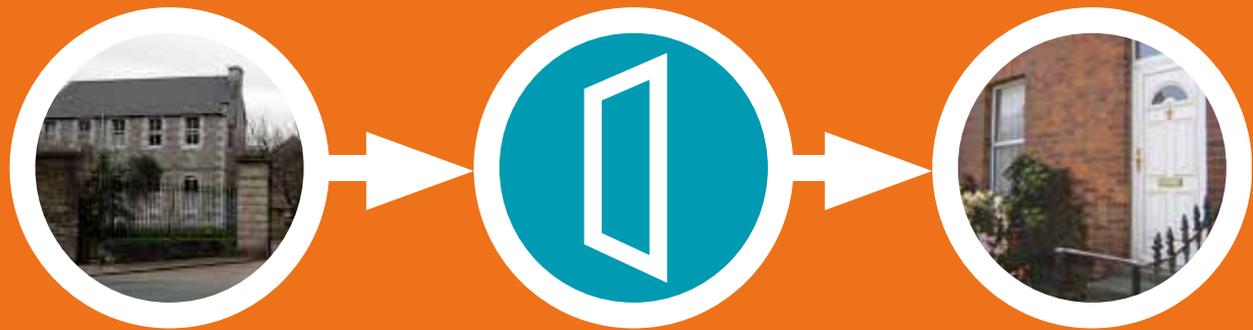




HAIL 30 YEARS

PROVIDING QUALITY
HOUSING & SUPPORT

Engaging | Responding | Achieving



ANNUAL REPORT 2015

30 AMAZING YEARS

Engaging | Responding | Achieving

MISSION

HAIL's mission is to provide housing and individually tailored services to support people, primarily those with mental health difficulties, to integrate and live independent lives in the community.

VISION

HAIL's vision is to be the provider of choice for housing and support for people with mental health difficulties - enabling them to achieve and sustain independent living in the community through secure, quality, affordable accommodation coupled with tailored support services.

VALUES

- Equality of access to quality housing
- Highest standards of organisational governance
- Outstanding service with innovation, passion and integrity
- Relationships built on respect and trust with our tenants, clients, partners and staff
- Empowerment of people with mental health difficulties to achieve independence and integrated Living.

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Chairperson's & CEO's Address

The need for housing – particularly social housing – has never been greater, with demand far exceeding supply. Construction costs have increased and prices of second-hand properties in the Dublin area are heading towards pre-recession levels. It will be a number of years before housing construction reaches the levels required to meet current, let alone future, demand.

Government policy includes a vision for the provision of large numbers of additional social housing. Approved Housing Bodies (AHBs), such as HAIL, will play a major role in providing these additional homes and we will play our part in providing additional social housing for individuals with mental health support needs.

We recognise that the provision of social housing is not just about buildings, but also about people. Housing and support, in our view, go hand in hand – with tenancies at higher risk if support is not available. Equally, the positive results of support can be undone when the home is in jeopardy. When those responsible for providing the housing are the same as, or working with, those providing the support, the tenancy survives

and the person has their needs addressed. This effective model minimises the risk of tenants becoming homeless.

In recent years, we have provided support for people with mental health difficulties who are not HAIL tenants – which works well when the housing provider shares our values. The need for housing is too great for us to be the sole provider to people with mental health difficulties. Many live in other social housing, in local authority houses, in private rented accommodation, or even in their own homes. We can give them support to help them hold onto their tenancies and get well again. We look forward to developing this service during 2016.

The board approved a five-year strategic plan (up to 31st December 2019) early in 2015. We understand that there will be challenges in achieving the goals set out in the strategic plan, but we are confident they can be reached. This is based on our achievements over the past 30 years and our current strengths: our team of professional, dedicated and committed staff; our reputation for excellence; our track record

of working in partnership with others; and our financial resources.

As part of this strategy, we plan to increase the number of homes we have by 60%. We know we can only achieve this by working in partnership with other AHBs, local authorities, government agencies, and developers. We already have many successful partnerships with Dublin City Council, Dún Laoghaire-Rathdown County Council, South Dublin County Council, and Fingal County Council, as well as AHBs such as Sophia, Cluid, Sonas, Respond and Co-operative Housing Ireland. We are ready to build partnerships with other organisations to achieve these goals, as we recognise that we cannot achieve them on our own.

During 2015, HAIL acquired 26 homes across the four local authority areas of Dublin, including one in Kildare. 23 homes were funded under the CAS scheme, two using a mix of CALF and private funding, and one was a transfer from a local authority.

We acknowledge the role of the Housing Finance Agency (HFA) in advancing loan



finance to the voluntary housing sector and local authorities. HAIL applied for, and achieved, Certified Body status with the HFA in 2015. This means we can now apply directly to the HFA for funding at very competitive rates of interest, which will be an important element in the future financing of HAIL homes.

We welcome the introduction of regulation in the sector through the Housing Agency Regulation Office and see good governance as a key objective in our strategic plan. We are delighted to be a member of the Financial Pilot Group which is assisting the Regulation Office to roll out the Financial Chapter of their Voluntary Regulation Code.

We have come a long way since HAIL was founded over 30 years ago. We remain committed to the vision of our founder members: of providing good quality housing and appropriate support to enable people with mental health difficulties to live independent lives integrated into ordinary communities.

We would like to thank our funders – the HSE; Dublin City Council; South Dublin County Council;

Fingal County Council; Dún Laoghaire-Rathdown County Council; Kildare County Council; the Dublin Region Homeless Executive; the Department of the Environment, Community and Local Government; and Genio Trust – for ensuring that we can continue to do our valuable work.

We would like to pay tribute to and sincerely thank all our staff and volunteers for their expertise and dedication to our values and vision. Many thanks also to our voluntary board members for their leadership in setting our strategic direction and monitoring performance against agreed objectives and goals.

We will ensure that we stay true to our values and vision, as relevant today as they were 30 years ago.

Éanna McHugh Chairperson

Patricia Cleary Chief Executive Officer

HAIL FOUNDED

by St Brendan's Mental Health Association, following the publication of their report 'Let's Look at Housing'

1985



• Peig Murphy founding member of HAIL



FIRST HAIL PROPERTIES PURCHASED

at Everton Ave and South Circular Road

1988



1992

HAIL Fundraising Fashion Show raised

£25,000

for the organisation

HAIL 30th Anniversary

The Lord Mayor of Dublin, Críona Ní Dhálaigh, was joined by the High Hopes choir at a special event in the Woodquay Venue in Dublin city centre to mark HAIL's 30th year providing quality housing and support to people with mental health difficulties.

HAIL was founded in 1985 to address the housing needs of people experiencing enduring mental health difficulties. HAIL has since developed from a small-scale voluntary organisation into a highly skilled, specialist housing association providing exceptional quality housing and support services to tenants.

The number of people sleeping rough in Dublin is the highest since official counting began in 2007, and has almost trebled in the last five years and with one in four adults living with mental health difficulties, the need for housing with supports

has never been greater, particularly for those with enduring mental health illnesses.

Speaking at the event, Ardmhéara Críona Ní Dhálaigh said, "People with experience of mental illness need appropriate and timely mental health supports, quality housing and community facilities in a supportive neighbourhood. Unfortunately, these supports are not consistently available when most needed. Approved Housing Bodies, such as HAIL, are seen as a major part of the housing solution for the future, especially for seriously socially excluded groups of people. Níl aon tinteán mar do thinteán féin."

Theresa Gallagher, who was one of HAIL's first tenants, spoke at the celebration. She described her happy years living in HAIL accommodation and the value of the support she received throughout her tenancy. She poignantly remarked, "I have not been back in hospital since I moved into HAIL, over 25 years ago."

Theresa was recently supported by HAIL to move into older persons accommodation and is receiving continued support from HAIL in her new home.

As an Approved Housing Body, HAIL's particular mission is to provide long-term independent living accommodation with support to those who have severe and enduring mental health issues. Local authorities, in particular, are an essential partner in this. Since our inception in 1985, HAIL has a history of working in partnership with local authorities, the HSE and other voluntary bodies. Partnership working is a feature of our many collaborative undertakings for the ultimate benefit of those with specific housing and support needs.

HAIL Chairperson, Mr Éanna McHugh, stated, "Housing is not only the solution to homelessness, but it is critical to a person's health and wellbeing. The homelessness crisis is well documented; less so is the part mental illness plays in creating and embedding homelessness. HAIL has a critical role, with many others, to find solutions to this crisis. Our immediate challenge is to find a voice for the homeless, whose situation is made all the worse by the manifestation of their illness. This we can only do in collaboration and partnership with others."



Edenmore, Raheny - housing development consisting of **23 HOMES** opened by President Mary Robinson

1995



1997

Property on Belvedere Road purchased – providing **SHARED ACCOMMODATION FOR 5 WOMEN** who had been living in hostel accommodation



Belvedere Road project recognised through the **GUINNESS LIVING DUBLIN AWARD** and the **AIB BETTER IRELAND AWARD**

1998

- Introduction of the first **HALL Support Service** for tenants

Introduction to Support Services

2015 was a year of continued expansion, with the recruitment of two new support staff. We also piloted an initiative in Portlaoise and Offaly to support people in transitioning from mental health hostel living to independent tenancies. Towards the end of the year, we undertook to provide tenancies for clients of the National Forensic Mental Health Services.

In July, we said a fond farewell to Services Manager, Sean Megahey, who has helped the support services to increase fourfold in the past 10 years. We wish Sean well in his retirement. As part of the review of our strategic plan, this role has evolved to Head of Services and will involve driving the strategic objectives of the plan.

Another crucial development has been the move to an online database system. This will enable us to record the impact of our work in greater detail, providing clearer evidence of its value and insights into the effectiveness of our team.

It would be remiss not to acknowledge the vital role of those who work alongside us. Without the cooperation of community mental health teams,

housing staff and many other community and voluntary services, helping our clients and tenants to achieve independence and integration would be infinitely more difficult, if not impossible.

As the reports to follow demonstrate, 2015 saw significant progress – both in relation to the numbers supported and the impact of that support – in Slán Abhaile and PICCLS (Prison In-reach Community and Court Liaison Service). The Regional Visiting and In-House Support Services have risen to the challenges presented by the current homelessness crisis, and their reports are proof of how critical their work is.



Seville Place housing project wins a highly commended award in the community development category of the Guinness Living Dublin Award

Kilcronan, Clondalkin – Mixed housing development of **21 HOMES** officially opened by President Mary McAleese



2000



- Appointment of the first Executive Director of HAIL

2001



Seville Place and Belvedere Place come on stream providing accommodation to **7 TENANTS** and were officially opened by the Minister for Housing Robert Molloy, TD

- The first appointment of a HAIL Housing Officer and Housing Administrator

1999



Derelict property on Seville Place purchased and refurbished into 3 apartments.

- Official opening of the Belvedere Road project by An Taoiseach, Bertie Ahern, TD

HAIL TENANT IN-HOUSE SUPPORT SERVICE

In 2015, HAIL's In-House team continued to deliver a recovery-focused tenancy support service to all those in a HAIL tenancy with an identified support need and living across the greater dublin area (including Kildare).

The year 2015 was a transitional phase for In-House staff, with the retirement of our Services Manager and his replacement by a new Head of Services. A Project Leader was employed from within the existing team to lead the operational elements of the In-House team, and we were delighted to welcome two highly experienced settlement/support workers with extensive knowledge of specialist social housing and homelessness prevention/tenancy sustainment.

The In-House team focused on the strategic goal of promoting greater independence and furthering community integration for tenants. The team structured its support delivery by seeking to reduce the level of visiting support provided over time, whilst being ever present when required or requested by clients. This reduction of support was

identified using a bespoke needs assessment and, importantly, through open and honest conversations with tenants and their relevant community supports – in particular the local mental health services. This floating support model empowers tenants to use their tenancies, homes and HAIL support as a tool in their path to recovery.

For those HAIL tenants who require a higher level of support, this service is delivered by our settlement/support workers, either directly in the tenant's home and/or the community. These tenants have active outcome-focused support plans in place and agreed support sessions scheduled with their settlement/support worker throughout the year. Tenants identify their own goals and timescales for achieving changes in their lives while supported by our service.

Examples of goals and objectives regularly established by tenants include:

- Settling into and maintaining their tenancy
- Improving their access to mental health services
- Reducing isolation and building/developing relationships

- Increased knowledge of their own mental health issues
- Improved budgeting and other independent living skills
- Increasing their access to and knowledge of education/training and employment options.

During 2015, the team continued to develop and maintain strong positive relationships with those vital community supports, including team members representing HAIL on three community housing advisory boards and the development of new communication and referral pathways with all the mental health social work team groupings across Dublin. The team were also involved in joining the Public Participation Networks in the local authorities and continuing daily partnership work with a wide variety of community and rehabilitative mental health services.



Development of
39 HOMES
in Woodhazel
in Ballymun

2002



- Partnership developed with the LINX day centre in Ballymun
- First appointment of a HAIL Services Manager

2003



The launch of the HAIL Tenant Handbook

2004



Tenants move into the Woodhazel Development

- Russell Square, Tallaght – **22 APARTMENTS** come on stream as part of a consortium with three other housing associations

REGIONAL VISITING SUPPORT SERVICE

The year under review was another productive year for the Regional Visiting Support Service. Together, we worked in partnership with 86 individuals, some of whom were learning to live with a new diagnosis for the first time. Our dual service remit – to both sustain tenancies and support mental health recovery in a community setting – achieved extremely positive results.

Early intervention and preventative measures are crucial factors that can save a person's home and protect their mental stability. As active members of the Homelessness Prevention Network subgroup – with a catchment area spanning the Dublin region – we share knowledge, promote prevention techniques, and offer advice, advocacy and support to those at risk of homelessness.

We pride ourselves on establishing and following a client-led assessment which is both a housing stabilisation plan and a recovery stabilisation plan. Our process assists us in managing complex needs – gathering professionals around common objectives, fostering concerted action amongst

professionals, improving the efficiency of support delivery, speeding up the decision-making process on behalf of the client, and helping families become more effective in supporting loved ones. Our clients' own wishes, skills, values and identities are always at the forefront of our work. We strive to help our clients create a safe and stable home in their community and support them in living with their diagnosis.

During 2015, we recruited a psychology graduate to work as a service intern with the team for nine months. The service intern and the project leader conducted a piece of research entitled: *Tenancy Sustainment – Where are they now?* This research tracked tenancy outcomes for over 100 former clients from May 2012 to March 2015. It examined the extent to which former clients remained in a tenancy upon follow up – the average length of the follow up period was 12 months. It was found that 80% of former clients could be confirmed as remaining housed. 4% were deceased or had moved to a nursing home. 16% of former clients could not be traced. However, no clients could be confirmed as being no longer in possession of a tenancy. Recognizing

the deleterious consequences of homelessness, it can be maintained that the Regional Visiting Support Service plays an important role in serving the wellbeing of individuals, families and society.

Our relationships with Trinity College and DCU continue to be mutually beneficial and we are delighted to facilitate community placements and volunteer positions for student mental health nurses and student occupational therapists.

Feedback from our clients confirms that we are on the right path together.

“The HAIL team has given me a second chance in getting my house together for me and my kids.”

“I didn't want to relapse, and thanks to HAIL I am getting there slowly.”

THERESA

"I'd say one thing, HAIL was my lifesaver. That sums it up for me."

1986



Theresa was one of the first HAIL tenants. Prior to moving to her HAIL home in Cabra, Theresa was living in a small, privately rented flat, which she describes as being like a prison where she had no freedom and no outdoor space. She recalls being very depressed and very down all the time. A friend told her about HAIL and she applied for a house. "I remember Peig Murphy [founding member of HAIL], she was great! She helped my boys and I get a my home. It was excellent getting the house, that's exactly what it was. I loved having the space and the garden."

Theresa lived in HAIL accommodation for nearly 30 years and recently moved into older persons accommodation which is better suited to her needs. Theresa loved her time with HAIL and says, "I'd say one thing, HAIL was my lifesaver. That sums it up for me. They've always looked after me. I would highly recommend HAIL."

RITA

"If you need anything done, HAIL will come out and help you."

1995



Rita was one of the first tenants to move into the HAIL Edenmore development in 1995. Before her move, Rita lived in a group home in St Michael's House and longed to move on and have her own space and independence. Rita was delighted when she got her HAIL apartment and recalls, "It felt great. It took me a while to settle in, but I love my apartment now. I can have it the way I want and I am enjoying living here. It feels like my home."

Rita enjoys living in Edenmore and likes the area. She is very pleased to be living beside such nice neighbours and comments that having good neighbours can make all the difference. Rita knows that if she needs support she can just call HAIL and help will be at hand. "If it wasn't for HAIL, I wouldn't have my place. I always say how lucky I am to have HAIL, especially when you hear about people struggling to live in private rented accommodation with high rents and difficult landlords. If you need anything done, HAIL will come out and help you. I can see how HAIL has changed over the years, how it has grown and improved."

EDDIE

"it's all about your mind-set and making yourself comfortable in your own home."

2000



Eddie lost his family home as a result of difficult personal circumstances and found himself sleeping on a friend's sofa for a year. Eddie was attending Ballyfermot Resource Centre at the time and heard about HAIL. He applied for housing to South Dublin County Council and after 12 months was offered his apartment in Kilcronan Lawns, Clondalkin.

"It felt great! I thought it would be tough living on my own, but in fact everything went very well and now I really like living alone. I like to close the curtains at night and watch TV... it's all about your mind-set and making yourself comfortable in your own home."

Eddie says that the support he has received from HAIL over the years has been of great help, even if as time passes he has needed the support service less and less. It's nonetheless a comfort to know that support is there should he need it in the future, particularly as he grows older.

GERRY

"I wouldn't be as happy as I am without HAIL. HAIL gave me back my independence."

2005



In 1995, Gerry moved out of St James's Hospital and into HSE shared accommodation in Crumlin. In 1997, Gerry was referred to HAIL and moved into a two bed house in Inchicore, which he shared with his friend Paul. Gerry lived there until 2005, when he moved into his apartment in Tallaght. It was a big change, but Gerry managed to adjust quickly with ongoing support from HAIL.

"I knew the support was there. It was a consolation to me that it was always there if I needed it. I was left to live my own life, but I knew I could pick up the phone if I needed someone."

Gerry no longer needs to see a support worker on a regular basis. He meets with them just once or twice per year, but knows that help and support is always at the end of the phone should he need it.

"I wouldn't be as happy as I am without HAIL. They provided me with a lovely apartment with reasonable rent that I can afford. HAIL gave me back my independence."

OLIVER

"It's good to know that my support worker is there, if and when I need him."

2010



Oliver moved into his HAIL apartment in 2010.

"I have really enjoyed getting my apartment and doing it up. Getting the things I needed for moving in and being organised about it was good for me."

Oliver had eleven previous addresses before coming to HAIL and he felt that he was constantly moving on. Oliver recalls feeling very insecure and knows that it had a very negative impact on his health.

"Living in one room accommodation is really tough. Most of all, I knew I needed security of tenure to help me settle. Living here has made a real difference and has been really good for me."

Oliver is very complimentary of the HAIL Support Service, *"It's good to know that my support worker is there, if and when I need him."*

SIOBHAN

"When I got the apartment I was so excited... it was a new beginning."

2015



Siobhan was living in private rented accommodation before her move to HAIL. Throughout her time living there, Siobhan experienced extremely high levels of anxiety due to her fellow housemates, which affected both her physical and mental health. There were issues with alcohol and Siobhan often felt isolated in her room.

Siobhan heard about HAIL through Suaimhneas Clubhouse and was referred to HAIL. *"When I got the apartment I was so excited, absolutely over the moon! A weight had been lifted from me. It was a new beginning."*

Siobhan quickly settled into her new home and soon began to integrate into her new community, joining the local gym and support groups. Siobhan highly commends the HAIL Support Service and feels that it is a great help when going through tough times, especially in highlighting supports within the community.

Siobhan moved into her apartment in Ballymun in 2015.

"It has become my home in every respect. I come home, close my front door and know that it's mine. I feel very safe and secure here."



2005

Official opening of the Woodhazel Development, Ballymun, by Minister for Housing, Noel Ahearn, TD

21

HAIL celebrates turning 21!

2006



• *Comprehensive Stock Condition survey carried out on all properties and planned maintenance programme put in place*

2007



Belarmine, Stepside - **11 APARTMENTS** come on stream

• *First HAIL Happenings Newsletter was published*

HAIL-Genio Funded Projects

SLÁN ABHAILE PROGRAMME

This project was established in 2014 to assist people living in congregated settings move to independent living in the community of their choice. We facilitate this by providing two types of support – housing and connections. Firstly, we work to source housing in the area identified by the client and assist them with the move. Secondly, we support clients to integrate into their communities and help them feel comfortable, with a sense of belonging. We work in close coordination with the HSE Mental Health Rehab teams in Blanchardstown, Whitepoint, and Fairview.

This year has been a productive time for the Slán Abhaile team. 2014 involved a lot of groundwork, such as registering people with their local authorities, building relationships with our clients and stakeholders such as the HSE,

Community Connections and housing bodies, and assisting people to connect with their communities of choice.

During 2015, we started to witness the results of this work – with clients, stakeholders and within our own team. 16 people have taken the step of moving into their own homes, and are living independent lives in their new communities. They have the ongoing support of their Mental Health Rehab teams and from their HAIL Housing Support Worker, who visits clients in their home at pre-arranged times.

We currently have 44 active referrals, 41 for both housing and connections, and three for connections only. Since the start of this programme, 24 people have moved into homes of their own.

“The day I got the letter telling me I was being offered the apartment, I was jumping for joy! I always wanted a flat here, I love it.”

PICCLS PROGRAMME

The Prison In-reach Community and Court Liaison Service (PICCLS) aims to screen all committals to Ireland’s main remand prison, Cloverhill, in order to identify those with major mental health problems and divert them to appropriate mental health care. There is a high prevalence of psychotic illness in the Irish male remand population and many are charged with minor offences.

In 2014, the Genio Trust funded a Housing Support Worker role with the PICCLS team to address the housing needs of those individuals who are homeless or at risk of homelessness, and to provide support and advice for their return to the community. Throughout the first two years of the project, much work was undertaken to develop and maintain positive relationships with the relevant local authorities and voluntary agencies regarding accommodation options for this client group. Cloverhill Prison receives prisoners from across the country, so this is at both local and national level.



North King Street
8 ONE BED APARTMENTS,
refurbished by HAIL

25

HAIL 25th Anniversary!

2008

- First housing partnership outside of Dublin in Celbridge, Co Kildare

2009



Launch of the **STRATEGIC PLAN 2009-2011**

2010

- 15 new apartments acquired in Belmoyne, Balgriffin

PROFILE OF CLIENT GROUP:

There were **67** referrals made to the service in 2015, categorised as follows:



16
AT RISK OF HOMELESSNESS



8
UNDER SIX MONTHS HOMELESSNESS
3 UNDER SIX MONTHS HOMELESSNESS AND ROUGH SLEEPING PRIOR TO REMAND



43
LONG-TERM HOMELESSNESS*
18 OVER SIX MONTHS HOMELESSNESS AND SLEEPING ROUGH PRIOR TO REMAND

* DRHE defines long-term homelessness as anyone who has been homeless for longer than a six-month period

During 2015, the service has been successful in:

- Sourcing **19** accommodation placements with various local authorities
- Maintaining or securing **eight** accommodation placements that the client had been residing in prior to their remand and would otherwise have lost while in custody
- Supporting **six** clients to return to their family home when released
- Supporting **six** clients to access accommodation through a friend or family member
- The remainder of referrals received custodial sentences or were diverted to hospital for in-patient treatment. Information was handed over to the relevant person in the receiving prison or hospital. **Eight** individuals remained on remand at the end of year and the housing support service continued to offer them support into 2016.

The service completed housing applications with individuals, some of whom had been homeless for many years but remained unregistered until the intervention of the PICCLS housing support service.

The service advocated for all clients who returned to the community, highlighting their support and accommodation needs to the relevant local authority. The service liaised, as appropriate, with the relevant community agencies involved with the client – especially their mental health teams – at the crucial point of release.

If necessary, the housing support worker will attend client court dates to ensure that advice and support is available to the client if they are released. There were referrals made to external community agencies who could continue to provide vital support or assistance to the individuals when they returned to the community.

Every individual referred to the service was provided with an information and advice booklet which is produced and regularly updated by the housing support service. Each person is also offered information and advice on other relevant services as requested to assist with recovery in the community. If required, the support worker can provide post-release support for a short period of time to certain clients. This may include signposting services and advocacy work with the local authorities.



2011

HAIL won the **IRISH COUNCIL FOR SOCIAL HOUSING COMMUNITY HOUSING AWARD** for Collaboration Initiatives for Belmayne

2012

JANUARY →

Doras/Sa Bhaile and Connections Genio funded projects began moving people out of mental health congregated settings



FEBRUARY →

17 NEW HOMES acquired in Avondale, Tyrellstown officially opened by Jan O'Sullivan, TD, Minister of State for Housing,



MAY →

Regional Visiting Support Service was established

Housing Management

PROPERTIES AND LETTINGS

During 2015, our available tenancies increased by 26 across the four local authority areas of Dublin (including one in Kildare). These tenancies provide much needed homes for those on housing waiting lists and moving on from congregated settings into independent accommodation.

With the ongoing expansion of our housing stock, we welcomed a new housing officer, Suzanne Hynes, who will be responsible for the management of our Northside housing. Our other housing officer, Angela Lynch, now oversees our Southside properties.

ICSH COMMUNITY HOUSING AWARDS 2015

HAIL was shortlisted for the Irish Council for Social Housing Community Housing Awards 2015 in the Collaboration Initiatives category

– working in partnership with Dublin City Council and O'Mahony Pike Architects for our development in Coultrey.

MAINTENANCE

Our Housing Management team continues to provide a quality housing management service to our tenants, ensuring that high standards of accommodation are maintained, tenants' repairs are carried out on time, and targets are met. HAIL has developed good working relationships with our maintenance contractors and our tenants play a vital part in assessing the work of our contractors by completing our tenant feedback forms.

During 2015, we carried out 600 maintenance repairs. We continued to roll out our cyclical and planned maintenance programmes throughout the year, including annual boiler servicing and the cleaning of gutters and drains. HAIL remains committed to health and safety and, as a priority, an inspection and certification of fire safety systems was carried out across our developments.

In consultation with our tenants in Kilcronan Lawns, Clondalkin, we painted the boundary walls, gates and doors of our properties. Feedback from our tenants has been positive regarding our maintenance service and contractors. We also carried out external painting and replacement of gates at a number of our houses.

COULTREY HOUSING DEVELOPMENT OFFICIAL OPENING

The Lord Mayor of Dublin, Críona Ní Dhálaigh, and Alan Kelly TD, Minister for the Environment, Community and Local Government, officially declared open the Coultrey Housing Development in Ballymun on the 15th July 2015. The 25 new housing units are managed by HAIL, on behalf of Dublin City Council.

Coultrey forms part of the 1997 Masterplan for Ballymun approved by the Government in 1998 and implemented in phased stages by Ballymun Regeneration Ltd (BRL). Coultrey is the final housing scheme commissioned by BRL. Thanks to an excellent reputation managing developments such as Woodhazel (directly across from



SEPTEMBER

Genio funding approved for Doras/Sa Bhaile and Connections projects

2013

OCTOBER



HAIL wins the **IRISH COUNCIL FOR SOCIAL HOUSING COMMUNITY AWARD** in the category of Housing for People with Disabilities



DECEMBER

HAIL are shortlisted for the first time for the **PUBLISHED ACCOUNTS AWARDS**

Coultry), together with our expertise and local knowledge of services in the area, HAIL was selected by Dublin City Council to manage the 25 accommodation units.

Speaking at the launch, Minister Kelly said, "Coultry is the final housing scheme commissioned by Ballymun Regeneration Ltd. Funding of over €5million for this scheme was provided from my department's National Regeneration Programme. It is an excellent example of good quality, sustainable and integrated housing, managed by HAIL in partnership with Dublin City Council. This development embodies the spirit of what we understand to be a sustainable community."

HAIL worked closely with the allocations department in DCC Housing Services to ensure that those with the highest housing needs locally were considered, while the local Community Mental Health Team and Dublin North City Mental Health Rehabilitation Team, together with community-based support services, worked to advocate and support others with an ongoing support need.

HAIL tenant, Aoife, and her son and daughter moved into a three bedroom house in the new development. Aoife was struggling to pay high rents in private rented accommodation and was worried about how long she could sustain living in such circumstances. Her life was transformed when she moved into the new high-quality home with affordable, manageable rent. "My life has changed for the better! We always lived in apartments, now my children can go out and play in their own garden. It's wonderful."

At the opening, Ardmhéara Ní Dhálaigh stated, "In Ballymun, HAIL and Dublin City Council have ensured that people with experiences of mental illness have access to mental health supports, quality housing and support integrating into their communities. This collaborative project is an example of what can be delivered."

Patricia Cleary, CEO of HAIL stated, "Approved Housing Bodies are seen as key players in the provision of social housing into the future, especially for seriously socially excluded groups of people. Coultry is a very good example of the excellent collaboration and support between

DCC, BRL, HAIL, community mental health and rehabilitation services, local welfare services and community agencies."

2014



APRIL → JULY

10 ONE BED APARTMENTS acquired in the Fingal area
25 HOMES TAKEN INTO MANAGEMENT IN COUNTRY on behalf of Dublin City Council



HAIL LAUNCHED NEW BRAND

2015



MAY → SEPTEMBER

Launch of the **STRATEGIC PLAN 2015-2019**



HAIL celebrates 30 years providing quality housing and support

Community Integration

HAIL continues to support the active participation and integration of our tenants and clients into their communities. During 2015, HAIL hosted a number of community events and activities, both independently and in collaboration with our partner organisations.

HAIL SEE CHANGE GREEN RIBBON EVENT 2015

For the third year running, HAIL – as one of the 90 See Change partner organisations – was an active participant of the See Change campaign. We distributed over 500 green ribbons to tenants, clients, colleagues, family and friends.

Just in time for National Time to Talk Day, HAIL held a Green Ribbon Show in the Axis Theatre in Ballymun. The show featured John Moynes, stand-up comedian, writer and See Change Ambassador. The show involved a Q&A session

with the audience, who got really involved and engaged in a very open conversation on mental health. Most of the audience remained on after the show to enjoy refreshments and continue the conversation.

NEIGHBOURS' DAY 2015

The 15th Annual European Neighbours' Day took place on Friday 29th May 2015. Since its inception in 2000, European Neighbours' Day has grown considerably and the festival is now celebrated by millions of people worldwide. Over the past years, HAIL has been an active participant, and 2015 was no exception. Neighbours' Day was celebrated at a number of HAIL developments: barbeques were held in Avondale Court, Kilcronan Lawns and Belarmine, with tenants coming together to cook and share food and drinks in the communal garden areas.

HAIL PEER SUPPORT WORKING GROUP

The strategic plan identified the development of peer support as a crucial part of the ongoing integration of tenants and clients into their

communities. In the latter part of 2015, the HAIL Peer Support Working Group was established. A social group for tenants and clients was created to encourage peer support and a number of activities were organized during the year, including a fishing trip and overnight Walk and Talk trip to the Wicklow Way.

Directors' Report and Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

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Finance Director's Address



HAIL continues to maintain a strong financial position at the end of 2015. We endeavour to manage our finances in a prudent manner and we achieve this by setting rents at levels that are affordable to our tenants, providing a quality service while at the same time controlling our costs.

In compliance with the new Financial Reporting Standard FRS102, the figures in the accounts have been restated for the year 2014. In the financial year under review the income exceeded expenditure by €510k, compared with an excess of €824k in 2014. This surplus reflects the new accounting treatment for the amortisation of mortgage loans – €1,201k (€1,169k 2014 restated) under FRS102 and the UK Housing SOPR Accounting by Registered Social Housing Providers, which amortises mortgage loans over the life of the mortgage rather than at 2%, as was done in the past. Income for the year amounted to €3,082k, compared to €2,991k in the previous year. We continue to receive funding from a number of established agencies, including grant funding from the Genio Trust. This continued funding is a strong vote of confidence in the reputation and the

capabilities of HAIL in the area of specialist services provision. Rental income for the year amounted to €847k, compared to €794k in the previous year – an increase of 6.6%.

The total expenditure for the year amounted to €2,572k, an increase of €405k over 2014, with salary costs amounting to €1,023k. A total of €257k was spent on repairs and maintenance to our properties, with an additional contribution of €169k to the building maintenance sinking fund. The depreciation charge on our properties amounted to €744k.

The surplus for the year under review is €510k, with accumulated unallocated funds of €4,118k at the end of 2015. HAIL now has €2.4million in a Development Fund Reserve and €1.67million in a Building Maintenance Fund Reserve at the end of 2015 – a strong position for the organisation to develop and protect its properties in the coming years.

During 2015, HAIL received Certified Body status from the Housing Finance Agency (HFA) and this will allow HAIL to avail of the lending products

provided by the HFA to ensure funding, along with the CALF scheme from the Department of the Environment, Community and Local Government, for our future property purchases in line with our strategic plan 2015 - 2019.

Our financial base remains strong and with the support of our board and our committed staff we are confident we can continue to deliver housing and support services that are of the highest possible quality to meet the needs of the groups we serve.

Michael Hoey Financial Director

Directors, Bankers and Professional Advisors

Directors

Mr. Eanna McHugh (Chairman)
Mr. Kenneth Carroll (Vice Chairman)
Mr. Michael Hoey (Finance Director)
Mr. Con Buckley
Dr. Serena Condon
Mr. Geoff Corcoran
Mr. Kieran Gallagher
Mr. Seosamh M. O'Ruairc
Ms. Nicola Palmer

Secretary & Registered Office

Mrs. Patricia Cleary, Shamrock Chambers
59/61 Dame Street, Dublin 2

Bankers

Bank of Ireland, 39 St. Stephens Green, Dublin 2

Auditors

Clifford Desmond & Associates
Chartered Accountants & Registered Auditors
185 Rathmines Road Lower, Dublin 6

Solicitors

Ryans Solicitors, 46 Harrington Street, Dublin 8



Board L-R; Kenneth Carroll, Vice-Chair | Con Buckley | Patricia Cleary, CEO | Geoff Corcoran | Eanna McHugh, Chairperson | Kieran Gallagher | Serena Condon | Seosamh M. O'Ruairc

Missing from the photo; Nicola Palmer and Michael Hoey, Finance Director

TOTAL HOMES

282

The Directors have pleasure in submitting their report together with the audited financial statements of HOUSING ASSOCIATION FOR INTEGRATED LIVING (the Company) for the year ended 31 December 2015.

COMPANIES ACT 2014

The Companies Act 2014 commenced on 1 June 2015 and on that date the company was a company limited by guarantee not having a share capital. The company was incorporated in Ireland on 5 September 1985 registered number 109465.

The Company has been granted charitable status, for taxation purposes, by the Revenue Commissioners, charity number CHY 6796. All income is applied solely towards the promotion of the charitable objectives of the Company.

VISION, MISSION AND VALUES

VISION

The Company's vision is to be the provider of choice for housing and support for people with mental health difficulties, enabling them to achieve and sustain independent living in the community by having secure, quality, affordable accommodation with appropriate support services tailored to their needs.

MISSION

The Company's mission is to provide housing and individually tailored services to support people,

primarily those with mental health difficulties, to integrate and live independent lives in the community.

VALUES

The Company's values are as follows:

- Equality of access to good quality housing
- Empowerment of people with mental health difficulties to achieve independence and integrated living
- Relationships built on respect and trust with our tenants, clients, partners and staff
- Outstanding service with innovation, passion and integrity
- Highest standards of organizational governance.

The Company provides housing and individually tailored services to support individuals, primarily those with mental health difficulties, to integrate and live independent lives in the community both as our own tenants and as supported tenants of other landlords. The activities of the Company are charitable.

PRINCIPAL ACTIVITIES

ACHIEVEMENTS AND PERFORMANCE DURING THE YEAR

PROVISION OF HOMES

The Company increased the number of homes provided to families and individuals by twenty-six, an increase of 10%, during the year. The twenty-

six homes were mainly across the four Dublin local authority areas. Twenty-three of these homes were purchased using CAS funding, two using a mix of CALF and private funding and one transferred from a local authority. The Company had a total 282 tenancies available at the end of the year.

We continue to maintain our existing properties to the highest possible standards.

SUPPORT SERVICES

Many of the people housed during the year came from mental health group homes and congregated settings. The provision of good quality housing greatly improves individual's mental health. The people housed feel they can stop just existing and begin to live and feel part of a community.

The Company continued to provide a personalised support service to people with mental health difficulties to manage their tenancies and live independently in the community. The Company had 271 occupied tenants in our accommodation during 2015. All of our tenancies were sustained during the year. Security of tenure in itself is a major relief for people with a mental health disability. The disability may be episodic and needs at the very minimum security of tenure for recovery.

The Company's specialised mental health visiting support service is utilised by Local Authorities and HSE Social Inclusion Services to support people with diagnosed mental illness from losing their

tenancy and becoming homeless. During 2015, we helped a further 86 clients, most of which remained in their tenancies.

The Company, in conjunction with HSE Mental Health Rehabilitation Services in north Dublin, supported an additional 16 predominantly male clients to move from institutional care – some of whom had been there for up to 10 years - to find independent accommodation in the community. The service also supported 3 clients to connect and integrate into their community, while remaining in their hostels.

The Company also supported 67 individuals with mental health history on remand in prison. The objective of the support is to link these individuals up with relevant homeless prevention services to minimize, as much as possible, the risk of returning to prison. In all 39 found stable accommodation and so prevented from returning to homelessness. The latter two projects were funded by the Genio Trust.

GOVERNANCE

The Company has, during the year, continued to improve its levels of governance. It has introduced and updated policies in relation to governance, reporting, accounting and risk. The Company has introduced a risk register which is reviewed by both management and the Board on a regular basis.

FINANCIAL SUSTAINABILITY

The financial sustainability of the Company is

continually assessed and the resources required to support all the activities of the organisation are regularly reviewed. A review of the financial procedures and controls of the Company took place in 2015.

The Company applied for and received Certified Body Status from the Housing Finance Agency (HFA) in 2015. Having achieved Certified Body Status the Company can apply directly to the HFA for funding from their excellent products at competitive rates of interest. This will be an important source of finance for the funding of our growth in the purchase of properties.

ADVOCACY

Members of management attend strategy meetings with the Irish Council for Social Housing, Disability Federation of Ireland and Mental Health Reform. The objective of these meetings is to ensure the housing and support needs of our tenants and clients remains high on the agenda for any future policy documents relating to housing and mental health supports.

Meeting were held with the Department of the Environment and the Health Service Executive to advocate for our strategic policies and goals.

STRATEGIC PLANNING

A five-year strategic plan covering the period 2015-2019 was approved at a board meeting held on 30th March 2015. The strategic plan is available on the Company's web site www.hail.ie.

FINANCIAL PERFORMANCE

CHANGE IN FINANCIAL REPORTING FRAMEWORK

The Financial Reporting Council (FRC) issued revised financial reporting standards for the United Kingdom and the Republic of Ireland effective for accounting periods beginning on or after 1 January 2015. The revised standards fundamentally reformed financial reporting, replacing previous standards with five new Financial Reporting Standards (FRSs). FRS 102 is designed to apply to the financial statements and financial reporting of not for profit oriented companies.

The current financial statements of the Company conform to FRS 102 and the financial statements for the year ended 31 December 2014 have been restated to conform to FRS 102 as required by the reporting standard. Details of the restatement for 2014 are given on page 27 of the financial statements.

Under FRS 102 and under the United Kingdom Housing SORP the mortgage loans received from the Local Authorities under the CAS and CLSS schemes are required to be treated as grants. These grants are now required to be amortised to income over the life of the mortgage loans. Under the previous reporting standards in our accounts these mortgage loans were amortised to income at 2% per annum being the life of the property on which the mortgage loan was granted. The effect of the change in financials reported is to

Directors' Report

CONTINUED

show a significantly larger surplus of income over expenditure when last year's result was restated, in the current year and future years, than under the previous reporting standards.

RESULTS FOR THE YEAR

The Board considers the financial results for the year satisfactory. The results are a reflection of the achievements of the Company both in the acquisition of new homes and management of all our homes and in providing successful support to all our clients. There was a surplus of income over expenditure for the year of €510,191 (2014 €823,628 restated). This includes the amortisation of mortgages €1,201,478. The Directors expect that the present level of activity will increase in future years to meet the demand of the individuals and families we support.

The net cash surplus from current operations for the year was €53,238 (2014 €279,675 restated).

RESERVES

At the 31st December 2015 the Company held reserves totalling €8,979K. These reserves were split as follows:

Development fund reserve	€2,400K
Building maintenance reserve	€1,672K
Accumulated funds	€4,118K
Unrestricted capital reserve	€789K

Details of the reserves and their movements are in the notes to the financial statements on pages 30-36.

INCOME

The Company had a gross income for the year of €3,081,995. This compares with €2,990,860 (restated) for 2014, an increase of €91,135. The main increases were to rental income €52,378, payment and availability income €29,965 and amortisation of loans by €32,591 offset by a decrease in deposit interest of €56,884.

EXPENDITURE

Total expenditure for the year was €2,571,804 compared to €2,167,232 for 2014 an increase of €404,572. The main increase was in payroll costs €1,022,676 (2014 €907,527) an increase of €115,149. This increase was driven by the extra staff as a result of expanding our support services and the full year's costs of staff recruited last year. Other increases were in the repair and maintenance of property costs €426,018 (2014 €353,987) mainly due to an increase in the provision for the sinking fund and increased expenditure on voids.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Board is committed to maintaining the highest standard of corporate governance and they believe that this is a key element in directing and controlling the activities of the Company. The Board recognises that robust and transparent governance within the voluntary and not for profit sector is essential to maintain credibility and trust.

The Board is responsible for providing leadership, setting strategy and exercising control over the Company. The Board accepts it needs to work effectively, behave with integrity and be transparent and accountable. It comprises of nine non-executive directors – at present seven male and two female. The directors bring to Board deliberations their significant professional skills and experience and decision-making abilities together with a broad range of views and life experience.

There is a clear division of responsibility at the Company with the Board retaining control of major decisions under a formal schedule of matters reserved to the Board for decision. The Chief Executive Officer (CEO) is responsible for implementing strategy and policy decisions within the authorities delegated to her by the Board.

The Company has a comprehensive process for reporting management information to the Board to allow decisions to be made. The Board meets regularly and as required. It met six times during 2015 (five times in 2014). The Board, management and staff meet annually for a day. This gives the Board an opportunity to meet all staff to familiarise themselves with the challenges and opportunities of the Company and to see the progress made by staff in delivering the mission and objectives of the Company. On appointment, directors receive briefing sessions and comprehensive briefing documents. These documents are designed to familiarise

newly appointed directors with the Company's operations, management and governance structures. Directors are appointed for an initial period of three years.

There are five sub-committees of the Board:

The Nominations Sub-Committee

This committee assists the Board in ensuring that the composition of the Board and its sub-committees has the appropriate skills, knowledge and experience. It supports the Chairman in monitoring performance of the Board as a whole and of individual directors. It recommends the appointment of new directors when vacancies arise and assists directors to understand their responsibilities and the expectations of them. During 2015 the committee met three times.

Properties Sub-Committee

The primary function of this committee is to support the CEO in all matters relating to the Company's property portfolio and the acquisition of properties. The committee also considers the cost and cash flow implications of proposed acquisitions of properties and advises the Board on appropriate levels of reserve funding to adequately maintain properties. During 2015 the committee met three times.

Support Services Sub-Committee

This committee oversees the work of the support services of the Company. It has particular responsibility for the review, development and

implementation of best practice in the ongoing work of support to the Company's tenants and clients of all the Company's support service. This committee has particular responsibility for monitoring the health and safety elements of support operations and evaluating the capacity of the service to take on increased roles. This committee ensures that developments remain consistent with the Company's mission and remains up to date with and in a position to help shape housing with support policies into the future.

This committee evaluates service developments and funding arrangements in relation to mental health and social housing needs and considers developments and strategic changes to support delivery arrangements and makes recommendations to the Board. During 2015 the committee met five times.

Finance Sub-Committee

This committee reviews and monitors all aspects of the Company's financial performance and controls. It provides an independent review of annual budgets, management accounts, annual financial statements and reports and liaises with the Company's auditors. During 2015 it also carried out a review of the internal financial controls. It makes recommendations to the Board as appropriate. During 2015 the committee met five times.

Risk Sub-Committee

The Company has devised and adopted a risk

policy which the Board has approved. The policy requires a risk register to be maintained. This committee evaluates reviews and monitors all aspects of the Company's potential risks and makes recommendations to the Board as appropriate. During 2015 the committee met five times.

INTERNAL CONTROLS

The directors acknowledge their overall responsibility for the Company's systems of internal control and for reviewing its effectiveness. They have delegated responsibility for the implementation of the internal controls system to Executive Management. The system includes financial controls, which enable the board to meet its responsibilities for the integrity and accuracy of the Company's accounting records. A complete review of financial controls took place in 2015.

RISK REGISTER AND REVIEW

The Board sub-committee regularly review the processes for the identification and assessment of risk under each of the five categories – strategic risk, financial risk, operational risk, compliance risk and reputation risk.

They also ensure all identified risks are assessed, rated and recorded on the risk register, and examine the process for identifying and rating previously unrecorded or unknown or unanticipated risks.

BUDGET CONTROL

A detailed five-year financial plan was prepared

to support the Strategic Plan 2015-2019. This was reviewed by the Finance Sub-committee and approved by the Board. The actual results were compared against the current year budget during the year to ensure alignment with the strategic plan, tight budgetary control and value for money. Management accounts are presented to the Board directors at each Board meeting. In addition, a 30-year financial plan 2015-2045 was prepared, approved by the Board, and submitted to the Housing Agency Regulation Office as part of the pilot project of the Annual Financial Return for regulation purposes.

UPKEEP OF HOUSING PROPERTIES

The Company's policy is to maintain its housing properties to a very high standard. The Company has in place a planned maintenance program for the next twenty-five years. In order to provide for this expenditure, which is not grant-assisted, we have a designated building maintenance reserve for the long term refurbishment of our properties. This fund has been built up over many years and is shown within our reserves. In 2015 20% of rental income has been set aside to this fund for the long term maintenance of the Company's properties.

PENSIONS

The Company operates a defined contribution pension scheme which employees are eligible to join. The Company matches staff contribution up to a maximum of 5% of salary. The pension scheme

is managed by BHP insurances and is invested with Zurich.

MANAGEMENT AND STAFF

The Board acknowledge with appreciation the committed work of our management team and staff. The present staffing level is twenty-two, twenty-one full time and one part-time – the gender split of the staff is sixteen female and six male.

Our continuing success and our achievements are due to their professionalism, dedication and commitment to our mission.

The Board has delegated the responsibility of the day to day management and decision making of the Company to the CEO and her senior management team.

ENVIRONMENT

The Company has a proactive approach to assisting all personnel to conduct the business in a manner that protects the environment of tenants, staff and the community. The Company is compliant with relevant environmental legislation.

HEALTH & SAFETY AT WORK

It is the policy of the Company to ensure the health and welfare of employees by maintaining a safe place and system of work. This policy is based on the requirements of employment legislation, including the Safety, Health and Welfare at Work Act 2005. A Health & Safety Risk Register has been drawn up and is reviewed annually. A Health & Safety consultant reviews the Company's

Health & Safety Statement and procedures annually.

DIVIDENDS AND RETENTION

The Company is precluded by its Memorandum of Association from paying dividends either as part of normal operations or on a distribution of its assets in the event of a winding-up.

REFERENCES AND ADMINISTRATIVE DETAILS

POST BALANCE SHEET EVENTS

There were no significant events affecting the Company since the year end.

STATEMENT OF DIRECTORS RESPONSIBILITIES

We are responsible for the preparation of the Company's annual report and the financial statements in accordance with the accounting and disclosure requirements of Irish Company law and in accordance with the Financial Reporting Standards (FRS's) published by the Financial Reporting Council (FRC) in the United Kingdom and promulgated by Chartered Accountants Ireland.

Irish company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Company and of the profit or loss for that year. In preparing the financial statements, the directors are required to:

1. select suitable accounting policies and then

Directors' Report

CONTINUED

- apply them consistently;
2. make judgments and estimates that are reasonable and prudent;
 3. prepare the financial statements on the going concern basis unless it is inappropriate to assume the company will continue in business.

The directors confirm they have complied with the above requirements in preparing the financial statements.

The directors acknowledge their responsibilities under section 281 to section 285 of the Companies Act 2014 to keep adequate accounting records for the company. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

Where financial statements are to be published on the web, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website.

In so far as the directors are aware all relevant audit information has been made available to the Company's auditors. The directors have taken all the steps necessary to make themselves aware of any information relevant to the audit and to ensure that the Company's auditors are aware of that information.

DIRECTORS

The current directors are set out on page 17.

In accordance with the articles of association one third of the directors are required to retire annually by rotation and if eligible may offer themselves for re-election.

The following directors resigned during the year:

Dr. Sylvia Finley

Mr. Vincent Keenan

Ms. Clare Tuohy

The following director was appointed during the year:

Mr. Geoff Corcoran

TRANSACTIONS INVOLVING DIRECTORS

There were no contracts entered into by the Company in which any director had an interest, as defined in the Companies Act 2014, at any time during the year ended 31 December 2015.

BOOKS AND ACCOUNTING RECORDS

In order to secure compliance with the requirements of the act a qualified accountant is employed. The accounting records of the company are maintained at Shamrock Chambers, 59/61 Dame Street, Dublin 2.

AUDITORS

The Auditors, Clifford Desmond & Associates, Chartered Accountants have indicated their willingness to continue in office.

On behalf of the board:

Éanna McHugh

Director

25 April 2016

Michael Hoey

Director

Independent Report of the Auditors

We have audited the financial statements on pages 25 to 28 which have been prepared under the historical cost convention and the accounting policies set out on page 29.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As described in the statement of directors' responsibilities the Company's directors are responsible for the preparation of the financial statements in accordance with applicable law and Irish Accounting Standards published Chartered Accountants Ireland.

Our responsibility, as independent auditors, is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (ISAs) issued by the Auditing Practices Board applicable in Ireland and the United Kingdom. This report, including the opinion, has been prepared for, and only for, the Company's members as a body in accordance with Section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

We report to you our opinion as to whether the financial statements give a true and fair view and in accordance with Financial Reporting Standards published by the Financial Reporting Council in the United Kingdom and promulgated by Chartered Accountants Ireland. We state whether we have obtained all the information and explanations we consider necessary for the purposes of an audit and whether the financial statements are in agreement with the books of account. We also report to you our opinion as to;

- Whether the Company has kept proper books of account
- Whether the directors report is consistent with the financial statements, and

We also report to you, if in our opinion, any information specified by law regarding director's remuneration and transactions are not disclosed and where practicable, include such information in our report. We read the directors report and consider the implications for our report if we become aware of any apparent misstatements within it.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (ISAs) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

OPINION

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 2015 and of its Statement of Financial Activities for the year then ended; and

- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland and in particular with the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014.

- We have obtained all the information and explanations which we consider 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.
- The financial statements are in agreement with the accounting records
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the provisions in the Companies Act 2014 which require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by Sections 305 to 312 of the Act are not made.

Kieran Desmond

For and on behalf of:

Clifford Desmond & Associates
Chartered Accountants Registered Auditors
185 Rathmines Road Lower, Dublin 6
Auditors Number: AI 3001157

Date: 25 April 2016

Statement of Financial Activities FOR THE YEAR ENDED 31 DECEMBER 2015

↑ TOTAL RENTAL INCOME 2015
€846,638

	Notes	Restricted Funds €	Unrestricted Funds €	2015 Total €	2014 Total €
Incoming Resources					
Rental income		-	846,638	846,638	794,260
Amortisation of local authority mortgage loans		-	1,201,478	1,201,478	1,168,887
Revenue based grants	1.	802,986	-	802,986	798,590
Deferred income		30,000	-	30,000	-
Payment and availability income		-	89,750	89,750	59,785
Management & maintenance allowance		-	59,187	59,187	59,187
Bank interest		-	41,058	41,058	97,942
Other income		-	10,898	10,898	12,209
Total Incoming Resources		832,986	2,249,009	3,081,995	2,990,860
Resources Expended Charitable Activities					
Housing management services	2.	35,291	1,657,575	1,692,866	1,424,673
Support services	2.	808,181	58,806	866,987	732,360
Governance costs	3.	3,585	8,366	11,951	10,199
Total Resources Expended		847,057	1,724,747	2,571,804	2,167,232
Net Incoming (Outgoing) Resources					
Accumulated funds at beginning of year		(14,071)	524,262	510,191	823,628
Gain on fixed asset disposal		15,098	3,588,920	3,604,018	538,373
Transfer to development fund		-	4,260	4,260	-
Transfer from CLSS/CAS mortgage loan		-	-	-	-
		-	-	-	2,242,017
Accumulated Funds at End of Year	14.	1,027	4,117,442	4,118,469	3,604,018

The Company had no gains or losses in the financial year, or the preceding financial year, other than those dealt with in the statement of financial activities above and a true statement approach has been adopted in accordance with Section 5 (FRS 102). Therefore, there are no movements that require a separate Statement of Comprehensive Income (SOCl).

The accompanying notes are an integral part of these financial statements.

On behalf of the board

Éanna McHugh
Director

Michael Hoey
Director

Statement of Financial Position

AS AT 31 DECEMBER 2015

TOTAL BUILDING MAINTENANCE RESERVE

€1,671,567

	Notes	2015 Total €	2014 Total €
Fixed Assets			
Tangible assets	5.	32,019,988	28,688,076
		32,019,988	28,688,076
Current Assets			
Debtors and prepayments	6.	165,887	452,928
Cash at bank		3,313,091	3,639,297
Financial - Prize Bonds		20,000	20,000
		3,498,978	4,112,225
Current Liabilities			
Creditors and accruals	7.	143,954	172,045
Capital assistance mortgage loans	8.	588,017	523,724
Capital loan & subsidy mortgage loans	9.	677,766	677,754
Bank loans	11.	28,716	15,788
		1,438,453	1,389,311
Net Current Assets		2,060,525	2,722,914
Total Assets Less Current Liabilities		34,080,513	31,410,990
Long Term Liabilities			
Capital assistance mortgage loans	8.	12,086,346	10,034,052
Capital loan and subsidy mortgage loans	9.	11,980,599	12,658,365
Capital advance leasing facility	10.	413,448	278,529
Bank loans	11.	620,947	322,371
		25,101,340	23,293,317
Net Assets		8,979,173	8,117,673
Reserves			
Development fund reserve	12.	2,400,000	2,400,000
Building maintenance reserve	13.	1,671,567	1,524,518
Accumulated funds	14.	4,118,469	3,604,018
Unrestricted capital reserve	15.	789,137	589,137
Total Reserves		8,979,173	8,117,673

The accompanying notes are an integral part of these financial statements.

On behalf of the board

Éanna McHugh
Director

Michael Hoey
Director

Statement of Changes in Capital and Reserves

FOR THE YEAR ENDED 31 DECEMBER 2014

Changes to Reserves	Development Fund Reserve €	Building Maintenance Reserve €	Unrestricted Capital Reserve €	Accum. Funds €	Total Reserves €
Balances as 1 January 2014	2,400,000	1,441,679	589,137	538,373	4,969,189
Net Incoming Resources Restated	-	-	-	823,628	823,628
Net Provision for Sinking Fund	-	82,839	-	-	82,839
Cumulative Adjustment on Amortisation of CLSS Mortgage Loans	-	-	-	1,366,100	1,366,100
Cumulative Adjustment on Amortisation of CAS Mortgage Loans	-	-	-	875,917	875,917
Restated Balances at 31 December 2014	2,400,000	1,524,518	589,137	3,604,018	8,117,673

The above changes represent the adjustments required to restate the Financial Statements for the year ended 31 December 2014 to comply with FRS102.

Other Changes to Fixed Assets and Loans

	Fixed Assets	CLS Mortgages €
Balance as 1 January 2014	30,257,872	14,509,419
Avondale Development Mortgage Pending Transfer from Cooperative Housing	3,907,861	3,907,861
Restated Balance at 1 January 2014	34,165,733	18,417,280

The adjustments prior 1 Jan 2014 represent the recognition of the mortgages on the Avondale properties. These mortgages are held by Cooperative Housing Ireland (formerly NABCO) on behalf of the Company awaiting the legal transfer. The directors believe it is prudent to recognise the mortgage and the addition to Fixed asset to reflect the situation as the properties are under the management of the company and the company is receiving the beneficial income from the properties.

Statement of Cash Flows

FOR THE YEAR ENDED 31 DECEMBER 2015

	Notes	2015 Total €	2014 Total €
Net Incoming Resources		510,191	823,628
Non Operating Activities			
Total depreciation	5.	744,525	624,934
Amortisation of Local Authorities mortgage loans		(1,201,478)	(1,168,887)
Incoming Resources from Current Operations		53,238	279,675
Decrease/(Increase) in debtors and prepayments		287,041	(388,132)
(Decrease) in creditors and accruals		(28,091)	(86,402)
Interest receivable		(41,058)	(97,942)
Interest accrued on CALF loans	10.	7,389	4,185
Net Cash (Outflow) from Current Operations		278,519	(288,616)
Capital and Reserve Activities			
Purchase of fixed assets	5.	(4,082,477)	(620,103)
Proceeds on fixed asset disposal		10,300	-
Increase in building maintenance reserve		147,049	82,839
Increase in capital reserve		200,000	-
Net Cash (Outflow) from Activities		(3,446,609)	(825,880)
Cash Flow Statement			
Net cash (outflow) from activities		(3,446,609)	(825,880)
Interest received		41,058	97,942
Net Cash (Outflow)		(3,405,551)	(727,938)
Reconciliation of Net Cash Outflow to Movement in Net Bank Position			
Cash at bank 1 January		3,639,297	4,127,991
Bank loans 1 January		(338,159)	(352,440)
Net Bank position as at 1 January		3,301,138	3,775,551
CALF/CAS loans received	8. & 10.	2,767,841	253,525
Cash at bank 31 December		3,313,091	3,639,297
Bank loans 31 December		(649,663)	(338,159)
Net Bank position as at 31 December		2,663,428	3,301,138
(Decrease) in Net Bank Position		(3,405,551)	(727,938)

Accounting Policies

ACCOUNTING CONVENTION

The financial statements are prepared in accordance with the financial reporting standards issued by the Financial Reporting Council, including FRS 102 'The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland. The Company transitioned from previously extant Irish and United Kingdom GAAP to FRS 102 as at 1 January 2014 by restating the balance sheet at 1 January 2014 and the results for the year ended 31 December 2014. An explanation of how transition to FRS 102 has affected the previously reported financial position at 31 December 2014 and financial performance for the year ended 31 December 2014 is in the Statement of Changes in Capital and Reserves on page 27.

Compliance with the Accounting and Reporting by Charities – Statement of Recommended Practice (SORP 2015), is not mandatory for Irish Charities. However, the Company has adopted all relevant best practice of its disclosure requirements from this and from the United Kingdom SORP Accounting by registered social housing providers.

The financial statements are prepared on the going concern basis, under the historical cost convention and comply with accounting and disclosure requirements of Irish Company law and in accordance with the Financial Reporting Standards (FRSs) published by the Financial Reporting Council (FRC) in the United Kingdom and promulgated by Chartered Accountants Ireland.

INCOMING RESOURCES

Income consists of rental income, revenue based grants, allowances, payment and availability income, donations and bank interest. These are included in the financial statements on the basis of amounts received and receivable. Mortgage loans received under the CAS and CLS are amortised over the term of the life of the mortgages.

Certain income is recorded as deferred income initially and shown as income in the Statement of Financial Activities as expenses are incurred.

TANGIBLE FIXED ASSETS AND DEPRECIATION

All properties are held for primarily for social benefit and is consequently classified as Property.

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Properties	2% Straight Line
Furniture & fittings	20% Straight Line
Computer equipment	33% Straight Line
Motor vehicles	20% Straight Line

The Company does not apply component accounting to its fixed assets as the nature of their assets would not make a material difference in their disclosed values or depreciation.

MORTGAGE LOANS FROM LOCAL AUTHORITIES

Capital Assistance mortgage loans and Capital Loan & Subsidy mortgage loans are received from local authorities. These loans are treated as deferred credits and are amortised to income

over the term of the mortgage. This is a change in accounting policy on previous years and the effect has been disclosed in the Statement of Changes to Equity and the notes to the financial statements.

EMPLOYEE BENEFITS

Pension benefits for employees are met by payments to a defined contribution pension fund. Contributions are charged to the statement of financial activities in the year which they fall due.

GOVERNANCE COSTS

Governance costs represent direct expenditure and overhead costs on the strategic as opposed to the day to day management of the Company and on compliance with constitutional and statutory requirements.

ACCUMULATED FUNDS

The Company maintains and splits the funds it receives into the designated categories to which the funds have been assigned.

RESTRICTED FUNDS

These represent income received less directly related expenditure that can only be used for particular purposes as specified by the donor.

UNRESTRICTED FUNDS

These consist of general funds which are expendable at the discretion of the Company in furtherance of the objectives of the Company.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

REPAIRS AND MAINTENANCE OF PROPERTIES

€426,018

	Restricted Funds €	Unrestricted Funds €	2015 Total €	2014 Total €
1. Revenue Based Grants				
HSE: - Mid Leinster Area Health Board	171,238	-	171,238	171,238
- Local Authority	230,904	-	230,904	230,904
- HSE Dublin North Central	210,465	-	210,465	210,465
Genio Trust Slan Abhaile	142,620	-	142,620	140,364
Genio Trust Nat. Forensic Mental Health Service	47,759	-	47,759	45,619
	802,986	-	802,986	798,590
2. Housing and Support Services				
Housing Management Services				
Payroll costs	35,291	304,012	339,303	309,850
Depreciation	-	744,526	744,526	624,934
Housing management related costs	-	88,280	88,280	65,290
Insurance	-	37,779	37,779	32,040
Repairs and maintenance of property	-	426,018	426,018	353,987
Legal & professional fees	-	20,151	20,151	5,654
Loan interest	-	32,793	32,793	31,048
Sundry	-	4,016	4,016	1,870
	35,291	1,657,575	1,692,866	1,424,673
Support Services				
Payroll costs	660,133	31,879	692,012	597,677
Support related costs	139,661	26,927	166,588	112,765
Insurance	2,258	-	2,258	13,731
Legal & professional fees	-	-	-	4,814
Sundry	6,129	-	6,129	3,373
	808,181	58,806	866,987	732,360
3. Governance Costs				
Audit fee and board costs	3,585	8,366	11,951	10,199
	3,585	8,366	11,951	10,199

Notes to the Financial Statements FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

TOTAL EMPLOYEES
22

TOTAL PROPERTY PURCHASES
€4,054,218

	2015 Total €	2014 Total €
4. Particulars of Employees		
The average number of persons employed by the Company during the year was 20 (2014:17).		
Salaries	878,799	787,086
Employers PRSI	94,022	84,135
Pensions	49,855	36,306
	1,022,676	907,527

The number of employees with remuneration for the year falling within the rate bands:

€70,001 - €80,000	0	1
€80,001 - €90,000	1	1

Remuneration includes salary, pension and other benefits but excludes employer PRSI contributions.
The remuneration of the CEO is noted in the €80,001 - €90,000 band.

	Properties €	Furniture Fittings & Computer Equip. €	Motor Vehicles €	Total €
5. Tangible Assets				
Cost				
At 1 January 2015	34,753,276	18,060	14,500	34,785,836
Addition	4,054,218	2,834	25,425	4,082,477
Disposals			(14,500)	(14,500)
At 31 December 2015	38,807,494	20,894	25,425	38,853,813
Accumulated Depreciation				
At 1 January 2015	6,083,060	7,692	7,008	6,097,760
Depreciation for year	734,469	6,061	3,995	744,525
Depreciation on disposals	-	-	(8,460)	(8,460)
At 31 December 2015	6,817,529	13,753	2,543	6,833,825
Net Book Value				
At 31 December 2015	31,989,965	7,141	22,882	32,019,988
At 31 December 2014	28,670,216	10,368	7,492	28,688,076

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

	2015 Total €	2014 Total €
6. Debtors & Prepayments		
Deposits/costs incurred on properties	48,376	78,427
Grants receivable	-	198,400
Amount owed by Homeless Executive	-	57,727
Amount owed by Genio trust	71,921	57,512
Prepayments	30,687	30,655
Bank interest receivable	12,076	23,094
Sundry debtors (incl. rents receivable)	2,827	7,113
Total Debtors and Prepayments	165,887	452,928
7. Creditors and Accruals (due within one year)		
Deferred income	50,000	80,000
PAYE/PRSI/USC	27,058	24,109
Sundry accruals	66,896	67,936
Total Creditors and Accruals	143,954	172,045

8. Capital Assistance Mortgage Loans

The current terms of the Capital Assistance Scheme (CAS) provide mortgage loans to approved housing bodies from the local authorities up to the amount approved, with the repayments and interest charges fully waived, provided the Approved Housing Body complies with the terms of the scheme and the mortgage deed agreement with the local authority. There is a contingent liability to repay these loans in the event of the above terms not being complied with within the term of the loans.

Loans advanced by local authorities to the Company have a twenty year repayment period for those advances prior to 2002, and a thirty year repayment period for those advanced post 2002.

In compliance with FRS 102 and the best practice under the UK housing SORP the CAS mortgages are amortised over the life of the mortgage. This is a change in accounting policy as in the past mortgages were amortised at a rate of 2% per annum. The adjustment prior to 1 January 2014 is reflected in the Statement of Changes in Equity on page 27.

The Local Authority has legal charges registered against the mortgage properties. However, the Company will be relieved of full repayments of capital and interest so long as the local authority is satisfied that the accommodation continues to be properly maintained and to be let to eligible categories of persons at reasonable rent levels. No mortgage loans were redeemed in 2015 or in 2014. Loans prior to this date were redeemed and are no longer registered against properties because the terms of the mortgage deed have been fully complied with.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

↑
TOTAL CAS LOANS RECEIVED
€2,640,311

Details of mortgage loans received by the Company under CAS are:

	2015 Total €	2014 Total €
Gross		
At 1 January	13,867,641	13,722,641
Additional Loans	2,640,311	145,000
Transferred to capital reserves	-	-
At 31 December	16,507,952	13,867,641
Amortisation		
At 1 January	3,309,865	2,818,744
Credited to statement of financial activities	523,724	491,121
Transferred to capital reserves	-	-
At 31 December	3,833,589	3,309,865
Net Book Value		
Within 1 year	588,017	523,724
After 1 year	12,086,346	10,034,052
At 31 December	12,674,363	10,557,776

9. Capital Loan & Subsidy Scheme Loans

The current terms of the Capital Loan and Subsidy Scheme (CLS) provide for mortgage loans to Approved Housing Bodies from the local authorities, with the annual repayments and interest charges fully subsidized by the Department of the Environment, Community and Local Government, provided the Approved Housing Body complies with the terms of the scheme. There is a contingent liability to repay these loans in full in the event of the above terms not being complied with, within the terms of the loans.

In compliance with FRS 102 and the best practice under the UK housing SORP the CLS mortgages are amortised over the life of the mortgage. This is a change in accounting policy as in the past mortgages were amortised at a rate of 2% per annum. The adjustment prior to 1 January 2014 is reflected in the Statement of Changes in Equity on page 27.

The Local Authority has legal charges registered against the mortgage properties.

The adjustments prior 1 Jan 2014 represent the recognition of the mortgages on the Avondale properties. These mortgages are held by Cooperative Housing Ireland (formerly NABCO) on behalf of the Company awaiting the legal transfer. The directors believe it is prudent to recognise the mortgage and the addition to Fixed asset to reflect the situation as the properties are under the management of the company and the company is receiving the beneficial income from the properties.

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

TOTAL CALF LOANS RECEIVED

€127,530

Details of mortgage loans received by the Company under CLS are:

	2015 €	2014 €
Gross		
At 1 January	18,417,280	18,417,280
Additions	-	-
At 31 December	18,417,280	18,417,280
Amortisation		
At 1 January	5,081,161	4,403,395
Credited to statement of financial activities	677,754	677,766
At 31 December	5,758,915	5,081,161
Net Book Value		
Within 1 year	677,766	677,754
After 1 year	11,980,599	12,658,365
At 31 December	12,658,365	13,336,119

10. Capital Advance Leasing Facility

Capital advance payments of up to 30% of the acquisition of properties are available from the Department of the Environment, Community and Local Government under the Capital Advance Leasing Facility (CALF). The capital advance is repayable at the end of the approved period of the advance usually a twenty-five year period. Interest is payable on the principal amount only at 2% per annum. This interest is accrued for the duration of the CALF and payable at the end due date.

Details mortgage loans received by the Company under CALF are:

Gross		
At 1 January	271,501	162,976
Additions	127,530	108,525
At 31 December	399,031	271,501
Interest Accrued		
At 1 January	7,028	2,843
Interest Accrued during the year	7,389	4,185
At 31 December	14,417	7,028
Total CALF Liability		
At 31 December	413,448	278,529

Notes to the Financial Statements FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

11. Bank Loans

The Company's bank loans are secured by fixed charges on specific housing properties. Interest and capital repayments are required to be made in respect of these loans.

	2015 €	2014 €
Balance at 1 January	338,159	352,440
Mortgage received during the year	328,652	-
Repaid during the year	(17,148)	(14,281)
Balance at 31 December	649,663	338,159
Repayable within 1 year	28,716	15,788
Repayable after 1 year	620,947	322,371
Balance at 31 December	649,663	338,159

12. Development Fund Reserve

The Company has a development fund reserve to purchase new properties or to meet any deficit in funding on the housing expansion programme.

Balance at 1 January	2,400,000	2,400,000
Transfers from the statement of financial activities	-	-
Balance at 31 December	2,400,000	2,400,000

13. Building Maintenance Reserve

The Company has a building maintenance reserve to meet the planned maintenance programme to maintain the properties to the very highest standards and to meet the long term refurbishment of the properties. This reserve is build up on an annual basis by transferring 20% of our rental income into this reserve.

Balance at 1 January	1,524,518	1,441,679
Charge for the year – 20% rental income	169,327	151,519
Amount expended	(22,278)	(68,680)
Balance at 31 December	1,671,567	1,524,518

Notes to the Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2015

CONTINUED

14. Accumulated Funds	2015	2014
	€	€
Balance at 1 January	3,604,018	538,373
Surplus from statement of financial activities	510,191	823,628
Restatement of amortisation on CAS mortgages	-	875,917
Restatement of amortisation on CLS mortgages		1,366,100
Gain on fixed asset disposal	4,260	-
Balance at 31 December	4,118,469	3,604,018
Restricted reserve	1,027	15,098
Unrestricted reserve	4,117,442	3,588,920
Balance at 31 December	4,118,469	3,604,018
15. Unrestricted Capital Reserve		
Balance at 1 January	589,137	589,137
Transfer of property from a local authority	200,000	-
At 31 December	789,137	589,137

Loans received from Local Authorities for the acquisition of property are released in full when the term of the mortgage is completed provided the Company has met the conditions of the loan. Eight Dublin properties acquired over 20 years ago under the Capital Assistance Mortgage Loans have met all the requirements under the scheme and were relieved in full of any repayment of Capital or interest. The title deeds for these properties were handed over by the Local Authorities to the Company solicitor for safekeeping on behalf of the Company. The liability has been removed from the Balance Sheet and transferred to reserves. No properties were released during 2015. In 2015 a local authority transferred the ownership of a property into the ownership of the Company. The estimate market value of the property was €200,000.

16. Capital Commitments and Contingent Liabilities

At 31 December 2015 there are capital commitments of €34,000 (2014 – €540,000) for the purchase of properties.

There were no contingent liabilities outstanding at 31 December 2015 (2014-nil) other than the contingent liabilities outstanding on the CAS and CLS loans (See notes 8&9).

17. Taxation

The Company has been granted charitable status by the Revenue Commissioners.

18. Related Party Transactions

There were no related party transactions during the year or in the previous year.

19. Approval of Financial Statements

The financial statements were approved by the board of directors on 25 April 2016.

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A company limited by guarantee and not having a share capital.
Registered in Ireland No. 109465, Registered Charity Number 20013394. CHY No. 6796. Registered Office: Shamrock Chambers, 59-61 Dame Street, Dublin 2

Member of the Irish Council for Social Housing



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HAIL's mission is to provide housing and individually tailored services to support people, primarily those with mental health difficulties, to integrate and live independent lives in the community



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