



Annual Report 2018



Who we are

The Catholic Institute for Deaf People is a Diocesan non-profit charity enabling the Deaf led Community and Deaf people generally to achieve their full potential and to have equality of access and opportunity in all aspects of their lives. Established as a charitable institution in 1845 under the name Catholic Institute for Deaf (CID), in 2007, the name was changed to the Catholic Institute for Deaf People (CIDP).

We focus on the areas of education, care and pastoral work as well as providing a sports facility through our subsidiary company National Deaf Village Sports and Leisure Co.

We deliver these services through the following operations:

- St Joseph's and St Mary's Boarding Campus for Deaf Children, Cabra
- St Joseph's House for Adult Deaf and Deaf Blind, Stillorgan (residential)
- The National Chaplaincy for Deaf People
- Holy Family School for the Deaf
- Inspire Fitness Centre

As a section 39 organisation we received €4.589m from the Health Service Executive that enabled us to deliver residential and boarding services to service users from across the country in both boarding for children attending Holy Family School and Adults residing in St Joseph's House, Stillorgan.



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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

A warm welcome to our Annual Report for 2018.

CIDP has been on a change journey for the past few years, and change continued to be strong motif for us over the past year. We want our service users to have the best possible experience in every engagement with us. Accordingly, everything we do on governance, organisational development, human resource development, collaboration with others on the Cabra campus and with public authorities is designed to support the Deaf Community and Deaf or Deaf/Blind people who are direct users of our services.

Following our completion of the Governance Code journey in 2017, we were delighted to be shortlisted for a Governance Initiative Award in 2018. To underpin our continuing work in this area, with the agreement of our Patron, Archbishop Diarmuid Martin, we have modernised our Memorandum and Articles of Association to create more efficient, up-to-date governance structures and allow us to move forward in full compliance with modern company legislation.

The Board met six times during 2018, addressing several key projects during the course of the year, including the *Time to Move On* project in St Joseph's House, the approach to amalgamation of the Holy Family School Boarding Residences, options for the future use of the Marian campus, the feasibility of providing third level student accommodation to support Deaf students, the private Nursing Home development which will complement our own services to the Deaf Community, the practical arrangements around the transfer of control of National Deaf Village Sports and Leisure Company to Deaf Village Ireland, and our continuing efforts to improve the financial health of our organisation.

I greatly appreciate the voluntary commitment of my colleagues on the Board, both to all aspects of Board business and to the detailed work we undertake at Committee level, where we also enjoy the dedication and expertise of a number of external Committee members. Our Board Committees have been rigorous and detailed in the preparation of Board business, including updating both our Child and Adult Safeguarding Policies, overseeing our compliance statement for the HSE, overseeing

our budget and annual Audit, developing our policy on risk management, assessing and supporting staffing needs to achieve our goals. Towards the end of the year, we put arrangements in place for an external Board evaluation, which will be a springboard towards further renewal and the completion of a new strategy for the post 2020 period.

The National Chaplaincy for Deaf People is a core part of CIDP, providing religious and pastoral support to the Deaf Community throughout Ireland. After eleven years of sterling service, Fr Gerard Tyrrell moved in Autumn 2018 to parish duties in Greystones. He is greatly missed by everyone, and I take this opportunity to thank him again for his whole-hearted and generous support of the Deaf Community, and to wish him well in his next phase of ministry. Just before the end of the year, we welcomed Fr Joe O'Neill, who joined us from the Diocese of Kildare and Leighlin, to the National Chaplaincy, where he and our three lay Chaplaincy colleagues continue to provide a wide range of supports to the Community.

I am especially pleased that our CEO, Keith Adams, accepted a new contract for the three-year period, 2018-2020. Thanks to his flair and professionalism, we are an ambitious and energetic organisation, and I know that the Board as well as the management and staff benefit greatly from his leadership and guidance.

While this Annual Report details our activities for 2018, much of what we aim to achieve is multi-annual in scope; that is why a strong, capable and ethical organisation, and a continuing focus on the needs and aspirations of our service users, are so important. I hope that these pages provide evidence of not just another busy year at CIDP, but also provide evidence that we live up to our values, and that we make a real difference to the lives of those we support.

A Message from the CEO

This is our third Annual Report and I would hope that you find the content and articles contained within of interest.



Since I started in this role in November 2015 the focus has been on getting our governance model right and working with the new board to establish good governance principles and practices across all of our services and in how we do business and conduct ourselves as an organisation and employees. I am delighted to say that this work has progressed well and two important benchmarks were reached this year to build on the completion of the Governance Code journey at the end of 2017.

Firstly we had a follow up audit from the HSE audit team and were pleased to receive positive feedback on the work that had been done with the majority of actions implemented and the few remaining ones in progress. All of which, at the time of writing have now been implemented.

Secondly, we were shortlisted for two awards in 2018. The first was a key milestone for CIDP. This was the Good Governance Initiatives Award which was a position we had only aspired to a couple of years early. The second was recognition from the Project Management Institute for our professional approach to creating a better quality of life for our residents in St Josephs House in moving them to the community. Two very worthy acknowledgements of the work that has been done and is going on in CIDP across all of its services and this is in no short measure down to the hard work of the whole team in CIDP. We have learnt some very valuable lessons from our governance awards submissions and have incorporated these into our 2018 annual report and our end of year financial statements.



CIDP were shortlisted for two awards in 2018

As part of continued push for renewal and relevance to the Deaf community of today we have embraced a number of initiatives for 2018 – 2019 and we will continue to communicate with you as these progress. Specifically:

- We continue to have our theme of streamlining services by initiating a project to amalgamate the boarding services with a focus on a fit for purpose model to meet the growing needs of the school.
- We are working in partnership with Dublin City University in supporting the new Bachelor of Education degree for Deaf students.
- 2019 will also see the launch of a project to develop affordable 3rd level student accommodation for Deaf students and those whose studies are related to the Deaf community.
- We are evaluating the brand and identity of CIDP to consider what is appropriate for the future. This will be done in dialogue with all of our stakeholders across the Deaf community and our funders.
- Work on the HSE's *Time to Move On* policy has been moving apace and our first people in St Josephs House will be moving out into the community in 2019. We are looking forward to this exciting and yet nervous time for all on the journey to move away from the centralised care model to a community based model of care and support enabling people to live a valued quality life of their choosing.

Pay restoration was on the agenda in 2018 and as one of the larger funded section 39's we were engaged in the process with the HSE and would hope to see this restoration take place for all staff who were impacted.

Resourcing of services has been a major challenge in 2018 and as part of our efforts to make CIDP a more attractive place to work we increased annual leave for all staff. At board and committee we are continually looking at how we can improve workplace relations and it is always on the HR agenda.

Continued overleaf

A Message from the CEO (continued)

As an organisation working in the Deaf Community and providing services to the Deaf and Hard of Hearing we are committed to increasing our ratio of Deaf to Hearing staff and in 2018 I am delighted to say we have increased this ratio to 25%. Having Deaf staff across all areas of our operations is a great opportunity to demonstrate to the boys and girls attending Holy Family School that they have the same opportunities in life as a hearing person.

In other activities we finalized the sale of some lands on the Navan Road to a private nursing home developer. This sale had specific conditions attached which will mean that by the middle/end of 2020 a Private Nursing Home will be on the periphery of the Deaf Village Campus that provides dedicated beds for Deaf people and importantly has staff trained in ISL. Ensuring a focus on the Deaf community and having this on the door step of the Deaf Village brings a further dimension to the community and allows access to the various facilities.

Within the report you will find a lot more information on what we do and the various events and activities that have taken place during 2018. I hope you find the annual report both interesting and informative. As usual we would be delighted to receive any feedback on how we can improve this going forward.

Keith Adams



St Joseph's House was shortlisted for the National PMI (Project Management Institute) awards under the category social good – community. Although we did not take home the trophy we are thrilled to have been shortlisted for such a prestigious award in recognition of all the hard work that has been put in to date.



Architects Images of New Private Nursing Home

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

Review of Performance

CIDP Strategic Plan 2013 – 2020

In 2012/ 2013 the following statement was published as part of the strategic plan launch:

“Based on the above mission and vision CIDP has agreed that specific objectives are to be implemented during an extended seven year period and as financial resources allow. This extended implementation period is necessary given that CIDP has a significant amount of work already in progress to ensure the completion of its 2007 strategic objectives.”

Since then many of these objectives have been achieved such as:

- The amalgamation of the schools
- Completion of the development of the Deaf Village Ireland Complex (DVI)
- Enabling the National Deaf Village Sports and Leisure Company to support the Inspire Fitness Centre to become a top sports club, Deaf friendly and generate a surplus
- Establish an Education Partnership Group
- Ensuring a strong CIDP connection with Deaf Culture, ISL and representation from the Deaf Community

Other strategic objectives have been superseded or replaced with fresh objectives as follows:

Objective	Update
The use of the above surplus to build a sinking fund for the Sports Centre (Inspire) and DVI, and assist in funding the DVI management structure.	This is well underway now after being stalled for several years. A due diligence is being carried out to look at moving control of Inspire to DVI.
The preparation and execution of a plan in partnership with the Deaf organisations and the HSE to move the St. Joseph's Brewery Road residents to Deaf Village Ireland in an appropriate manner and fund this through the sale of Brewery Road.	This has been superseded by the HSEs <i>Time to Move On Strategy</i> and has been fully embraced by CIDP. A project manager and transition team are in place and this project is in the middle of an 18 - 24 month delivery schedule, due to complete February 2021.
To develop the CIDP Board into a trust company with governance responsibility for property and assets.	This will be re-evaluated as part of the new strategic review and the need to consider the best use of assets.
To develop the Chaplaincy service and review a possible direct relationship with the Bishops Conference.	The chaplaincy service has continued to strengthen and with a new Head Chaplain we will be carrying out a review of this service in line with the Archbishop and Bishops conference in 2019
Begin discussions on establishing a Deaf Care Ireland company with a view to it managing the residences and community care initiatives.	This is very much tied into the Time to Move on strategy above and as part of our review we will be looking at how we enhance the community model to expand our service to the wider Deaf community that needs care support.
Begin discussions on establishing a Deaf Development Ireland company to manage the development of training, life skills, independent living and employment supports.	This has not progressed beyond initial discussions with other Deaf organisations, mainly due to other competing priorities. This will be revisited as part of the review of strategy in 2019.

Governance – Getting things right

CIDP takes its governance and oversight responsibilities very seriously and has invested a significant amount of time reviewing the role of the board and ensuring all appropriate board policies and procedures are in place.

Compliance

- We comply fully with both the Governance Code and the HSE's compliance requirements. We ensure that at every board meeting the matter of any conflicts of interests is discussed and noted in the minutes. We review the board handbook and ensure that all directors sign off on the code of conduct as well as completing a declaration of any interests that may impact on their role. The Risk Strategy & Governance committee is overseeing a piece of work to complete the assessment of standards against the new Charity Regulators Governance Code and we will have this ready for external evaluation by the middle of 2020.
- In late 2018 we engaged the services of an independent consultant to assist the board in doing an evaluation and self reflection of the board to establish any deficits in skills needed or indeed improvements in how the board operates. This was a worthwhile exercise with the recommendations being implemented in 2019.
- As part of CIDP's commitment to the values of delivering appropriate services to the Deaf community the board is continually seeking appropriate representation from the Deaf community. We regularly seek new members as part of our board renewal programme and as each member is appointed they join an induction process with the Chair and CEO of CIDP. They are also required to familiarise themselves with the various board requirements as set out in the board handbook and sign off on same. Board members are recruited through many mediums including Boardmatch, open calls within the Deaf community and in our communications and through the network the board itself has. The board also ensures that appropriate training is given with members availing of the board roles and responsibilities and Governance code training through organisations such as Carmichael.

Professional Standards

In our adult services we are accredited by HIQA and carry out regular reviews internally to ensure compliance with these

standards. Whilst there is not a defined professional standard for boarding facilities in Ireland, we are being proactive in this area and looking at other boarding services and professional bodies to define a set of standards and competencies against which we will benchmark our services.

In the same space whilst historically CIDP has not been an organisation focused on fundraising with very infrequent income generated through this source we are moving into that space and as such are developing a set of standards to align us with the Fundraising Principles. We are applying the standards in the areas of fundraising in which we currently operate.

Openness and transparency

In all that we do we have adopted an open approach to our stakeholders both internal and external. We issue a newsletter 3-4 times a year and share this with staff, service users and the wider Deaf community as well as publishing it on our website in both written form and in ISL. We strive to deliver all communications in ISL as part of our drive to ensure effective communication. We held an open meeting with the wider Deaf community as part of our strategic initiative to work with and provide support to the Deaf community.

As part of CIDP's commitment to be a forward thinking organisation we carried out a review of our purpose and Memorandum and Articles of Association. The M&A's have been modified to show the need to be more flexible in our membership and appointment of trustees as well as reflecting current good governance.

The Board and executive of CIDP have also reflected on the identity of the organisation and with the agreement of our President, the Archbishop of Dublin, we are planning to develop a new, contemporary identity that is more reflective of our service users.



CIDP completes the Governance Code Journey

As we know from experience Governance is a core element of a good charity and it was an important milestone for CIDP to have completed the Governance Code journey and be accepted as signed up to and complying with the Governance Code for the Community, Voluntary and Charitable Sector in Ireland in early 2018.

Our Board



Geraldine Tallon Chairperson

Geraldine was appointed as Chairperson of the Board of CIDP in April 2016. She comes from Co Meath, and is a graduate of UCD. She was a career Civil Servant, and worked in the Department of the Environment, Community and Local Government, where she retired as Secretary General in 2014.



Ger Deering

Ger is the Financial Services Ombudsman 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, Community Development, 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.



Gráinne Meehan

Gráinne, from Dublin, is Deaf and attended mainstream school in the Glasnevin area at both primary and secondary level. She holds the position of secretary on the Irish Deaf Youth Association board. Gráinne is 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 accessing reproductive and sexual health services and information in Ireland.



Amanda Casey

Amanda is a social worker with 20 years experience, the majority of which is in the acute medical sector. She qualified with a degree in Social Work from Trinity College Dublin and completed a Post Graduate Masters in Guidance and Counseling in 2005. During her professional career she has worked within the Infectious Diseases Unit, the Heart and Lung Transplant service and the area of Bereavement and Post Mortem support. She is now the manager of a social work department in a Level 4 acute teaching hospital. She has an interest in Quality Improvement methodologies and is currently completing a Diploma in QI with the RCPI developing best practice guidelines for shared decision making in acute hospitals.



John Lamont

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.



Peter Tolan

Peter was 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 (NAD) for many years and his father was also a Board Director with NAD. Peter is a graduate member of the British Computer Society and also obtained an MSc in IT and Management from Sheffield Hallam University. He chairs the recently established Dunboyne branch of the 'Friends of the Elderly Ireland' which aims to alleviate social isolation for elderly people through friendship.



Kevin Lynch

Kevin was born in Youghal, Co Cork and married with two hearing children. Was educated in St. Joseph's School for Deaf Boys, Cabra. Co-founder of Irish Deaf Sports Association (Now Deaf Sports Ireland) and served on the committee for over 45 years. Held all honorary offices in IDSA and was President of IDSA/DSI. Was the first Chairperson of SignLink (Now Sign Language Interpreting Service). Also the first Chairperson of National Deaf Village Sports and Leisure Company. Now a Director of DVI Board of Management.

Board & Committee attendance in 2018

The Chair of the Board and the CEO meet weekly to discuss matters of importance and to agree appropriate actions. All operational matters are reported to the board through the CEO's report within which actions are set out. The CEO report is a standing item on the Board agenda.

Name	Position	Attended Board
Geraldine Tallon	Chairperson	6/6
Marie Collins	Trustee	6/6
Ger Deering	Trustee	4/6
John Lamont	Trustee	4/6
Kevin Lynch	Trustee	6/6
Amanda Casey	Trustee	4/6
Grainne Meehan	Trustee	5/6
Peter Tolan	Trustee	4/6
Caroline O'Leary	Trustee	3/3

Audit and Finance Committee

The audit committee continues to provide oversight and control on the finances and sustainability of CIDP. In 2018 the committee reviewed its terms of reference and after discussion with the Risk Strategy and Governance Committee agreed in principle to take responsibility for the organisational risk register and statements. The Audit and Finance Committee continue to ensure the financial governance of CIDP. 2018 saw the arrival of the HSE audit team to carry out a follow up audit to the 2016 audit. The outcome of this audit showed a vast improvement on the previous audit with the majority of actions having been implemented. Some small areas were outstanding but overall the auditors were satisfied with the work undertaken by the team in CIDP.

The risk registers themselves are reviewed quarterly at an operational level and from 2019 on will be reported back to the A&F Committee. Previously these were reported out on to the Risk Strategy & Governance committee.

As part of our continued focus on good risk management the executive is developing a risk appetite statement for consideration by the committee and board to determine what is acceptable in terms of risk across all areas.

Name	Position	Attended Audit and Finance
John Lamont	Committee Chairperson & Trustee	6/7
Anne Coogan	Independent Member	5/7
Geraldine Tallon	Trustee	7/7
Michael Tighe	Independent Member	6/7
John Cleere	Independent Member	6/7
Kevin Lynch	Trustee	5/6

Remunerations and Appointments Committee

This committee continues to play a critical role in ensuring consistency and fairness in appointments and remuneration across the organisation. The committee has independent membership from the Deaf community which helps us keep a focus on equal employment opportunities and ensuring that we are consistent in our approach to appointments.

The remunerations and appointments committee meets on an as needed basis with a minimum of meeting twice yearly. The HR manager prepares and brings all appropriate papers to this committee and ensures standard practices are applied. The CEO also attends these meetings.

Name	Position	Attended Remunerations and Appointment
Grainne Meehan	Committee Chairperson & Trustee	3/4
Anne Coogan	Independent Member	4/4
Geraldine Tallon	Trustee	4/4

Safeguarding Policy Committee

Having reviewed and updated child safeguarding policies in 2017 the focus for 2018 was to continue the oversight and application of these policies but also to review best practice in protection of vulnerable adults in line with the work being done by the HSE. The committee has representation from both the board and external and one member (in association with her employment) also sits on the HSE working group on vulnerable adults. This group is supported by an operational group that meets every 6-8 weeks to review safeguarding practices.

Name	Position	Attended Safeguarding
Geraldine Tallon	Committee Chairperson & Trustee	2/2
Andrew Fagan	Independent Member	2/2
Marie Collins	Trustee	2/2
Amanda Casey	Trustee	2/2
Pat Donnelly	Independent Member	1/2
Caroline O'Leary	Trustee	0/2

Risk Strategy & Governance Committee

This committee ensures the principles of good governance are overseen within the organisation. This committee also has responsibility for the review and sign off, of the HSE compliance statement annually and recommending this to the board. In 2018 we further strengthened the membership of this committee through the appointment of Nesson Vaughan as an independent member.

A key piece of work for this group was reviewing the GDPR audit we requested in early 2018 and as a consequence approving the appointment of a Data Protection Office for CIDP.

Name	Position	Attended Risk Strategy and Governance
Peter Tolan	Committee Chairperson & Trustee	2/2
Geraldine Tallon	Trustee	2/2
Ger Deering	Trustee	2/2
Nesson Vaughan	Independent Member	1/2

Human Resources

CIDP made a commitment to enhance its professionalism, governance and quality of service, creating opportunities for staff to progress through the organisation. In line with this and the increasing demands for our services, 2018 saw our core staff numbers increased from 99 in 2017 to 123 and the number of roles from 36 to 39.

To ensure we are in line with best practice and compliant with national standards and legislation we appointed a Data Protection Officer and a Quality Standards and Compliance Manager.

Investment in staff

As an organisation it is important for us to recognise the contribution of our employees and ensure opportunities for progression. In 2018 five new roles were introduced to the organisation and were filled by internal employees. These roles were Data Protection Officer, Project Manager, Quality Standards and Compliance Manager, 3 new Team Leaders and 3 Shift Coordinators. There were also vacancies of existing roles that were filled by internal employees including 2 team leaders and a Care Manager role.

We were also delighted to welcome some new people to the organisation and these people filled the following roles, 2 accounts assistants, a Team leader and an Irish Sign Language interpreter bringing the interpreting team up to three.

During 2018, we continued to invest in staff which was reflected in the training budget increasing by 13%. 23% of our staff went on management development programmes. Other members of our staff also attended courses such as theology, social care and property and facilities management.

Investment in training is core to ensuring quality and a major investment in 2018 was in training that supports the transition process into the community and the work of supporting both the boarders and the people living in St Joseph's House. As an organisation that provides services to the Deaf Community it is important for us to continue to strike the balance between Deaf and hearing staff. In 2018, we welcomed five members of the Deaf Community to the CIDP team. We also now have more Deaf people represented on the various management teams throughout the organisation.



Diversity

As an organisation that provides services to people from a range of backgrounds it is important for us to consider how we ensure we are a diverse organisation and how this is reflected in our workforce. The current workforce in CIDP is made up of 123 core staff. Of this 82% are female and 18% male. The management structure of is made up of a senior management team and a middle management team. Of the 21 people who make up this structure, 6 are male and 15 are female.

Human Resources

(continued)

Investment in Training

- Management development programme: In total 27 members of staff who make up the management structure of CIDP have completed this course which began in 2017
- Social Role Valorisation (SRV) training – In 2018 we ran three SRV workshops and worked with three other organisations to bring David Pityonak, who is an expert in transitioning people into the community, from America to provide invaluable training for staff
- We are currently supporting 5 members of staff in staff attending third level education by funding courses such as theology, social care and property and facilities management

This is in addition to our mandatory training programme that sees staff trained and gain skills in a variety of areas such as;

- Irish Sign Language QQI levels 3 and 4
- Manual handling, people handling, First Aid, fire training
- Medication management,
- Dementia training

We also have a range of online training that covers areas of;

- Safeguarding for adults and children
- Hand hygiene
- Infection control
- Dysphasia training

In 2018, we increased the number of employees from the Deaf Community by 25%. This brings our staff numbers from the Deaf Community up to 33. This increase is reflected at all levels within the organisation with Deaf members of staff now represented on the senior management team and middle management teams.



Local community Garda Antoin Keating along with Sergeant Patrick McGuilloway and Chief Superintendent Lorraine Wheatley who recently completed their QQI level 3 in ISL. It was great to see Antoin and his colleagues embrace ISL and can be seen here with Declan Kenny (CIDP) and Tracey Traynor (IDS) receiving their certificates. IDs were also very supportive in enabling the Garda to complete their studies.



It was great to be able to recognise the ISL Bill being passed into law with a permanent reminder of the day on the wall in DVI, CIDP were delighted to be able to sponsor this initiative. We truly hope that this memory board will be a constant reminder of a major event in the calendar of the Deaf community and the recognition of sign language as an official language in Ireland.

Holy Family School for the Deaf, Cabra

Film making initiative

Holy Family School JCSP students participated in a film making initiative. Along with their teacher Sean Herlihy, professionals from the film industry organised a 3 days workshop with our students. These include Director Cathy Heffernan, Mind the Gap Producer Anne Heffernan, Videographer Sean Power (Powerpix Productions), Ray Watson (Go Pro) and Lorraine Creed (photographer).

Over the 3 days, Holy Family students planned, wrote a script, assigned roles, auditioned, directed, produced and edited a short film about their dream career.

Aer Lingus

On May 25th 2018, one hundred and ten volunteers from Aer Lingus came to our school. In one day they built a sensory garden and a greenhouse. All the students and staff from our school got involved. We all worked really hard and we got beautiful results.

We really enjoyed the day. We have a beautiful play area in our school to enjoy. It includes an assault course, football pitch and pitch & putt. Holy family school is really grateful to Difference Days and Aer Lingus for our wonderful play area. Also for the work done in the Boys Boarding garden.

Our choir trip to Google

The trip to Google was fantastic!

The deaf choir went to Google to perform. The teachers who went with the choir were Ms Higgins, Ms Creed and Mr Canning.

The choir had amazing time at Google, they got a tour around Google, some of the students who went said they would like to work here when they leave school.

The students who went to Google were Abbey, Shauna, Ciana, Callum, Angelo, Robyn, Marcus, Emma B, Emma F, Sarah, Japhet and Angel.

When the choir finished, we got a gift from Google. The choir got their pictures taken. We got shown the snack room, we also played pool.

The choir wrote on the Google sign in the building, it was an amazing trip.



Choir at the Mansion House

On the 9th of December nine students from Holy Family Deaf Choir (Junior and Senior) performed in the Round Room of the Mansion House Dublin. Some of the songs we performed were *Snow is Falling*, *Rudolph the Red Nose Reindeer*, *Let it Go*, just to mention just a few of the songs. There wasn't a dry eye in the house as we brought the 500 strong audience to their feet applauding to us. Thank you to our Lord Mayor Niall Ring for the invitation and giving us this opportunity. Hopefully we will be back again next year.



National Chaplaincy for Deaf People

2018 was another busy year for the Chaplaincy. It was also a year that brought big changes with the departure of Fr Gerard Tyrell. Fr Gerard worked with the Chaplaincy service as Director of Services for 11 years and his relocation to Greystones was a big loss for the Deaf Community. We would like to thank Fr Gerard for his many years of service to the Deaf Community and wish him well in his new post. At the very end of the year Fr Joe joined us and we look forward to his leadership in the Chaplaincy in 2019.

In 2018, the Chaplaincy continued to work on a national level in the areas of outreach visiting members of the Deaf Community in their homes, hospitals etc. Outreach visits also included engaging with agencies providing services for the Deaf Community such as the prison service and third level colleges.

Over the year we continued to be involved in sacramental services ensuring that members of the Deaf Community particularly in rural areas were able to be involved in the sacraments in their local community. These events include funerals, weddings, Christmas masses, sacramental events such as communions and confirmations and weekly masses. As part of our work we also engage and train volunteers involved in Church ministry for the Emmaus Chapel in Deaf Village Ireland.



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PASTORAL VISITS

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SCHOOL VISITS



Projects and initiatives in 2018

A video of the most common prayers said at mass was produced for the NCDP website which is a learning resource.

A pre-marriage course specifically for Deaf couples was created and run in conjunction with ACCORD. This course was run over a weekend held in Kerry and was very successful. We hope to have more of these courses available throughout 2019.

NCDP through John Patrick Doherty were involved in the annual Dublin Diocesan Pilgrimage to Lourdes from the 7th to 12th September. Deaf Pilgrims from all 32 counties attended.

A group of Irish Deaf pilgrims, led by Frankie Berry attended the first Deaf Europeans Lourdes Conference which was supported by the International Catholic Foundation.



The biggest event of the year was the World Meeting of Families (WMOF) which saw Pope Francis visit Ireland in August 2018. The NCDP team were involved with this event and advocated for greater awareness for the Deaf

Community. The National Chaplaincy worked for greater inclusion procedures within WMOF, striving for the provision of interpreters and deaf choirs. A truly spiritual journey for the Deaf community to attend the events and experience Pope Francis in the Phoenix Park. The Deaf community was delighted to have such inclusivity, and the access to ISL and experience of the Deaf choir ensured a truly blessed experience. This event would not have been successful without the work of the volunteers who were involved.

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 metre 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. Yoga classes have become very popular.
- 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.
- 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).
- Fitness assessment and Gym programme with Irish Sign Language available.
- Swimming lessons for all abilities from 5 years up.



Boys Boarding

Extra curricular activities are a key part of the wellbeing of the boarders and Julius, one of our boarders graduated from the North Atlantic Basketball Academy (NABA) for the 2nd year in a row. Johnny and Julius showed great dedication in attending training at 7am every morning. Their dedication and commitment has had a positive influence on the younger boys in the house, encouraging a healthy and active house.

Our team in boarding are a key element of our service as they carry out the role of Locus Parentus during weekdays and as such we as an organisation always encourage personal and professional development.

Marcus Conroy became the youngest Irish Deaf football player against England in a recent friendly match in England. He then received a second cap against Scotland in a friendly match in Dublin celebrating Deaf Sport Ireland's 50th Anniversary. In that game Japhet Ogu received his first cap against Scotland.

In November Angelo Bundac, Madars Kuzis, Noah Linskey, Marcus Conroy and Mikolaj Dolinska printed posters with the Guards that were posted in all Garda stations in north Dublin for Irish Sign Language awareness week.

Eoin Miller did us all proud when he passed his driving test on his very first attempt. Eoin attended driver theory classes every week and his commitment to studying and practicing paid off. Ronan McDonagh also passed his driving test.

Teens and Guards programmed has been running for the past 5 weeks with Gardai bringing students on a Garda escort to Dublin Zoo. Teenage And Guards went to Blandchardstown Garda station and were shown the cells and got fingerprinted.

In June, We said goodbye to Edward Barr and Julius as they prepare for life after school. We wish both young men the very best in their future.

A big thank you to our chef Ann and porter Sean who made delicious cakes and treats for the boys throughout the year. The boys helped Ann to bake/cook on Thursdays and JohnJoe can be seen putting his culinary skills to work.

CIDP were successful in obtaining a grant from SAGE and this money was spent on assisted technology for homework club to enhance young people's learning.

Some of the boys performed in the Helix at the Emmanuel concert. The boys take this very seriously and are very proud to be involved in the choir. It was a beautiful performance. Well done to everyone who took part.

The boys and the staff had a fundraising bag pack recently in Tesco Cabra which went very well and thanks to everyone who helped out.



Boys Boarding

Deaf sports Ireland provide a number of activities to both the boys and the girls in the boarding school.

These include basketball, swimming, GAA, youth club and yoga. These activities provide the children with opportunities to develop their social and physical needs. It allows them to develop new skills and provides them with an outlet.

Deaf Sport Ireland are always keen for feedback and are always willing to listen to the needs of the children and will source new activities, facilitators should their interests change.

Niall's story

Below is the story of Niall Ivory, one of our team leaders who not only completed a degree in Social Care but has also been published as a result – Well done Niall.



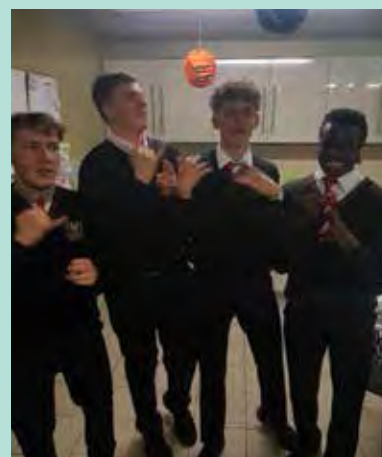
Niall Ivory

"Recently I completed a Degree course in Grangegorman TCU on Social Care, an element of which included a thesis. The topic I chose for the thesis was mental health

among Deaf children. While completing the thesis I discovered the prevalence of mental health difficulties facing Deaf children is greater than that of their hearing peers, one of the factors in mitigating this was the early acquisition of language.

On receiving a first class Honours degree, I was invited to publish an article on mental health and Deaf children in the Journal of Social Care. This was a great honour for me and is testament to the great support I received from the organisation and the staff here in St. Joseph's boarding."

St. Joseph's boarding has a strong tradition of staff progressing successfully through continuous professional development which has resulted in a highly professional and confident staff base. Indeed one staff member is about to embark on the Master's degree course in Social Care and we wish him the best of luck in this endeavor.



Girls Boarding

In April, our group of budding thespians entertained the Day Centre (for the over 55s) at the DVI with their play, *The Island*. Members of the Day Centre enjoyed the play.

The Sunflower group had a busy term, they went pizza-making at Crown Plaza in Blanchardstown and they visited St Joseph's House in June to meet the people who live there and learn Deafblind Manual.

Well done to Riema ElAli, who has been selected by the Irish Deaf Youth Association to represent Ireland in EUDY's Junior Camp in Slovakia in the summer.

Girls started the TAG programme in October and they do different activities every week with the guards to promote the relationships between the guards and the teenagers. In the photo opposite, Kate is getting her fingerprints done.

For our Christmas activities, some of us went ice skating and some of us went pottery painting. Fun was had by all. Before we went home for our Christmas holiday, we had a lovely Christmas dinner and exchanged presents.

Florence Galbraith has done some great work in her Cake Decoration class and Emma Farrell has really enjoyed taking part in the photography class, both run by Irish Deaf Society.

We have a new activity here at St. Mary's boarding house, we started doing yoga with Stacey O'Sullivan and the boarders are really enjoying it.



We said farewell to Leina, Orla, and Angel as they leave the boarding house. Well done to Angel, Leina, and Orla on their graduation. Angel is off to do a hairdressing course at Crumlin College, Leina is doing a sports course at Inchicore College and Orla will be attending Festina Lente in Bray to do a horse grooming course. But firstly, Leina will be travelling around Ireland in the summer, Angel is going on a holiday and enjoying her break before studying starts again and Orla will be attending a wedding in Spain. Leina described her time at the boarding house as enjoyable and good, she enjoyed the variety of activities we have here, especially Zumba and basketball. Leina said she learnt a lot about life skills whilst being at the boarding house, especially being independent. Angel said she enjoyed the support she received from staff, especially from the teachers at Homework Club at school. She described her time at the boarding house as memorable and a lot of fun! Orla enjoyed being around her friends at the boarding house, chatting away and socialising and she said she had a lot of fun too during her time here.



Boarders Stories



My name is Emma and I have been in the boarders for five years. When I first came to the boarders I was in 2nd year and I was a bit nervous because I haven't done this before. After a while, I started to feel more comfortable and I thought it was good after all because everyone was so nice and I got to spend time with my friends here. The staff always organised fun events like family days, and Christmas parties which were fun.

The staff are lovely and friendly here, and it is a great environment for deaf girls. I really enjoyed my time here. I made lots of memories and I'm going to miss the place and the staff.

Emma Farrell



Hello, my name is Caoimhe, I'm 13 years of age. I'm going to be writing about being deaf and boarders. First I'm talking about being deaf. When my family found out I was deaf it was a shock, scary and emotional time for them and for me. We had a lot of ups and downs, but got through it all. I was 5-6 when I got my first pair of hearing aids. I found them weird, I didn't like them, then I got used to them after a while.

When I first went back to my old hearing school, lots of people laughed at me, mocked and bullied me. It was hard. I used to hate myself for being deaf. I finally got used to it, eventually I loved being deaf. I learned sign language when I was around 7 or 8. I found it hard at first but then found it really cool and fun. My mom did some research and found the deaf school. She brought me up to visit everyone and see what it was like. We went to see boarders, after a few months we enrolled into the deaf primary "St. Mary's" school. I was very shy and quiet, I was also not used to so many deaf people around me. I got on with everyone and became more confident bit by bit each day. When I first came to boarders I remember feeling home sick. After about an hour I was playing with all the girls, we had lots of fun. In boarders I have had lots of memories. Growing up in the deaf community is fun and different for me. Each day I learn something new about the deaf culture and whatnot. I've had lots of struggles but I overcame them, my social skills have improved since I arrived here in boarders. The boarders and school has taught me how to be proud of my deaf identity.

Caoimhe



Hi my name is Florence Galbraith.

I started boarders when I was 7 years of age when I was in 1st Year. Because I have no friend in my area so I want to sleep in boarders. I meet different staff. They are so lovely, funny kind and friendly when I see them.

I always love to talk with girls that are my favourite in boarding. I learn new things for the future. I had lots of good memories but some bad memories but I had fun here. It's sad for me because I am leaving school and boarders. I'm gonna miss all staff and girls.

Florence Galbraith

Boarders Stories

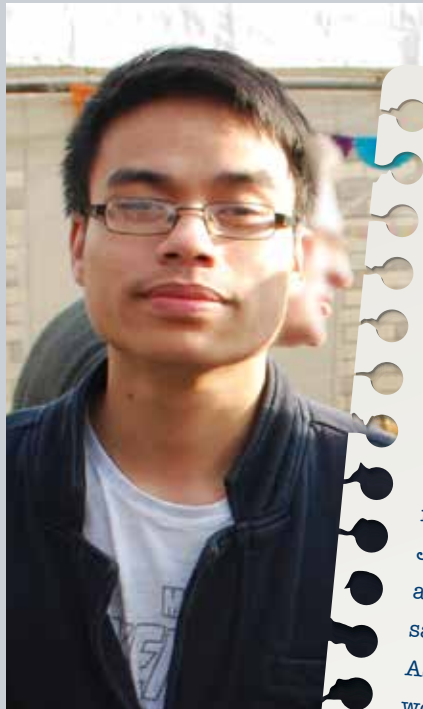


Hi my name is Nyi Nyi Cooper. I am one of the new boys in St. Josephs boarding house and I want to talk about my experience and changes for me in the boarding.

Before I joined St. Josephs boarding, I always went to bed late and I was always tired during school time. When getting up in the morning, I woke up between 6 and 7am and I only had 30 minutes to get ready for my bus at 7.30am. I didn't have time to eat breakfast in the last 4 years. Since I joined boarders there were lots of changes. The main thing that changed for me is having more time in the mornings. I get up at 8am. I have time now to get ready and most importantly lots of time for breakfast.

I am not in such a rush and when I arrive in school I am a bit more relaxed to start my day. There's also homework club after school, there are sport activities and youth club.

Nyi Nyi Cooper



Hi my name is Eoin Miller, I remember I came to boarder I was first here every Thursday for few weeks I remember boss Ashling I was small, she was tall. I am very happy to board I like it, I'm very proud of friends staff and other St. Marys staff.

After my leaving I give up boarding which makes me happy I have freedom. I want to say thanks to all St. Josephs and St. Marys staff I really appreciate it, I'm really pleased and safe. I want to say special thanks to Ashling Donegan and Lisa and my last word, I'm still classified.

Eoin Miller



My name is Matthew Visser and I used to go to mainstream school, I recently changed school just last month and moved to Holy Family and it was quite the experience.

I decided to move school because I found the previous school to be lonely because I didn't have a lot of friends. I felt isolated. Moving schools changed that fact and I am grateful I made the right choice. I am from Waterford which means I have to live in the boarders which is an exciting change to my old everyday life where I almost did nothing every time I come home from School except for few chores here and there.

Being in the boarders made me physically active since there are lots of sports to do after school and in the DVI.

Matthew Visser

Boarders Stories



I had a great time here, it's the best most experiencing years of my life and I also had some rough times. I made a few friends here. I will miss all the small little things from here, all the small moments. I will miss the staff and the bosses here.

I want to say a big thank you to Niall, boss Ashling, Eileen, PJ, Dave, Mary, Ros, Lisa and if I forgot anyone I'm deeply sorry, I'm tired.

Special thank you to Ann for making us food over the years and dealing with me being picky in my food.

I went to Spring camp before I came to boarding, I met three lads and they went to my boarding as well, now we have grown up, matured, fought together and for one another. We've grown and developed into mature adults.

I want to finish on a quote...

'Beginnings are usually scary, endings are usually sad, but its everything in between that makes it all worth living.' – Bob Marley

Bye, bye, bye...

Dean Kelly

I like the junior house because you make friends and the staff are very friendly. When you are feeling down the staff and boarders are there for each other and there are many other reasons I like this boarder but these are the main ones.

Marcus

I like the junior house because I can make friends and communicate. The staff are there if anything that can support, making my friend happy, laugh all together. I had so much fun being in the junior house.

MJ

I like to be at social club with boys and watching Netflix with everyone. I also enjoyed going on a trip.

Noah



St Joseph's House for Adult Deaf and Deafblind

St Joseph's House has been a hive of activity throughout 2018 as Residents prepare to move into the community in line with the *Time To Move On* Policy. While this has been a focus for both staff and Residents normal life has been going on with regard to day to day activities.

As always, holidays were an important part of the year, this year, holidays were in various counties around Ireland including Cork and Wexford, a good time was had by all and we are now planning 2019 holidays.

Fr. Gerard said his final mass in St Joseph's House followed by a presentation and party. Although this was tinged with a touch of sadness, all staff and Residents enjoyed the occasion and gave Fr. Gerard our best wishes in his new appointment.

St Joseph's House is at full capacity and as part of transitioning, a major program of staff training has taken place: staff have engaged well with the training and are looking forward to putting it into action now.

10
service users accessing
further education and
training in IDS

In preparation for moving, Residents have taken part in many classes such as cookery and have access to new facilities to cook for themselves if they wish and with support available to them if required and requested. The installation of new laundry facilities means that Residents are also able to do their own laundry should they wish. The introduction of both the cooking and the laundry options form part of a conscious and deliberate move away from the older model of care, which saw services being provided in these areas, towards the new support model which favours supporting Residents to become more independent. This option has been taken up by a few Residents at this point, as others become more familiar with this process, we would envisage a more significant uptake.

There are now 10 service users accessing further education and training in the Irish Deaf Society. The support from the IDS and their tutors has been great and everyone is enjoying their modules. The recent Healthy Eating and nutrition course has just finished with five residents gaining certification from the HSE accredited course.



Peter Flood accepted two Apple Macs from Trinity College on behalf of the house. We are very grateful to Central Deaf Study, Trinity college for providing us with the computers which are now available for residents and staff to utilise.

Thanks to our volunteer Finola Newton for her continuous kindness and companionship to everyone in St Joseph's House. Finola is completing her Irish Sign Language Level 4 course to enhance her communication skills with individuals.

Thanks to all the students who will be doing their work experience here from several colleges around Dublin. We hope it is an enjoyable experience.

Thanks to Marie Redmond and her friends from the Old Conna Golf Club who donated €1,141 and everyone else who so generously provided donations.

Transition Project Update

We are delighted to advise that five of our service users have secured homes which meet their housing profile criteria. The accommodation we have been offered so far has been of an exceptionally high standard and so accessible from a functional point of view. There is now a transition programme for each person in place to ensure they are fully supported during the transition process.

CIDP has invested heavily in training this year to ensure staff are supported through the transition period and that they are equipped to support service users in their own homes in the community. The model is changing to a more person centred support model to empower service users to make decisions about their lives with support from CIDP where required.

We are continuing to collaborate with other organisations and a three day event took place in 2018 with David Pitonyak (an experienced practitioner). David focuses on the importance of belonging and how loneliness is the greatest disability to a person and how we can address this. The event was held in partnership with St Margaret's, Sunbeam House services and Dara Community Living all working together in collaboration. The event focused on person centeredness and how to change from a traditional organisation to a more person centred service in the community.

We continue every week with positive forms of engagement and promoting our model of self-directed community living. Our staff, partners and support organisations are working with families and supporters to ensure a smooth transition for each service user.

We were thrilled that St Joseph's House was shortlisted for the National PMI (Project Management Institute) awards under the category social good – Community. Although we didn't scoop the award it was an excellent achievement to get this far and the house celebrated the achievement with afternoon tea.

The Journey to Community Living

2018 as we have said has been a period of major change for St Josephs House for both residents and staff. We are moving from a centralised model of care to a community living model where we are working with our service users to ensure they have the opportunities to live a full life in the same way as any one of us would expect.

This was a major challenge for everyone and below and overleaf are a couple of case studies that shows just how this journey has impacted on both service users and employees.

Interview with Geraldine Gallagher, Director of Care and Linda Tierney, Service Transformation Manager

The Journey through St Joseph's Transition Process

What did you first think when CIDP made the commitment to follow the HSE's strategy around decongregation (*Time to Move On*)?

Geraldine: When the *Time To Move On* Strategy was first published, it was met, quite naturally with some degree of apprehension by residents, families and indeed staff and management: many thought that this policy would neither be suitable for, nor in the best interests of, the residents of St Joseph's House. Under the model of service based care for many decades, this was a cause of some concern to me.

After some time we took the plunge and began to research into both the theories and actual practices which were behind the new support model upon which the strategy was based, as a result, I began to appreciate how this could change the model of support to residents and also how it could help residents to grow, while exploring the limits of their own skills and independence; however I still had reservations about the applicability of this model and strategy to the Residents of St Joseph's House.

Linda: I had a very similar reaction to Geraldine in relation to the *Time to Move On* Policy. I always respected and thought the policy was a great for people in other services but always felt St Joseph's House was such a unique setting that it could not apply to us. After further discussion and commencing college, I slowly realised that the policy may in fact apply to us and was definitely worth exploring further.

What changed your mind?

Geraldine: To gain real practical insight into how it could work in a real situation with real people, we embarked on a two part journey: we initiated a comprehensive programme of staff training in many areas which was designed to equip staff with the attitudes, knowledge and skills which would be required to support residents through the up and coming changes. The second part of the journey saw the management team meeting with staff from other facilities who had undertaken the Transitioning programme and were at various stages along the journey.

My concerns were eased to some extent by seeing how successful the Transition programmes had been in other areas, however, I still had some concerns as to how effective and applicable the process would be to the St Joseph's House residents themselves.

So, it was with some trepidation and concern that, following a major training and organising process, we initiated the St Joseph's House Transition Programme with the first group of residents. As each training session progressed and the abilities of each resident became more apparent, it became clear to myself and the other members of staff involved that residents could, in fact, take advantage of this opportunity in the same manner as I had observed in other places.



Geraldine Gallagher

Linda: Whilst in college I had the opportunity to meet several other Social Care Professionals who were supporting people with a variety of needs, in listening to the tremendous work that was being carried out by staff who were supporting people to take on new experiences, make decisions about their life, it really inspired me to be more open-minded for the people who lived in St Joseph's House.

I began to realise that the environment we had created in St Joseph's House, while it was caring and safe, needed to change to give the people who live here the opportunities to explore and develop a self-directed life in a community of their choosing.

As we embarked on our research and met with other organisations, I realised that we were being given the opportunity to change the model, while enhancing the lives of the people in St Joseph's House.

How do you feel now and are people benefiting?

Geraldine: As I watched the first group of residents progress through their journey with a growing confidence in themselves and their abilities, my concerns began to be replaced with not only belief in the possibilities which were opening up for them, but also expanded my own viewpoint to think of other residents and the opportunities that living in the community would bring them; I began to see the possibilities for each resident and I became more convinced that this was the right way forward. Looking at things from a different

Interview with Geraldine Gallagher and Linda Tierney (continued)



Linda Tierney

perspective of what the residents could do for themselves, rather than what we did for them, highlighted to me the limitations which had unconsciously been placed on residents by being a member of a community living under the same roof; this was a difficult concept to accept as I had always viewed St Joseph's House as a caring, safe and worry free environment, where residents were the centre of all decisions and everything was done in their best interest.

However, in watching residents discover or rediscover their own abilities and develop new skills and attitudes, I believe that, whilst, it is the case that everything we did under the old care model of service was always done in the best interests of the resident and was designed to create a safe and secure community, it also, in many cases meant that, residents developed a degree of dependency which limited their own reach and ability to be as independent as possible and lead the life they were able to: in my view, based on the remarkable progress I have witnessed as residents have moved through the Transition Programme, this programme and model of support, offers the maximum degree of independence possible to enable residents to live their own life. As such it is a programme

which I personally, having seen its success, am fully supportive of as the best way forward for residents.

Linda: Having been the Care Manager for seven years, it was a major leap for me to take on the role as Service Transformation Manager. It has been a fantastic experience for me personally to see the transformation in each individual who has had the opportunity to receive the dedicated support from our Discovery Co-Ordinators. I had always thought I knew each individual really well, however being part of this process has taught me that anything is possible if the personalised support is in place. The limitations do not come from the individuals themselves, but from being part of a residential service. The Discovery process has shown me that each person is capable of living a fuller and more fulfilling life, if given the supports they require.

I am also delighted, but not surprised, that the wider team have embraced the process, as they too have contributed and supported each person on their journey. I personally am very grateful for the opportunity and for all the support from staff and external professionals who have shared their knowledge and experience this far, we would not be as far along the journey without all this support.

I am excited for the future and each individual who will, as a result of the policy have the opportunity to live a fuller life within the Community.

A service users experience

CIDP is in the process of transitioning people from St Joseph's House to the Community and supporting people to have a better quality of life by leading self-directed lives.

Nigel Metcalf is the first person to move from St Joseph's House, he has kindly shared a snapshot of his journey from living in St Joseph's House and preparing for his move to the community in June 2019.

"I moved to SJH in 2012, due to my vision deteriorating and my parents aging. I come from a big family and they are so important in my life. I found this move difficult, living with people I did not know and I found this very stressful.

During my time in SJH I learnt many things and I developed my Irish Sign Language and also how to read Braille. Over the years, I have had ups and downs and when the news of transition was discussed I was very keen. My family and staff met and we planned a trip away to see the rest of my family in New Zealand and OZ as I had expressed I really wanted to move out and get a place of my own. It was a great opportunity for me to travel and have a few months break from SJH. I sent in my housing application to the council just before I left and I kept in touch with Michael, my Discovery Coordinator to keep track of my application. In December 2018 I got the news that there was a suitable property for me to view and process my application. In



February 2019 I signed my tenancy agreement, it was a great day and I got to share it with my sister Sheila and Michael.

I have started working towards moving into my own home and recruiting the staff who will support me. I love reading about history, specifically Irish history, geography, and current affairs. I recently just finished a college course at Irish Deaf Society and I hope to study more in the future. I am looking forward to planning my life with my support staff around my interests and having new experiences.

I have the keys to my home and I have been working to put my own stamp on it by visiting each week. I never knew how many things I needed to do to set up my new home. St Joseph's have been very supportive to me during this journey. I can't wait to move in. I've been dreaming of this, and it's finally happening. I've waited a long time for this. I'll keep you posted on my journey."

Consolidated Statement of Financial Activities

for the financial year ended 31 December 2018

Catholic Institute for Deaf People including NDVSLC

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

	2018 Unrestricted Funds €	2018 Restricted Funds €	2018 Total Funds €	2017 Total Funds €
Income				
Charitable activities	-	4,867,452	4,867,452	4,798,152
Donations and legacies	-	144,040	144,040	216,350
Other trading activities	1,480,475	-	1,480,475	1,407,928
Other income	729,559	-	729,559	2,756
Total income	2,210,034	5,011,492	7,221,526	6,425,186
Expenditure				
Charitable activities	247,414	5,489,536	5,736,950	5,721,859
Other expenses	1,301,835	31,857	1,333,692	1,504,669
Total expenditure	1,549,249	5,521,393	7,070,642	7,226,528
Net surplus/(expenditure)	660,785	(509,901)	150,884	(801,342)
Other comprehensive income	-	-	-	-
	660,785	(509,901)	150,884	(801,342)

All amounts relate to continuing operations.

Consolidated Balance Sheet

for the financial year ended 31 December 2018

Catholic Institute for Deaf People

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

	2018 €	2017 €
Fixed assets		
Tangible assets	12,792,299	13,144,148
Current assets		
Stock	-	7,951
Debtors: amounts falling due within one year	490,390	423,748
Cash and cash equivalents	1,804,070	1,119,927
	<hr/> 2,294,460	<hr/> 1,551,626
Current liabilities		
Creditors: amounts falling due within one year	(939,056)	(698,955)
	<hr/>	<hr/>
Net current assets	1,355,404	852,671
	<hr/>	<hr/>
Total assets less current liabilities	14,147,703	13,996,819
	<hr/>	<hr/>
Funds		
Unrestricted funds	13,139,049	12,946,443
Restricted funds	385,069	426,791
Revaluation reserves	623,585	623,585
	<hr/>	<hr/>
Total funds	14,147,703	13,996,819
	<hr/>	<hr/>

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

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2018

Catholic Institute for Deaf People

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

	2018 €	2017 €
Cash flows from operating activities		
Net surplus/(expenditure)	150,884	(801,342)
Gain on sale of tangible assets	(728,091)	-
Depreciation	359,495	360,779
Decrease in stocks	7,951	1,694
Increase in debtors	(66,642)	(100,434)
Increase/(decrease) in creditors	240,100	(59,606)
Net cash used in operating activities	(36,303)	(598,909)
Cash flows from investing activities		
Proceeds from sale of tangible assets	756,891	-
Acquisition of tangible assets	(36,445)	(218,531)
Net cash generated/(used in) from investing activities	720,446	(218,531)
Net increase/(decrease) in cash and cash equivalents	684,143	(817,440)
Cash and cash equivalents at beginning of financial year	1,119,927	1,937,367
Cash and cash equivalents at end of financial year	1,804,070	1,119,927
Cash and cash equivalents end of financial year comprises:		
Cash at bank and in hand	1,804,070	1,119,927
Bank overdrafts	-	(7,642)
Cash and cash equivalents at end of financial year	1,804,070	1,112,285

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

Accounting Policies

1.1 Basis of preparation

(a) *Statement of compliance with the Financial Reporting Standards*

The financial statements have been prepared in accordance with Financial Reporting Standard 102 (FRS 102), the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and Irish statute comprising of the Companies Act 2014 and Companies (Accounting) Act 2017.

The group meets the definition of public benefit entity under FRS 102.

In preparing the financial statements, the charity has adopted the guidelines of Statements of Recommended Practice (SORP): Accounting and Reporting for Charities, 2014 FRS 102.

The financial statements are prepared on the going concern basis.

(b) *Functional and presentation currency*

The consolidated financial statements are presented in Euro (€), the group's functional and presentation currency, and all values represent absolute amounts except when otherwise indicated.

(c) *Presentation of consolidated financial statements*

The consolidated financial statements consolidate the financial statements of parent company and all its subsidiary undertakings drawn up to 31 December each year.

The parent company has taken advantage of Section 304 of the Companies Act 2014 and has not included its own Statement of financial activities in these financial statements. The parent company's net movement in total funds for the year totalled to €657,601 increase (2017: €466,804 decrease).

1.2 Going concern

After reviewing the group's forecast and projections, the trustees have a reasonable expectation that the group has adequate resources to continue in operational existence for the foreseeable future. The group therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Fund accounting

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed.

1.4 Recognition of income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

1.5 Recognition of expense

Expenditure is analysed between raising funds, charitable activities and other expenses.

1.6 Allocation of costs

Support cost are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the group's programmes and activities. These costs have been allocated between expenditure on charitable activities and other expenses.

1.7 Tangible assets

Freehold properties are measured at revaluation model, being its fair value at date of revaluation less subsequent accumulated depreciation and any impairment losses. All other tangible fixed assets are measured at cost model.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold properties	2%
Fixtures, fittings and equipment	15%
Motor vehicles	20%
Computer	33%

Gains and losses on disposal are determined by comparing the proceeds with the carrying amount and are recognised within the statement of financial activities.

1.8 Provisions for liabilities

Provisions are recognised when the group has a present obligation (legal or constructive) as a result of a past event, it is probable that the group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

1.9 Government Grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the group will comply with the conditions attaching to them and the grants will be received.

1.10 Investment Policy

As an organisation, CIDP has no significant funds that would determine the need for an Investment policy. To date any sales proceeds from asset sales has been to support delivery of our strategic objectives or supplement delivery of services.

2. Income from charitable activities

	2018 Unrestricted Funds €	2018 Restricted Funds €	2018 Total Funds €	2017 Unrestricted Funds €	2017 Restricted Funds €	2017 Total Funds €
Government grants	-	4,589,277	4,589,277	-	4,585,452	4,585,452
Residents contributions	-	278,175	278,175	-	212,700	212,700
	-	4,867,452	4,867,452	-	4,798,152	4,798,152

The group receives grants from Health Service Executive and Department of Education.

3. Income from donations

	2018 Unrestricted Funds €	2018 Restricted Funds €	2018 Total Funds €	2017 Unrestricted Funds €	2017 Restricted Funds €	2017 Total Funds €
Donations	-	144,040	144,040	-	216,350	216,350
	-	144,040	144,040	-	216,350	216,350

Accounting Policies

4. Income from other trading activities

	2018 Unrestricted Funds €	2018 Restricted Funds €	2018 Total Funds €	2017 Unrestricted Funds €	2017 Restricted Funds €	2017 Total Funds €
Leisure	1,203,414	-	1,203,414	1,174,008	-	1,174,008
Rental income	277,061	-	277,061	233,920	-	233,920
	1,480,475	-	1,480,475	1,407,928	-	1,407,928

5. Other income

	2018 Unrestricted Funds €	2018 Restricted Funds €	2018 Total Funds €	2017 Unrestricted Funds €	2017 Restricted Funds €	2017 Total Funds €
Profit on disposal of fixed assets	728,091	-	728,091	-	-	-
Miscellaneous	1,468	-	1,468	2,756	-	2,756
	729,559	-	729,559	2,756	-	2,756

The surplus in 2018 is mainly due to the profit on the disposal of land situated on the Navan Road at Cabra on which a private Nursing Home is being built.

6. Employee costs

Staff costs were as follows:

	2018 €	2017 €
Wages and salaries	4,195,108	4,127,015
Social security costs	450,401	442,174
Staff pension costs	111,179	115,491
	4,756,688	4,684,680

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

2018	2017
148	151

The number of employees whose emoluments, excluding pension contribution but including benefits in kind, was in excess of €70,000 was as follows:

	2018 No	2017 No
€70,000 to €80,000	1	1
€80,001 to €90,000	-	1
€90,001 to €100,000	1	-
In excess of €100,000	-	-

7. Employee benefits

The group operates a defined contribution plan for its employees. The contributions recognized in respect of defined contribution plans are expensed as they fall due. Liabilities and assets may be recognized if underpayment or prepayment has occurred and are included in current liabilities or current assets as they are normally of a short-term nature.

During the year, an amount of €111,179 (2017: €115,491) was charged to consolidated statement of financial activities. The closing balance on the accrual at 31 December 2018 is €39,266 (2017: €16,852) and is included within other creditors in creditors.

There was no expenses of trustees reimbursed during the year (2017: €NIL).

No trustees received any remuneration during the financial year (2017: €NIL).

8. Analysis of fund movement

	Fund brought forward €	Income €	Expense €	Transfer between funds €	Fund carried forward €
Unrestricted	12,946,443	2,210,034	(1,549,249)	(468,179)	13,139,049
Restricted – other	-	5,011,492	(5,479,671)	468,179	-
Restricted fund – Esther Foy	426,791	-	(41,722)	-	385,069
Revaluation reserves	623,585	-	-	-	623,585
	13,996,819	7,221,526	(7,070,642)	-	14,147,703

Reserves policy

The group's policy is to maintain unrestricted reserves at a level which ensures the stability and long-term viability of the organisation, to ensure protection from fluctuations in income, and to allow immediate and efficient response to urgent needs which may arise subject to the group's objectives.

Restricted funds represent grant income and donations received which are subject to conditions imposed by the donors or grant making institutions. They are not available for the general purposes of the group.

In line with this policy in 2018, the group released €468,179 to its grant funding. The unrestricted funds at 31 December 2018 amounted to €13,139,049 (2017: €12,946,443). The restricted funds at 31 December 2018 amounted to €385,069 (2017: €426,791).

Donors



On Sunday 3rd of June 2018, the staff, parents, kids and family friends did the VHI Mini Marathon to raise money for the Boarding and St Joseph's House. CIDP would like to say we greatly appreciate those who participated in the Mini Marathon and those who sponsored the runners. We look forward to doing it again next year and hope our numbers will grow. Well done everyone. The money will go towards Boarding and Adult services.



St Josephs House received a grant of €250 to support delivery of exercise classes such as Tai Chi as well as the purchase of resistance bands and balance boards which will help their physical activity.



Thank you to the Hospital Saturday Fund for awarding us with a grant of €11,120 to support people prepare for transitioning. We have been able to put in support aids to assist people more in the community. We have also been able to access training, which will enhance the quality of support for individuals in areas such as Mental Health and Dementia.

Aer Lingus

On May 25th 2018, one hundred and ten volunteers from Aer Lingus came to our school. In one day they built a sensory garden and a greenhouse. All the students and staff from our school got involved. We all worked really hard and we got beautiful results. We really enjoyed the day. We have a beautiful play area in our school to enjoy. It includes an assault course, football pitch and pitch & putt. Holy family school is really grateful to Difference Days and Aer Lingus for our wonderful play area. Also for the work done in the Boys Boarding garden.

How you can support our work



www.idonate.ie/cidp

We are primarily funded by the HSE for the delivery of our board and adult residential services. However, we are continually trying to create more opportunities for Deaf people both young and old; of school leaving age and post school. To do this we rely on our own funds and any grants, bequest or donations we might receive.



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



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.

Facts and Figures



11,391

PEOPLE VISITED
OUR WEBSITE



@CIDP1845

JOINED TWITTER
IN FEBRUARY 2018

68,111

TWEETS VIEWED



1,251

SERVICES
PROVIDED



5

NEW ROLES

82%

IRELAND

13%

UNITED KINGDOM

5%

REST OF THE WORLD



123

STAFF IN 39
DIFFERENT ROLES

Registered Office Deaf Village Ireland Ratoath Road Cabra Dublin 7	Bank Bank Of Ireland 6 Lower O'Connell Street Dublin 1
Company Registration Office Number (CRO) 197899	Auditors Grant Thornton
Revenue Commission Number (CHY) 1394	Solicitors Mullany Walsh Maxwells
Registered Charity Number (RCN) 20002138	Type of Organisation Company Limited by Guarantee



Catholic institute for the Deaf
Deaf Village Ireland, Cabra
Ratoath Road, Dublin 7

Charity No: CHY 1394
Reg. Charity No: 20002138

Phone: 01 830 0522
Skype: CIDP ADMIN

Email: info@cidp.ie
Website: www.cidp.ie