



Annual Report 2017





Why technology is valuable to me is one simple thing, that I do not have to rely on hearing people to do things for me like phone calls. I can email, text or use Irish Remote Interpreting Service.

If it's an urgent call that I need to make asap instead of waiting for email reply, I will ask one of the staff members but most of the time I use Irish Text Relay Service, which translates text into voice and voice into text for me making and receiving phone calls.

One of the biggest reason for me that technology is important for me is that instead of texting or emailing a Deaf person/ISL user, I can video call them and chat away.

Alan Smyth



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Who we are

Catholic Institute for Deaf People is a non-profit charity enabling 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.

Our Mission

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.

Our Vision

We strive to serve the interests of people with diverse Deaf identities who are members of the Deaf Community.

Who we work with

We are fully committed to working in partnership with the Deaf Community, with people of diverse Deaf identities, with other organisations representing the interests of Deaf people, and with public sector bodies in representing and serving the interests of all Deaf people.



Our ethics

We promote the highest professional and ethical standards and strive for excellence in all areas of activity in serving the interests of Deaf people.

Our values

We in CIDP are committed to upholding the highest professional and ethical standards in the delivery of services and the governance of the organisation. We will operate with trust, respect and honesty towards those we serve and with integrity and transparency in everything we do. We will be an inclusive organisation that pursues social justice and equality for all Deaf people we support.

ACCESSIBILITY

In partnership with other Deaf organisations, empower and support enablement of appropriate structures to deliver needed services to the Deaf community. Enable our service users and the wider Deaf Community to have access to pastoral and social support through the National Chaplaincy for Deaf people.



EQUALITY

Empower and support Deaf education services to prepare and equip our students for a life of equal opportunities leading by example whilst promoting Deaf awareness.

INDEPENDENCE

Empower adults we support with the appropriate skills to live self directed lives.



VALUE

Be innovative in better utilising property resources at our disposal to provide greater support for the Deaf community at key life stages.

PROFESSIONAL

Invest appropriately in our staff to support them in the successful delivery of all our services.





A message from the Chairperson

In this annual report for 2017, we are delighted to provide an update on our new developments over the past year.

CIDP is an active organisation, committed to Deaf Village Ireland, to our young students and adult residents, and to Ireland's Deaf Community.

We have deep roots and a long heritage in Cabra, going back to the early 1840s but we are very forward-looking, with a strong focus on quality in our governance, our services, our stewardship of the property and resources in our care, and our engagement with our colleague organisations on the Cabra campus and with the local community.

Good governance is the essential foundation for good and effective operation. The board is especially pleased to have overseen completion of the Governance Code journey and our registration as a compliant organisation in 2017. We will stay on this journey because it is our guarantee that we behave with integrity in all areas of our operation, and we do the right things where people, services, funds and appropriate controls are concerned. In keeping with our focus this year on governance, we also renewed our statement of values as these will underpin a new strategy for the period 2020 period.

I thank my colleagues on the Board for the time, energy and expertise they volunteer on our behalf, and for the care with which they held CIDP to account throughout 2017. Alongside Board members, several external expert members served on our Board committees during the year, and I thank them too for bringing a wider perspective and added rigour to our governance.

Management and staff, under the able and dedicated leadership of our CEO, have much to be proud of in 2017: every day, their ability supports and delivers on our vision. In addition, it creates the capacity to transform our services for the future.

One major current project, begun in 2017, will enable residents in St Joseph's House to prepare for and move to supported independent living, as we implement the HSE's decongregation policy Time to move on. CIDP has sold a site alongside the Primary Care Centre on the Navan Road for private development of a nursing home; the revenue raised will fund the initial stages of the Joseph's House project prior to HSE funding being in place, while the nursing home will have dedicated provision for members of the Deaf Community who may wish to avail of its services in the future.

To reinforce sustainability and enhance Deaf control of the Deaf Village, CIDP made a commitment last year to transfer control of our subsidiary, National Deaf Village Sports and Leisure Company Ltd, to the board of Deaf Village Ireland. This project is advancing well and will complement DVI's own new strategy for development in Cabra.

These, and many other initiatives and activities involving the Holy Family School, the Boarding Residences, and the National Chaplaincy, as well as St Joseph's House, are outlined in the following pages, showing the diversity, vitality and ambition of CIDP and its service users.

I am proud to acknowledge all the supports and contributions across our organisation that enabled progress and success in 2017. Change is constant, but I am confident that we have very solid foundations on which we can build good and successful service delivery over the coming years.

A message from the CEO

I am delighted to welcome you to this year's annual report and share some of the work we do here in CIDP.



2017 was another busy year for us across all of our services.

STRATEGIC REVIEW

The board decided in early 2017 that we should review the current strategic plan to see if it was still fit for purpose and to also evaluate what had been delivered and what was still to be done. A lot has happened in the preceding 5 years (plan was 2013-2020). On reviewing the future direction of the organisation, the board along with management felt that the best approach was to go back to first principles and look at our values first. We now have an agreed set of values as set out below and these are what we will build our future on.

HSE'S TIME TO MOVE ON

We began the implementation of the HSE's Time to Move On initiative in St Josephs House. In August we appointed Tara McBreen as project manager. This is a significant move which will hopefully mean the move of many of our people in St Josephs House into appropriately supported living in the Community. The team will give more detail in the body of this report.

GOVERNANCE CODE

Having been on the Journey to complete the Governance Code – we completed this journey at the end of 2017 and registered

as compliant. We also confirmed compliance with the HSE Annual Compliance Statement and have strengthened our board committees and organisational controls.

HIQA

A lot of hard work from the team in St Josephs House, led by Geraldine Gallagher went into gaining our HIQA re-accreditation. We will continue to work with HIQA as we begin the journey of transition to supported living for our people.

FUNDRAISING

Historically CIDP has been self-funding but continues to run a deficit which we are working hard to reduce. To assist with our delivery of services we actively seek grants and are grateful to many organisations for the support they have given us in 2017. As part of our commitment to good practice we are committed to the fundraising principles and as we develop our fundraising strategy we will align to these principles.

Feedback welcome

A big thank you has to go to our editor Alan Smyth for collating all the information and of course all the contributors in the pages that follow. We always welcome feedback and new ideas so if you have any please do not hesitate to send them to Alan at alan@cidp.ie

CIDP structure, governance and management

In our 2016 annual report we talked about the challenges that lay ahead and the findings of a poor audit report as well as a lack of good governance within CIDP. So what have we done to change this.

During 2017 we worked hard to deliver on the audit findings and at the time of writing have just had a review audit visit with only 9% of audit recommendations not seen as implemented by the HSE. In 18 months we have come a long way in addressing the issues raised. Whilst we would love to be 100% we are a long way down the path and have an organisation that has much better oversight and is more transparent across its operations. We have strengthened our committees further ensuring expertise not only comes from within the board but also with representation from highly skilled and experienced people in their field.

Our Audit & Finance Committee has three external members who have a wealth of experience in the accountancy field. They rigorously challenge the monthly management accounts and each year CIDP now sets an annual budget that is reported on monthly. We also do a half yearly reforecast to keep a check on the pulse of the organisation.

The Risk Strategy and Governance committee (RSG) has just welcomed its first external member who has a wealth of

experience in the field of boards, Governance and Not for Profit bodies, as well as being an active voice in the sector for many years. One of the main achievements of this group was the diligent work done on ensuring we were able to apply successfully for the Governance Code achieved in January 2018. An amazing achievement given where we were 18 months previously.

In 2017 Under the RSG the management and staff of CIDP carried out a review of our safety statements and risk registers to modernise them and ensure they were fit for purpose. This work is now complete and regular reviews take place with ownership across the board.

HSE Compliance: A new introduction in 2017 from the HSE Compliance Department, CIDP welcomed this as a further set of checks and balances on our governance and compliance management. We are delighted to say that we were able to complete the return with only two small items for comment which have now been completed as we signed off on the 2018 compliance statement.

Name	Position	Attended Board	Name	Position	Attended Remunerations and Appointment
Geraldine Tallon	Chairperson	7/7	Paul Ryder	Trustee/Committee Chair	2/3
Father Gerard Tyrrell	Trustee	1/1	Anne Coogan	Trustee	7/7
Marie Collins	Trustee	6/7	Grainne Meehan	Trustee	1/1
Paul Ryder	Trustee	2/2	Geraldine Tallon	Chairperson	7/7
Elizabeth McLafferty	Trustee	2/2	Father Gerard Tyrrell	Trustee	3/3
Ger Deering	Trustee	6/7			
Pat Donnelly	Trustee	1/5			
John Lamont	Trustee	7/7			
Caroline O'Leary	Trustee	2/5			
Grainne Meehan	Trustee	3/5			
Kevin Lynch	Trustee	1/1			
Peter Tolan	Trustee	3/5			
Edward Power	Trustee	0/1			
Name	Position	Attended Audit and Finance	Name	Position	Attended Safeguarding
Anne Coogan	Committee Chair	2/4	Geraldine Tallon	Chairperson	3/3
John Lamont	Trustee	4/4	Marie Collins	Trustee	3/3
John Cleere	Independent Member	4/4	Pat Donnelly	Trustee	3/3
Geraldine Tallon	Chairperson	4/4	Edward Power	Trustee	2/3
Micheal Tighe	Trustee	4/4	Andrew Fagan	Independent Member	3/3
Name	Position	Attended Risk Strategy and Governance	Name	Position	Attended Risk Strategy and Governance
			Paul Ryder	Trustee/Committee Chair	2/4
			Ger Deering	Trustee	2/4
			Geraldine Tallon	Chairperson	4/4
			Peter Tolan	Trustee	3/4

Audit and Finance Committee

2017 saw a continuing strengthening of the Audit and Finance Committee with the introduction of a new external member.

John Cleere brings a wealth of experience in both finance and corporate governance within the public sector. The Audit and Finance Committee continue to ensure the financial governance of CIDP and have ensured that the recommendations of the HSE audit in 2016 have been implemented.

The committee also oversaw the tender process for new auditors in 2017.

Risk Strategy and Governance Committee

This committee was established to ensure the principles of good governance were overseen within the organisation. This committee also took responsibility for the review and sign off for the HSE compliance statement in 2017 as well as pushing the organisation towards completion of the Governance code Journey which was completed at the end of 2017 with acceptance being issued in January 2018.

Another key area of responsibility for this committee was to oversee the development of a new strategy for CIDP and two initial workshops were held in 2017 along with senior management to begin looking at the future of CIDP.

Safeguarding Policy Committee

2017 saw the main body of work by this group being the redrafting of the child safeguarding policy for CIDP. This work was completed and an addendum agreed with the Holy Family School to align with the Department of Education safeguarding policy. Given there was a new set of guidelines being issued by Tusla, this was an interim policy which would then be amended to take into any changes that were issued as part of the amended legislation.

This work started at the end of 2017 and was completed in early 2018. The committee also reviewed all associated policies in the safeguarding area for boarding and signed these off.

Remunerations and Appointments Committee

Given changes in board membership and also appointments to staff the committee structure changed with a new board member joining the committee. Father Gerard Tyrell and Paul Ryder both stepped down from this committee.

The HR function having been in operation for over a year at this stage submits all new remuneration and appointment positions to this committee for approval. This has ensured consistency and fairness across CIDP.



Visit to Gelderhorst Institute, April 2017

We were invited to attend the Gelderhorst Institute in Ede, Holland in April 2017. This was a great opportunity to share experiences with other Deaf residential service providers from across Europe. Some of the **key take aways** from this conference are set out below.

Deaf Staff give lectures in Sign Language weekly.

MDT is provided every 6 weeks with Nurse, Psychologist, key worker/ manager.

A lot of organisations had ISL teachers on staff also to teach about Deaf Culture.

Sign language is seen as the language and not a nice to have - seen as a Deaf and Hearing partnership.

A separate dementia unit in place with freedom of movement only restricted dependant on level of risk with Residents.

Platform Network - to create a European Platform that all countries and organisations for the Deaf use to share resources under different topics:

The education and training for Deaf students in Social Care in Austria was interesting and it would be good to review the curriculum.

A well structured set up with both supported and independent living - separate but interacting with each other.

- such as training
- assessment tools
- sharing experiences & the exchange of staff
- possible planning of exchange of resident's to connect with other residents around European to plan holidays.

The need for Visual support for meetings such as the graphic facilitation and assistive technology to help with meetings.

Deaf and Hearing working together - Overall within SJH we are doing quite well in comparison to the other European countries and there was common issues of the difficulties for both Deaf and Hearing staff working together.



INTERNSHIP

Following the conference in Gelderhorst we accepted an internship for a student studying Social Work. Kim Goos came to St Joseph's House for 9 months, as she was already fluent in Dutch Sign Language she was able to take on ISL with ease whilst interacting and supporting individuals with several different interests. Kim set up and facilitated a Garden Project which sparked passion for people who loved to work in the garden and also created a new interest for some. The garden has transformed over the recent months and there is more activity in the greenhouse as more people became involved. Overall it was a shared experience for both Kim and St Joseph's as we had the opportunity to learn more about Deaf Culture and other organisations in Holland.

Investing in people

The HR function has now been in operation since August 2016 and has brought a structure to bear on how CIDP operates. Our focus has been to create an environment where people enjoy coming to work and we are providing the appropriate skills and tools to enable our people to do their jobs.

Some key deliverables have been:

- Standardising our employment processes across the board from recruitment through to when an employee leaves the organisation
- Introduction of Management Development Programmes
- Development and testing of a new performance management process which will be rolled out across the whole organisation by the end of 2018
- Investment in training and further education driving towards an even more professional organisation.

STAFF

In 2017 CIDP had a core staff of 99 employees. We are also supported by transport escorts and relief staff. The majority of staff have been with us for a number of years and are very committed to working with both boarders and people living in St Joseph's House. The contribution of all staff is greatly valued by CIDP and service users.

NCDP

ST JOSEPH'S HOUSE

ST MARY'S BOARDING

ST JOSEPH'S BOARDING

CIDP CENTRAL OFFICE

36

DIFFERENT ROLES
ACROSS CIDP

99

MEMBERS OF STAFF

TRAINING AND FURTHER EDUCATION

Providing staff training is essential in running a service such as ours. As well as the mandatory training that we invest in, we have provided additional training to staff in St Joseph's House this year, which will assist with the Discovery process.

On top of this CIDP has also supported four members of staff in going back to further education this year across a number of areas ranging from Social Care to Theology to Play Therapy.

We have recently taken on two part time Irish Sign Language Interpreters. Part of their role will be to train staff in understanding the differences between Irish Sign Language and English and the issues that arise when working between the two languages further making us a service that stands apart from the rest.

As an organisation we are committed to upskilling and supporting our employees. We are going through a period of change in both our boarding campus and in St Joseph's House.

In both these services, we are reviewing the model of care that is provided to ensure that we are meeting the needs of boarders and people living in St Joseph's House. To assist in this process we have introduced performance management, which has been trialed with the senior management team. This is being rolled out across the organisation from September 2018.

Performance Management is part of our commitment to upskilling and investing in our staff

In 2017 began management development programmes that started with the senior management team and has been cascaded down through the organisation with all senior and middle management been trained up to this point.



We have recently taken on two part time Irish Sign Language Interpreters.

National Chaplaincy for Deaf People

The aim of the National Chaplaincy for Deaf People 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 supports for the Deaf Community across the 32 counties of Ireland. The supports and activities that our Chaplains facilitate include:

- Participation of local Deaf Communities in local parishes
- Organising local priests to celebrate mass in various diocese
- Organising 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
- Organising 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 Organisation.

26

DIFFERENT
SERVICES

1,163

VISIT ALL OVER
IRELAND

96

AVERAGE VISIT
PER MONTH



HOME VISIT
THE MOST

PROJECTS AND INITIATIVES

We have been working in partnership with the prison service and Deaf organizations to highlight the need of specific supports for Deaf Prisoners. The positive outcome of this initiative has been increased self-worth for the Deaf prisoners.

The NCDP established a fund several years ago to help Deaf families in times of crises. 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 funding 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 increased opportunities to help Deaf individuals and Deaf families all year round.

Frankie Berry had create a video which translate all the prayers into Irish Sign Language.

PILGRIMAGES

The Dublin Diocesan Pilgrimage to Lourdes

This pilgrimage 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.

DEAF PILGRIMAGE TO THE HOLY LAND

The NCDP organized the Holy Land Pilgrimage that took place in October 2017. This hugely successful pilgrimage included 80 Deaf Pilgrims from all over the 32 Counties of Ireland, Scotland, England, New Zealand and America. Six Interpreters travelled with the group. All had an amazing pilgrimage!!!

St Joseph's House for Adult Deaf and Deafblind

The vision for people who reside in St Joseph's house is "To live an inclusive life with equal opportunities empowering each person to shape and direct their future".

St Joseph's House is in the midst of exciting change. In line with the HSE Time to Move On policy people from St Joseph's House will over the next few years move into the community with a wrap-around support service suited to each individual's needs.

We believe that this change will support people to have a better quality of life and will provide the opportunity for people to live self-directed lives.

Looking back 2017 was a very busy year. The vision for St Joseph's House was agreed and a number of recruitment drives took place during the year to ensure the project to move people into the community is fully resourced up. Training is key to this and although a number of staff training events have

taken place, more are scheduled to ensure the community model we move to is fit for purpose. We are now part of an established network of organisations who have and are successfully in the process of decongregating.

Following our HIQQ Audit in September 2017 we registered in February 2018 which will see us through for 3 years. We were delighted with the support from residents, staff and family members that contributed to the success of the HIQA audit. 2018 will see up to 9 people commence Discovery and we are working hard to ensure the process is led by the people that live in St Joseph's House.

CIDP are fully committed to supporting residents, staff, and family members through the transition process.

16

DIFFERENT
ROLES

6

STAFF IN
DISCOVERY TEAM

28

RESIDENTS

1,552

HOURS OF STAFF
WORK PER WEEK



St Joseph's Boarding Campus for Deaf Boys

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 Taekwondo 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.



We said a warm farewell to one school leaver this year. Lorcan Murray-Hill. Lorcan's infectious laugh, big personality and kind demeanour will certainly be missed, as he was very popular among both the boys and staff.

Lorcan had a great sense of humour and was always making people laugh. Lorcan loved his music and we hope he returns to boarding to act as DJ for our parties in the future. Both the staff and boarders wish him the very best in the future.



TAEKWONDO

The boys and staff were on their travels again in search of medals. They went to Maynooth in November and won three silver and one bronze medal. All three boys are working hard to achieve their next belt. Well done boys, you're doing us proud! A special thanks to Nicola Crehan and Jackie O'Brien who make it all possible.

SPORTS AND ACTIVITIES

Throughout the year, the boarders engage in numerous activities including swimming, basketball, football, art and cooking. Some of the boarders have started hip hop in a local dance class in the community, which they thoroughly enjoy. This year we introduced a drama club, which was a big success, and the drama club hosted their first show in December. Well done to Alvean Jones and Breda O'Grady for facilitating this, and to the

students who performed so well. The IDYA has also started a youth club for the boarders in the DVI, which is going very well.

St Joseph's boarding was nominated for Leading Lights in Road Safety Awards and attended the award ceremony in December where they were presented with an award. This was a great day out that a number of boys and staff attended.

The boarders come together for socials throughout the year including Valentines, Easter, Halloween and Christmas time. These are great nights, which involve games, costumes, and many nice treats! The boys chose bubble football for their Christmas activity this year, which they said was great fun!

St Mary's Boarding Campus for Deaf Girls

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 Wednesday within the school. Also, a wide range of activities are run across the week from art to basketball to swimming at Deaf Village Ireland. Here in St Mary's, we aim to provide an enjoyable experience with a rich range of opportunities to promote independence and education.

It has been a busy year at St. Mary's Residence. There has been several changes and we said our farewells to some people and we have welcomed new people too.



ACTIVITIES

Our week is normally packed with a variety of activities. The boarders are involved in basketball every Monday, we have two different coaches coming in to coach the girls. One of the coaches, Chantelle, is a professional player. It is great to have her as a positive role model for the boarders. The senior girls play futsal on Tuesday evening. The junior girls have Youth Club every Wednesday, it is organised by Irish Deaf Youth Association. The junior girls really enjoy youth club and IDYA has organised different activities for the girls, such as Jump Zone or games night.

The girls also has swimming on Wednesday evening at Deaf Village Ireland. We have Julie coming in on Thursday to do art with the both junior and senior girls. IDYA also provide youth for senior girls on Thursday evening.

We have organised different trips this year too. For our annual Christmas outing, we had two groups going to different places; one group went roller skating at The Rink at D12 and another group attended the Wild Lights exhibition at Dublin Zoo.

We had a Chinese takeaway beforehand too! The Sunflower group attended a pizza-making workshop at Crown Plaza Hotel in Blanchardstown, and the Converse group went pottery painting.

For the first time, we arranged a visit to St. Joseph's House for the Sunflower group, and they all had a great evening, getting to know each other and sharing stories about how time was different back then and to now. The Sunflower group would love to go back and visit again.

We also had Lisa Harvey in to teach the junior girls how to decorate cupcakes and they brought the cupcakes home as Christmas presents to their families. Our boarding committee organised a Valentine's Night with the girls, we had our hair, nails and make up done; it was a lovely evening of pampering. We also had a previous boarder, Helen Ward, coming in to do our nails.

We had a great year and we look forward to continue our work with the boarders into the new academic year.

Boarders stories



Tell me about yourself.

My name is Kiera and I am 11 years old. I am from Cork.

When did you start boarding?

I started boarding in September 2017.

Why did you want to come here?

I wanted to attend Holy Family School for the Deaf as well as to board at St. Mary's Residence because there was signing and there were other Deaf children too.

How did you get on? How did you feel when you first came here?

When I first arrived, I was happy and I made new friends too. I did miss home a little bit but I settled in okay.

What do you enjoy about boarding?

I enjoy baking with staff and friends.

Any favourite activity?

My favourite activity is basketball and we play basketball every Monday.

What do you do every day?

In morning, I would get up and have my breakfast. Then I get ready for school. I go to school by bus and after school, I go to Homework Club at school for one hour. Then I go back to the residence and get changed. I talk to my friends or play on my phone. Dinner is at 5.30pm and my favourite meal is sausage rolls and chips. Then I go to different activities, like basketball on Monday, youth club and swimming on Wednesday and art and movies night on Thursday. At 8.30pm, I get ready for bed and the light out is at 9pm.

How is food here?

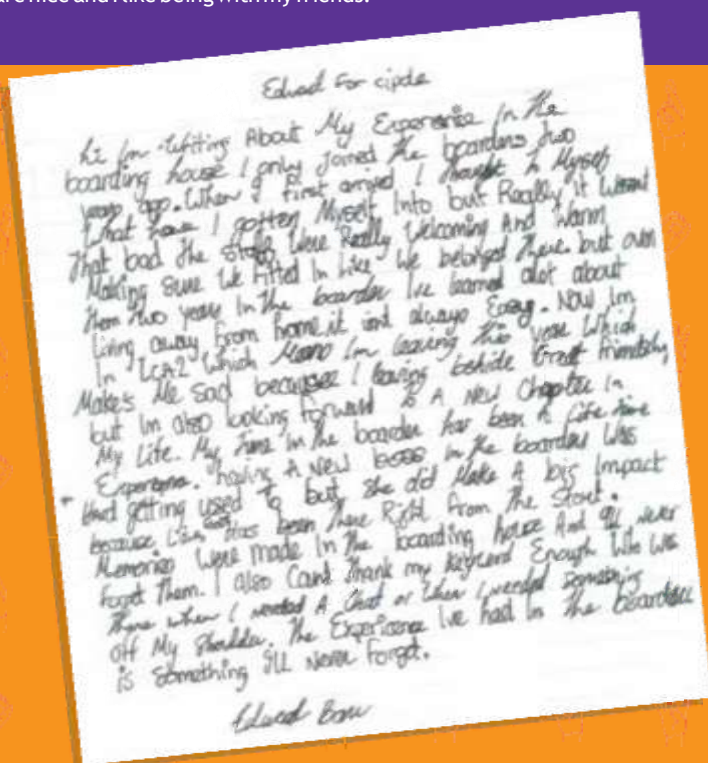
I like food, it is okay here. I love having hot chocolate sometimes.

Describe the residence in three words.

Fun, busy and relaxing!

What's the best thing about boarding?

Staff are nice and I like being with my friends.



CHEYEANNE O'REGAN

Cheyeanne joined the Holy Family School for the Deaf and St. Mary's girls boarding campus in September 2016. Cheyeanne was very shy and generally kept to herself as she became used to her new surroundings in St. Mary's.

This was a whole new experience for Cheyeanne as she came from a school in Tipperary where she was the only Deaf child in the school. She was even beginning to think that she was the only Deaf person in the world as she had never had any interactions whatsoever with a Deaf person before moving to St. Mary's. Being immersed amongst people of the same age and with the same language was just the positive move forward that Cheyeanne needed in her life and her education. Seeing the change in Cheyeanne since joining St. Mary's in 2016 has been fantastic and it can only get better and better.

Here are a few questions Cheyeanne's mother and escort were asked about their own views on the development of Cheyeanne since joining St. Mary's and the Holy Family school for the Deaf.

What changes have you witnessed in Cheyeanne since joining the school and boarding?

Huge changes and everyone can see the changes and the positive effects this has on Cheyeanne's personal and home life. It took her a while to settle in at first but she has gotten on so well and really enjoys her boarding experience. Cheyeanne loves her family and misses them during the week but it is safe to say she also loves boarding and the friends she has made since joining. They are like sisters now.

Have these changes been evident in daily life in the family home, environment?

Her relationship with her parents has always been good but now she is even acting like a mammy to her little brothers while they are out and about, displaying confidence and assertiveness which her family are so happy with.

Has Cheyeanne been able to express her feelings and thoughts more openly since joining the boarding campus?

Yes very much so I believe. For example before attending St. Mary's there was no way that she would use I.S.L in public for fear of being noticed for being 'different' to everyone else, this in comparison to what she like now is absolutely staggering. Now when we are on public transport she can't stop signing! This reverts back to the time of being the only Deaf pupil in her old school and how no one could fully communicate with her to see how she was doing. Whereby now she has many friends to chat to and Cheyeanne has the confidence in knowing that she is being understood. Simply put, she does not feel isolated anymore!

Holy Family School for the Deaf, Cabra

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, under the trusteeship of CIDP 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.

Each year we have boys and girls finishing school and moving on to the next stage in their lives. We asked a few what being at Holy Family School meant for them. Below are some of the stories.



I came to the school in September 2004. I learned how to work well in the class. My Leaving Certificate Applied Studies were Maths, English, Irish Sign Language, Social Education, Construction and Graphics.

I went on great school trips to Berlin and Barcelona. I won Challenge Cup with the school team four times for the four years before I was leaving school.

CONOR KEANE
School Leaver 2018

Coming to this school was best thing happen in my life. I find a lot of friends. I had really nice teachers and S.N.A.s. I learned a lot in this school Maths, SCPE, Metal Work, ISL, and English etc.

It was easier to learn and improve my subjects in St. Joseph's and Holy Family and easier to find friends not like in Hearing School were everything was difficult.

MATEUSZ TRUSCKOWSKI
School Leaver and Student of the Year 2018

I came to this school because my hearing school was a bit of difficult for me because I was the only one deaf in the school and no one spoke my language. So I decided to move to the deaf school and it is better. I learned English better and also learned sign language. I was doing Leaving Certificate Applied for 2 years in this school and it helped me a lot and improves my skills and improved my confidence. I advise some of students to do LCA because it will help them for the future because there is some work experience.

My favourite subjects were Maths, Art and Irish Sign Language. My least favourite subject was Social Education because the language is a bit difficult but the teachers helped to explain us if we don't understand.

What I enjoyed the most was to chat with friends, play basketball with friends and to do some trips from school.

Deaf students should come to this school because it will be easier to communicate and this school gives a lot of support to us. Also there is a choir for the deaf students, if you are interested in the choir you can get involved.

I liked this school because of easier communication with friends and they are friendly and we will have good memories from this school. I'd like to say thank you so much for everything.

LEIMA BLUMA
School Leaver 2018

Visit of Croatian President

The president of the Republic of Croatia Kolinda Grabar-Kitarović visited Ireland on April 5th 2017.



Keith Adams, CEO of CIDP and Eimear O'Rourke Principal of Holy family School attended a civic reception for the Croatian President Kolinda Grabar-Kitarović. Also in the picture is her husband Jakov Kitarović and then Lord Mayor Brendan Carr & Mrs Carr. We would like to acknowledge the support of the Croatian Ambassador Ivan Masina.

Irish Deaf Youth Association

Irish Deaf Youth Association delivered youth work for young Deaf people through newly established Youth Clubs, twice a week on Wednesday and Thursday evenings for the junior youth group and senior youth group from the residences.



The aim of the Youth Clubs was to engage with young people for personal and social development, informal educational purposes through conversations and activities based on the young people's expressed and needs and some fun outings. Youth Clubs has proved to be a huge hit with young Deaf people, who are personally and socially benefited with great cooperation with the residence staff. We are looking forward to continue this in the coming school year.

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 Sean Byrne 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. 2400 members with approx. 126 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).

Two staff members Patrick Maher and Kevin Dudley were on the Irish Deaf soccer team which qualified for the European Championships in Crete 2019.

Statement of Financial Activities

Catholic Institute for Deaf People

(A Company Limited by Guarantee and not having Share Capital)

Consolidated Statement of Financial Activities for the financial year ended 31 st December 2017

	2017 Unrestricted Funds €	2017 Restricted Funds €	2017 Total Funds €	2016 Total Funds €
Income				
Charitable activities	-	4,798,152	4,798,152	4,988,984
Donations and legacies	-	216,350	216,350	140,301
Other trading activities	1,407,928	-	1,407,928	1,334,368
Other income	2,756	-	2,756	2,770,190
Total income	1,410,684	5,014,502	6,425,186	9,233,843
Expenditure				
Charitable activities	310,271	5,411,588	5,721,859	5,762,845
Other expenses	1,468,640	36,029	1,504,669	2,656,902
Total expenditure	1,778,911	5,447,617	7,226,528	8,419,747

All amounts relate to continuing operations.

Total Income:
€6,425,186

72%
HSE

18%
Inspire

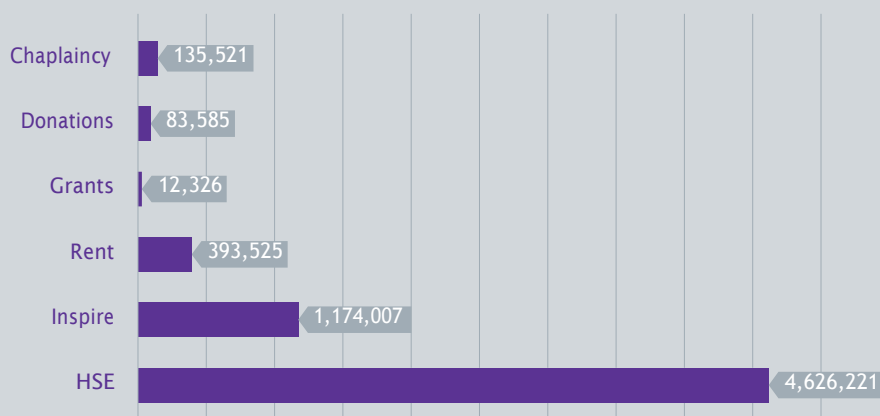
6%
Rent

0.5%
Grants

2%
Chaplaincy

2%
Donations

Income 2017



Statement of Financial Activities

Catholic Institute for Deaf People

(A Company Limited by Guarantee and not having Share Capital)

Consolidated Balance Sheet as at 31st December 2017

	2017 €	2016 €
Fixed assets		
Tangible assets	13,144,148	13,286,396
Current assets		
Stocks	7,951	9,645
Debtors: amounts falling due within one year	423,748	323,314
Cash and cash equivalents	1,119,927	1,937,367
	<hr/> 1,551,626	<hr/> 2,270,326
Current liabilities		
Creditors: amounts falling due within one year	(698,955)	(758,561)
	<hr/>	<hr/>
Net current assets	852,671	1,511,765
	<hr/>	<hr/>
Total assets less current liabilities	13,996,819	14,798,161
Funds		
Unrestricted funds	12,946,443	13,747,785
Restricted funds	426,791	426,791
Revaluation reserves	623,585	623,585
	<hr/>	<hr/>
Total funds	13,996,819	14,798,161

The financial statements were approved and authorised for issue by the board.

Geraldine Tallon
Trustee

John Lamont
Trustee



CIDP was invited to have a stall at the AIB Charity Christmas Market, AIB Bankcentre on the 30th November. It was a great day out, promoting CIDP, selling NCDP Christmas cards, pens and teaching them to learn Irish Sign Language their names.

We would like to say thank you to AIB for inviting us.



IDP receive funding from Age & Opportunity, the funding is for the sports equipment in St Joseph's House. Age & Opportunity is about inspiring people around you to reach your full potential as you age, no matter what age you are now. The novelist George Eliot said that

"It is never too late to become what you might have been" and we encourage you to use this time you have to have dreams, to plan adventures and to join in with what is happening or, even better, to make something happen and let others join in with you.



We were very grateful to the Sage Foundation for a grant of £5000 received. These funds are for the benefit of the boys and girls in boarding. The money will be used to enable assistive technology both hardware and software for the homework clubs to enable better learning for our students. This technology was very welcomed by the students.



In 2017 we were fortunate to be the beneficiaries of two grants from the HSE lottery fund. One was for respite for our people in St Josephs House for Deaf & Deaf Blind Adults. The second was for the boys and girls boarding where the grant enabled the development of an outdoor activities area and some gym equipment.



Each year CIDP received the bulk of its funding from the HSE to provide our adult and boarding services.

In addition we also receive contributions from the various dioceses around Ireland to enable the outreach services provided by the National Chaplaincy for Deaf People.



14,427

PEOPLE VISITED OUR
WEBSITE



176

PEOPLE WENT TO
PILGRIMAGES



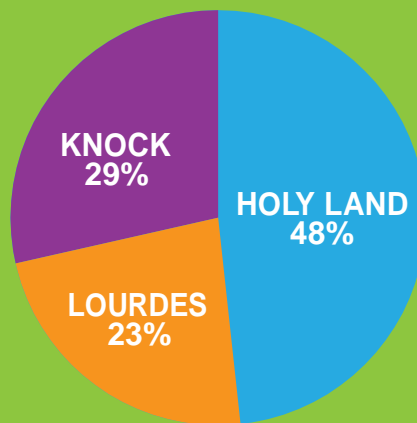
18

DIFFERENT COUNTIES
STUDENTS IN HOLY
FAMILY SCHOOL FOR
THE DEAF



25

JOBS ADVERTISED



15

DIFFERENT COUNTIES



71

HOLY FAMILY SCHOOL STAFF
INCLUDING TEACHERS,
SNAS, BUS ESCORTS,
SECRETARIAL & CARETAKER

