



Annual Report 2016





CATHOLIC INSTITUTE FOR DEAF PEOPLE

Mission

Our mission is to work with, support and enable the Deaf Community and Deaf people generally to achieve their full potential and to have equality of access and opportunity in all aspects of their lives.



CIDP will pursue its mission by working in partnership with Deaf people, with their organisations, and with public bodies charged with responsibility for providing services for and access to Deaf people

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Chairperson Statement

Geraldine Tallon

I was privileged to be appointed Chair of the CIDP Board in April 2016. The past 15 months has shown me how engaged, energetic and committed our organisation is across its busy agenda. CIDP, through its school and boarding residences, its residence for Deaf and Deaf/Blind adults, and its National Chaplaincy for the Deaf, provides essential services and supports for Deaf children and adults in Dublin and throughout the country.

The building of Deaf Village Ireland (DVI) has brought a vibrant group of Deaf organisations together in Cabra, creating a community that supports Deaf culture and ethos, and advocates on behalf of Deaf people. Our new fitness centre, trading as Inspire, is a major amenity for the community, as well as the wider Cabra area, and will create an important revenue stream for DVI into the future.

As the interested reader will see in the following pages, a lot happens across a complex organisation in a year. This report gives an account of many of our recent developments and illustrates the range of activities that are supported and delivered by our staff – activities which are designed to create opportunity for Deaf youngsters to achieve their potential, and to create security for Deaf and Deaf/Blind adults who need support at other times of life. All our services are founded on the commitment and competence of staff on a daily basis, as well as on the rigour and independence of Board members, given on a voluntary but part-time basis. Both staff and voluntary commitment are essential to the good functioning of the organisation.

We have experienced considerable change over the past year or so, and, regrettably, at the end of the year 2016 the HSE, our major funder, completed an internal audit report on CIDP, with significant adverse findings in regard to our past standards of governance and financial administration. We have now addressed the issues identified, and have made many changes at all levels of our organisation.

We are continuing on our change journey in 2017. In the short-term we are consolidating and refining our services in Cabra, alongside the renewal of our corporate governance codes and standards, and our financial management practices. For the longer-term, we are beginning a deeper reflection on the vision and strategy which should underpin our continuing commitment to the Deaf community. In association with this, we are working with the Chairs and CEO/Managers of Deaf Village Ireland, and the National Deaf Village Sports and Leisure Company, to ensure a strong and sustainable future for the Deaf Village and its many activities here in Cabra, and to enhance Deaf control of the Village

I thank my colleagues on the Board, past and present, as well as our energetic CEO, for their dedication and hard work on behalf of CIDP. I also acknowledge the continuing support of the HSE and the Department of Education and Skills for our work. I look forward to working with the Board, the CEO and Staff, and indeed the other companies and organisations in the Deaf Village Ireland in these regards over the coming period.



Geraldine Tallon
Chairperson

A handwritten signature in black ink that reads "Geraldine Tallon". The signature is written in a cursive, flowing style.

Above all, our continuing commitment to the vision for Deaf Village Ireland is a core value for us, and a Working Group comprising the Chairs and CEO/Managers of CIDP, DVI and NDVSLC has been formed to look at how we best achieve this.

CEO Statement

Keith Adams

It gives me great pleasure to write to you in this our first annual report. It is an ideal opportunity to share the work of CIDP in its constituent parts, showing the reach and range of service we provide across the Deaf community.

Over the past 6 years a significant amount of blood, sweat and tears has been put into the planning, development and construction of Deaf Village Ireland and CIDP is delighted that it was and is a part of this community. The project was a major undertaking and it is important to recognise the work of everyone involved. It is also important to acknowledge the work of the various Deaf organisations without whose support the concept of DVI would never have been realised.

Having joined CIDP in October 2015 I had very little knowledge of the Deaf community other than that my daughter had just graduated from Wolverhampton with a degree in Deaf studies and linguistics. It was a massive learning curve for me coming into an organisation that was in transition and the last 20 months have seen a lot of change: change that has included the amalgamation of the two post primary schools into the new Holy Family School for the Deaf, as well as the announcement of a deal to provide a nursing home on site with dedicated beds and supports for the Deaf community. The newly amalgamated school has been a fantastic success due to the hard work of the Principal, Ms Eimear O'Rourke, and the staff who put in so much effort over the summer to prepare the school for the new school year, a year that was very successful. We see the nursing home as a complementary service to everything that we are striving for in CIDP and we look forward to the planning and building process going well and the home opening in the next 3 years.

2017 has brought further challenge and we have geared up to meet these. We have addressed the HSE audit recommendations as set out by the chairperson in her report. CIDP now has a strong governance and control framework. Operationally, we have started the planning process to identify the needs of our residents in St Joseph's House and will then move towards providing appropriate accommodations to meet these needs. We are also in discussion with the HSE around the impacts of their strategy on decongregation and during the year we will put much more clarity around this. At all times residents, family and staff are being involved and we will also be seeking input from our other key stakeholders and communicating with the wider Deaf community at appropriate points throughout 2017 and beyond.

Funding has been a challenge for CIDP in recent years. The costs of maintaining the buildings and completing the work on the Thomas Mahon building have been high and in some respects unforeseen. We are now at the end of these works and are developing measures to reduce our budgetary deficit.

Like any organisation, we cannot survive without the hard work of the teams in the various areas of our operation and I would like to take this opportunity to thank everyone in CIDP for the commitment, passion and care they each put into their work. For many this is seen not just as a job but a vocation.



I look forward to working closely with the other Deaf organisations within DVI as we continue to work for a better future for Deaf people. I would also like to congratulate the IDS and all who have been very active in driving the ISL Recognition Bill and welcome the success achieved last year with the passing of the second stage of the Bill in the Seanad .

I hope you enjoy the content of this report and any feedback would be most welcome.

Keith Adams
CEO

A handwritten signature in black ink that reads "Keith Adams". The signature is written in a cursive, flowing style.

CIDP Structure & Funding

History

The Catholic Institute for the Deaf (CID) was established as a charitable institution in 1845. In 2007, the name was changed to the Catholic Institute for Deaf people (CIDP).

We are a voluntary, not for profit organisation providing services to the Deaf Community. Our focus is on the areas of education, care, pastoral work and outreach.

We have a staffing complement of 105, 20% of whom are from the Deaf community. Our hearing staff are striving to become proficient in ISL with many already qualified to level 4.

The Roman Catholic Archbishop of Dublin is the President of the company and appoints the Board members.



GOVERNANCE

CIDP is a company limited by guarantee. The company is governed by a Board of Directors operating under a Memorandum and Articles of Association.

The Board comprises eight nominated individuals, each of whom bring specific expertise to CIDP. The board is currently reviewing its governance structure and has signed up to the Governance code journey aiming to be fully compliant by the end of 2017

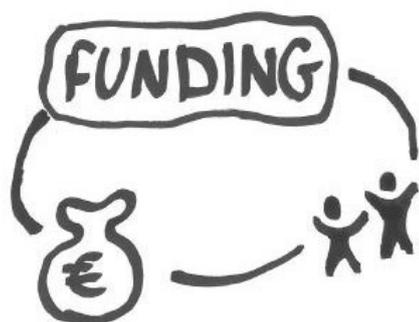
To assist the board and executive on this journey the board has reviewed its committee structures and procedures and now operates through the following committees:

- ⇒ Audit and Finance
- ⇒ Governance
- ⇒ Remuneration and Appointments
- ⇒ Safeguarding Policy



FUNDING

CIDP is very grateful for the direct funding it receives from the HSE. This equates to approximately 85% of our total funding for services and enables the delivery of services in St Joseph's House Brewery Road Stillorgan; St Mary's Girls boarding and St Josephs Boys boarding both based at the Cabra complex.



CIDP also receives financial support for the work of the National Chaplaincy for Deaf People **ncdp** and from the other 25 Catholic diocese of Ireland. this allows for the participation of the deaf community in the life of the church. It also allows the chaplains reach out to those who are isolated or in need.

Holy Family School for the Deaf receives its main funding from the Department of Education and Skills with some additional funding coming from CIDP as the trustees of the school.

Board Members



Geraldine Tallon

Was appointed as Chairperson of the Board of CIDP in April 2016. She comes from Co Meath, and is graduate of UCD. She was a career Civil Servant, and worked in the Department of the Environment, Community and Local Government.



Marie Collins

Born in Dublin, and is married with one son. A founder Trustee of the Marie Collins foundation, a UK NGO dedicated to supporting those sexually exploited and harmed via the internet and mobile technologies. A founding member of the Irish depression support group "Aware" in 1985, She ran their voluntary "helpline".



Pat Donnelly

Is a Social Worker who has worked extensively in the field of Child Protection. He has also worked as a Senior Manager in a range of Health and Social Service setting. He currently works as a Guardian Ad Litem in the Dublin Area



John Lamont

Is a management consultant, and is a part-time lecturer/tutor/examiner at The Open University, The Irish Management Institute and Dublin Business School specialising in strategic management, project management and strategic human resource management. He is a former CEO of a Teaching Hospital and of the Medical Council.



Ger Deering

Is the Financial Services and the Pensions Ombudsman. He established and led the National Employment Rights Authority (NERA) and the Commission for Taxi Regulation. He also worked in Local Government, the Civil Service and the private sector. He has been a board member of a number of charities and community groups and is currently a trustee of Airfield Trust and a Director of the Delta Centre Carlow.



Caroline O'Leary

Born in Ireland to Deaf Parents. She qualified as a R1 registered ISL interpreter and Sign Language Interpreter Services in 2006 having previously been registered R2 since 2000. Is the founding member and previous Chairperson of the Council for Irish Sign Language Interpreters (CISLI). She continues to work as a freelance ISL interpreter and is also employed part-time with Citizens Information Service in the Deaf Village



Peter Tolan

Born profoundly Deaf to hearing parents and attended local mainstream school in Mayo before joining AIB, where he is currently leading and implementing various business change programmes. His parents were very active members of the Mayo Branch of the National Association for the Deaf. Chairs the recently established Dunboyne branch of the 'Friends of the Elderly Ireland' which aims to alleviate social isolation for elderly people through friendship.



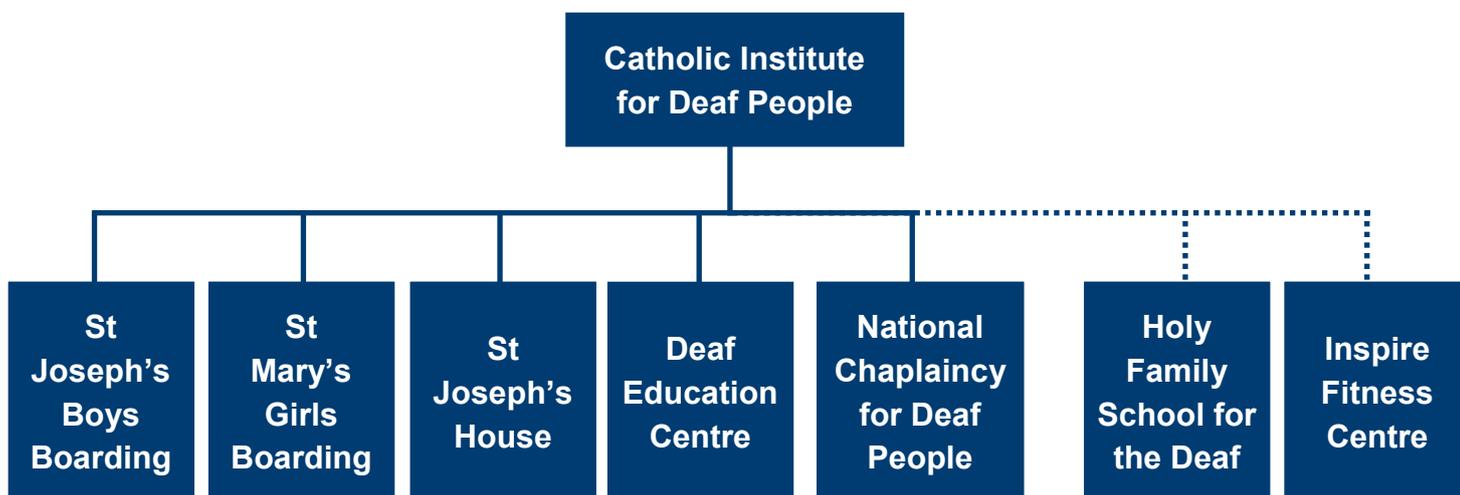
Gráinne Meehan

From Dublin, is Deaf and attended mainstream school. She holds the position of secretary on the Irish Deaf Youth Association board. A graduate of the MA in Community and Youth Work professional programme in Maynooth University and is currently a full-time PhD candidate with the Department of Applied Social Studies in Maynooth University. Her research explores the lived experiences of Deaf and Hard-of-Hearing women

At time of printing CIDP is filling additional board vacancies with a focus on members coming from the Deaf Community

FRONT LINE SERVICES

The following pages of this report give an insight into the work and practical service that each of our teams deliver



Catholic Institute for Deaf People

The CIDP central office is based in Deaf Village Ireland. The central team comprises the CEO, Finance Department, Administration, Facilities Management and the HR Department who support the frontline services of CIDP.

St Joseph's House

St Joseph's House is a unique residential community for Deaf and Deafblind adults, the only one of its kind in Ireland.

St Joseph's Boys & St Marys Girl's Boarding Campus

Both provide week day accommodation for children attending Holy Family School. Attendees come from all over Ireland. Aim is to provide a 'home away from home' for boys and girls travelling from all over the country to attend primary and post primary school.

National Chaplaincy for Deaf People

NCDP's aim is to serve and work with Deaf People and the Deaf Community and to provide liturgical services and pastoral support across the 32 counties of Ireland

Deaf Education Centre

It began in June 2011. The broad aims of centre are to establish a resource for parents, professionals and members of the Deaf community where they can receive information and advice on Deaf Education

Holy Family School for the Deaf

Holy Family School for the Deaf opened on the 1st of September, 2016. The amalgamated school provides for Deaf and Hard of Hearing children from age three in the early intervention classes, through Primary and on through Post Primary education.

The newly amalgamated school is bi located. Early Intervention and the Primary are based on the Dominican, Marian Campus, Ratoath Road and the Post Primary is located on the St. Joseph's Campus, Navan road

Inspire Fitness Centre

Based in Deaf Village Ireland, and open since 2013, Inspire is one of Ireland's finest Fitness and Sport Centres. Its ethos is to deliver Health, Fitness, Sport and Recreation to Dublin 7

CIDP Central Team

The central team consists of the following staff:

- CEO
- Finance Team
- HR
- Office Administration, Social Media and Funding
- Property & Facilities

The finance team are made up of three staff who provide all financial functions including payroll to the whole organisation. The Financial Controller reports to the Audit & Finance committee. The team also provide accounting services to CIDP's subsidiary company National Deaf Village Sports & Leisure which includes Inspire Fitness Centre.

HR is a relatively new function to CIDP and with over 100 staff delivers on every aspect of HR from recruitment to retirement as well as providing support to management and staff and ensuring all policies and procedures are in line with best practice.

The Facilities function is responsible for the general management of a campus that spans four locations and consists of several buildings of varying age. This function also provides a wider support to the Deaf Village Ireland organisation.

Office Administration, social media & funding looks after the day to day running of the office and ensures that all website detail is up to date. Currently we are working on improving the look and feel of the website. We are also looking at enhancing our social media presence and this will form a large part of the job going forward as well as continuing to seek new funding options to supplement the activities of both adults and children in our charge.



NCDP

TEAM



Left to Right: Frankie Berry, Fr Gerard Tyrrell, Annie Egan, John Patrick Doherty, Denise Flack

The aim of the NCDP is to serve and work with Deaf People and the Deaf Community and to provide liturgical services and pastoral support across the 32 counties of Ireland.

Background

The National Chaplaincy for Deaf People (NCDP) provides Sacramental and Pastoral outreach for the Deaf community across the 32 counties of Ireland.

Fr. Gerard Tyrrell, Director of Services celebrates weekly Mass in The Emmaus Chapel at DVI and in St. Joseph's House, Brewery Road. He also celebrates Mass upon request from the various Deaf groups in The Emmaus Chapel, together with seasonal liturgical services i.e. Christmas, Lenten and Easter.

Our Chaplains facilitate a wide range of supports and activities that include:

- ⇒ Participation of local Deaf Communities in local parishes
- ⇒ Organizing local priests to celebrate Mass in various dioceses
- ⇒ Organizing and leading retreats and pilgrimages to Knock, Lourdes and other places of spiritual meaning
- ⇒ Provision of services to the Deaf School in Dublin and Deaf units in Limerick, Cork and Belfast
- ⇒ Support for Deaf pupils and their parents in mainstream schools when requested
- ⇒ Interpreting support and liturgical preparation for Deaf people for all the Sacraments
- ⇒ Organizing and facilitating annual nationwide Marriage Preparation Course for Deaf couples in cooperation with Accord Dublin (Catholic Marriage Care Service)
- ⇒ Delivery of pastoral services such as home, nursing home, hospital and prison visits
- ⇒ Bereavement and Spiritual support
- ⇒ Deaf Advocacy with organizations including Church, Voluntary and State Organisations.

Projects and Initiatives

One of our new initiatives is our work with the prison service. We have been working in partnership with the prison service and Deaf organisations to highlight the need for specific supports for Deaf Prisoners. The positive outcome of this initiative has been increased self-worth for the Deaf prisoner.

The NCDP established a fund several years ago to help Deaf families in times of crisis. This fund is supported by the Deaf community through fund raising i.e. Christmas Raffle, bequests and donations.

This year Frankie Berry and Fr. Gerard Tyrrell increased the resources of this fund by working in partnership with the diocesan agency, Crosscare. Other additional funding comes from St. Vincent de Paul. With the cooperation of staff from the Deaf School, DeafHear.ie, CIDP, the Irish Deaf Society and Citizen's Information Centre, in Deaf Village Ireland, this initiative has led to increased opportunities to help Deaf individuals and Deaf families all year round.

John Patrick Doherty lives in Kerry and is Chaplain to the dioceses across the province of Munster.

In my role as Munster Chaplain, I support staff in teaching religious education and providing spiritual guidance in Deaf Schools and Deaf Units at Primary and Post Primary levels in Limerick and Cork. My work as chaplain also involves preparing children for First Holy Communion and Confirmation across Munster.

I work directly with teachers through The Visiting Teacher Service, Social Workers, Parents of Deaf children and the staff of Deaf Community Support Centres. An integral part of my work is hospital, nursing home and home visits with particular emphasis on those Deaf people who are living in isolation.

Pilgrimages

The Dublin Diocesan Pilgrimage to Lourdes takes place from the 7th to 12th September each year. The NCDP works closely with the organizers to facilitate support for Deaf and Sick Deaf Pilgrims travelling to Lourdes. The NCDP have widened the scope of this Lourdes Pilgrimage to include Deaf Pilgrims from all 32 counties. We are now in the advanced stages of planning a Deaf pilgrimage to the Holy Land, taking place in October 2017.



Frankie Berry lives in Dublin and is Chaplain to dioceses in the provinces of Leinster and Connacht

My work involves facilitating Prayer Services and spiritual guidance in the Dublin Deaf Schools and helping the pupils with various initiatives that support Deaf People in Need such as the shoebox project.

Interpreting at the sacraments and leading prayer services are part of my work in Leinster and Connacht together with home, hospital and nursing home visits. Part of my advocacy work includes supporting Deaf people with government departments such as housing and health through Dublin City Council, Deafhear.ie, Crosscare and An Garda Síochána. I work with the Deaf and Blind at St. Joseph's House, Brewery Road, Stillorgan to cater for both the spiritual and advocacy needs of the residents.

As part of my role, I regularly place vulnerable Deaf adults in St. Joseph's House respite care

Denise Flack lives in Belfast and is Chaplain to the dioceses in the province of Ulster

In my role as chaplain in Ulster, I prepare and distribute a newsletter to all the Deaf in Ulster. This informs the Deaf community on what's happening in their areas, allows them to attend spiritual events and brings the Deaf community together, resulting in less isolation for Deaf people across Ulster.

Part of my work includes home, hospital and nursing home visits, interpreting in schools to provide sacramental support and interpreting at sacraments in church.

Recent initiatives include a Walk of Mercy and the use of drama as found in the New Testament to highlight the Theme of Mercy proclaimed by Pope Francis in 2016.



St Joseph's House

Geraldine Gallagher (Director of Care)

St Joseph's House is an adult residence for Deaf and Deaf Blind. Originally set up by Sister Ursula it has been running for 52 years and is home to both Deaf and Deaf blind residents. We are HSE funded and are currently engaging with the HSE around their policy on decongregation.

St Josephs house currently has 26 residents

During the year, many of our residents wished to take a holiday and of course, all who wished to do so were both encouraged and facilitated in their various choices. Some chose to just take a short break with some of their friends, whilst others decided on a longer holiday. This year, all of the residents chose to take their respective holidays within Ireland.

We also assisted a group of our residents to attend the Deaf pilgrimage to Lourdes; as always, they all reported having had a wonderful time, with many tales of hilarity and adventure. Saving for 2017's pilgrimage started almost as soon as our group had returned home.

A very notable and special event took place during the year. A member of our community celebrated her 50th year in St Joseph's House. Amidst much planning and excitement, her big day was celebrated by friends, residents and staff with a Mass followed by one of our famous St. Joseph's House parties. This one was particularly good fun and the lady herself had an emotional but very happy day surrounded by her friends, many of whom she has known for all of that period.

It has been, as always, a busy year in the life of St Joseph's House, for both residents and staff, with many good times and sadly some losses.



St Josephs House is a fully accredited HIQA residence and we continue in our objective to maintain these standards ensuring that at all times we operate to the highest levels of care and professionalism. As part of this aim, staff training on the mandatory courses of health and safety Fire, People Moving and Manual Handling took place throughout the year. In addition, some staff took part in the new area of Safeguarding on training courses provided by the HSE.

We invest not only in our residents but our staff to ensure we are fully equipped to support every need and are in the best shape to do so. Staff attended training on Bereavement Support and were involved in an Activities workshop, which focused on activities for residents using only recycled materials.



Our staff again demonstrated their commitment to supporting our community through continuing their great fundraising efforts which they have organised on behalf of St Joseph's throughout 2016. This year, such events included coffee mornings and a 5k walk which was very well supported by residents, staff, family members and members of the Deaf community and again showed that our staff are always prepared to go above and beyond in support of our residents and we are extremely grateful to them for all of their efforts and support.

St Joseph's Boys Boarding

Ashling Donegan (Care Manager)

St. Joseph's Boarding provides a 'home away from home' for boys travelling from all over Ireland to attend primary and post primary school. We provide care and support to all boys in regard to their social, educational and emotional development. There is a wide variety of after school programmes for the children to avail of ranging from basketball, hip hop dancing, swimming to TaeKwando and other activities. The evening programme also incorporates a homework club where teachers supervise and assist with their studies. Boarders look forward to the numerous mixed socials that are run throughout the year, which assist in developing friendships, creative thinking and social skills. The child is placed at the heart of everything we provide with a strong emphasis on choice and giving the child many opportunities to be listened to.

Fond Farewell to St Joseph's Boarders Abdul and Cian

Abdulahi Ariyo and Cian Cashen are among the very last students to leave St. Joseph's School and Boarding Campus after its 159-year history, As the school will cease to exist in its present form. We are certain they will in the future do their predecessors proud. Both Boarders will be missed in the Boarding Campus as their mature, respectful demeanour was a great example to their younger peers. They commenced their driving theory class and we hope to see them in the not too distant future pulling up in their cars to say hi!

The Staff and Boarders wish them both a very happy future.



Basketball

⇒ Two senior boys joined the NABA(National Academy Basketball Association) and are up at 6am every morning to train for two hours before school with a private coach

⇒ They also go to Basketball training in Clondalkin to play with a well known basketball club " The Lions", to further develop their skills.

⇒ There are also two separate training sessions on Monday night with coach Jason Kileen held in the gym , one session for juniors and the other session for seniors.

⇒ Well done boys , keep up the good work!

Learning to Cook

With the help of our Chef Annemarie Brady, the boys from the senior and junior house availed of cookery lessons on a weekly basis in the main kitchen. Some of the junior boys made a Christmas cake and decorated it so that they could bring it home to their families. Annmarie worked on this project with the boys over a three week period. Well done boys!



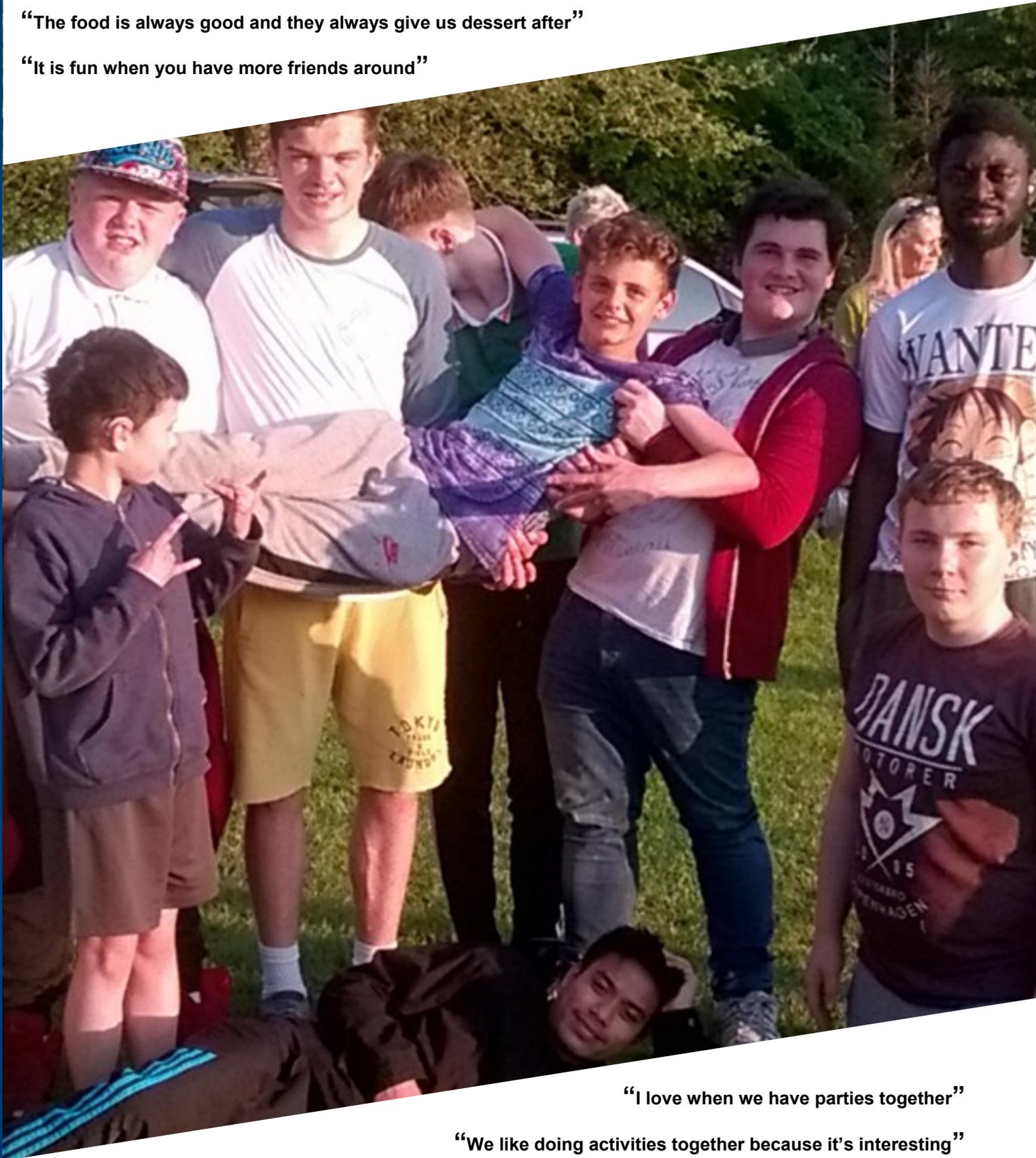
What the Boys say about boarding

“Everyone loves Christmas parties because we get to spend more time with staff and each other”

“We go out and play on bikes and scooters, it is awesome when we spend time outside”

“The food is always good and they always give us dessert after”

“It is fun when you have more friends around”



“I love when we have parties together”

“We like doing activities together because it’s interesting”

“Staff are so kind and that’s what I like about them very much”

“When I go home I miss playing with friends and going to sports all week”

“The staff always come out to help us with activities, homework and they get involved”

St Mary's Boarding

Maeve O'Sullivan (Care Manager)

At St Mary's, we strive to provide a 'home away from home' environment, where we support the educational, emotional and social development of the Boarders.

The Boarding Campus comprise a team of a Care Manager, social care staff, medical department, catering facilities and transport staff. Each Boarder in St Mary's is assigned a keyworker to support them and assist in the development of their life skills. The fundamental task contained within that role is to form a helpful, caring attachment relationship with the child during their stay here at St Mary's. There is a teacher supported Homework club Monday to Thursday within the school. Also, a wide range of activities are run across the week from art to basketball to triathlon training in conjunction with Deaf Sports Ireland.

Here in St Mary's, we aim to provide an enjoyable experience with a rich range of opportunities to promote independence and education.

In June St Mary's said goodbye to Helen, Maja, Nicola, Patricia, Zarah and Dew, all valued members of our boarding community

Dew, originally from the Philippines, has boarded with us for the past two years. She loved going to soccer in Deaf Village Ireland every Monday and is a very talented artist.

Zarah, also originally from the Philippines, made some strong friendships during her time boarding. Zarah said boarding was 'Fun and a good laugh'. Helen has boarded in St Mary's for a number of years. On leaving Boarding,

Helen said 'I really enjoyed boarding, all of the sunflower group and chats. I love all the Staff, they are like my family'.

We wish Helen the best of luck in Blackrock College where she will continue her studies. Nicola is a long standing member of the Boarding Campus, boarding with us since primary school. Nicola enjoyed going to Futsal and swimming with her friends in Deaf Village Ireland. Maja has boarded in St Mary's for a number of years and was very involved in activities including futsal and swimming. Maja said she 'will miss all the girls and all the fun they had together'. Patricia loved to participate in art class and swimming. She said she will miss 'The fun and funny jokes'.



L-R: Dew, Zarah, Helen, Nicola, Maja, Patricia.



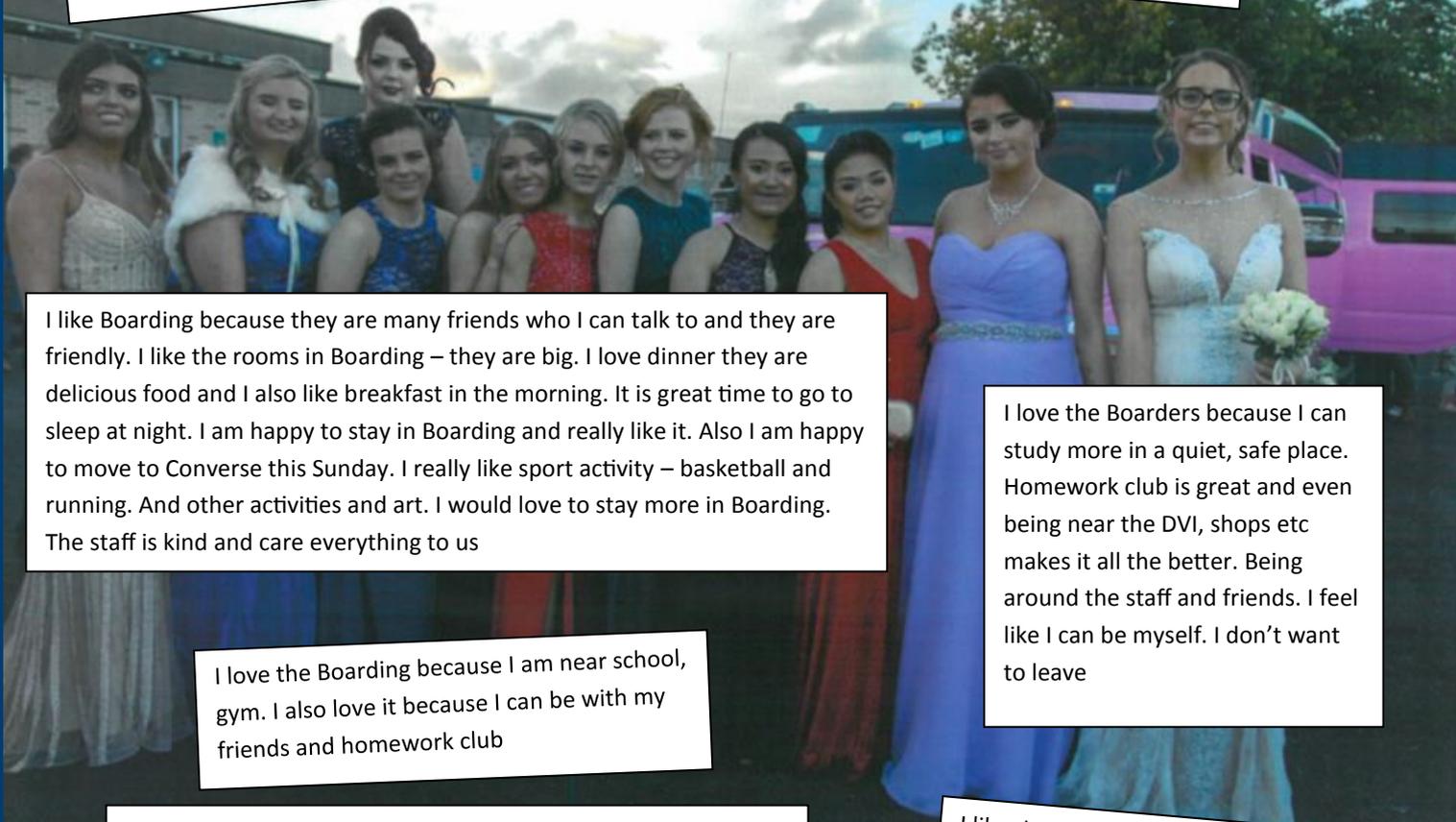
Sporting times

Throughout the school year, boarders from both St. Mary's and St Joseph's Campus trained hard, in all weathers, in cycling, running and swimming, to compete in the Joint Triathlon in May. Everyone put in a great effort and were cheered on by their friends in what turned out to be a hotly contested competition. Well done to all who took part and congratulations to Harry Cunningham and Robyn Quigley, this year's winners.

Also throughout the year, our boarders have enjoyed participating in activities including, basketball, football, futsal, games night, art and swimming.

I love the Boarding because I am near school, gym. I also love it because I can be with my friends and homework club

Things I like about Boarders; spending time with my friends And its handy for me to attend futsal training every Thursday



I like Boarding because they are many friends who I can talk to and they are friendly. I like the rooms in Boarding – they are big. I love dinner they are delicious food and I also like breakfast in the morning. It is great time to go to sleep at night. I am happy to stay in Boarding and really like it. Also I am happy to move to Converse this Sunday. I really like sport activity – basketball and running. And other activities and art. I would love to stay more in Boarding. The staff is kind and care everything to us

I love the Boarders because I can study more in a quiet, safe place. Homework club is great and even being near the DVI, shops etc makes it all the better. Being around the staff and friends. I feel like I can be myself. I don't want to leave

I love the Boarding because I am near school, gym. I also love it because I can be with my friends and homework club

I like going to the Boarders because I'm able to study without any distractions. I also able to go to any activities especially when it's close to DVI

I like the Boarders because I am able to study and not waste time going. I love being with my friends. Its close to School



I like the Boarders because it is fun and talk to friends and do activities. I can move to converse. I am happy to stay Boarders

I like the Boarders on the first day ever one so nice and I meet Luize and the girls. Love the things what you do in B oarders like swimming and ball and soccer and can meet the boys up. But I miss the girls in Sunflower but we can still meet. But I love the boarders. I Still 4 nights and go home Friday

I like the Boarders because all the girls deaf and sign, because I like in wild chicks

Ok, very good in Boarders but I am love Futsal

Holy Family School for the Deaf

Eimear O'Rourke

Our mission, in co-operation with our wider school community and influenced by the Christian values of Truth, Justice and Peace, is to create a safe and cherishing environment which meets the language, communication and educational needs of each of our students. Holy Family School for the Deaf will endeavour to provide the best possible education, to encourage our students to strive and reach their full potential, physically, emotionally, intellectually, socially and spiritually.



Holy Family School for the Deaf opened on the 1st of September, 2016. The amalgamated school provides for Deaf and Hard of Hearing children from age three in the early intervention classes, through Primary and on through Post Primary. Post 16* courses are in development. A considerable cohort has additional or complex needs. Enrolment in September was 123 pupils. Enrolment for 2017/18 shows a strong increase. Visits by appointment are very welcome and applications for admission remain open throughout the school year. Applications for admission will remain open. Mainstream curricular provision is provided across all sections of the school with extensive differentiation for the special language and communication needs of our deaf pupils.



There is a combined staff of 75 including teachers, Special Needs Assistants, Administration, Ancillary & Bus escorts. The HSE provides additional Speech and Language SLT support. Most recently the school has the services of a part time Educational Psychologist with funding by CIDP in collaboration with DeafHear. There is close and supportive collaboration between the School and St. Mary's & St. Joseph's Boarding campuses.

The Primary's Christmas concert was filmed for the RTE News2 programme and a Nativity Scene was photographed for the front cover of the Christmas Edition of the Irish Times, 24 and 25 December, 2016.

The newly amalgamated school is bi located. Early Intervention and the Primary are based on the Dominican, Marian Campus, Ratoath Road and the Post Primary is located on the St. Joseph's Campus, Navan road. The Rosary School site, formerly St. Mary's Post Primary, is vacant. The swimming pool is also located on the Dominican campus. The Department of Education and Skills has committed to a renovation of the vacant Rosary building for Post Primary.



Key priorities in the first year of amalgamation are the establishment of the new Board of Management, a review and development of key policies and development of the School Plan. School promotion through the development of a new school website and marketing strategy is also a major priority.



In Post Primary pupils achieved excellent results in the State Examinations and Transition Year and Leaving Certificate Applied. LCA student work experience reports were exceptionally positive. The Deaf Choir, under the direction of Ms. Shirley Higgins, is currently rehearsing to take part in the Emmanuel at the Helix, a project of the Dublin Diocesan Liturgy Resource Centre. This year over 2,400 students from 63 schools throughout the Diocese will take part (approximately 600 per night). Holy Family School for the Deaf is the only School invited to perform for all 4 evenings. It will be the first year that the boys will appear at the event.

The main focus of the second and third terms will be the preparation for State Examinations, celebratory end of year

events and preparations for the new school year.

The most significant event of the school year to date has been the Mass to open Holy Family School for the Deaf. It was celebrated by Archbishop Diarmuid Martin on Wednesday 26th October in the Emmaus Chapel, DVI. At the Mass, Eimear O'Rourke, Principal, commented that it has been a real joy to see pupils and staff from both former schools learning and collaborating together to build a strong and united new school community. Visitors to all sections of the school have commented on the warm, welcoming and vibrant atmosphere. Pupils have participated and engaged in a wide variety of extra-curricular events and activities in the school, in the local community and nationally.



Pupils in the junior Primary were national third place winners in the Reel Life Science School Video competition.



Deaf Education Centre

The Deaf Education Centre is an initiative of the Education Partnership Group. It began in June 2011 when Dr. Elizabeth Mathews was recruited as the Centre's coordinator.

The broad aims of the Centre are:

- ⇒ to establish a resource for parents, professionals and members of the Deaf Community where they can receive information and advice on deaf education;
- ⇒ to improve links across existing resources enabling organisations to work together.
- ⇒ to produce research on the area of deaf education and use that research to support and develop best practice.

In August 2011, the Deaf Education Centre got its first home – Fatima House on Marian Campus. Fatima House had previously been used as a boarding house for girls attending St. Mary's School for Deaf Girls and had also housed the Dominican Education Offices for a short time.

Since its inception, the Deaf Education Centre has worked on a number of major projects as well as providing ongoing advocacy work to parents and professionals.

CIDP is currently reviewing this project in line with other activities as part of the Education Partnership Group that works with other Deaf and parent organisations

Shared Reading Project



In the Shared Reading Programme, a trained ISL Home Tutor visits your family each week. They bring a book pack which contains a child's story book and resources for your family. They leave the pack with you so that you can practise with the DVD and when the tutor returns, you will be able to ask any questions you may have. Each week the tutor will bring a new book pack for your family to enjoy. Each book pack contains: a copy of the book, a DVD of a Deaf adult signing the story (if it is important to note that the DVD is for

the parents ONLY and should not be used with the child), a bookmark which contains tips for reading with your deaf or hard of hearing child, and an activity sheet that includes optional suggestions of activities which will help to support your child's engagement and understanding of the book.



Inspire Fitness Centre

Inspire Fitness Centre is a wholly owned subsidiary of CIDP.

We operate under the trading name Inspire fitness centre, but the corporate entity is National Deaf Village Sports and Leisure Company Ltd. (NDVSLC). Mr Kevin Lynch is the Chairperson of the board of NDVSLC. The board is run on a voluntary basis.

NDVSLC has a long term lease agreement with CIDP and rents the DVI campus from CIDP. In turn NDVSLC licences DVI to manage the estate.

The state of the art fitness centre opened for business in 2012 on the DVI campus in Cabra.

Our superb facilities include;

- ⇒ 25 Meter swimming pool, separate kids' pool, Sauna and Steam room.
- ⇒ Extensive Gym facility, with Technogym cardiovascular and resistance equipment and free weights area.
- ⇒ We offer personalised training program for all members and have highly qualified staff, (both Hearing and Deaf), who are always at hand to help clients achieve their goals.
- ⇒ We have over 40 classes per week to cater for all the fitness needs of our members. Ranging from Aqua classes, to Zumba Dance class, with Spinning, kettlebells, pilates, circuits, boxfit classes and suspension training for good measure.
- ⇒ We also have a large sports hall, 4 floodlit Astro pitches and use of two full size grass pitches.
- ⇒ As well as providing extensive services to our paying members and several schools in the area, we also have pleasure of hosting some of St Joseph's House residents to the pool. We also provide free access to the Holy Family school for both pool and sports hall based activity during school hours, and some access for the boarders to pitches and pool after school.
- ⇒ The club currently has approx. 2300 members with approx. 130 of whom are from the Deaf Community. We have a good mix of hearing and deaf members based activities as well as Deaf specific classes and swim times.
- ⇒ We offer special rates to members of the Deaf Community and a special corporate rate for CIDP staff and Children of Deaf adults (CODA).



Over the past few years we have developed a good working relationship with various Deaf organisations and have sponsored some fund raising events for Irish Deaf Society, Deaf Sports Ireland and the Dublin Deaf Association on an annual basis over the past 3 years. In 2015 we were proud to be the sponsors on the jersey of St. Vincent's Deaf Football Club.

In 2016 we were also delighted to be in the position to give all the organisations on the DVI campus a holiday from heat and light utility bills for a one year period.

2017 is a challenging year with substantial increases in operating cost, particularly insurance, however Inspire is FIT for the challenge and will continue to provide exceptional facilities and service to all our customers.

Donors

The CIDP would like to acknowledge the support of the International Charity Bazaar (ICB), HSE Lottery, Edmund Rice Trust & Ulster Bank for their very generous support. Without support from donors we would be restricted in what additional services we offer to those in our care. We continue to need more funding to support both young and old. 2016 saw a number of contributions towards children's services and in 2017 we need to continue this but to also seek support for our adult services



The **International Charity Bazaar (ICB)** is a voluntary fundraising organisation of the Diplomatic Corps in Dublin. With the support of 50 or more Embassies and friends in the local community, the ICB raises funds for registered charities in Ireland through two annual events: the Diplomatic Ball and annual Bazaar

CIDP were grateful to receive a cheque for €12,000 from ICB to fund after school activities for both our day and boarding pupils



HSE National Lottery Grants

We were fortunate this year to receive lottery funding to deliver a series of life skills projects for our young adults. These programmes are continuously needed and CIDP will strive to find ongoing donors for such projects.



AER LINGUS

"Outdoor Paradise" created by 100 Aer Lingus Volunteers in a day for the AMAZING children at St. Joseph's & St. Mary's Merged Primary School for the Deaf, Cabra - from Difference Days

The grounds of St Mary's and St Joseph's Merged Primary School for the Deaf in Cabra – which celebrated its 170th birthday. – has been transformed into an outdoor paradise for pupils.

Thanks to the generosity of 120 workers from Aer Lingus who gave up a day off for the cause, the school playground was transformed into a sensory and visually-stunning interactive play area for the deaf and hearing-impaired students and pre-schoolers.



Christian Brothers **Edmund Rice Trust** plan and support activities that promote the vision of Blessed Edmund Rice, seek to build good communications across the Network, manage and develop Network services and projects and produce and distribute Edmund Rice resources and publications.



Iontaobhas Scoileanna Éamainn Rís
Edmund Rice Schools Trust

CIDP was very thankful to have received a grant of €3,000 to support our children in developing a range of after school activities and life skills programmes



The CIDP receive funding from the **Ulster Bank** whose focus is on funding to support organisations that help people in disadvantaged communities develop, create or access the skills and opportunities they need to help themselves; skills that will enable them to get into work or start a business, now or in the future.

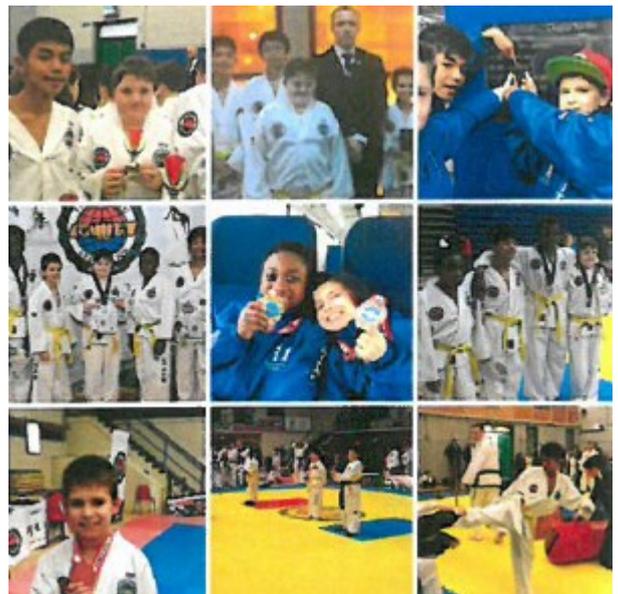
Our **Taekwondo team** has gone from strength to strength. The 'D' Team will soon undergo grading for their green belts.

The Team has competed in three competitions this year; St Mark's Challenge Cup, Tallaght in October, where they achieved 3rd place in the team pattern section.

Secondly, Irish Open, Tallaght, in November where Japhet won gold in Sparring and bronze in patterns. Callum won silver in Patterns and bronze in Sparring and Sean won gold in Sparring.

The third competition took place in Cork and Jackie and Nicola accompanied the team on an overnight trip in April. There was great excitement. Once again the boys did themselves proud.

Madars won bronze, Sean won gold and Callum won two bronze medals. We are so very proud of all of our boys and would like to say thanks to the funders



Alan Smyth meeting with Sabina Higgins and Dana O'Malley at ICB international charity Bazaar in RDS



Statement of financial activities

Catholic Institute for Deaf People
(A Company Limited by Guarantee and not having Share Capital)

Consolidated statement of comprehensive income
Year ended 31st December 2015

		2015		2014	
	Note	€	€	€	€
Fixed assets					
Tangible assets	10	14,012,695		13,396,724	
Financial assets	11	-		21,503	
			14,012,695		13,418,277
Current assets					
Stocks	12	3,3000		6,451	
Debtors	13	288,877		1,196,791	
Cash at bank and in hand		68,002		1,501,699	
			360,179		2,704,941
Creditors: amount falling due within one year	14	(3,470,371)		(4,339,353)	
Net current liabilities			(3,110,192)		(1,634,311)
Total assets less current liabilities			10,902,503		11,783,916
Net assets			10,902,503		11,783,916
Capital and reserves					
Government grants			3,747,689		3,948,335
Capital reserve			117,266		117,266
Profit and loss account			7,037,548		7,718,315
Members funds			10,902,503		11,783,916

These financial statements were approved by the board of directors on 25th October 2016 and signed on behalf of the board by:

Ms. Geraldine Tallon
Director

Ms. Anne Coogan
Director

Statement of financial activities

Catholic Institute for Deaf People
(A Company Limited by Guarantee and not having Share Capital)

Consolidated statement of comprehensive income Year ended 31st December 2015

	Note	2015 €	2014 €
Income	4	6,351,975	6,227,776
Gross surplus		6,351,975	6,227,776
Administrative expenses		(7,610,526)	(7,341,276)
Other operating income	5	505,300	494,187
Operating deficit	6	(753,251)	(619,313)
Income from other financial assets	8	72,484	-
Other interest receivable and similar income	9	-	38,447
Deficit on ordinary activities before taxation		(680,767)	(580,866)
Tax on deficit on ordinary activities		-	-
Deficit for the financial year		(680,767)	(580,866)
Release of government grants		(200,646)	(201,052)
Other comprehensive income for the year		(200,646)	(201,052)
Total comprehensive income for the year		(88,413)	(781,918)

All the activities of the company are from continuing operations

Statement of financial activities

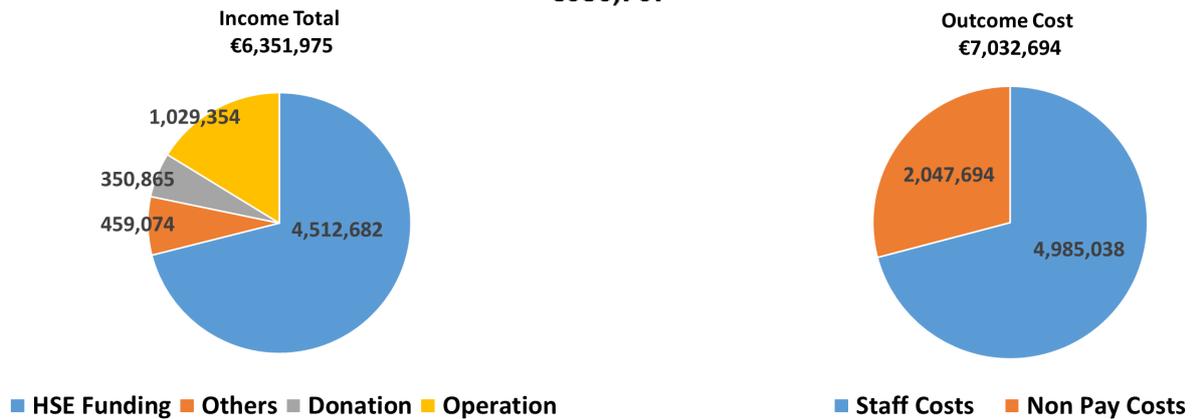
All numbers tie back to 2015 audited accounts.

In 2015 71% of total income comprised HSE funding, with 16% being made up of commercial sales from Inspire Fitness Centre
Average staff numbers employed in 2015 across the organisation were 123 and staff costs comprised €4,985,038 of all costs incurred, or 71%.

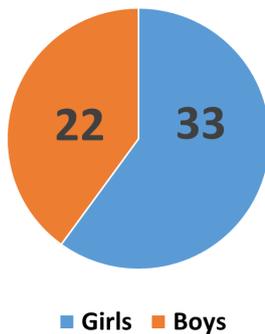
Non Pay related costs include expenditure on Light & Heat, Insurance, Catering for residents, Repairs & Maintenance, Professional Fees, Security, Computer Costs, Interpreting amongst others.

Facts and Figures

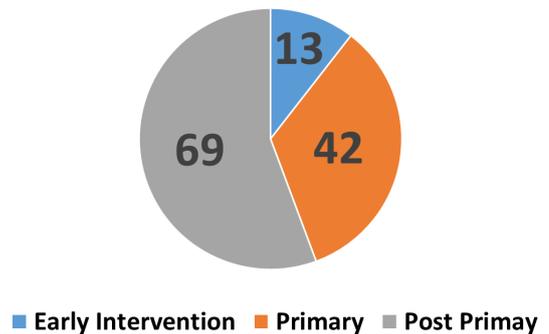
Surplus/(Deficit) for 2015 - €680,767



St Joseph's Boys and St Mary's Girls Boarding 55 boarders



Holy Family School for the Deaf 124 Pupils

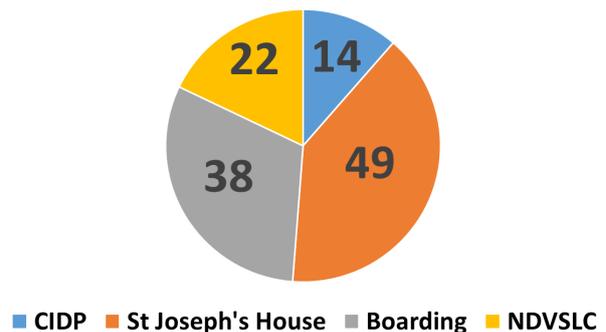


Holy Family School

75 Staff

Teachers, Special Need Assistants, Administration, Ancillary & Bus Escorts

Staff Average Number employed in 2015 123



Resident in St Joseph's House are from

15 COUNTIES

of Ireland



St Joseph's Boarding are from
14 different

COUNTIES

of Ireland

NCDP Provides support
across the

32 COUNTIES

Of Ireland

St Mary's Boarding are from

11 different COUNTIES

of Ireland

Details

Name:	Catholic institute for the Deaf
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