tr>
<tr>
<td>9</td>
<td>CREDITORS: amounts falling due within one year</td>
<td>(195,112)</td>
<td>(155,938)</td>
</tr>
<tr>
<td></td>
<td>NET CURRENT ASSETS</td>
<td>179,495</td>
<td>158,914</td>
</tr>
<tr>
<td></td>
<td>NET ASSETS</td>
<td>179,495</td>
<td>158,914</td>
</tr>
<tr>
<td>10</td>
<td>CHARITY FUNDS</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Designated funds</td>
<td>25,000</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Restricted funds</td>
<td>45,250</td>
<td>50,009</td>
</tr>
<tr>
<td></td>
<td>Unrestricted funds</td>
<td>109,245</td>
<td>108,905</td>
</tr>
<tr>
<td></td>
<td>TOTAL FUNDS</td>
<td>179,495</td>
<td>158,914</td>
</tr>
</tbody>
</table>

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 21st March and signed on their behalf by:

[Signature]

M J Gadd
Treasurer

The notes on pages 11 to 17 form part of these financial statements.
NOTE 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.
2. VOLUNTARY INCOME

<table>
<thead>
<tr>
<th></th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>Donations</td>
<td>-</td>
<td>1,497</td>
<td>1,497</td>
<td>-</td>
</tr>
<tr>
<td>Membership income</td>
<td>-</td>
<td>157,455</td>
<td>157,455</td>
<td>164,137</td>
</tr>
<tr>
<td>Grants</td>
<td>11,484</td>
<td>-</td>
<td>11,484</td>
<td>32,288</td>
</tr>
<tr>
<td><strong>Voluntary income</strong></td>
<td><strong>11,484</strong></td>
<td><strong>158,952</strong></td>
<td><strong>170,436</strong></td>
<td><strong>196,425</strong></td>
</tr>
</tbody>
</table>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>Grants for projects</td>
<td>576,287</td>
<td>-</td>
<td>576,287</td>
<td>160,805</td>
</tr>
</tbody>
</table>

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

<table>
<thead>
<tr>
<th>Category</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultancy</td>
<td>87,582</td>
<td>38,895</td>
</tr>
<tr>
<td>Insurance</td>
<td>778</td>
<td>600</td>
</tr>
<tr>
<td>Supplies and expenses</td>
<td>85,969</td>
<td>25,590</td>
</tr>
<tr>
<td>Publications and printing</td>
<td>19,422</td>
<td>4,585</td>
</tr>
<tr>
<td>Rent</td>
<td>9,446</td>
<td>8,472</td>
</tr>
<tr>
<td>Telephone and internet</td>
<td>5,141</td>
<td>6,713</td>
</tr>
<tr>
<td>Translation and website</td>
<td>13,956</td>
<td>38</td>
</tr>
<tr>
<td>Travel and accommodation</td>
<td>305,864</td>
<td>76,127</td>
</tr>
<tr>
<td>Wages and salaries</td>
<td>175,357</td>
<td>125,286</td>
</tr>
<tr>
<td>National insurance</td>
<td>10,844</td>
<td>7,315</td>
</tr>
<tr>
<td>Pension cost</td>
<td>4,400</td>
<td>4,134</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>718,759</td>
<td>297,735</td>
</tr>
</tbody>
</table>
5. GOVERNANCE COSTS

<table>
<thead>
<tr>
<th></th>
<th>Total funds 2012</th>
<th>Total funds 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit fees</td>
<td>€ 6,160</td>
<td>€ 5,873</td>
</tr>
<tr>
<td>Accountancy fees</td>
<td>€ 1,496</td>
<td>€ 1,947</td>
</tr>
<tr>
<td>Legal fees</td>
<td>-</td>
<td>€ 1,685</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>€ 7,656</strong></td>
<td><strong>€ 9,505</strong></td>
</tr>
</tbody>
</table>

6. NET INCOME

This is stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Auditors' remuneration</td>
<td>€ 6,160</td>
<td>€ 5,873</td>
</tr>
<tr>
<td>Pension costs</td>
<td>€ 4,400</td>
<td>€ 4,134</td>
</tr>
</tbody>
</table>

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.
7. STAFF COSTS

Staff costs were as follows:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>175,357</td>
<td>125,286</td>
</tr>
<tr>
<td>Social security costs</td>
<td>10,844</td>
<td>7,315</td>
</tr>
<tr>
<td>Pension costs</td>
<td>4,400</td>
<td>4,134</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>190,601</strong></td>
<td><strong>136,735</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued income</td>
<td>108,913</td>
<td>13,410</td>
</tr>
<tr>
<td>Prepayments</td>
<td>3,147</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>112,060</strong></td>
<td><strong>13,410</strong></td>
</tr>
</tbody>
</table>

9. CREDITORS:

Amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred income</td>
<td>125,577</td>
<td>128,592</td>
</tr>
<tr>
<td>Other creditors</td>
<td>-</td>
<td>324</td>
</tr>
<tr>
<td>Accruals</td>
<td>69,535</td>
<td>27,022</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>195,112</strong></td>
<td><strong>155,938</strong></td>
</tr>
</tbody>
</table>
9. CREDITORS:
Amounts falling due within one year (continued)

<table>
<thead>
<tr>
<th>Description</th>
<th>€</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred Income</td>
<td></td>
</tr>
<tr>
<td>Deferred Income at 1 January 2012</td>
<td>128,592</td>
</tr>
<tr>
<td>Resources deferred during the year</td>
<td>125,577</td>
</tr>
<tr>
<td>Amounts released from previous years</td>
<td>(128,592)</td>
</tr>
<tr>
<td>Deferred income at 31 December 2012</td>
<td>125,577</td>
</tr>
</tbody>
</table>

10. STATEMENT OF FUNDS

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

<table>
<thead>
<tr>
<th></th>
<th>Brought forward</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Transfers in/out</th>
<th>Carried forward</th>
</tr>
</thead>
<tbody>
<tr>
<td>General funds</td>
<td>108,905</td>
<td>159,225</td>
<td>(133,885)</td>
<td>(25,000)</td>
<td>109,245</td>
</tr>
<tr>
<td>Designated funds</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>50,009</td>
<td>587,771</td>
<td>(592,530)</td>
<td>-</td>
<td>45,250</td>
</tr>
<tr>
<td></td>
<td><strong>158,914</strong></td>
<td><strong>746,996</strong></td>
<td><strong>(726,415)</strong></td>
<td><strong>-</strong></td>
<td><strong>179,495</strong></td>
</tr>
</tbody>
</table>
11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

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

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).
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
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.

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 chose 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

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.
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 (Cypress 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

- CANADA (New Brunswick) International Study Tour on Inclusive Education
- UNITED KINGDOM (London) Supporting II Members & Membership Review
- BELGIUM (Brussels) Europe in Action – Inclusion Europe & II Consultations on Article 19
- NORWAY NFU-II International cooperation for Africa
- CANADA (Nova Scotia) IASSID Conference
- PORTUGAL (Peniche) Self-advocates Conference Inclusion Europe & II Consultations on Article 19
- UNITED STATES (Washington DC) Workshop with international experts on Article 19 hosted with The Arc of the United States and OSF
- UNITED STATES (Washington DC) II General Assembly and International Conference in Partnership with The Arc of the United States
- UNITED STATES (New York) Conference of State Parties (UN CRPD) & International Disability Alliance & UNICEF Global Partnership on Children with Disabilities
- UNITED STATES (Washington DC) IIA participation in the Sixth Summit of the Americas
- MEXICO (Mexico City) Americas Regional Strategy Meeting and Conference
- MEXICO Pilot initiative in development on supported decision making
- COLOMBIA (Cartagena) IIA participation in the Sixth Summit of the Americas
- COLOMBIA (Bogota) Americas Regional Forum
- COLOMBIA (Bogota) Pilot initiative on living and being included in the community
- MALI (Bamako) IDA Capacity Building Training Project
- BENIN (Cotonou) IDA Capacity Building Training Project
- NORWAY NFU-II International cooperation for Africa
PROJECT UPDATE

**DENMARK (Copenhagen)**
European Disability Forum

**SWITZERLAND (Geneva)**
Contribution to the WHO World Report on Disability

**RUSSIA**
Pilot initiative in development on inclusive education

**CHINA (Beijing)**
Pilot initiative supporting development of family network

**NEPAL (Kathmandu)**
Asia Pacific Regional Forum

**RUSSIA (Moscow)**
UNICEF Consultation on Inclusive Education & II Focus Group on Article 19

**NEW ZEALAND**
Strengthening international infrastructure and human rights conference (IHC New Zealand)

**DENMARK (Copenhagen)**
European Disability Forum

**SWITZERLAND (Geneva)**
UN CRPD Committee of Experts & UN Office of the High Commissioner on Human Rights

**SWITZERLAND (Geneva)**
Contribution to the WHO World Report on Disability

**RUSSIA**
Pilot initiative in development on inclusive education

**CYPRUS**
Europe in Action – Inclusion Europe

**CHINA (Beijing)**
Pilot initiative supporting development of family network

**NEPAL (Kathmandu)**
Asia Pacific Regional Forum

**INDIA**
Pilot initiative on supported decision making

**JORDAN (Amman)**
MENA Regional Forum

**ISRAEL**
Pilot Initiative on living and being included in the community with AKIM

**ETHIOPIA**
Pilot initiative in development on inclusive education

**MAURITIUS**
Self-advocacy conference

**KENYA (Nairobi)**
Inclusion Africa Regional Meeting & II/NFU Conference

**KENYA**
Pilot initiative on developing community supports

**AUSTRALIA (Geelong)**
Having a Say Self-advocacy Conference

**SOUTH AFRICA (Johannesburg)**
African Regional Forum & Down Syndrome International Conference

**KENYA**
Pilot initiative on developing community supports

**CELERIOPA**
Pilot initiative in development on inclusive education

**KOREA**
Pilot initiative in development on inclusive education

**CYPRUS**
Europe in Action – Inclusion Europe

**CHINA (Beijing)**
Pilot initiative supporting development of family network

**NEPAL (Kathmandu)**
Asia Pacific Regional Forum

**INDIA**
Pilot initiative on supported decision making

**JORDAN (Amman)**
MENA Regional Forum

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Europe in Action – Inclusion Europe

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Having a Say Self-advocacy Conference

**SOUTH AFRICA (Johannesburg)**
African Regional Forum & Down Syndrome International Conference
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*
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:

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

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:

- 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
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<td>Independent auditors' report</td>
<td>7 - 8</td>
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<td>Statement of financial activities</td>
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<td>Balance sheet</td>
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<td>Notes to the financial statements</td>
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INCLUSION INTERNATIONAL
(A company limited by guarantee)

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

21 MARCH 2013

This report was approved by the trustees on and signed on their behalf by:

Mr T J Gadd
Treasurer
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.
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.

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

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

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

<table>
<thead>
<tr>
<th>Note</th>
<th>2012 €</th>
<th>2011 €</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>8</td>
<td>112,060</td>
</tr>
<tr>
<td>Cash at bank</td>
<td></td>
<td>262,547</td>
</tr>
<tr>
<td></td>
<td></td>
<td>374,607</td>
</tr>
<tr>
<td><strong>CREDITORS: amounts falling due within one year</strong></td>
<td>9</td>
<td>(195,112)</td>
</tr>
<tr>
<td><strong>NET CURRENT ASSETS</strong></td>
<td></td>
<td>179,495</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td>179,495</td>
</tr>
<tr>
<td><strong>CHARITY FUNDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated funds</td>
<td>10</td>
<td>25,000</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>10</td>
<td>45,250</td>
</tr>
<tr>
<td>Unrestricted funds</td>
<td>10</td>
<td>109,245</td>
</tr>
<tr>
<td><strong>TOTAL FUNDS</strong></td>
<td></td>
<td>179,495</td>
</tr>
</tbody>
</table>

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 21st March 2013 and signed on their behalf, by:

MFT J Gadd
Treasurer

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

<table>
<thead>
<tr>
<th></th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>Donations</td>
<td>-</td>
<td>1,497</td>
<td>1,497</td>
<td>-</td>
</tr>
<tr>
<td>Membership income</td>
<td>-</td>
<td>157,455</td>
<td>157,455</td>
<td>164,137</td>
</tr>
<tr>
<td>Grants</td>
<td>11,484</td>
<td>-</td>
<td>11,484</td>
<td>32,288</td>
</tr>
<tr>
<td>Voluntary income</td>
<td>11,484</td>
<td>158,952</td>
<td>170,436</td>
<td>196,425</td>
</tr>
</tbody>
</table>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>Grants for projects</td>
<td>576,287</td>
<td>-</td>
<td>576,287</td>
<td>160,805</td>
</tr>
</tbody>
</table>

4. RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

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

<table>
<thead>
<tr>
<th></th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>Audit fees</td>
<td>€6,160</td>
<td>€5,873</td>
</tr>
<tr>
<td>Accountancy fees</td>
<td>€1,496</td>
<td>€1,947</td>
</tr>
<tr>
<td>Legal fees</td>
<td>-</td>
<td>€1,685</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>7,656</strong></td>
<td><strong>9,505</strong></td>
</tr>
</tbody>
</table>

6. NET INCOME

This is stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Auditors' remuneration</td>
<td>€6,160</td>
<td>€5,873</td>
</tr>
<tr>
<td>Pension costs</td>
<td>€4,400</td>
<td>€4,134</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>10,560</strong></td>
<td><strong>10,007</strong></td>
</tr>
</tbody>
</table>

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.
7. STAFF COSTS

Staff costs were as follows:

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>175,357</td>
<td>125,286</td>
</tr>
<tr>
<td>Social security costs</td>
<td>10,844</td>
<td>7,315</td>
</tr>
<tr>
<td>Pension costs</td>
<td>4,400</td>
<td>4,134</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>190,601</td>
<td>136,735</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>3</td>
<td>2</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accrued income</td>
<td>108,913</td>
<td>13,410</td>
</tr>
<tr>
<td>Prepayments</td>
<td>3,147</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>112,060</td>
<td>13,410</td>
</tr>
</tbody>
</table>

9. CREDITORS:

Amounts falling due within one year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deferred income</td>
<td>125,577</td>
<td>128,592</td>
</tr>
<tr>
<td>Other creditors</td>
<td>-</td>
<td>324</td>
</tr>
<tr>
<td>Accruals</td>
<td>69,535</td>
<td>27,022</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>195,112</td>
<td>155,938</td>
</tr>
</tbody>
</table>
9. CREDITORS:
Amounts falling due within one year (continued)

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

10. STATEMENT OF FUNDS

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

<table>
<thead>
<tr>
<th></th>
<th>Brought forward</th>
<th>Incoming resources</th>
<th>Resources expended</th>
<th>Transfers in/out</th>
<th>Carried forward</th>
</tr>
</thead>
<tbody>
<tr>
<td>General funds</td>
<td>108,905</td>
<td>159,225</td>
<td>(133,885)</td>
<td>(25,000)</td>
<td>109,245</td>
</tr>
<tr>
<td>Designated funds</td>
<td>50,009</td>
<td>587,771</td>
<td>(592,530)</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>Restricted funds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>45,250</td>
</tr>
</tbody>
</table>

|                   | 158,914         | 746,996            | (728,415)          |                  | 179,495         |
11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

<table>
<thead>
<tr>
<th>Designated funds</th>
<th>Restricted funds</th>
<th>Unrestricted funds</th>
<th>Total funds</th>
<th>Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2012</td>
<td>2011</td>
</tr>
<tr>
<td>€</td>
<td>€</td>
<td>€</td>
<td>€</td>
<td>€</td>
</tr>
<tr>
<td>Current assets</td>
<td>25,000</td>
<td>45,250</td>
<td>304,357</td>
<td>374,607</td>
</tr>
<tr>
<td>Creditors due within one year</td>
<td>-</td>
<td>-</td>
<td>(195,112)</td>
<td>(195,112)</td>
</tr>
<tr>
<td></td>
<td>25,000</td>
<td>45,250</td>
<td>109,245</td>
<td>179,495</td>
</tr>
</tbody>
</table>

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).