



ANNUAL REPORT 2025



With Special Thanks to our Core Stakeholders & Supporters in 2025



Sport Ireland



Munster technological University



Department of Culture, Communications and Sport



Hyundai



Health Service Executive



Healthy Ireland



The Ireland Funds

A special thank you to our Associate Partners



Leisure, Health & Fitness Association



Website Support & Maintenance Partner



Digital Accessibility Partner



PSC - Auditor and Accountants



HR Suite- HR Partners

Memberships



Federation of Irish Sport



Sport For Business



The Wheel



Hidden Disabilities Sunflower

Contents

	Acronym Glossary Reference.....	pg 5
	Trustees of the Board	pg 6
	Sub Committees of the Board.....	pg 10
	Management and Operational Team & Services	pg 11
1	Introduction	pg12
	- Chairpersons Forward	
	- Chief Executive Officers Report	
2	About Active Disability Ireland.....	pg 15
	- Who are Active Disability Ireland	
	- Our Objective, Vision, Mission & Values	
3	Our Work.....	pg18
	- Strategic Report	
	- Strategic Theme 1: Creating Opportunities and Choice	
	- Strategic Theme 2: Increasing Profile and Visibility	
	- Strategic Theme 3: Influencing and Challenging	
	- Strategic Theme 4: Leading by example	
	- Key Challenges in 2025	
	- Key Successes across our programme areas	
	- Events & Marketing	
4	Governance.....	pg44
	- Organisational Map	
	- Our Team	
	- Management of the Organisation	
	- Plans for the Future	
5	Financial Review.....	pg62
	- Finance Director Report 2025	
	- Financial Overview	
	- Audited Accounts report 2025	
6	Case Studies.....	pg 89
	- Partnership Case Study - Swim Access Project	
	- Research Case Study - Training & Education Evaluation	
	- Impact Case Study - Active Healthy Me	

Acronym Glossary

ACC – Advocacy and Communications Committee

ADI – Active Disability Ireland

AHM - Active Healthy Me

BRC - Business and Risk

CHO – Community Healthy Organisations

HSE – Health Service Executive

HI - Healthy Ireland

LSPs – Local Sport Partnerships

NRC - Nominations and Remunerations Committee

NGBs – National Governing Body of Sport

SI – Sport Ireland

SIDO – Sports Inclusion Disability Officer

SLG – Sports Leaders Group

Throughout Active Disability Ireland, our Board of Directors may also be referred to as Members and or Trustees. For the purposes of this annual report, they will be referred to consistently as trustees.



Trustees of the Board

Trustees:

Brian O'Callaghan (Chairperson)

Sinead White

Bébhinn Murphy

Teri Kelly (Elected at AGM July 2025)

Lisa Lowry (Elected at AGM July 2025)

Nora Peters (Elected at AGM July 2025)

Peter Mc Cartney (Elected at AGM July 2025)

Sarah Hewitt (Elected at AGM July 2025)

Elizabeth Broderick (Elected at AGM July 2025)

Trustees of the Board who retired in 2025

Niall O'Flynn (Retired from Board June 2025)

Leslee O'Loughlin (Retired from Board June 2025)

Mary O'Connor (Retired from Board June 2025)

Matt Connor (Retired from Board June 2025)



Board of Trustees



Brian O'Callaghan

Chair -July 2023 to present Years on the Board and Term-6th July 2023 - 1 Year - (1st Term)



Sinead White

Trustee with expertise in Change Management, Risk and Project Management

Years on the Board and Term-10th October 2019 -5 Years - (2nd Term)



Bebhinn Murphy

Trustee with expertise in regulatory law and sport law

Years on the Board and Term -6th July 2023 -1 Year - (1st Term)



Lisa Lowry

Trustee with expertise in Human Resource Management

Years on the Board and Term -3rd July 2025 -1 Year - (1st Term)



Nora Peters

Trustee with expertise in Education, organisational Governance and Strategic Operations

Years on the Board and Term -3rd July 2025 -1 Year - (1st Term)

Board of Trustees



Peter McCartney

Trustee with expertise in Financial Management and Accounting

Years on the Board and Term -3rd July 2025 -1 Year - (1st Term)



Sarah Hewitt

Trustee with expertise in Health, Disability Advocacy and Inclusion

Years on the Board and Term -6th July 2025 -1 Year - (1st Term)



Elizabeth (Lizzy) Broderick

Trustee with expertise in Sport, Sport leadership and Policy

Years on the Board and Term -6th July 2025 -1 Year - (1st Term)



Board Trustees who finished their time on the board



Leslee O' Loughlin

Full Board Term completed in July 2025

HR Trustee with expertise in Diversity & Inclusion, Talent Acquisition & Development

Years on the Board and Term-18th July 2016 -9 Years - (3rd Term)



Niall O' Flynn

Full Board Term completed in July 2025

Trustee with expertise in Media and Communications

Years on the Board and Term-18th July 2016 - 9 Years - (3rd Term)



Matt Connor

Full Board Term completed in July 2025

Trustee with expertise across Disability, Advocacy and Lived Experience

Years on the Board and Term - 18th July 2016 - 9 Years - (3rd Term)



Mary O'Connor

Resigned from the Board in July 2025

Trustee with expertise in Policy, Governance and Strategic Development

Years on the Board and Term-13th June 2018 -8 Years - (3rd Term)

Sub-committees of the board

- Nominations and Remunerations Sub Committee
- Advocacy and Communications Sub Committee
- Business and Risk Sub Committee

Business and Risk Committee

Sinead White (Chairperson)

Bébhinn Murphy

Peter McCartney

Advocacy and Communications Committee

Teri Kelly (Chairperson)

Elizabeth Lynch

Sarah hewitt

Kerrie leonard (External Consultant)

Nominations and Remunerations Sub Committee

Lisa Lowry (Chairperson)

Nora Peters

Leslee O'Loughlin (External Consultant)

Management & Operational Team 2025

.....

CEO – Brenda O'Donnell

Strategic Operations Manager – Stephanie Mac Sweeney

Business Support Manager – Cathriona Curtin

.....

Training and Education Lead - Anna O'Connor

Training and Education Officer - Adam Somers

Active healthy Me Lead - Natasha Kelly

Insights Researcher - Rob Purcell

Communications and Marketing Lead - Eimante Mikneviute

Sports Inclusion Lead - Darren Healy

Staff who left the organisation in 2025

Sports Inclusion Officer - Ali Howick

Health and Wellbeing Officer - Jeraldeen Erraught

Health and Wellbeing Coordinator - Lauren Watters

.....

Auditors: PSC Accountants and Advisors, Tralee, Co, Kerry

Bank: Bank of Ireland, Denny Street Tralee **Solicitors:**

Cadogan O'Regan, Tralee, Co. Kerry **Insurance:** Arachas,

Bridge House, Lower Mallow Street,

Limerick, V94 X9KN, Ireland (formerly O' Malley Griffin).

Head Quarters: Active Disability Ireland, Kerry Sports Academy, Munster Technological University, North Campus, Tralee Co. Kerry, V92 HD4V

Second Office: Sport Ireland Campus, Snugborough Road, Blanchardstown, Dublin 15, D15 DY62

Introduction

- Chairperson's Forward
- Chief Executive Officers Report

“ Nothing About Us, Without Us

With this as our guiding principle, we undertake consultations, opening up discussion spaces, and seek to hear directly from people with disabilities from across Ireland. Through this approach, we strive to be a force for positive change, guided by the experiences of people with disabilities.

”

Chairperson's Foreword



Dear Supporters and Friends,

It is my privilege, as Chairperson of Active Disability Ireland, to present this report reflecting on a year of meaningful progress, strengthened influence, and continued commitment to inclusion in sport and physical activity.

In 2025, Active Disability Ireland has demonstrated clear leadership across the sector, advancing inclusive opportunities through programme growth, collaboration, and evidence-led development. Central to this progress is our commitment to ensuring that people with disabilities have equitable access to active and healthy lives.

A key highlight this year has been the continued expansion of the Active Healthy Me programme. Engagement with Disability Day Services has grown significantly, with over 560 sites now registered nationwide. Participation rates have increased to 46%, alongside a notable rise in programme completions. These outcomes reflect not only scale, but meaningful impact in supporting improved health and wellbeing.

We have also seen the importance of voice and representation on an international stage. The Active Disability Ireland Youth Forum contributed at ISAPA 2025, amplifying the perspectives of young people with disabilities and reinforcing inclusion as a fundamental right within physical activity and sport.

Our commitment to evidence-based practice continues to underpin our work. Ongoing investment in research and evaluation ensures that our programmes and strategic direction remain informed by lived experience. Feedback from across the sector consistently affirms Active Disability Ireland's leadership role and its contribution to systemic change.

The expansion of the Xcessible Programme has further strengthened inclusive systems within sport. We are now supporting 24 National Governing Bodies and 29 Local Sports Partnerships to develop structured, measurable pathways towards inclusion—an essential step in embedding long-term, sustainable change.

Education and capacity building remain key priorities. A review of our training framework confirmed its strong impact, while enhancements to delivery systems and the introduction of a new eLearning module have improved accessibility, quality, and reach.

2025 has also been a year of increased visibility and engagement. A focused communications approach, extended our reach to over 227,000 content views and more than 52,000 engagements. The Conference itself brought together stakeholders from across sport, health, education, and community sectors to share best practice and highlight progress.

I would like to acknowledge the commitment of my fellow trustees and to thank Brenda, the executive team and staff for their professionalism and dedication. I also extend sincere thanks to our funders and partners for their continued support.

While we are proud of the progress made, Active Disability Ireland will continue to lead with purpose working collaboratively to ensure that inclusion is embedded across all aspects of sport and physical activity, and that everyone has the opportunity to participate and thrive.

With warm regards,

A handwritten signature in black ink, appearing to read 'Brian O'Callaghan'.

Brian O'Callaghan,
Chairperson, Active Disability Ireland

Chief Executive Officers's Report



This year, more than any other, the impact of our work has been best understood not through numbers, but through people.

It is seen in the confidence of someone trying an activity for the first time. In the routine of a weekly session that becomes part of everyday life. In the voice of a young person who, when given a platform, speaks not about limitations, but about expectations for themselves, and for society.

These moments are what have shaped 2025.

Across the country, the Active Healthy Me programme has continued to grow, but what matters most is how it is being experienced. In day services, staff and participants are not just engaging with a programme—they are building habits, relationships, and a sense of ownership over health and wellbeing. What began as an initiative is becoming part of everyday practice, supported by people on the ground who are committed to making it work.

At the same time, we are seeing a shift within sport itself. Through the Xcessible programme, organisations are beginning to ask different questions not “can we include?”, but “how do we do this well, and how do we sustain it?”. This change in mindset is significant. It reflects a growing understanding that inclusion is not an add-on, but something that must be designed into systems, environments, and decisions from the outset.

Throughout the year, we have taken time to listen; To participants, to families, to coaches, to partners. What we heard was both encouraging and challenging. There is recognition of progress, but also a clear message that expectations are rising. People want more opportunities, more consistency, and more visibility. They want to see inclusion not as an exception, but as the norm.

This has shaped how we think about our role.

Our investment in research and evaluation is not just about measuring outcomes—it is about understanding experiences. It is about ensuring that what we do remains grounded in reality, not assumption. Similarly, the changes we are making to our training and education reflect a need to meet people where they are—whether that is through in-person learning, or more flexible, accessible online formats.

One of the most powerful reminders of the importance of this work came from our Youth Forum this year. Seeing young people step onto an international stage and speak with clarity and conviction about their right to be included was both inspiring and instructive. They are not waiting for change, they are demanding it. And they are right to do so.

We have also begun to tell our story more clearly. Not just what we do, but why it matters. Through our communications and our National Conference, we have created space for voices that are often unheard, and for conversations that challenge us all to think differently about inclusion.

Behind all of this is a team of people who care deeply about the work. Their commitment, energy, and belief in what is possible continue to drive Active Disability Ireland forward. I am grateful also to our Board of trustees, our funders, and our many partners who share this commitment and support us in turning ambition into action.

There is still a distance to travel. Too many people with disabilities continue to face barriers to participation. Too many opportunities remain out of reach. But what gives me confidence is the shift we are seeing in attitudes, in expectations, and in what people believe should be possible.

Our role is to keep that momentum moving. To keep listening, learning, pushing forward and to continue to lead by example.

Ultimately, this is not just about programmes or strategy. It is about people having the chance to take part, to belong, and to be included and we look forward to a strengthened year ahead build on the work of 2025

A handwritten signature in dark ink that reads "Brenda O'Donnell".

Brenda O'Donnell
CEO

About Active Disability Ireland

“82% of our stakeholders believe that Active Disability Ireland plays a key role in creating opportunities for people with disabilities in Ireland to be active.”

Stakeholder Consultation Report 2025 Quote

Who are Active Disability Ireland?

Active Disability Ireland are a national pan-disability organisation committed to creating an Ireland where people with disabilities have more opportunity to participate in physical activity of their choice.

We understand the power of physical activity and how it enables health, happiness and growth. Active Disability Ireland help foster a more inclusive society where these benefits are more accessible to people with disabilities. Always guided by the voice of people with disabilities, Active Disability Ireland are an insights-led organisation. We play a critical role in creating more opportunities for people with disabilities to be active in physical activity and sport. We also understand our role in encouraging and supporting people with disabilities to take ownership of their journey and are committed to supporting the process that allows an insight led approach and enables people with disabilities to use their living experience to help the development of resources and programmes to enhance the profile of physical activity and sport for people with disabilities. Our strategy focuses on sustaining and growing the strong collaborations and relationships that we have developed with our current partners across the sports, health, education and community sectors.

We are also committed to supporting national policy and building an inclusive infrastructure that will help to reduce the gradients within the sports sector while increasing the profile and visibility of physical activity and sport to people with disabilities, highlighting the impact that it can have across their lifespan. Active Disability Ireland offer a range of supports to the different sectors through a number of different initiatives. These include our national Training and Education Framework, Xcessible programme, Active Healthy Me programme for Disability Services, Sports Inclusion Disability Charter, I'm In Too campaign, an Ambassador programme and Inclusive communications and promotions.



Our Objective, Vision, Mission and Values

Our Objective

The principal objective for which Active Disability Ireland is established is the advancement of community welfare; the advancement of community development; the promotion of health; the promotion of civic responsibility or voluntary work; and the integration of those who are disadvantaged and the promotion of their full participation in society by seeking to benefit people with disabilities in Ireland through the carrying on the business of developing, promoting, supporting and advocating for equal opportunities for people with disabilities to engage in physical activity and to encourage and support people with disabilities to lead an active and healthy lifestyle.

We do this through research, insight from living experience, design, development, impact measurement, evaluation, leadership and partnership.

Our work:

- increases public awareness at community, regional and national level
- increases knowledge, skills and capacity of people in the local community
- increases knowledge, skills and capacity of people working in the sport, health, education and community sectors.
- increases the profile of physical activity through national campaigns
- shares insights and research across several sectors both nationally and internationally

Our Vision

To create an Ireland where people with disabilities have equal opportunities to be active

Our Purpose

To listen, support, challenge and build capacity so that people with disabilities have equal opportunity and choice to be physically active.

Our Values

1. Value Living Experience We will listen with empathy and respond with intent to the living experiences of people with disabilities. The needs, challenges and experiences of people with disabilities will shape and inform how we develop and design our work and how we challenge exclusion.

2. Making a Difference

We will invest our time, energy, expertise and passion into everything we do to ensure we knock it out of the park and make a positive difference in the lives of people with disabilities.

3. Stronger Together

It takes people with different ideas, strengths, interests and cultural beliefs to achieve positive change. We will work in collaboration with others to share our collective missions and we will respect and value the contribution of all.

4. Adventurous and Bold

We will be creative and open minded, daring in our approach, always with a willingness to learn and improve.

5. Lead and Challenge

We will strongly challenge exclusion and use physical activity and sport as the catalyst for change to create a fairer society for people with disabilities.

6. Down to earth

We love what we do and we want people to love working with us. We will be fun, approachable and professional to work with as we collectively strive to make a difference.

Our Work

- Strategic Report
- Strategic Theme 1: Creating Opportunities and Choice
- Strategic Theme 2: Increasing Profile and Visibility
- Strategic Theme 3: Influencing and Challenging
- Strategic Theme 4: Leading by Example
- Key Challenges in 2025
- Key Successes across our programme areas
- Events

“

Active Disability Ireland is committed to creating high quality, inclusive opportunities for people with disabilities targeting sustainability over time. With the focus of our organisation being equality and inclusion, our strategic plan supports and contributes to the United Nations Sustainable Development Goals (SDGs).

”

United Nations Sustainable Goals, Strategic Plan pg 8

Strategic Report

Since Active Disability Ireland adopted its Strategic Plan 2023–2027, the organisation has continued to make strong progress. Throughout 2025, we continued to deliver on the key performance indicators set out in the plan, ensuring measurable impact and continued organisational development. 2025 also meant that we reached the mid point of our current plan and we used this opportunity to conduct a stakeholder consultation which fed back very favorably on our work.

The year 2025 marked an important period of leadership which saw 5 new Directors join the board of Active Disability Ireland, bring expertise in Finance, Marketing and Communications, Human Resources, Education, Health and Sport.

The organisation's work continues to be guided by its strategic plan, supported by annual operational plans and programme plans, research and evaluation, and stakeholder consultation outcomes. This structured approach ensures alignment between strategic priorities and day-to-day delivery.

Active Disability Ireland also benefits from strong governance and oversight, with ongoing guidance and support provided by its Board of trustees and sub-committees.

The main objectives for 2025 are outlined in the following sections under each strategic theme.

1

Creating Opportunity and Choice

2

Increasing Profile and Visibility

3

Influencing and Challenging

4

Leading by Example



Strategic Theme 1 Creating Opportunity and Choice

Why is this important

People with disabilities told us consistently through our strategic consultation that an increase in the amount of accessible and inclusive opportunities would enable more choice and increase their participation in physical activity.



Ambition 1

To continue to play a key role in the delivery of the National Sports Policy in collaboration with our partners Sport Ireland, Local Sports Partnerships, Federation of Irish Sport and National Governing Bodies, enhancing opportunity and choice for people with disabilities.

Ambition 2

To create and foster new relationships, leading to sustainable participation pathways in the health, education and community sectors.

Ambition 3

To build the capacity of individuals and organisations across the sport, health, education and community sectors to effectively engage people with disabilities in physical activity, and to better define our impact.

Creating Opportunity and Choice

What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2025 set against our organisation objectives	Impact
All NGBs and LSPs on some level of Xcessible by the end of the strategy in 2027.	24 NGBs are currently engaged with the programme with 4 working towards Gold, 4 working towards Silver and 16 working towards Bronze. 29 LSPs have engaged in the programme with 1 working towards Gold, 8 working towards Silver and 20 working towards achieving the Bronze level.	- Increased number of NGB and LSP staff providing an inclusive culture across their organisations - Greater supports between national and local organisations - Increased number of mainstream sports and clubs providing an integrated approach to participation - Great buy in across Boards of management in NGBs and LSPs

Percentage of organisations adopting the Sports Inclusion Disability Charter increases year on year.	At the end of 2025 we achieved the figure of 2,532 total Charter signatures. This was an increase of 307 new signees across 2025.	• 2532 Organisations declaring their commitment to the inclusion of people with disabilities into their sport and physical activities • 12 different organisation Types are accessing training for staff/ volunteers • Increased value of the charter at national level through the application of such at grant and policy level
Percentage of all individuals trained that report improved knowledge, confidence and skills to provide greater opportunity and choice for people with disabilities.	We completed a full research and evaluation of our Training and Education framework through the services of a PHD scholar. The findings were published in June 2025 allowing us to evaluate the impact around knowledge and confidence and skills developed.	• Greater understanding and impact of our framework • Confidence in the quality of our workshops • Greater understanding of the needs for people with disabilities • Understanding of the delivery methods and the need for expansion
Number of people trained from health, sport and education sectors increases year on year.	A combined total of 336 workshops were delivered in 2025 through our tutors, SIDO's and Elearning. 3492 individuals were upskilled across one of our workshops offerings.	• Increased knowledge, skill, understanding and capacity across the sport, health and education sectors delivering opportunities to people with disabilities • Geographical reach across the 26 counties of Ireland
Positive social return on investment ratio for our training and education framework.	We commenced research to explore the value impact of our training and education workshops. The findings were published in June 2025 allowing us to evaluate the impact of costings and to support us in the development of an action plan for future development of the framework .	• To understand the learning outcomes of each of our training offerings (Autism in Sport, Disability Inclusion Training, Inclusive Fitness Training, Sport Inclusion Disability Awareness) • To understand participant experiences in completing our training both positive and negative • To understand how participants have utilised our training since course completion • To understand what impact participants who have completed training have had on people with disabilities

Strategic Theme 2 Increasing Profile and Visibility

Why is this important

People with disabilities told us that living experience was a powerful way to communicate and to ensure that opportunities become more inclusive and accessible. #NothingAboutUsWithoutUs. We heard consistently that people with disabilities wanted more promotion of inclusive opportunities to enable increased awareness and facilitate greater participation. We believe that by increasing the profile of our own organisation, and of others working in the disability sport and physical activity space, that we can extend our collective reach, extend our collective influence and raise awareness of opportunity and choice.



Ambition 4

To embed living experience at the heart of our organisation, and to ensure this shapes and informs everything we do.

Ambition 5

To improve the profile, reach and awareness of our organisation, our work and the work of others so that we can positively influence improved choice and opportunity for people with disabilities.

Ambition 6

To raise the understanding and profile of the benefits, experiences, impacts and opportunities in physical activity amongst people with disabilities.

Influencing Profile and Visibility

What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2025 set against our organisation objectives	Impact
Formation of a strategic advisory group to include young people with living experience.	2025 seen the growth in the number of youths taking part in our forum. The youth forum meet 3 times in 2025 - CPD development also took place to provide growth across the participants - Youth representatives took part in our end of year conference but also had the opportunity to present at the international ISPAPA conference in Kerry	• Greater insights and understanding of the needs of youth with disabilities • Increased engagement with youth with disabilities as a result of having youth forum • Identification of needs and wants to support youth in sport and physical activity

An increase of people with disabilities reporting that Active Disability Ireland is an organisation that embeds living experience.	All aspects of planning, development and preparation consulted with people with disabilities. Examples of which include: - Youth Forum - Active healthy Me Forum - Disability Services Awards - Xcessible Club I'm In too - National Conference - Training and Education Framework Development - I'm In Too Campaign - Ambassador Programme	• Increase in Insights led research • Greater understanding of the value of our work of Active Disability Ireland • Greater awareness of people with disabilities through our I'm In too campaign • Increased understanding of the needs of our ambassadors, what it means to them to be part of our organisation. • Living Experience of people with disabilities embed and shared in our work and with our stakeholders. • Greater scope to advocate with department on the needs of the sector
Extent of reach of our organisation increases year on year across online platforms.	In Q4 of 2025 we employed a new Marketing and Communications Lead, whose primary is the promotion and delivery of communications around all our programmes and events plus strategic development aligned with our strategy	• Increased growth across all platforms with over 227,000 content views for just one event • Increased no of dedicated posts relating to our programmes • Increased sharing of posts for other organisations • Increased profile of our programme and work
Percentage of partners, stakeholders and people with disabilities reporting that Active Disability Ireland's communications was effective and impactful.	A Stakeholder engagement survey was conducted in 2025.	• Increased understanding of what is needed to ensure that are work and the work of others is promoted and recieved. • Increased understanding of how we should communicate and promote our work.



Strategic Theme 3

Influencing and Challenging

Why is this important

People with disabilities told us that policies, strategies and approaches must adequately reflect their needs, experiences and challenges. We also heard that Active Disability Ireland has successfully positioned our organisation in a way that we can have a positive influence on local, regional and national strategies. Active Disability Ireland wants to use insights from people with disabilities to educate and inform decision making and to influence policy and practice.



Ambition 7

To challenge existing and new strategies and policies across the health, education, and community sectors to adequately reflect the needs, aspirations, experiences and challenges of people with disabilities in physical activity.

Ambition 8

To advocate and promote continued investment in participation in physical activity for people with disabilities and protect its place within the wider inclusion agenda.

Influencing Profile and Visibility

What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
Qualitative measure of meaningful policy interventions achieved by our team.	We continued our engagements with ministers, departments and National government agencies to support and influence policies and practice. Examples include -Sports Leaders Group -Dept of Sport -Dept of Health -National Disability Authority -Sport Ireland Diversity and Inclusion Policy - Sport Ireland Volunteer Policy - Sport Ireland respect the officials policy -Comhairle na Tuaithe -National Swimming Strategy advisory committee -Disability NGB Consortium	- Disability representation feeding into the national policies - Disability representation feeding into the National Objectives for the National Sports policy - Disability representation into the roll out of the different policies through Sport Ireland - Disability representation across the disability sport sector - Increased Awareness of ADI's expertise
Value of funding into disability sport and physical activity initiatives increases year on year.	Increased funding allocated to Active Disability Ireland through Core and Dormant Accounts.	- Increased funding to the Active Disability Ireland and other Disability Org's. - Increased scope to deliver programmes and increase resources

Strategic Theme 4

Leading and Challenging

Why is this important

The consultation informing this strategy told us that our Board of trustees and staff are a key strength and that we “breathe a culture of inclusion”. We are proud of this and want to build on these strengths by further investing in our team, ensuring that Active Disability Ireland is a great place to work and a great organisation to work with. We also believe that our work makes a difference, so we want to continue to grow and develop this work ensuring an even greater impact on participation in physical activity amongst people with disabilities, this will require a renewed focus on financial sustainability, succession planning and governance.



Ambition 9

To operate as a progressive, ethical, trusted and respected pan disability organisation, underpinned by good governance and valued by people with disabilities and those working in the sector.

Ambition 10

To increase our financial sustainability through a diversification of funding and income sources.

Ambition 11

To ensure that Active Disability Ireland is a great place to work where our people are supported personally and professionally and where well-being is prioritised.

Leading by Example		
What Success Looks Like in 2027 set against our organisation objectives	What success looked like in 2024 set against our organisation objectives	Impact
Proportion of our Board and staff with a disability increases from baseline.	Growth of Disability representation on the board and Sub Committees increased from base line of 2 trustees	Greater insights and shared living experience to the Board
Retain compliance with the governance and charities code and achieve 1 externally accredited governance award.	Continued full compliance across both the Sport Ireland governance code for sport and Charities Code Public Declaration of both the codes and return of annual report to the Charity Regulator	- Transparent Governance and Financial practices - Accountable leadership - Organisational sustainability - Up to date policies

Income sources diversify from baseline with a more equitable spread from across relevant sectors.	Continued engagement with government agencies including Dept of Sport, Disability and Health Development of elearning workshop to generate new revenue. Additional donations received through the auspice of Charitable status	- Increased financial stability - Greater reach across new sectors - Increased value of understanding of the opportunities for people with disabilities - Development of Sustainable business models across programme areas
All Staff reporting positively on Active Disability Ireland as a great place to work in annual staff survey & performance management reviews	Internal promotions across positions Personal Development hours allocated and time increased Annual Staff Satisfaction survey completed Staff action plan developed arising from survey	- Positive work culture across the organisation - Increased respect for all team members - All team members feel supported - Personal and team wellbeing valued - Clear actions for staff development





Key Challenges in 2025

2025 was a year of consolidation and stability. Some of the key challenges faced throughout the year spanned across the areas of human resources, government department changes, capacity across the team and board of trustees.

Recruitment and Retention:

Throughout 2025, the organisation experienced several changes in key lead positions, which resulted in a temporary disruption to programme delivery in certain areas. By December, a full complement of staff had been successfully recruited, including the appointment of a new lead for Communications and Marketing.

Recruitment and Onboarding

Sourcing and integrating new staff within a competitive employment landscape presented ongoing challenges throughout the year.

Programme Delivery Capacity

Temporary gaps in staffing and ongoing structural reviews resulted in reduced capacity to deliver programmes consistently in certain areas.

Regulatory Compliance

The introduction of updated revenue regulations, particularly concerning Contracts for Services, required significant review and adjustment of existing operational models.

Sustainability of Tutor Network

Increased legal and financial obligations made it challenging to maintain the existing tutor network structure, prompting a strategic reassessment.

Organisational Change and Adaptation:

The need to review and redevelop delivery models required significant internal focus, planning, and change management.

Stakeholder Communication

Ensuring clear and consistent engagement with partners, funders, and the partnership networks was critical during a period of change.

Financial Pressures

Rising operational and compliance-related costs placed additional demands on organisational resources and budget planning.

Key Successes across our programme areas in 2025

Training and Education

Throughout 2025, our organisation continued to deliver workshops as part of our training and education framework, while actively adapting to changes across the broader education landscape and undertaking a review of delivery methods in response to updated revenue regulations. Across quarter 1 to quarter 3 the workshops remained focused on upskilling and building the capacity of individuals within the sporting, health, education and community sector, enhancing their confidence and ability to create inclusive opportunities for people with disabilities to participate in physical activity and sport.

The workshops we delivered on in 2025 included:

- Autism in Sport (Online)
- Autism in Sport (In person)
- Disability Inclusion Training (Online)
- Disability Inclusion Training (In person – theory only)
- Disability Inclusion Training (In person – theory & practical)
- Inclusive Fitness Training (Online & in Person)
- Sport Inclusion & Disability Awareness Training (Online)
- eLearning (New in 2025)

Achievements and Impact:

A combined total of 336 workshops were delivered in 2025 through our tutors, SIDO's and eLearning.

3492 individuals were upskilled across one of our workshops offerings.

These were delivered to Local Sports Partnerships, National Governing Bodies, sports clubs, community centres, local businesses, third level institutes, Educational Training Boards, Irish Prison Services, corporate business, hospital settings, disability services and others

The table below shows a breakdown of all the various workshops over the duration of 2024

Title of training	Number of workshops in 2024	Number of workshops in 2025
Autism in Sport (Online)	51	47
eLearning	Not Delivered	152
Disability Inclusion Training (Online)	20	42
Sport Inclusion & Disability Awareness Training (Online)	21	13
Disability Inclusion Training (In person – theory & practical)	19	19
Inclusive Fitness Training (Online)	9	6

Training and Education

The Training and Education Development unit continued to evolve significantly throughout 2025, marking an important year of change for Active Disability Ireland's training framework. With the development of ADI's first eLearning workshop and the appointment of a Training and Education Development Lead, the unit entered a new phase of structured growth, improved coordination, and a renewed focus on quality and consistency across all training provisions.

Throughout the year, a Training and Education Framework Review and consultation process was undertaken to inform the continued development of ADI's training framework. This process included reviewing course content, delivery approaches, and training pathways across the health, community, and education sectors, and gathering feedback from tutors, facilitators, participants, and key stakeholders. The findings from this review have directly informed framework development, supporting a more focused, responsive, and scalable approach to training that enables organisations, coaches, and professionals to create inclusive and accessible physical activity and sport opportunities. The following sections outline key outputs and outcomes achieved in 2025, alongside priority actions planned for 2026.

Outputs and outcomes 2025

In 2025, the Training and Education Development unit made strong progress across a number of priority actions, strengthening systems, enhancing delivery quality, and expanding engagement across sectors. The primary focus was on building sustainable foundations to support consistency and scalability for future growth.

Key work progressed to improve training systems and processes, including reviews of booking and account set up, benchmarking of digital platforms, and refinements to administrative workflows to enhance tutor and participant experiences.

Progress was also made in tutor support and quality assurance, with onboarding, sign-off, and mentoring processes reviewed and strengthened. Opportunities for shadowing and supported delivery increased, and tutor feedback informed improvements to session structure and delivery roles. Planning also commenced for tutor upskilling and ongoing supports.

A significant milestone was the launch of ADI's first self-paced eLearning workshop, Disability Inclusion in Sport and Physical Activity, expanding access to training and supporting more sustainable delivery.

An "I'm In Too" promotional video for the Training and Education Framework was developed in collaboration with participants from a Disability Inclusion workshop attended by professionals across the community, health, and sporting sectors. The video captured participant reflections on learning and training impact. Two working groups, Inclusive Design for Outdoor Recreation (IDOR) and Autism in Sport, were established and met three times during the year. Both groups reviewed existing content and provided recommendations for redevelopment and delivery. As a result, updated IDOR workshop content was developed, key modules for the Autism in Sport workshop were progressed, and the SIDA Board workshop was redeveloped and delivered.

Working group members included:

Autism in Sport: ADI Tutor, SETU postgraduate and staff.

IDOR: Sport Ireland, Irish Wheelchair Association, Rowing Ireland, Outdoor adventurer and disability advocate Canoeing Ireland, Kilkenny County Council, Clare Local Development Council, Accessible Outdoor Providers.

At a strategic level, work continued to review sector based costings, explore partnerships, and engage with stakeholders across sport, education, health, and community sectors to understand accreditation pathways and ADI's role in supporting professional development.

In December, delivery of the Training and Education Framework was paused to allow for a comprehensive review of content and delivery mechanisms. This review drew on the training and education evaluation and other feedback provided by tutors, participant insights, working group input, and early learning from eLearning, ensuring future delivery is aligned with sector needs ahead of a coordinated relaunch in 2026.

Future growth for Training & Education in 2026

Building on the foundations established in 2025, 2026 will focus on the review and redevelopment of training content, delivery approaches, and digital accessibility, ensuring the Training and Education Framework is high quality, inclusive, and fit for purpose.

A key priority will be a full review of all workshop content and resources available through ADI's LMS and website, with a strong focus on accessibility, relevance, and end user experience. This review will be undertaken in partnership with working groups across Disability Inclusion Training, Inclusive Fitness, Autism in Sport, and Inclusive Design for Outdoor Recreation, and will include manuals, workshop materials, and video content.

How learners access and engage with training will also be reviewed to ensure a seamless and accessible experience across booking systems, digital platforms, and learning resources.

Alongside this review, new content development will be progressed in priority areas, particularly within the outdoor and education sectors, with exploration of resources focused on co-design approaches and potential engagement with the corporate sector.

Early 2026 will see the rollout of an updated Sport Inclusion Disability Awareness workshop, led by Sports Inclusion Disability Officers (SIDOs). This free workshop provides SIDOs nationwide with the opportunity to upskill and deliver consistent, high-quality training within their local communities.

To support learners engaging with eLearning while the framework remains paused, an additional free face-to-face workshop will be developed in the first quarter of 2026, providing practical support to apply learning and ask questions.

The Training and Education unit will also complete the development of the Xcessible Schools initiative for Transition Year students, increasing disability awareness and exploring how schools can become more inclusive and accessible. The first pilot will take place at Enfield Community College, with up to two additional pilots planned before finalising the initiative structure.

A relaunch of the updated Training and Education Framework is planned for Q2 2026, providing an opportunity to showcase refreshed content, improved accessibility, and a broader range of workshop formats. ADI will continue to work closely with Sport Ireland and the Coaching Development Unit to align training provision with Sport Ireland coaching frameworks.

Together, these actions will support the continued development of a responsive, inclusive, and high quality training framework that meets the evolving needs of the sector.



The Xccessible programme for National Governing Bodies of Sport (NGBs) and Local Sports Partnerships (LSPs) has continued its growth across 2025.

This programme aims to support NGBs and LSPs in becoming more inclusive of people with disabilities through a staged, structured approach. The programme helps organisations to build capacity to better support people with disabilities and encourage them to take part in sport and physical activity.

Active Disability Ireland guides and supports these organisations through each stage of the programme, setting realistic and manageable goals, objectives, and timelines to achieve the criteria. Throughout 2025, organisations attended group and individual meetings to showcase their progress and evidence their work towards achieving the different objectives.

In total, 24 National Governing Bodies of Sport have engaged with the programme with four working towards Gold, four working towards Silver, and 16 working towards completing the Bronze level.

29 Local Sports Partnerships have engaged in the programme in 2025 with one working towards Gold, eight working towards Silver, and 20 working towards achieving the Bronze level.

	NGB's Bronze Level	NGB's Silver Level	NGB's Gold Level	LSP's Bronze Level	LSP's Silver Level	LSP's Gold Level
2024	14	4	3	20	8	1
2025	16	4	4	20	8	1



Xccessible Awards

During 2025, we hosted our Xccessible Awards Ceremony. The ceremony gave us the opportunity to celebrate the achievements of organisations who have attained an Xccessible Award to date. Held on 30th April 2025 in the Johnstown Estate Hotel, Enfield Co. Meath, it allowed us to promote the programme and its success, whilst also rewarding and acknowledging the incredible work done by each NGB and LSP receiving their awards. Hopefully, the ceremony will encourage more organisations to begin their Xccessible journey and inspire those already on the Xccessible journey.



Xccessible Facilities

In 2025, Active Disability Ireland continued the development of an Xccessible Facilities resource. This resource will provide facilities with guidance on how to make their organisation more inclusive of and more accessible to people with disabilities. This will create more opportunities for people with disabilities to participate in sport and physical activity.

The Xccessible Facilities resource will guide facilities through the five headings of Openness, People, Activities, Facilities and Promotion, as outlined in the Sports Inclusion Disability Charter.

Work will continue on this resource throughout 2026 between Active Disability Ireland and Sport Ireland Facilities.

Future Growth for Xccessible NGB / LSP in 2026

- Increased number of NGBs and LSPs participating on all levels of the Xccessible programme.
- Panel Presentations in May and November for Bronze and Silver awards.
- Evaluation, impact measurement and report of Xccessible Programme.
- Expansion of the Xccessible Panel members to the programme.
- Re-engage with Sport Ireland Facilities in Q1 and structure Xccessible Facilities plan.
- Develop Xccessible Facilities Focus Group and engage with same.
- Pilot programme through collaboration with Sports Campus Facilities.
- Xccessible Facilities Toolkit launch.



Xccessible Club Toolkit

The Xccessible Club Toolkit is a guided resource that helps empower clubs to positively and meaningfully provide opportunities for people with disabilities to take part in sport and physical activity at a local level. This resource was successfully launched in November 2022 and has over 1,322 downloads to date. This figure is representative of 32 counties and 66 different sports and activities.

The Toolkit has been developed to support clubs in three stages of their journey towards creating a fully inclusive club for people with disabilities: Develop, Embed, Sustain. The Sport Inclusion Disability Charter is the framework for this resource, and the Toolkit supports sports clubs in bringing the Charter to life.

There are guidelines, templates and resources that accompany the Toolkit that are designed to support clubs and communities to become more inclusive. Throughout 2024 and 2025 we began the development of a workshop which will further support this Toolkit's implementation. The Workshop launched in 2025 and will continue to be delivered throughout 2026.

	Downloads	Counties	Number of sports
Xccessible Toolkit downloads 2024	1129	31	66
Xccessible Toolkit downloads 2025	1322	32	66

Future Growth for the Xccessible Club Toolkit in 2025

- Launch of the Xccessible Club Workshop to further support the toolkit implementation
- Increase number of Club Toolkit downloads
- Increased delivery of workshops delivered to clubs





Xcessible Club Roadshow

2025 seen the launch of the Xcessible Club Roadshow. The workshop is designed to provide clubs, coaches, and volunteers with an in-depth understanding of how they can support their club in becoming more inclusive and accessible for people with disabilities.

The 2-hour workshop takes participants through the fundamentals of disability awareness, the Xcessible Club Toolkit, and involves a number of practical tasks to ensure that the participants feel confident in supporting their club through its journey of inclusion.

The first Roadshow took place in the National Sports Campus, Blanchardstown, Dublin in June.

Future Growth for the Xcessible Club Toolkit in 2026

- Future Developments for Xcessible Club Toolkit, Roadshow and Workshop
- Continued roll out of the Xcessible Club Workshop
- Support the Toolkit implementation
- Increase number of Club Toolkit Downloads
- Emphasis on targeting clubs affiliated to the NGBs already on their Xcessible journey





Sport Inclusion Disability Charter

The Sport Inclusion Disability Charter, launched in 2018 following extensive consultations with people with disabilities throughout Ireland, is Ireland's first ever Charter to identify the five key areas people with disabilities are asking all organisations to consider in making active and healthy lifestyles choices.

By signing the Sports Inclusion Disability Charter, organisations are committing to listening to the needs of people with disabilities and looking at how their organisation can be more inclusive.

By the end of 2025 we reached a total of 2532 Charter signatures. There were 307 new Charter signatures in 2025. These include:

- All 29 Local Sports Partnerships
- 43 NGBs
- 1644 Clubs
- 90 Sports/Activities
- 172 Leisure Centres and Gyms
- 166 Outdoor Activities
- 50 Disability Services
- 42 Educational Organisations
- 296 other organisations and services

Charter Signees in 2019	244
Charter Signees in 2020	1000
Charter Signees in 2021	1466
Charter Signees in 2022	1731
Charter Signees in 2023	2006
Charter Signees in 2024	2223
Charter Signees in 2025	2532



Active Disability Ireland would like to thank NGBs and LSPs for their continued support in promoting the Sport Inclusion Disability Charter.

Future Growth for the Charter in 2026

Future Developments for the Charter

- Report more widely across the sector on the importance of the Charter
- Promote Charter Stories to highlight the importance of the Charter
- Increase number of downloads across all sectors
- Expand and develop a Disability Charter for Youth
- Increase engagement with LSPs and NGBs regarding Charter signees
- Redevelopment of Charter Video





Active Healthy Me

Active Healthy Me is a health and wellbeing programme delivered directly to people with disabilities in adult day service locations. Developed in partnership with the HSE and supported by Sport Ireland, the aim of the programme is to increase the knowledge and understanding of people with disabilities on the importance and benefits of being physically active, living a healthy lifestyle and the opportunities that are available to participate within their local community. The programme also aims to enhance the engagement between service locations and their local sports partnership to connect them to local participation opportunities.

Active Healthy Me Programme Analysis

Since Active Healthy Me launched in January 2023, a total of 405 Disability Day Service sites across all 9 CHO areas/26 counties have registered for the programme. The breakdown of programme performance can be seen below:

	2024	2025
Total Number of Accounts registered	405	563
% of Day Services engaging in AHM Programme	32%	46.34%
New Signs Ups	198	158
Completed Accounts	43	130
Number of participants who fully completed programme	360	544



Residential Pilot

2024 saw the launch of a residential pilot programme as we aspire to expand our reach into additional HSE funded sectors. Due to turn over in staff this programme has not had very much engagement. A re-visit of this pilot model will take place in 2026 with regular contact points throughout the journey.

Current programme status and geographical location can be seen below:

Active Healthy Me Forum

The Active Healthy Me Forum (AHM forum) was established in September 2024 to help guide the Active Healthy Me operational team with development of future Active Healthy Me resources. Having insights and perspective from various sectors ensure that we are implementing true insightful and sustainable change to help improve the AHM programme. The Active Healthy Me Forum aims to aid Active Disability Ireland to operate to our full potential in educating people with disabilities of the benefits of living active and healthy lifestyles.

The AHM forum meet at least four times a year (once per quarter) and are responsible for:

- Identifying key areas of support needed by individuals with disabilities in relation to physical activity, sport, health and community inclusion
- Provide feedback and guidance during the development of additional Active Healthy Me resources
- Help identify new avenues of programme advertisement
- Identify opportunities for progression of Active Healthy Me participants beyond the programme
- Help identify possible I'm In Too candidates i.e. identify possible AHM case studies/success stories

Future Growth for the Active Healthy Me Programme in 2026

- Recording and release of additional programme resources such of exercise videos, as well as resources for older adults, mental health & mindfulness
- Recruitment of new services
- Re-engagement of the pilot of Active Healthy Me in Disability Residential Services
- Development of Tier'd active healthy me programme - occupational therapist led and MATP Special Olympics linked physical active programme for more complex needs
- Development of Active Healthy Me school's programme
- Pilot of Active Healthy Me in private sector- CRANN centre
- Pilot Active Healthy Me in Munster Technological University (MTU) at QQI Level 6 – Path 4 programme
- Launch of the Active Disability Service Award webinars to increase the profile of the awards and to assist Active Healthy Me members to embed new physical activity/health promotion programmes within their services
- Host 2026 Disability Service Awards to recognise services who have used learnings form the Active Healthy Me programme to supoprt more individuals become active in their daily life



Insights and Research

Active Disability Ireland continued to operate as an insights-led organisation throughout 2025, with a strong focus on deepening understanding of the lived experiences of people with disabilities. Drawing on learning from prior work, the organisation maintained an emphasis on using research insights to inform practice, strengthen engagement, and guide strategic thinking. This approach ensured that learning from across the year contributed meaningfully to ongoing organisational development and future planning. Below are some of the highlights from the past year.

The Active Disability Youth Forum Took Centre Stage at ISAPA 2025

Active Disability Ireland brought youth voices to the forefront at ISAPA 2025 with a panel discussion titled “The Right to Physical Activity for Youths with Disabilities,” held on 19 June at the Kerry Sports Academy. Delegates from around the world heard directly from young people with disabilities about their experiences of physical activity, the barriers they face, and their aspirations for a more inclusive future. The event was opened by the Ombudsman for Children, who emphasised that physical activity is a fundamental human right and highlighted the importance of inclusive policy, education, and community support.

The youth-led panel, including members of the Active Disability Ireland Youth Forum, explored what true inclusion looks like in practice and what still needs to change. Panellists called for greater investment in accessible programmes, stronger representation of disabled young people in decision-making, and increased awareness across sport, education, and community sectors. Delegates were encouraged to leave with a clear commitment to take action within their own work to ensure young people with disabilities are active, included, and heard.

“When no one is left on the sidelines, sport becomes what it was always meant to be - a place where everyone belongs”.

Training and Education Framework Review

A comprehensive review of Active Disability Ireland’s training and education framework was undertaken to support reflection, learning, and strategic development, ensuring it remains responsive, effective, and sustainable as demand continues to grow. The evaluation applied the RE-AIM framework to assess reach, effectiveness, implementation, and maintenance, using a mixed-methods approach that combined surveys, interviews, and focus groups with participants, tutors, and staff to identify key strengths and areas for improvement.

Overall findings demonstrated strong impact and relevance, with participants and tutors highlighting accessible delivery, knowledgeable facilitators, and meaningful learning experiences being commonly cited positively. Key areas for development were also identified, and an action plan was developed to be implemented by the Training and Education team to ensure the framework remains effective and impactful.

Stakeholder Evaluation

A stakeholder consultation was undertaken to ensure that Active Disability Ireland has a clear, evidence-based understanding of how its work is perceived and experienced by those it engages with across the sport, physical activity, health, education, and community sectors. Given the organisation's role in supporting inclusion and influencing policy and practice, the study was designed to gather stakeholder perspectives to support accountability, transparency, and informed decision-making. It also aimed to ensure that Active Disability Ireland's programmes, advocacy, and strategic direction remain aligned with the lived experiences, expectations, and evolving needs of stakeholders.

The consultation findings demonstrate that Active Disability Ireland is highly valued by stakeholders, with strong agreement that the organisation plays a key leadership role in creating opportunities for people with disabilities to be active and in amplifying their voices within the sector. Stakeholders reported positive experiences of engagement and collaboration and recognised the organisation's impact on practice, capacity building, and sector development. Overall, the outcomes provide a strong evidence base confirming Active Disability Ireland's credibility and influence, while also offering strategic insight to support continuous learning, future planning, and sustained sector-wide impact

Future Work for Insights and Research in 2026

- Xcessible programme Evaluation
- Active Healthy Me programme Evaluation
- "A role for everyone in sport - to explore the empowerment needs of people with disabilities in roles across sport and physical activity"





Events & Marketing



Active Disability Ireland 2025 National Conference 3rd December Johnstown House Hotel

Following the appointment of a Marketing and Communications Lead in Q4, marketing activity primarily focused on the promotion and delivery of communications around the National Conference in December.

The promotion of the event was delivered through organic content on digital channels, maximising reach through collaborative posts, the promotion of high-profile speakers, and the introduction of new Active Disability Ireland ambassadors. This approach helped to organically build anticipation for the event and create connection with the online community. The social campaign was supported by email marketing and features in newsletters e.g. Sport for Business.



The National Conference served as a platform to highlight Active Disability Ireland's key projects and messages for 2025. A central aim of all communications was to reflect these messages across digital channels to continue building the organisation's profile and documenting the impact. Live coverage throughout the event was leveraged to drive digital performance, resulting in increased reach and engagement across the day.



A core objective of the conference coverage was to amplify the voices of people with disabilities, in line with the organisation's ethos of placing people with disabilities at the center of its work. This was achieved through content highlighting the messages of keynote speakers, profiling ambassadors through interviews, and aligning the close of digital coverage with the conference's closing speaker. This approach ensured that a person with a disability had the final voice across both the event and digital platforms, a key feature in Active Disability Ireland's events and setting the tone for future digital content strategy.



In line with the organisation's advocacy objectives, coverage also highlighted national-level panelists and ensured online engagement with government departments and officials, further raising the organisation's profile.

The event served as a live example to reflect and signal the future direction of Active Disability Ireland's digital channels in 2026.



Digital Performance | Facebook, Instagram & LinkedIn | November 1st – December 23rd

- Over 227,000 content views
Significant growth in content visibility across platforms.
- More than 52,000 people reached / viewers engaged
Strong increase in audience reach, reaching new audiences on digital channels.
- Over 3,000 content interactions
High levels of engagement, reflecting strong audience interest and responsiveness to content.
- Nearly 500 link clicks
Effective conversion from awareness to action, directing users to ADI website.
- 3,000+ profile visits
Increased traffic to profiles (Facebook & Instagram), indicating growing interest in Active Disability Ireland's work.
- Over 320 new followers
Notable audience growth across platforms, supporting growth of audience long-term.

Future Growth for Marketing and Communications

The key focus for the beginning of 2026 will be developing a marketing plan for 2026-2027, aligning closely with the current overall strategy. The plan will act as a guide for all marketing efforts and inform the way Active Disability Ireland communicates with internal and external stakeholders. Key branding and promotional activity will center on the Active Disability Services Awards and the annual National Conference.

- Marketing Plan for 2026 – 2027
- National Campaigns such as I'm in Too and Ambassador Programme
- Growth of existing digital channels and performance
- Media coverage
- Creation of high-quality content
- Launch of newsletter services
- Amplify voices of people with disabilities through storytelling
- Strengthen branding across digital and promotional materials



Governance

- Organisational Map
- Our Team
- Management of the Organisation
- Plans for the Future

“

We understand the transformative power that physical activity can have on a persons life and we want to reduce this gradient.”

Organisational Map of Active Disability Ireland



Our Team in 2025



Brenda O'Donnell - CEO

Brenda joined the organisation in 2015, bringing with her a lifelong passion and dedication to disability sport and physical activity. Throughout her career, she has been committed to creating inclusive sporting and recreational opportunities for individuals with disabilities.

A graduate of the Institute of Technology Tralee, Brenda earned a BSc in Health, Fitness and Leisure Studies in 2001. In 2024, Brenda was appointed Chief Executive Officer, a role in which she now leads the organisation's strategic development and growth, championing inclusion, accessibility, and participation at all levels.



Stephanie Mac Sweeney - Strategic Operations Manager

Stephanie is the Strategic Operations Manager at Active Disability Ireland and joined the team in 2022. In her role, Stephanie supports a team that lead on specific projects that all work towards our common goal of creating an Ireland where people with disabilities have equal opportunities to be active. A key aspect of this role is operational management, stakeholder engagement, collaboration and partnership development.



Cathriona Curtin- Business Support Manager

Cathriona joined the team in February 2023. Cathriona supports our business planning, financial management and reinforces our organisations ongoing commitment to good governance and leadership. Outside of work, Cathriona is passionate about staying active through sports, enjoys reading, and is dedicated to promoting overall well-being.



Robert Purcell - Insights Officer

Rob joined Active Disability Ireland in 2021 in his role as Insights Officer. As insights officer, Rob has the goal of capturing the voice of people with disabilities and their experiences with physical activity to ensure Active Disability Ireland is committed to its goal of being insights led and operating based on living experience. Rob also leads the evaluation work on the organisation's programmes ensuring our work is having an impact on the lives of people with disabilities.

Our Team in 2025



Lauren Watters - Health and Wellbeing Coordinator

Lauren joined the team in 2023 having graduated from DCU with a BSc in Sport Science and Health. She is a qualified adapted physical activity instructor with 5 years experience working with people with disabilities. Lauren coordinates the development of our Active Healthy Me programme which supports people in disability day services to become more physically active and lead active lifestyles.



Jeraldeen Erraught -Health & Wellbeing Officer

Working as a Health and Wellbeing Officer Jeraldeen's role is to register Adult Disability Day Services for the Active Healthy Me Programme. This is a free health and wellbeing eLearning programme, that is delivered by disability support staff to people with disabilities in adult day service locations. Jeraldeen's role also involves the production of the I'm in Too Videos, participation in the Annual Conference and Disability Service Awards.



Adam Somers - Training and Education Officer

Adam is a key member of the Training Team at Active Disability Ireland, where he has contributed for over two years. Adam brings valuable experience to the organisation. He manages all bookings for the organisation's suite of workshops and plays an integral role in supporting Active Disability Ireland's vital network of tutors.



Ali Howick - Sport Inclusion Officer

Ali joined the Active Disability Ireland team in August 2024 after earning her BSc in Sports and Leisure Management from Technological University Dublin. With a passion for sport and a background in delivering adapted activities, Ali is dedicated to promoting inclusion and accessibility across the sporting sector. Working closely with National Governing Bodies and Local Sports Partnerships, she values the opportunity to share her expertise while learning from the experiences of fellow professionals.

Our Team in 2025



Anna O'Connor - Training and Education Lead

Anna joined the organisation as Training and Education Development Lead in April 2024 and leads the review and development of ADI workshops. With experience across disability services, Anna has a background in designing and delivering inclusive programmes. Anna holds a degree in Health and Leisure with APA and has completed research on stakeholder experiences supporting physical activity engagement for autistic children and adolescents.



Natasha Kelly - Active Healthy Me Lead

Natasha is a Health and Leisure graduate from MTU, Tralee with a master's in health promotion practice from ATU, Sligo and has 12 years' experience within the sports industry from grass roots to high performance, coach and club development both Nationally and Internationally including para triathlon team coach for the 2024 Paris Paralympic games. Natasha has a breadth of experience across the sector from developing sustainable pathways and systems. Through Natasha's people centered approach and ethos of engaging, enabling, educating and empowerment, her aim is to help support people along their individual journey's.



Eimante Mikneviute - Marketing & Communications Lead

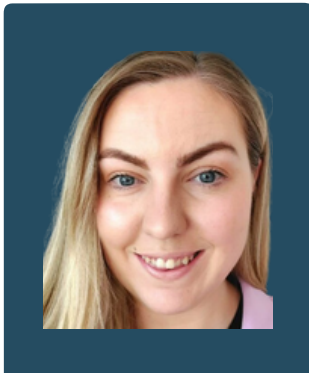
Eimante joined the team in 2025, bringing a background in marketing and experience across the sport sector, including roles with an LSP & an NGB.. Her work has ranged from promoting inclusive activity programmes at a local level, to coverage of Team Ireland at the Paris 2024 Paralympic Games. Passionate about inclusive sport, Eimante's role involves amplifying the voices of people with disabilities, raising awareness of our programmes, and delivering national campaigns that support the organisation's strategic objectives.



Darren Healy - Sport Inclusion Lead

Darren joined the Active Disability Ireland team in October 2025. Darren graduated Dundalk Institute of Technology with a First-Class Honour's degree in Sport, Exercise and Enterprise. He has a passion for wheelchair basketball and all aspects of inclusive sport. Darren was passionate about attaining his degree with the ultimate goal of forging a career in the sports industry, Focused on developing and increasing the amount of sporting opportunities available for those with a disability in Ireland.

Team Members who left in 2025



Lauren Watters - Health and Wellbeing Coordinator



Jeraldeen Erraught -Health & Wellbeing Officer



Ali Howick - Sport Inclusion Officer

On behalf of all the organisation we extend our sincere thanks to all staff who contributed to the organisation throughout 2025. Their dedication, professionalism, and commitment to inclusive sport have left a lasting impact on our work and the communities we serve. We are grateful for the valuable contributions they made during their time with us and wish them every success in their future endeavours.

Board Effectiveness Review

A Board evaluation presents a valuable opportunity for the trustees of a non-profit organisation to reflect on their performance both collectively and individually. It allows the trustees to examine how it operates, assess the effectiveness of its strategic direction, and identify areas for improvement. Importantly, this is not a governance review; rather, it is focused specifically on the board's performance and overall effectiveness.

Active Disability Ireland conducted a Board effectiveness review in quarter 1 of 2024 and used the report to build upon the strengths of the existing board and to support all new trustees appointed to the board in 2025. The report supported the board to understand the skills gap that existed and understand the sector representation that is needed on the board.

The Main areas of development that the board focused on in 2025 were:

1. Board recruitment - The need to appoint skills based trustees
2. Board Induction - needs to be clear and understandable. Full induction programme developed
3. Training and upskilling needs - Identified gaps
4. Strengthening of Sub Committee - and identify of skills through the board
5. Board Representation at events

Work planned for Board in 2026

- Full Board Evaluation Review in Quarter 1 of 2026
- Recruitment of new board trustees to fill existing vacancies
- Identification of Board upskilling / CPD opportunities
- Provide more opportunities for trustees to attend Active Disability Ireland events.



Management of the Organisation

Active Disability Ireland is managed by a voluntary Board of trustees and the executive management team.

Trustees of the Board are all from diverse backgrounds and are selected based on their range of skills and expertise.

The Trustees of the Board, do not receive remuneration.

The CEO of Active Disability Ireland is not a member of the Board.

According to the constitution, the number of trustees shall not be less than five (5) or more than twelve (12)

The term of office of a trustee is three years. A trustee may serve no more than three consecutive terms in office, that is a maximum of nine years in total.

The Board is empowered to co-opt new trustees to meet specific requirements in relation to skills and expertise, as well as to fill any ad-hoc vacancies.

Any trustee appointed in accordance with Article 5.2.13 in the constitution shall hold office only until the next annual general meeting, and shall then be eligible for re-election.

First Name	Surname	Number meetings attended / held	AGM 2025	Number of Terms Completed in 2025	Area of Expertise
Brian	O'Callaghan	6/6	Attended	1/3	Communication Organisational, negotiation and mediation skills
Matt	Connor	3/4	Attended	3/3	Sport, Community & Disability Sector
Bebhinn	Murphy	2/6	Not in Attendance	1/3	Regulatory law and sports law
Sinead	White	5/6	Attended	2/3	Change Management, Risk and Project Management
Mary	O'Connor	4/4	Attended	2/3	Policy, Governance and Strategic Development
Niall	O'Flynn	4/4	Attended	3/3	Director with expertise in Media and Communications
Leslee	O'Loughlin	4/4	Attended	3/3	Diversity & Inclusion, Talent Acquisition & Development

Lisa	Lowry	4/4	Attended	0/3	Human Resource and People Managaement
Sarah	Hewitt	2/2	Attended	0/3	Expertise in Disability inclusion, health, education, and advocacy
Peter	McCartney	2/2	Attended	0/3	Financial Control, Auditing
Nora	Peters	2/2	Attended	0/3	Expertise in the not-for-profit sector with extensive experience in organisational governance,
Elizabeth	Lynch	2/2	Attended	0/3	Expertise in sport development and coach education
Teri	Kelly	0/4	Not in Attendance	0/3	Expertise in communications, brand, and marketing across the legal, finance, technology, and energy sectors.

Nomination and Induction of New Board Trustees

Active Disability Ireland recruit new trustees through an open call for applications. This is done by promoting a role specification for the position to the Board and it is advertised using a number of ways including social media platforms, Board Match and the board recruitment process delivered through the Federation of Irish Sport.

Candidates are shortlisted, (if necessary) and are interviewed by existing trustee from the board namely the chairperson and and a Trustee from the nomination and remuneration sub-committee. The CEO may also be involved in the interview alongside the board trustees/directors. If recruited the board trustee is nominated to the board for approval.

All new board trustees receive an induction pack and are brought through this by the chairperson and the CEO. This pack helps them to familiarise themselves with their statutory responsibilities, their role as a board trustee, and the organisational governance and strategy frameworks.

Once appointed, board trustees serve for a fixed period of three years.

Sub Committees of the Board

Trustees have additional responsibilities in relation to areas of support. Within the board structures, Active Disability Ireland have three (3) sub-committees which work to support the areas of the organisation's business including governance, HR, remuneration, communications, advocacy, risk management, financial control, etc.

The Chair of each subcommittee is appointed by the Board Chairperson.

Each sub-committee met in line with the board meetings. Sub-committee chairpersons are responsible for feeding into the board to report on their meetings and discussion points.

Conflict of Interests

All Board members are given a copy of the Conflict-of-Interest Policy and are required to sign an up-to date Conflict of Interest Declaration and Code of Conduct at the beginning of each year.

Active Disability Ireland trustees are also asked to declare any conflicts of interest at the beginning of each board meeting which is a standing agenda item at board and all sub-committee meetings. Throughout the year training opportunities, events and opportunities to network are shared via email and trustees are encouraged to avail of these opportunities where possible.

Our three sub-committees are

1. **Business and Risk (BRC)**

The Business and Risk Committee assist and provide advice to the board in fulfilling its responsibilities to our stakeholders in relation to the adequacy of the systems of internal control and risk management of financial and non-financial risks and reporting of results.

2. **Nominations and Remunerations (NRC)**

The primary responsibility of the Nominations and Remunerations Committee (NRC) is to oversee the nomination, remuneration, diversity and equity and hiring processes and practices of Active Disability Ireland considering all financial and governance requirements under the Sport Ireland Governance Code and Charities Code and all legislative obligations, reporting on behalf of the board and to make regular recommendations and reports on its activities to the Board. They are also there to aid and support the Chief Executive Officer (CEO) and staff to ensure good governance and oversight at all times across all aspects of board/human resource policies and procedures.

3. **Advocacy and Communications (ACC)**

The purpose of the Advocacy and Communication Committee (ACC) is to expand Active Disability Irelands presence and influence as well as continue to enhance the image and credibility of the organisation ensuring that we operate to our strengths in advocating for the rights of people with disabilities to lead active and healthy lifestyles.

Business and Risk Sub Committee work plan 2025

Main work completed through the sub-committee across 2025 included:

1. Risk register review and quarterly update
2. Review update and approve the business continuity plan
3. Governance code compliance
4. Terms of reference for the sub-committee
5. Finance trustee recruitment
6. Strategic operations objectives and update
7. Fixed Asset Reisetter
8. Policy Approval

Name	Number of Meetings held and attended
Beibhinn Murphy (Board Trustee)	4/5
Sinead White (Chairperson of Sub Committee)	3/5
Peter Mc Cartney (Board Trustee)	2/3
Brenda O'Donnell Executive Management	4/5
Cathriona Curtin Executive Management	4/5
Stephanie Mac Sweeney Executive Management	4/5

Nominations and Remunerations sub-committee work plan 2025

Main work completed through the sub-committee across 2025 included:

1. Terms of reference for the sub-committee
2. Performance management of the CEO
3. Human resource advise and
4. Direction for ongoing recruitments

Nominations and Remunerations Sub-committee	Number of meetings held and attended
Mary O'Connor (Board Trustee)	2/2
Leslee O' Loughlin (Chairperson of Sub Committee) External expert after July 2025	3/4
Lisa Lowry (Board Trustee)	2/4
Nora Peter (Board Trustee)	2/2
Brenda O'Donnell Executive Management	4/4
Cathriona Curtin Executive Management	4/4
Stephanie Mac Sweeney Executive Management	3/4

Advocacy and Communications Sub Committee work plan 2025

Main work completed through the sub-committee across 2025 included:

1. Terms of reference for the sub-committee
2. Tender document for communications and marketing strategy
3. 'I'm In Too' campaign
4. Ambassador programme delivery

Advocacy and Communications Sub Committee	Number of Meetings Held and attended
Niall O' Flynn (Board Trustee) (Chairperson of Sub Committee for Quarter 1 & Quarter 2)	1/2
Matt Connor (Board Trustee)	2/2
Teri Kelly (Board Director / Trustee) (Chairperson of Sub Committee for Quarter 3 & Quarter 4)	4/4
Sarah Hewitt (Board Trustee)	2/2
Elizabeth Lynch (Board Trustee)	2/2
Kerrie Leonard External Expert	2/2
Brenda O'Donnell Executive Management	4/4
Cathriona Curtin Executive Management	4/4
Stephanie Mac Sweeney Executive Management	2/4

Reporting within the organisation

The CEO reports directly to the Board. Board meeting agendas are planned between the Chairperson CEO and business support manager. A Board report, which comprises of the agenda and Board pack with all the relevant Board papers, is prepared by the CEO and submitted one week in advance of the Board meetings.

The Board pack contains reports from the CEO and Executive management, Strategic Operations Manager and Business Support Manager.

The board report follows a prescribed format with standing agenda items such as

- Organisational purpose
- Declarations of interest and loyalty
- Minutes from previous meetings and actions
- Financial report and risk register
- CEO's report
- Strategy and governance
- Sub-committee updates
- Strategic operations update

The board papers report against performance objectives set in the strategic plan and looks at developments across the organisations, future developments, impacts and well as risk's and areas of concern. The minutes from each sub-committee are available to the full board and at each subgroup are approved by the relevant group in advance of the board meetings.

The Strategic Operations Manager and Business Support Manager, report directly to the CEO on areas of

- Finance & Governance
- Human Resource
- Operational Performance
- Strategic Engagements

Decision Making within the Organisation

The Board has the following matters specifically reserved for its decision:

- Approval of the development of the of the company's strategic plan
- Approval of annual operational plans and annual budgets
- Stakeholder investments
- Financial management policy
- Risk management policy
- Approval of all organisational policies
- Oversight and approval of external contracts or contractors
- Appointment or removal of any sub -committee members or chairperson
- Final appointment and approval of financial auditors
- Approval of the annual reports
- Approval of the audited accounts
- Approval of new staff positions, appointment of senior staff, including the CEO
- Appointment of the CEO annual remuneration and performance management review of the CEO
- Approval of any external membership and endorsement of external campaigns or initiatives
- Litigation

There are clear distinctions between the roles and responsibilities of the board of directors and the executive management team to which day-to-day management is delegated.

The board of Active Disability Ireland delegates authority on certain duties and responsibilities to sign legal documents, contracts for services and funding contracts to the CEO.

Matters such as policy, strategic planning, and budgets are drafted by the executive management team for consideration and approval by the board, board then oversee and monitor implementation.

The following is an overview of some of the key items for board decision and discussion during 2025

- Approval of 2025 budget
- Agreement to planned operational plan for 2025
- Conduct of 2025 AGM
- Approval of new directors to the board of directors / trustees
- Governance code of sport compliance
- Charity code of governance compliance
- Board recruitment pack and process
- Sub Committee Director appointments
- National Conference Theme
- KOSI Audit Discussion and Recommendations
- Funding Application approval and submissions
- Board evaluation and skill audit
- Financial Oversight

Legal Compliance within the Organisation

Commitment to both the Sport Ireland Code of Governance and the Charities Code of Governance ensures that the board and the executive management comply with all the relevant legal and regulatory requirements. It also ensures that all the necessary financial and risk management controls are in place and maintained.

Active Disability Ireland is fully tax compliant and has an up to date tax clearance certificate.

Governance Within the Organisation

The Memorandum of Association / Constitution of Active Disability Ireland is its founding document. Active Disability Ireland is registered in Ireland, limited by guarantee with a governing board of directors/trustees.

Active Disability Ireland is fully compliant with the principles outlined in both the Governance Code for Sport and the Charities Governance Code issued by the Charities Regulator of Ireland. The board reaffirm their commitment to the Sport Ireland Governance Code and updated their Public Statement of Compliance.

Active Disability Ireland is guided by the organisation's governance policies, procedures and practices to ensure that the organisation uses transparent decision-making to direct its resources and exercise power in an effective and accountable way. Resources that assist the board include:

- A Board induction pack
- Code of conducts
- Board evaluation tools
- Annual reports
- Financial reports
- Executive Management Reports
- CEO Monthly Updates

Stakeholder Engagement across the organisation

The purpose of the organisation is to listen, support challenge and build capacity so that people with disabilities have equal opportunity and choice to be physically active. Our organisation prides itself on been insights led which helps us to understand and influence the barriers that people with disabilities in order to gain access to opportunities.

All our programme area's work closely with stakeholders to ensure that they are developed in collaboration and understanding of the needs of those they are targeted to. Our ambassador programme and 'I'm In Too' campaign also allows us to highlight the impact of our work and allows us to work closely with people with disabilities across all our programme and strategic areas.

As part of our stakeholder engagement, we work closely with the National Governing Bodies of Sport (NGBs) and Local Sports partnerships (LSPs) to ensure that the skills, knowledge and capacity of those working in the sports sector is increased ensuring that an inclusive approach is taken with respect to their approach to delivery across all aspects of their organisation.

We deliver directly to the community through our training and education framework by sharing the message of inclusion.

At a national level, we sit on a number of groups including:

- The Sports Leaders Group run through the Minister for Sports Department
- The Disability Sport working group (Disability Sport Governing Bodies)
- Sport Ireland Diversity and Inclusion working group
- Comhairle Na Tuaithe (The Countryside Council)
- National Swimming Strategy working group
- Volunteering in Sport Advisory Group - Sport Ireland
- Respect the Officials working group - Sport Ireland
- Avivia Accessibility Group

Managing Risk within the organisation

Active Disability Ireland manages risk through the ongoing review and updating of the company risk register which is established at the start of each calendar year, reviewed monthly and is presented quarterly at each Board meeting. The risk register identifies key risks and opportunities and so establishes options to mitigate against those risks.

Active Disability Ireland identified the following key risks for 2025:

1. Identification of more diverse funding streams.
2. Attraction and retention of a quality workforce while dealing with increased transition across the team
3. Succession planning for board director / trustees to the the board
4. Loss of Tutor network due to legislative policy through revenue.

Remuneration and Performance Management

Performance Management Reviews are carried out on a yearly basis.

The CEO and Strategic Operations Manager conduct the performance reviews across the staff and the chairperson of the board is responsible for conducting the performance review of the CEO.

All staff are required to identify development and learning opportunities across the year to support each of their programme areas.

Each year the CEO and staff remuneration packages are agreed and approved by the sub-committee and board.

The CEO's remuneration package in 2025 was €75,000

Plans for the Future

In 2026 we will strive to continue the work of the organisation ensuring that we are living out the themes of our strategy and delivering on the objectives that have been set.

Plans for the Future under our Strategic Plan 2023 - 2027

1. Creating Opportunity and Choice

- Continue to support the delivery of the National Sports Policy through the Department of Sport
- Support the development and launch of the Statement of Commitment and Action to disability inclusion in sport through Sport Ireland
- Engage with the Sports leaders Expert Group to support development of the national Sports policy
- Engage with the healthy Ireland Framework working group to support its new Framework of development
- Continue to support the sport sector through the delivery of our Xcessible programmes and increase the growth of our Sports Inclusion Disability Charter across other sectors including health, education and community
- Redevelop and deliver upon our new training and Education Framework.
- Continued development of insights and research to inform future developments
- Increase capacity across the organisation both within the operational team and Board of Directors
- Deliver and grow the Active healthy me Programme and expand its roll out to the residential services under the HSE

2. Increasing Profile and Visibility

- Increase the profile of the organisation through stronger engagements across social media platforms, attendance at external events and conferences
- Increase the profile of the staff and Board of Management across our programmes and events
- Continue to implement the findings from our training and education evaluation
- Fullfill on the outcomes stakeholder engagement survey
- Host our Disability Services Awards through the Active Healthy Me programme
- Host an end of year conference with the theme of “Leading By Example”

3. Influencing and Challenging

- Fresh engagements with new ministers, governmental departments following new elections to government to continue to influence key policies and practice that supports inclusion
- Continue to support the development and review of key policies in sport, health, education and community sectors
- Continue our collaborative work with our key stakeholders at all levels

4. Leading by Example

- Increase the number of people with a disability that are directly representing the organisation through our team, board and tutor network
- Maintain our compliance with the governance codes
- Review the business models of approach to our work programmes
- Diversify our income across other and relevant sectors and opportunities
- Implement a staff action plan following the annual staff survey
- Conduct the annual staff survey
- Review performance management review documents
- Conduct hybrid work assessments across all team members
- Ensure that all staff report a great place to work

Financial Review

- **Finance Director Report 2025**
- **Financial Overview**
- **Audited Accounts report 2025**

“

To operate as a progressive, ethical, trusted and respected pan disability organisation, underpinned by good governance and valued by people with disabilities and those working in the sector

”

DTheme 4 - Ambition 9
Active Disability Ireland's Strategic Plan 2023-2027

Finance Directors Report 2025



This report covers the financial reporting period from 1st January 2025 to 31st December 2025.

I'm happy to report that 2025 continued to be another stable financial year for Active Disability Ireland.

The organisations main funding source continues to be grant aided, primarily through Sport Ireland and HSE. In addition, the organisation also has some secondary income from training courses, events and donations during the period. Revenue for 2025 has increased by 5% in line with expectations, with total income of €665k. Expenditure has increased by 9% due to a full compliment of staffing during the period. This has resulted in a net surplus of €20k for 2025, compared to €46k in 2024. The organisation was successful in it's application for tax exemption and therefore no tax is due on the surplus for the current year.

The balance sheet remains strong with net assets of €307k. This is primarily due to cash balances of €839k with €545k of this attributable to government grants paid in advance.

The current levels of reserves are sufficient to support current and future with service demands which is key to our sustainability going forward.

Operationally, we transitioned to a new accounting and budgeting system to improve efficiencies within the accounting function. .

During this transition, staff have continued high levels in reporting and financial management.

The grants market is becoming increasingly competitive however management maintain excellent relationships with existing funders whilst developing new funding partners. In the coming years, the organisation aims to develop new commercial income and expand it's income mix.

Inflation presents risk of attrition due to a competitive salary market, which the organisation continues to monitor and assess through salary market guides and levelling assessments. The business risk committee continues to monitor, assess, and manage all risks (including financial) for the organisation.

Financially the organisation has performed well, and I look forward to seeing it continue delivering key and critical services to those who need it most.

Peter Mc Cartney

Finance Director

Active Disability Ireland CLG

Directors and Other Information

Directors	Brian O'Callaghan Sinead White Bebhinn Murphy Elizabeth Lynch (Appointed 2 July 2025) Nora Peters (Appointed 2 July 2025) Peter McCartney (Appointed 2 July 2025) Teresa Kelly (Appointed 2 July 2025) Sarah Hewitt (Appointed 2 July 2025) Lisa Lowry (Appointed 2 July 2025) Niall O' Flynn (Resigned 2 July 2025) Laura Rockett (Resigned 2 July 2025) Matt Connor (Resigned 2 July 2025) Leslee O' Loughlin (Resigned 2 July 2025) Mary O' Connor (Resigned 2 July 2025)
Company Secretary	Bebhinn Murphy
Company Number	487427
Charity Number	20206542
Registered Office and Business Address	Kerry Sports Academy Munster Technological University North Campus Dromtacker Tralee Co Kerry V92 HD4V Ireland
Auditors	PSC Accountants Ltd T/A PSC Accountants & Advisors 2nd Floor Riverside House Fels Point Dan Spring Road Ireland
Bankers	Bank of Ireland Tralee, Co Kerry.
Solicitors	Cadogan O'Regan Solicitors 22 Denny Street Tralee Co. Kerry

DIRECTORS REPORT

for the financial year ended 31st December 2025

The directors present their report and the audited financial statements for the financial year ended 31 December 2025.

Principal Activity

The principal objects for which the Company is established are the advancement of community welfare; the advancement of community development; the promotion of health; the promotion of civic responsibility or voluntary work; and the integration of those who are disadvantaged and the promotion of their full participation in society by seeking to benefit people with disabilities in Ireland through the business of developing, promoting, supporting, and advocating for equal opportunities for people with disabilities to engage in physical activity and to encourage and support people with disabilities to lead an active and healthy lifestyle. The company works in collaboration with disability, sporting, community, and statutory bodies to provide people with disabilities enhanced opportunities to participate in the sport and physical activity of their choice.

Governance and Leadership

Active Disability Ireland (formerly Cara-Sport Inclusion Ireland) is a company limited by guarantee and is bound by its Constitution which was reviewed and accepted at AGM in 2023.

Principal Risks and Uncertainties

As is common with many companies operating in Ireland in this sector, the company faces risks and uncertainties. Through a regularly reviewed Risk Register reviewed at the Business and Risk Committee meetings, the Board continuously oversees the business risk across all operations.

Financial Results

The surplus for the financial year after providing for depreciation and taxation amounted to €19,633 (2024 - €44,270). At

the end of the financial year, the company has assets of €900,353 (2024 - €835,874) and liabilities of €593,714 (2024 - €548,868). The net assets of the company have increased by €19,633.

The directors do not recommend payment of a dividend, the company is limited by guarantee.

Directors and Secretary

The directors who served throughout the financial year, except as noted, were as follows:

Brian O'Callaghan
Sinead White
Bebhinn Murphy
Elizabeth Lynch (Appointed 2 July 2025)
Nora Peters (Appointed 2 July 2025)
Peter McCartney (Appointed 2 July 2025)
Teresa Kelly (Appointed 2 July 2025)
Sarah Hewitt (Appointed 2 July 2025)
Lisa Lowry (Appointed 2 July 2025)
Niall O' Flynn (Resigned 2 July 2025)
Laura Rockett (Resigned 2 July 2025)
Matt Connor (Resigned 2 July 2025)
Leslee O' Loughlin (Resigned 2 July 2025)
Mary O' Connor (Resigned 2 July 2025)

The secretary who served throughout the financial year was Bebhinn Murphy.

In accordance with the Constitution, the directors are not required to retire by rotation.

There were five Board meetings held throughout the year.

The strategic direction and policy development are the responsibility of the Board of Directors.

The Management team holds executive responsibility for implementing the policies and strategies approved by the Board of Directors.

The Directors are appointed following a robust external process for independent Directors. The term of office of a Director is three years. A Director may serve no more than three consecutive terms in office, which is a maximum of nine years in total.

The Chair of the Board is an independent appointment following external advertisement.

The Annual General Meeting must be held within 15 months of the previous Annual General Meeting.

The Directors of Active Disability Ireland are also the members for the purposes of company law.

DIRECTORS REPORT

for the financial year ended 31st December 2025

New Directors are provided with an induction as well as an information pack of policies and procedures and meet with the Chair and Chief Executive to receive details of the decision-making process. Directors are briefed on their legal obligations under company law as stated within the company's Constitution.

The Company is limited by guarantee not having a share capital.

Business Review

Active Disability Ireland is a pan disability organisation working to enhance active and healthy lifestyles for people with disabilities throughout Ireland. People with disabilities should have an equal opportunity to be active and we are committed to building a more inclusive society where people with disabilities are empowered, encouraged and supported to lead a full and engaging active life.

Active Disability Ireland is managed by a voluntary board of Directors and the executive management team. Members of the board are all from diverse backgrounds and are selected based on their range of skills and expertise.

The members of the board do not receive remuneration

The CEO of Active Disability Ireland is not a member of the Board.

According to the constitution, the number of Directors shall not be less than five (5) or more than twelve (12)

The term of office of a director is three years. A Director may serve no more than three consecutive terms in office, that is a maximum of nine years in total.

Active Disability Ireland are grateful for the financial and administrative support from Sport Ireland in relation to ongoing core funding of €150,000.

Throughout 2025, Sport Ireland also provided support through the Dormant Account Funding Programme and Research funding Programme.

In addition, we are extremely appreciative of the funding support received through our partnership with the HSE and corporate partnership with Hyundai Ireland.

Strategic Partners in 2025

- Irish Government
- Sport Ireland
- Health Service Executive Healthy Eating Active Living Dept.(HEAL)
- Health Service Executive Disability Services
- Adult Day Services
- Federation of Irish Sport
- Ireland Active
- Local Sports Partnerships
- National Governing Bodies of Sport
- Disability Sport Organisations
- Third Level Institutes
- Enterprise Mobility

DIRECTORS REPORT

for the financial year ended 31st December 2025

Active Disability Ireland Workforce

Active Disability Ireland had 9 full-time staff in 2025. Transitions of staff across the year occurred, but positions were filled as 3 of these staff joined the organization in 2025.

Active Disability Ireland continued to engage with our network of 23 tutors up to November of 2025. Following revenue guidelines and recommendations, the decision was made to pause our delivery through our tutor network, and we worked on how to redefine how our offerings would be delivered in 2026.

Research and Development

The company carried out research across our training and education framework. A contract for services was engaged for a 9-month period to carry out this research. Findings were presented to the management and team, and a working operational plan with KPIs was developed to support the work of the Training, Development, and Education unit.

Post Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

Auditors

The auditors, PSC Accountants Ltd T/A PSC Accountants & Advisors, continue in office in accordance with section 383(2) of the Companies Act 2014.

DIRECTORS REPORT

for the financial year ended 31st December 2025

Taxation

The company applied to the Charities Regulatory Authority to become a registered charity in February 2021. In May 2023 the company was granted a CHY number.

In light of the charitable status, the company applied to the Revenue Commissioners for charitable tax exemption status and this was granted on 22 April 2024.

Charitable and political contributions

The company did not make any disclosable political donations in the current or previous financial year.

Financial risk management

The Company's operations expose it to a variety of financial risks that include liquidity risk. The Company has risk management policies in place to manage the financial exposures.

Liquidity risk

The Company maintains adequate bank facilities to ensure sufficient short term finance for continuing operations.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Kerry Sports Academy, Munster Technological University, North Campus, Dromtacker, Tralee Co Kerry V92 HD4V.

Signed on behalf of the board

Brian O'Callaghan

Director

21 April 2026

Peter McCartney

Director

21 April 2026

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of Information to Auditor

Each person who is a director at the date of approval of this report confirms that:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Signed on behalf of the board

Brian O'Callaghan

Director

21 April 2026

Peter McCartney

Director

21 April 2026

Independent Auditors Report

to the members of Active Disability Ireland CLG

Report on the audit of Financial statements

Opinion

We have audited the financial statements of Active Disability Ireland CLG ('the company') for the financial year ended 31 December 2025 which comprises the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Equity, the Cash Flow Statement and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities, and financial position of the company as at 31 December 2025 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorized for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

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

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Independent Auditors Report

to the members of Active Disability Ireland CLG

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out previously the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Siobhán Rivas May
for and on behalf of
PSC ACCOUNTANTS LTD
T/A PSC ACCOUNTANTS & ADVISORS
Statutory Auditors
2nd Floor
Riverside House
Fels Point
Dan Spring Road
Ireland

21 April 2026

APPENDIX TO THE INDEPENDENT AUDITORS REPORT

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31st December 2025

	Notes	2025 €	2024 €
Income	5	664,657	636,293
Expenditure		(645,024)	(589,981)
Surplus before tax		19,633	46,312
Tax on surplus	8	-	(2,042)
Surplus for the financial year	18	19,633	44,270
Total comprehensive income		19,633	44,270

Approved by the board on 21 April 2026 and signed on its behalf by:

Brian O'Callaghan

Director

21 April 2026

Peter McCartney

Director

21 April 2026

BALANCE SHEET

for the financial year ended 31st December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	9	11,763	34,174
Current Assets			
Debtors	10	50,084	123,989
Cash and cash equivalents		838,506	677,711
		888,590	801,700
Creditors: amounts falling due within one year	12	(48,763)	(60,715)
Net Current Assets		839,827	740,985
Total Assets less Current Liabilities		851,590	775,159
Government grants	15	(544,951)	(488,153)
Net Assets		306,639	287,006
Reserves			
Income and expenditure account	18	306,639	287,006
Equity attributable to owners of the company		306,639	287,006

Approved by the board on 21 April 2026 and signed on its behalf by:

Brian O'Callaghan

Director

21 April 2026

Peter Mc Cartney

Director

21 April 2026

STATEMENT OF CHANGES IN EQUITY
for the financial year ended 31st December 2025

	Retained surplus	Total
	€	€
At 1 January 2024	242,736	242,736
Surplus for the financial year	44,270	44,270
At 31 December 2024	287,006	287,006
Surplus for the financial year	19,633	19,633
At 31 December 2025	306,639	306,639

CASH FLOW STATEMENT

for the financial year ended 31st December 2025

	Notes	2025 €	2024 €
Cashflowsfromoperatingactivities			
Surplus for the financial year		19,633	44,270
Adjustments for:			
Tax on surplus on ordinary activities		-	2,042
Depreciation		25,509	24,889
Amortisation of government grants		(22,483)	(22,481)
		<u>22,659</u>	<u>48,720</u>
Movements in working capital:			
Movement in debtors		73,905	(59,585)
Movement in creditors		(9,619)	25,194
		<u>86,945</u>	<u>14,329</u>
Cash generated from operations		-	50
Taxpaid (net of refund)			
Net cash generated from operating activities		<u>86,945</u>	<u>14,379</u>
Cashflowsfrominvestingactivities			
Payments to acquire tangible assets		(3,100)	(2,112)
Cashflowsfromfinancing activities			
Government grants		77,498	104,931
Net increase in cash and cash equivalents		<u>161,343</u>	<u>117,198</u>
Cash and cash equivalents at beginning of financial year		<u>676,422</u>	<u>559,524</u>
Cash and cash equivalents at end of financial year	11	<u>837,765</u>	<u>676,422</u>

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

1. General Information

These financial statements comprising the Income and Expenditure Account, the Balance Sheet, the Statement of Changes in Equity, and the related notes constitute the individual financial statements of Active Disability Ireland for the financial year ended 31 December 2025.

Active Disability Ireland CLG is a company limited by guarantee incorporated and registered in Ireland. The registered number of the company is 487427. The registered office of the company is Kerry Sports Academy, Munster Technological University, North Campus, Dromtacker, Tralee, Co. Kerry, V92 HD4V, Ireland, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report.

Currency

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102).

Basis of preparation

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council.

The company qualifies as a medium company as defined by section 280F of the Companies Act 2014 in respect of the financial year.

Income

Income relates to fees earned for the provision of services and facilities to third parties. Income is measured at the fair value of the consideration to which the Company expects to be entitled in exchange for these services.

Income also includes grants received to fund specific activities performed by the CLG.

Grants are recognised in the income and expenditure account when there is reasonable assurance that the terms and conditions attaching to them have been met.

Tangible assets and depreciation

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Plant and machinery	- 20% Straight line
Fixtures, fittings and equipment	- 20% Straight line

Impairment of Assets

At each reporting date, fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in the income and expenditure account.

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset in prior years. A reversal of an impairment loss is recognized immediately in the income and expenditure account.

Leasing

Rentals payable under operating leases are dealt with in the Income and Expenditure Account as incurred over the period of the rental agreement.

Trade and other debtors

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

Trade and other creditors

Trade and other creditors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

Employee benefits

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The company also operates a defined benefit pension scheme for its employees providing benefits based on final pensionable pay. The assets of this scheme are also held separately from those of the company, being invested with pension fund managers.

Taxation and deferred taxation

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Balance Sheet date.

Deferred tax is recognized in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more tax in the future, or a right to pay less tax in the future. Timing differences are temporary differences between the company's taxable income and its results as stated in the financial statements.

Deferred tax is measured on an undiscounted basis at the tax rates that are anticipated to apply in the periods in which the timing differences are expected to reverse, based on tax rates and laws that have been enacted or substantively enacted by the Balance Sheet date.

Government grants

Capital grants received and receivable are treated as deferred income and amortised to the Income and Expenditure Account annually over the useful economic life of the asset to which it relates. Revenue grants are credited to the Income and Expenditure Account when received.

Research and development

Research expenditure is written off to the Income and Expenditure Account in the financial year in which it is incurred.

NOTES TO THE FINANCIAL STATEMENTS for the financial year ended 31st December 2025

Financial Instruments

Cash and Cash equivalents

Cash consists of cash on hand and demand deposits. Cash equivalents consist of short-term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk of change in value.

Other financial assets

Other financial assets, including trade debtors for goods sold to customers on short-term credit, are initially measured at the undiscounted amount of cash receivable from that customer, which is normally the invoice price, and are subsequently measured at amortised cost less impairment, where there is objective evidence of an impairment.

Other financial liabilities

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Impairment of financial assets

At the end of each reporting period, the company assesses whether there is objective evidence of impairment of any financial assets that are measured at cost or amortised cost, including unlisted investments, loans, trade debtors and cash. If there is objective evidence of impairment, impairment losses are recognised in the Income and Expenditure account in that financial year.

3. Judgments and key sources of estimation uncertainty

Useful Lives of Tangible and Intangible Fixed Assets

Long-lived assets comprising primarily of fixtures, fittings, and equipment and intangible assets represent a significant portion of total assets. The annual depreciation and amortization charge depends primarily on the estimated lives of each type of asset and, in certain circumstances, estimates of residual values. The directors regularly review these useful lives and change them if necessary to reflect current conditions. In determining these useful lives, management considers technological change, patterns of consumption, physical condition, and expected economic utilization of the assets. Changes in the useful lives can have a significant impact on the depreciation and amortization charge for the financial year. The net book value of Tangible Fixed Assets subject to depreciation at the financial year-end date was €11,763 (2024: €34,174).

Going Concern

The directors consider it appropriate to prepare the financial statements on a going concern basis.

4. Going concern

The company generated a surplus after tax of €19,633 during the year ended 31 December 2025. It had net assets of €306,639 at the year end. While the directors are satisfied with these results, the organization is dependent on the continued support from government agencies in the form of grants. In 2025, 89% of total income was grant-aided and donations, details of which are disclosed in the accounts. The directors have secured funding for 2026 from Sport Ireland and the Health Service Executive, and they are currently awaiting the outcome of other funding applications made in 2026. They expect to receive an adequate level of funding from these agencies for the foreseeable future. There is no material uncertainty regarding the company's ability to meet its liabilities as they fall due. On this basis, the directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company were unable to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

5. Income

The income for the financial year is analysed as follows:

	2025 €	2024 €
By Category:		
Sports Ireland Core Grant	150,000	140,000
Events registration	12,258	9,514
Training Income	60,666	69,445
Donations	59,400	54,948
Sports Ireland other grants	293,073	223,523
HSE Grant	65,977	116,082
Other income	800	300
Other operating income	22,483	22,481
	664,657	636,293

The whole of the company's income is attributable to its market in the Republic of Ireland and is derived from the principal activity of the promotion of sports inclusion for individuals with disabilities.

6. Operating surplus

	2025 €	2024 €
Operating surplus is stated after charging/(crediting):		
Depreciation of tangible assets	25,509	24,889
Research and development		
-expenditure in current financial year	9,000	4,500
Operating lease rentals		
-Land and buildings	17,300	16,399
Amortisation of Government grants	(22,483)	(22,481)

7. Employees and remuneration

Number of employees

The average number of persons employed (including executive directors) during the financial year was as follows:

	2025 Number	2024 Number
Employees	12	7

The staff costs comprise:

	2025 €	2024 €
Wages and salaries	378,437	319,342
Social welfare costs	39,325	35,406
Pension costs	4,402	5,228
	422,164	359,976

Accounting for Employee Costs > €60,000

	2025 Salary >€60k	2024 Salary >€60k
No. of employees	1	1

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

8. Tax on surplus

	2025 €	2024 €
(a) Analysis of charge in the financial year		
Current tax:		
Corporation tax at 12.50% (2024 - 12.50%) (Note 8 (b))	-	1,785
Deferred tax:		
Origination and reversal of timing differences	-	257
Total deferred tax	-	257
Tax on surplus (Note 8 (b))	-	2,042

(b) Factors affecting tax charge for the financial year

The tax assessed for the financial year differs from the standard rate of corporation tax in the Republic of Ireland 12.50% (2024 - 12.50%). The differences are explained below:

	2025 €	2024 €
Surplus taxable at 12.50%	19,633	46,312
Surplus before tax multiplied by the standard rate of corporation tax in the Republic of Ireland at 12.50% (2024 - 12.50%)	2,454	5,789
Effects of:		
Depreciation in excess of capital allowances for period	-	43
Deferred tax	-	257
Timing difference on charity exemption	-	(4,047)
Charity exemption	(2,454)	-
Total tax charge for the financial year (Note 8 (a))	-	2,042

No charge to tax arises due to tax exemption.

9. Tangible assets

	Plant and machinery €	Fixtures, fittings and equipment €	Total €
Cost			
At 1 January 2025	85,112	60,761	145,873
Additions	-	3,100	3,100
At 31 December 2025	85,112	63,861	148,973
Depreciation			
At 1 January 2025	68,089	43,611	111,700
Charge for the financial year	17,023	8,487	25,510
At 31 December 2025	85,112	52,098	137,210
Net bookvalue			
At 31 December 2025	-	11,763	11,763
At 31 December 2024	17,023	17,150	34,173

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

10. Debtors	2025 €	2024 €
Trade debtors	12,570	23,545
Other debtors	-	417
Prepayments	7,514	10,027
Accrued income	30,000	90,000
	<u>50,084</u>	<u>123,989</u>

All debtors are due within one year. All trade debtors are due within the company's normal terms. Trade debtors are shown net of impairment in respect of doubtful debts.

11. Cash and cash equivalents	2025 €	2024 €
Cash and bank balances	838,506	677,711
Bank overdrafts	(741)	(1,289)
	<u>837,765</u>	<u>676,422</u>

12. Creditors Amounts falling due within one year	2025 €	2024 €
Amounts owed to credit institutions	741	1,289
Trade creditors	5,165	7,846
Taxation and social welfare (Note 13)	19,594	10,435
Other creditors	-	8,170
Accruals	23,263	17,975
Deferred Income	-	15,000
	<u>48,763</u>	<u>60,715</u>

Trade creditors include amounts owing to suppliers, who purport to include reservation of title clauses in their conditions of sales.

The repayment terms of trade creditors and accruals vary between on demand and ninety days. Trade creditors and accruals do not attract interest on late payment. Taxes are subject to the terms of the relevant legislation. Interest accrues on late payment at a rate of 8% per annum.

13. Taxation and social welfare	2025 €	2024 €
Creditors:		
Corporation tax	-	1,785
PAYE	11,076	4,285
PRSI	8,518	4,365
	<u>19,594</u>	<u>10,435</u>

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

14. Financial Instruments

The company has chosen to apply the provisions of Section 11 and 12 of FRS 102 to account for all of its financial instruments.

	2025 €	2024 €
Financial assets that are debt instruments measured at amortised cost		
Trade debtors	12,570	23,545
Accrued Income	30,000	90,000
Cash at bank and in hand	838,506	677,711
	<u> </u>	<u> </u>
Financial liabilities at amortised cost		
Trade creditors	5,165	7,846
Accruals	23,263	17,975
	<u> </u>	<u> </u>

15. Government Grants Deferred

	2025 €	2024 €
At 1 January 2025	488,153	406,004
Increase in financial year	588,330	592,404
Written off	(531,532)	(510,255)
	<u> </u>	<u> </u>
At 31 December 2025	544,951	488,153
	<u> </u>	<u> </u>

16. State Funding

Agency	Sports Ireland
Government Department	Department of Transport, Tourism and Sport
Grant Programme	Core
Purpose of the Grant	A grant scheme to support National Governing Bodies of Sport and Local Sport Partnerships to assist funded bodies to develop sustainable and effective structures with the aim of increasing numbers of participants and volunteers in sport and ensuring long term sustainability of sport in line with its strategic priorities.
Term	January - December
Expenditure	150,000
Fund deferred or due at financial year end	0
Received in the financial year	150,000
Capital Grant	No
Restriction on use	No restrictions on use

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

Agency	Sports Ireland
Government Department	Department of Transport, Tourism and Sport
Grant Programme	Dormant
Purpose of the Grant	The Dormant Accounts Funding allows unclaimed funds from accounts in credit institutions in Ireland to be utilised for projects focused on overcoming the barriers and challenges to participation in sport for those who are economically or educationally disadvantaged, or those affected by a disability.
Term	October - October
Expenditure	279,858
Fund deferred or due at financial year end	407,604
Received in the financial year	300,000
Capital Grant	No
Restriction on use	No restrictions on use
Agency	Sports Ireland
Government Department	Department of Transport, Tourism and Sport
Grant Programme	Training & Education
Purpose of the Grant	The Dormant Accounts Funding allows unclaimed funds from accounts in credit institutions in Ireland to be utilised for projects focused on overcoming the barriers and challenges to participation in sport for those who are economically or educationally disadvantaged, or those affected by a disability.
Term	October - October
Expenditure	0
Fund deferred or due at financial year end	60,000
Received in the financial year	60,000
Capital Grant	No
Restriction on use	No restrictions on use

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

Agency	Sports Ireland
Government Department	Department of Transport, Tourism and Sport
Grant Programme	Research Teacher Evaluation
Purpose of the Grant	The Evaluation Grant Scheme provides an opportunity for sporting bodies to undertake evaluations to support and understand the development, implementation and effectiveness of projects.
Term	June - June
Expenditure	1,491
Fund deferred or due at financial year end	947
Received in the financial year	0
Capital Grant	No
Restriction on use	For specific project the grant was applied for.
Agency	Sports Ireland
Government Department	Department of Transport, Tourism and Sport
Grant Programme	Evaluation M Xcessible
Purpose of the Grant	The Evaluation Grant Scheme provides an opportunity for sporting bodies to undertake evaluations to support and understand the development, implementation and effectiveness of projects.
Term	June - June
Expenditure	June - June
Fund deferred or due at financial year end	0
Received in the financial year	18,000
Capital Grant	18,000
Restriction on use	No
	For specific project the grant was applied for.

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

continued

Agency

Government Department

Grant Programme

Purpose of the Grant

Term

Expenditure

Fund deferred or due at financial year end

Received in the financial year

Capital Grant

Restriction on use

Agency

Government Department

Grant Programme

Purpose of the Grant

Term

Expenditure

Fund deferred or due at financial year end

Received in the financial year

Capital Grant

Restriction on use

Sports Ireland

Department of Transport, Tourism and Sport

Evaluation Training & Education

The Evaluation Grant Scheme provides an opportunity for sporting bodies to undertake evaluations to support and understand the development, implementation and effectiveness of projects.

June - June

11,724

7,787

0

No

For specific project the grant was applied for.

HSE

Department of Health – HSE (HEAL)

Active Healthy Me

A grant to enable employment of an Active Healthy Me Implementation Officer who work directly with people with disabilities in adult service locations to build locations to build awareness and understanding of the health benefits of physical activity.

12 months

29,132

32,329

60,029

No

Only for officer for persons with disabilities in adult day service locations.

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

Agency	HSE
Government Department	Department of Health – HSE (Disability Services)
Grant Programme	Active Healthy Me
Purpose of the Grant	A grant to enable employment of an Active Healthy Me Implementation Officer who work directly with people with disabilities in adult service locations to build awareness and understanding of the health benefits of physical activity.
Term	24 months
Expenditure	36,845
Fund deferred or due at financial year end	6,975
Received in the financial year	301
Capital Grant	No
Restriction on use	Only for officer for persons with disabilities in adult day service locations.

17. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 1.

18. Income Statement

	2025 €	2024 €
At 1 January 2025	287,006	242,736
Surplus for the financial year	19,633	44,270
At 31 December 2025	<u>306,639</u>	<u>287,006</u>

19. Financial commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Land and Buildings	
	2025 €	2024 €
Due:		
Within one year	12,300	18,450
Between one and five years	-	12,300
	<u>12,300</u>	<u>30,750</u>

20. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2025.

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31st December 2025

21. Contingent liabilities

The directors are not aware of any other contingent liabilities at 31 December 2025 other than a contingent liability with Bank of Ireland for €5,000.

The company is in receipt of employment, operating, and capital grants from various government bodies which are subject to terms and conditions. Currently, these conditions are being met. However, the grants could become repayable by the company if the company fails to meet these conditions in the future.

22. Related party transactions

Travel expenses totaling €991 were reimbursed to director Brian O'Callaghan in 2025.

There were no other related party transactions in the current year.

23. Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

24. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on 21 April 2026.

Partnership Case Study

Swim Access Project



Active Disability Ireland, in partnership with Swim Ireland, St. Michael's House, Dublin City Council and Ireland Active have developed an accessibility audit tool for swimming pools, called Swim Access. The tool is a digital assessment of the full experience a person with a disability has when visiting a swimming pool. This includes advance research on the pool's website, accessibility of the external and internal environments in and around the pool and using the pool itself.

The purpose of the project is to provide real-time feedback to swimming pools on accessibility, support swimming pools to improve accessibility, encourage people with a disability to visit their local swimming pools, and ultimately increase the usage of swimming pools by people with a disability.

The Swim Access project was funded by Sport Ireland Dormant Accounts, and the tool was developed in partnership with Access Earth. Central to the development of the tool were people with a disability, with a team of four from St. Michael's House involved in the project from the outset. Stephanie, Martin, Charlotte and Aisling are swimmers, assessors, and potential customers who are conscious of their health and want to find a facility that they can use on an ongoing basis throughout their lives.

Through focus group work, they co-designed the Swim Access audit tool, completed training on how to use the tool, providing feedback throughout to ensure future training is fully accessible. the assessor team have piloted the Swim Access audit in three Dublin City swimming pools. Upon completing the audits, the assessors provide feedback to pool managers, with a detailed written report prepared by Access Earth.

Looking to the future, the project group intend to apply for additional project funding to expand the project nationally, and to create a simplified version for swimming pools who wish to receive ongoing feedback from users with a disability or additional support needs, on completion of a full Swim Access assessment.

Research Case Study

Training & Education Evaluation

In 2025, Active Disability Ireland undertook an evaluation of its Training and Education Framework to better understand the impact of its workshops and learning opportunities on participants, tutors, and staff working to support disability inclusion across sport and physical activity in Ireland. Using the RE-AIM Framework, the evaluation explored the Reach, Effectiveness, Implementation and Maintenance of the training framework. The evaluation examined participant experiences, workshop delivery, tutor perspectives, and the long-term sustainability of the programme.

As part of the evaluation process, 588 surveys, five interviews, and three focus groups were conducted with previous participants, tutors, and Active Disability Ireland staff members. These consultations provided valuable insight into the strengths of the framework, the experiences of participants, and opportunities for future development.

The evaluation identified a number of key themes, including the strong impact and relevance of the workshops, increased participant confidence and awareness around disability inclusion, and the value of knowledgeable and engaging tutors. Participants highlighted how the workshops provided practical and accessible learning experiences that supported them in creating more inclusive environments within their organisations and communities.

The evaluation demonstrated the importance of continuing to invest in inclusive education and training opportunities, while also adapting delivery methods and content to meet the evolving needs of participants. Recommendations included simplifying administrative systems, expanding practical resources, increasing support and mentoring opportunities, and developing new learning modules for wider sectors and audiences.

Active Disability Ireland would like to sincerely thank all participants, tutors, and staff members who contributed to the evaluation process and generously shared their experiences and insights. Their feedback will play an important role in shaping the future development of Active Disability Ireland's Training and Education Framework and supporting continued progress towards a more inclusive Ireland.



Impact Case Study

Active Healthy Me

Enable Ireland, Clare Adults Service, Clonroad Business Park in Ennis recently held a graduation ceremony to mark services completion of their Active Healthy Me programme. Mariona Purcell, Enable Ireland Mid-West regional Manager and Bob Vernon were on-site to mark this wonderful celebration. Participants completed a six-week mindfulness and relaxation course with Bob within their local community as part of their Active Healthy Me programme.

Bob Vernon said that he thoroughly enjoyed his time working with the group and watching the groups relaxation skills and confidence develop over the course of the six weeks. Anne Mangan Deane Care/Programme assistant said that the six-week mindfulness and relaxation course provided huge benefits for the group both inclusively and holistically and linked very well within the groups Active Healthy Me journey. The group of six adults of mixed abilities and personalities showed great team spirit and friendship by working so positively and encouraging each other every step.

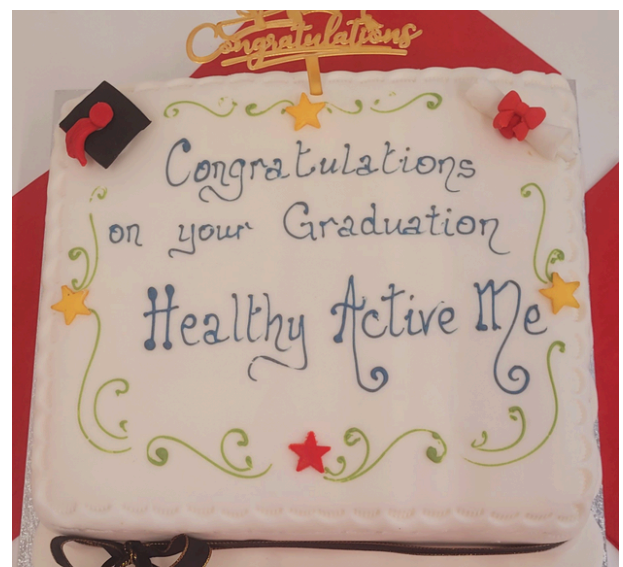
The integration of the relaxation and wellness programme will be something that will be integrated more frequently going forward. As service users currently have a physiotherapy led gym programme daily. The relaxation and wellness programme provided them the opportunity to develop the new skill of relaxing to heal and rest the body, negativity blocking, sleep relaxation and remaining calm empowering them to control emotions in stressful or challenging situations.

Service users spoke about how much they enjoyed the community-based programme opportunity and shared some of their key learning with us:

“You breathe at your best when you breathe like a baby”

“We all breathe like this naturally when we are born, before the outside influences kick in”

“Breathe from your belly, not just your chest”



To listen, support,
challenge and build
capacity so that people
with disabilities have
equal opportunity and
choice to be physically
active.



active
disability
ireland