



2019 Annual Report

A Year in Review



As a section 39 organisation we received €5,010,186m from the Health Service Executive that enabled us to deliver residential and boarding services to service users from across the country.



Registered Office

Deaf Village Ireland, Ratoath Road,
Cabra, Dublin 7

Company Registration Office Number
(CRO) 197899

Revenue Commission Number
(CHY) 1394

Registered Charity Number
(RCN) 20002138

Bank

Bank of Ireland
6 Lower O'Connell Street, Dublin 1

Auditors

Grant Thornton

Solicitors

Mullany Walsh Maxwells

Type of Organisation

Company Limited by Guarantee

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The Catholic Institute for Deaf People ('CIDP' or the parent company) was established as a charitable institution in 1845. In 1997, the CIDP assumed the role of trusteeship of St Joseph's Residence, St Mary's Residence and St Joseph's House for Adult Deaf and Adult Deafblind. In 2011, The National Deaf Village Sports and Leisure Company Limited was incorporated as a subsidiary of CIDP.

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A Message from the Chairperson

I am delighted, once again, to be associated with the production of this annual report, and hope all our readers enjoy its contents. It provides an excellent insight into CIDP's many activities, but, more importantly, it illustrates the emphasis we place on making a difference in the lives of all our service users in everything we do. As I write this message, we are well into 2020 and are coming through a very tough period of lockdown due to COVID-19. This has been very hard on everyone in CIDP, in Deaf Village Ireland and indeed right across society. I would like to acknowledge the huge effort made by our service users, their families and all our staff to ensure St Joseph's House has stayed COVID-free. Our boarders have had to sacrifice much of their school year, but have been supported by staff from St Mary's and St Joseph's residences to maintain networks over recent months. Central office and chaplaincy staff have worked from home as far as possible, and I thank everyone for their solid contribution to our safety, well-being and productivity at a time of great stress, anxiety and indeed loss for many.

Early in 2019, we completed the external evaluation of our Board performance, which I had mentioned in our 2018 Annual Report. While this acknowledged the strengths we have, we continued throughout 2019 to implement its recommendations as well as to prepare for more rigorous demonstration of good governance practices through compliance from 2020 with the Charity Regulator's new Code of Governance. The Board was especially pleased that staff grasped an opportunity to embed good governance within the organisation, and the initiative to develop an induction training video, in ISL and English, was shortlisted in a highly competitive field for a Governance Initiative Award in 2019. Our control environment was strengthened by the appointment of a Data Protection Officer, and the recruitment of a new Internal Audit function. At the end of 2019, two new Board appointments (Rosemary Grant and Andrew Fagan) were made with effect from January 2020, and a further two new appointments, of Dominic McGreal and John Cleere, were made in early 2020, significantly expanding the skills and diversity around the board table.

I thank my Board colleagues for all their commitment to CIDP at Board and Committee levels and appreciate too the generosity of external Committee members who add a

further dimension of independent rigour to our deliberations and decision-making. We all rely on the able delivery of our executive under the dedicated leadership of Keith Adams, whose direction, guidance, and support are exceptional. Keith's message here, and the following pages, illustrate well the breadth of our activity in 2019. There were many positives: terrific to see our first residents move from St Joseph's House to the homes of their choice in the community; lovely to welcome Fr Paddy Boyle, who Chairs the Board of Management of Holy Family School for the Deaf, as new Chaplain; great to open our new third-level student accommodation for Deaf students, with the support of the Esther Foy bequest and named for this generous benefactor; very satisfying to work with DCU in supporting the new B.Ed ISL; very promising to see our newly appointed Head of Care begin work towards the ultimate amalgamation of the boarding residences for boys and girls.

Throughout the year we continued to work closely with the DVI Board towards the transfer of control of our subsidiary company, National Deaf Village Sports and Leisure Company (NDVSLC), to DVI. Unfortunately, the steady progress towards this objective was interrupted in November 2019, when an accidental fire in the boiler room caused the temporary closure of the leisure facilities with substantial repair work to be addressed in consultation with our insurers. The recovery from this business interruption was underway when the COVID crisis caused further and longer business closure with very real financial impacts in the short-term. With dedicated management, this important asset will thrive again, and as a step towards future control, DVI has been invited to take up two places on the Board of NDVSLC.

We are celebrating all the successes of 2019 in the much-changed environment of 2020, but we are doing so as a resilient organisation which has carefully built its strength and capability across all levels of its operation. We can look forward with confidence, adapting our services and our organisation to the world we live in, to support our service users as far as possible in achieving their aspirations and life choices.

Geraldine Tallon



A Message from the CEO

Welcome to our fourth Annual Report that sets out the work that CIDP does across all of its services and I hope that you enjoy the content which covers not only the necessary tasks of financial reporting and demonstration of good governance but which also highlights the good work that the wider team in CIDP do day in day out. These services are broad-reaching providing the following core services:

- Residential services for our residents in both St Josephs House and the community;
- Boarding services for the girls & boys who board with us weekdays;
- Outreach services to the wider Deaf & Hard-of-Hearing community across Ireland through the National Chaplaincy for Deaf.

2019 brought further change for CIDP with new initiatives being launched. We were delighted to open our newly refurbished Esther Foy House which has been established as an accommodation centre for Deaf/HoH third-level students or indeed students studying in the Deaf field. Staying in the education space we also saw the realisation of a partnership with DCU whereby we used part of the Esther Foy bequest to support the new B.Ed. ISL by providing scholarships in partnership with Folens to support the four students who are starting on this pilot programme. More details of both can be found later in the report.

2019 also saw us move to the next stage on our journey to decongregating our residents out of St Josephs House and into the community to a residence of the individuals choice. We had our first five people move and in this report, you can read some of their stories and the value and quality of life this has given them. I cannot thank enough the project team and wider management and staff in St Josephs house for all the hard work and effort that has gone into ensuring we are delivering a better quality of life for all.

Another significant change initiative that took place in 2019 was the drive towards a more cohesive boarding structure with further work going into the amalgamation of St Josephs boarding for boys and St Marys boarding for girls. This culminated in the appointment of a new Head of care for the

combined boarding and again you can read more details on this project and see some of the outcomes from boarding in this report.

Having spent the last few years putting measures in place to ensure better governance a natural next step was to review our strategy as the current strategic plan was coming to an end in 2020. A lot of work went into this during 2019 and at the time of writing, we are nearing the end of this process and looking forward to launching a new strategy which will set out a clear path for the future direction of CIDP. These are exciting times for CIDP. We are moving forward at a rapid pace of change enhancing our service model across all areas of our business, however, this has not been without its challenges the biggest one being funding. We are in active dialogue with the HSE around sustainable funding for our decongregation project but we also realise the need to be more self-sufficient and have been actively looking at how we can develop a stronger income stream. To assist with this the board and I agreed that we needed to look at our identity and Brand and with the support of the President of the company, we have embarked on a journey to explore the opportunities around a new brand/identity with the expectation that we will have this in place in 2020.

In closing, I would like to thank all the teams across the organisation for their ongoing hard work and high levels of professionalism in providing care and support to our resident, boarders and the wider Deaf community. We have many challenges ahead but I am confident that the teams are prepared and able for the challenges ahead and together we will continue to enhance the services we offer.

I hope you enjoy the contents of this report and a final thank you to Alan Smyth who as usual has the task of keeping us all focused on preparing the material for the report.

Keith Adams



About Us

CIDP is diverse and with our dedicated staff, we provide services to all ages from school to adult accommodation. Our services are derived from our mission and goals as set out here.

CIDP

The Catholic Institute for Deaf People ('CIDP' or the parent company) was established as a charitable institution in 1845. In 1997, the CIDP assumed the role of trusteeship of St Joseph's Residence, St Mary's Residence and St Joseph's House for Adult Deaf and Adult Deafblind. In 2011, The National Deaf Village Sports and Leisure Company Limited was incorporated as a subsidiary of CIDP.



OUR PURPOSE

Engage in service to Deaf people, those profoundly Deaf & Hard-of-Hearing in Ireland.

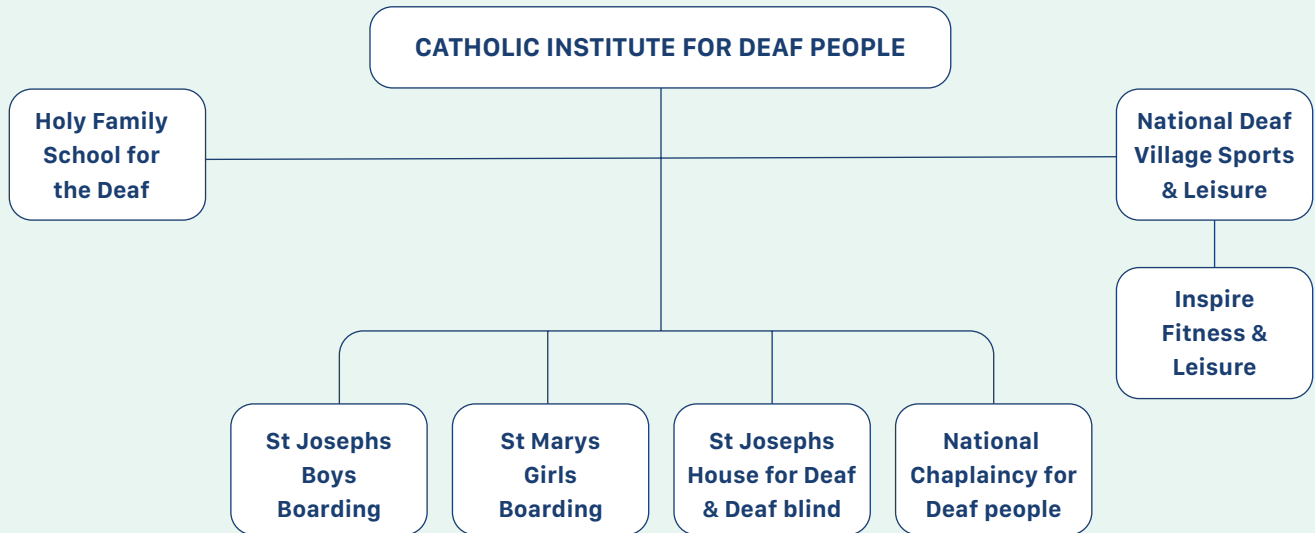
Endow, foster, promote, support, operate, manage and assist the establishment, carrying on, or maintenance of schools for the education of Deaf & Hard-of-Hearing (D&HoH) children. These education services and associated boarding facilities provide a framework for better education and preparation for life after school.

Provide residential accommodation for the care of Deaf and Deafblind adults. This residential care is provided to 27 Deaf and Deafblind adults in St Joseph's House. In addition we support 5 people to live independently in the community in their own homes. CIDP continues to drive an agenda of improving the lives of individuals in residential settings by working with each person still in St Joseph's House to find them appropriate accommodation in the community where they can lead more self-directed lives with support from CIDP.

Ensure fruitful continuity of the National Chaplaincy for Deaf People, being the body providing pastoral and religious support to Deaf people. These chaplaincy services also provide pastoral and religious support to the wider Deaf community across all 32 counties of Ireland.

Provide sports and leisure facilities to the Deaf and wider community in Cabra, through our subsidiary company's trading arm known as Inspire Fitness, and provide a campus to the Deaf community known as Deaf Village Ireland. The aim here is to maintain an environment, with a range of administrative, social and other facilities, where the Deaf community can come together and the model will sustain the Deaf community long-term.

Our Structure



The structure of the group entities is as follows:

- The central function is engaged in the management and administration of the group. It employs the group's Chief Executives Office, Finance, Human Resources & Governance and Property & Facilities Management.
- St Joseph's Residence and St Mary's Residence provide weekday boarding facilities and care for 55 of the children attending the school.
- St Joseph's House for Adult Deaf and Adult Deafblind provides residential care for Deaf and Deafblind adults. It is based in Brewery Road in Stillorgan. St Joseph's House now also has a community service supporting residents to move to self-directed living in their own homes.
- The National Deaf Village Sports and Leisure Company Limited ('NDVSLC') operates the sports complex and community facilities.

In all our services, 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. We aim to promote the highest professional and ethical standards and strive for excellence in all areas of activity in serving the interests of Deaf people.

5,000

Irish Sign Language is the first and/or preferred language of 5000 Deaf people in Ireland and approximately 40,000 people in general will communicate in ISL (family, friends, co-workers, etc).

A new Strategic Plan

CIDP's Mission, Vision, Values & Strategy

As CIDP comes to the end of the 2013-2020 Strategic Plan period, discussions are underway at board and executive levels on how best to prepare for the future while building on the many successes of the past 6 years. In 2018 CIDP's values were reviewed, as set out in the 2018 annual report, and these updated values are listed below. Our Mission and Vision continue to be relevant, but the board decided to develop the new 2020-2025 Strategic Plan and then reflect back on the Mission, Vision and Values once more to ensure they are truly aligned. Work is advancing on the

new Strategic Plan for publication in 2020. In association with this, the board also considered that the name and branding of CIDP should be reviewed to reflect in a more contemporary and balanced way the modern direction as well as the heritage of our organisation.

Following discussions and agreement with the President of the Company, Archbishop Martin, CIDP held a successful tender process, and the design work is underway with a view to a combined launch this year of our new identity, branding and strategy for the next five years.

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 & Hard-of-Hearing 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.

Looking Forward

As we look forward to 2020 we have a very challenging year ahead and one that has been made even more so due to COVID-19.

KEY PRIORITIES FOR 2020

FUNDING

Address the funding issues with the HSE and ensure we can deliver on our commitment to support service users in St Josephs House to move to the location of their choice.

ACCOMMODATION

Identify and have registered a new location for an interim HIQA designated centre for service users who have not secured housing in the community.

PANDEMIC PROTOCOLS

Work through the COVID-19 pandemic and have very clear protocols around safe working and health & wellbeing of both service users and staff across all facilities.

DEAF VILLAGE IRELAND

Drive the ongoing work to facilitate the transition of control of our subsidiary to Deaf Village Ireland.

STRATEGY & BRAND IDENTITY

Complete the work on both our new Strategy, 2020-25 and our brand/identity and launch these together.

GOVERNANCE CODE

Complete the work to ensure full alignment to the Charity Regulator's Governance Code to be in a position of readiness for January 2021.

OLDER PERSON HOUSING

Develop a strategy for older person housing that will support opportunities for housing for older Deaf people as well as create future employment opportunities in line with CIDP's commitment to creating equal employment opportunities for Deaf/HoH people.

ISL

Continue to recognise ISL as the first language of Deaf people and where possible continue to increase the ratio of Deaf to hearing staff. CIDP will work with other Deaf organisations to create appropriate learning opportunities.

THIRD-LEVEL

Build on the partnership with DCU to monitor and evaluate the B.Ed in ISL and the opportunities for students completing this programme and supporting access to teaching positions in Holy Family School.

CONTINUED AMALGAMATION

Continue to enhance the service for our young people and deliver on the actions identified in the service audit. There will be an effectiveness review undertaken to ensure the actions identified contribute to the process of amalgamating both boarding campuses, with the physical amalgamation being the last component in the project.

POLICIES AND PROCEDURES

A full review of policies and procedures to reflect the learning from our research on best in class boarding campuses.

STAFF

The staff resourcing model for the amalgamated service will be a key focus for 2020 onwards in line with the requirements of a single service with an emphasis on uniting both staff teams and introduction of a single resource model.

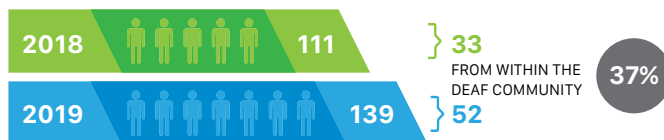
INSPIRE FITNESS

Defining a sustainable business model for Inspire is critical and all avenues are being explored to develop a recovery strategy.

Human Resources

2019 was a busy year for the HR department. In particular recruitment activity was high across the organisation. This was mainly due to the transition project in St Joseph's House and the number of support workers required to support people in their new homes in the community.

This increase in recruitment saw our core staff numbers rise from 111 in 2018 to 139 in 2019. Within that, the number of staff employed from within the Deaf Community increased from 33 to 52. This brings the percentage of the workforce from the Deaf Community to 37% of the overall staffing numbers.



Roles

There were a number of new roles created throughout the organisation. In St Joseph's House, these included a community integration coordinator to support the transition into the community and a fourth team leader who has focused on supporting staff and service users who had moved into the community.

In St Mary's Boarding campus the position of Head of Care was created and was successfully filled by Lisa Moriarty who was the Care Manager of St Mary's Boarding Campus. The roles of Care Managers were amalgamated into one care manager role.

There were also additional roles added to the finance team with a part-time accounts assistant and the maintenance team with a part-time position being successfully filled.

In CIDP we are constantly reviewing our service with the needs of the service users and boarders at the heart of what we do. During 2019 we advertised for the roles of Therapeutic Manager and Fundraising Manager.

Unfortunately, while we had a lot of interest in these roles we were unable to fill them and this is under review for 2020.

Investment in Training

CIDP continued to invest heavily in training with a training budget for 2019 of €91,139.

This training included the mandatory training that is set for both St Joseph House and boarding campus staff and covers the following areas:

- Irish Sign Language QQI levels 4 and 5 manual handling, people moving handling, first aid, fire training;
- Medication management;
- Dementia training;
- Therapeutic Crisis intervention;
- Positive Behaviour Support;
- Safeguarding of children and vulnerable adults.

However, to support the changes that are happening within the organisation 25 staff participated in a change management training day in the second quarter of 2019 and social role valorisation training continued to be rolled out throughout the year in St Joseph's House. We also provided dignity at work workshops for all the staff of the boarding campus.

We supported four staff in third-level education in the areas of Deaf Studies, Theology, Property and facilities management, Social Care and Transformative Leadership.

The training we provide for staff, while of high quality, is provided by organisations that have little experience with the Deaf Community. This is a gap that we have identified in our training programme. We are looking at ways of working with these organisations, by using the expertise of our Deaf colleagues to work alongside these organisations to ensure that the training we are providing is relevant to the Deaf Community. This is an exciting challenge for us and we look forward to seeing how this pans out in 2020.

In 2019 we continued to roll out performance management across the organisation. This process has provided us with insight into the training needs of the organisation. Training is reviewed on the back of what is identified in the performance management reviews.

4 staff in third-level education

- Deaf Studies
- Theology
- Property and Management
- Social Care and Transformative Leadership

Training:

- ISL Level 4 and 5
- Manual Handling
- People Handling
- First Aid
- Fire Training
- Medication Management
- Dementia Training



'Hidden Hearing Award'

Our 'Deaf/Hard of Hearing Hero' winner is Joanne Chester, who works at St Joseph's House for Deaf and Blind Adults in Dublin. She is a passionate advocate for Deaf people in the workplace and was nominated by her colleague Mary Stringer. We want to acknowledge the great work that Joanne Chester has done in promoting awareness around the challenges of employment as a Deaf person and congratulate her on this and the Tedx Talk.



https://www.ted.com/talks/joanne_chester_not_just_deaf?language=en



GOVERNANCE MODULE

In 2019, CIDP established a governance focus group to work on a governance initiative that would reach the whole staff team. This led to the creation of a governance module in the form of a short video that explained the role of governance in general and how it is implemented within CIDP. The video aimed to show people how governance was relevant to their role. Three employees from CIDP presented the video and there was participation from our boards also.



<https://youtu.be/PXR3gkg3HFM>

37%

OF DEAF PEOPLE IN
THE WORKFORCE

139
STAFF

52
FROM THE
DEAF COMMUNITY

€91,139

TRAINING BUDGET

NEW ROLE

Head of Care



Governance

Good Governance is at the core of everything we do. It is built into our language and thinking and is reflected in all of our work.

Getting things right

CIDP is a company limited by guarantee and governed by our Articles and Memorandum of Association. CIDP is also parent to The National Deaf Village Sports and Leisure Company Limited which operates under its own memorandum and Articles of Association ("M&A").

As Patron, the Archbishop of Dublin appoints up to four members including the Chairperson of the board. The board appoints the remaining board members up to a total of twelve.

Trustees serve a term of 3 years with an option to renew for a further 3 years. Currently, the board of trustees has 11 members and has four committees as follows:

- Finance, Audit & Risk
- Remunerations and Appointments
- Governance, Strategy and Organisational Development Committee
- Safeguarding

In 2018/2019 the Board carried out a review of the M&A's to bring them into line with the Companies act and also took the opportunity to review the approach to the appointment of directors. These amendments have been now been ratified by the President of the company and approved by the Charity Regulator and Revenue and are adopted by the board as the new constitution.

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. While this continued to be a challenge in 2019 we have in 2020 built the strength of the board with 4 new members being appointed and two being re-elected for a further three year period. 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 Board match, 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.

Conflict of Interest is always at the fore whether it be during the recruitment process or at board meetings. It is a standing item on each board and committee agenda and if such an item arises it is discussed and noted in the minutes along with the board/committee decision on the matter.

Remuneration policy

The group remuneration policy follows public sector guidelines, as applied within the HSE. We do not operate an incremental salary scale. Work was carried out in 2019 on pay scales to ensure we are up-to-date with requirements. CIDP is also cognisant of the changing market in this sector, having regard to the Public Services Pay Agreement 2018-2020.

None of the trustees of the parent or subsidiary company receives any remuneration for their activities in relation to the group.

Risk management and administrative details

Each area of frontline operations has its own risk register and CIDP collectively have developed an organisational register. These are reviewed quarterly at the Finance Audit & Risk Committee and brought to the board annually. We also hold both organisational and location-specific Safety statements and comply with the HSE's requirements around compliance standards, having signed off on the 2019 HSE compliance statement.

Reference and administrative details

Catholic Institute for Deaf People

Companies Registration Office number: 197899

Charity reference number: 1394

Registered Office: Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7



Trustees, secretary and their interests

The trustees who served at any time during the financial year were:

Amanda Casey

Ger Deering

Geraldine Tallon

Gráinne Meehan

John Lamont

Kevin Lynch

Marie Collins (resigned 31/03/2019)

Peter Tolan

Archbishop Diarmuid Martin (resigned 23/01/2019)

Andrew Fagan (appointed 01/01/2020)

Rosemary Grant (appointed 01/01/2020)

Dominic McGreal (appointed 01/01/2020)

John Cleere (appointed 06/04/2020)

Company Secretary

Keith Adams (resigned 4/4/2019, re-appointed 01/01/2020)

Darren Byrne (appointed 4/4/2019 resigned 01/01/2020)

Awards

CIDP was recently shortlisted for the Good Governance Initiative Awards 2019. This was a fantastic achievement for the organisation as there was a huge increase in entries this year. The awards were attended on the night by Keith Adams(CEO), Geraldine Tallon (Chairperson) and members of our governance focus group (Mary Stringer, Mary Sheridan, Alan Smyth). CIDP's entry for The Good Governance Initiative was based around our drive towards Good Governance and the introduction of a Good Governance Induction Module to be introduced in early 2020. In the entry, we highlighted the ongoing work that the Board and management have been doing towards improving and driving Good Governance. The entry also highlighted that CIDP wants Governance to be understood and practised by all staff across the organisation. A video has been created and rolled out across the organisation. The aim is that staff will then understand the six principles of Governance and how Good Governance impacts our roles and the services we provide for our service users. CIDP would like to congratulate the Governance Focus Group on their entry and although they were runners up in their category for 2019, it was a great achievement to be shortlisted.



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.



Amanda Casey *Trustee*

Amanda is a social worker with 20 years of 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.



Gráinne Meehan *Trustee*

From Dublin, Gráinne 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 at Maynooth University and recently completed a full-time PhD candidate with the Department of Applied Social Studies at Maynooth University. Her research explored the lived experiences of Deaf & Hard-of-Hearing women accessing reproductive and sexual health services and information in Ireland.



Kevin Lynch *Trustee*

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.

**Peter Tolan** *Trustee*

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.

**Ger Deering** *Trustee*

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.

**John Lamont** *Trustee*

John 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 the Medical Council.

**Andrew Fagan** *Trustee*

Andrew is Director of the Child Safeguarding and Protection Service of the Archdiocese of Dublin, a post he has held since 2010. A social worker, Andrew previously worked in the fields of child protection and residential child care as a practitioner, manager and inspector of services for children. Andrew has been associated with CIDP for the past ten years offering advice on matters relating to safeguarding and child protection.



Rosemary Grant *Trustee*

Rosemary graduated in social work from Trinity College Dublin in 1978. She worked in the Coombe Women and Infants University Hospital from 1978 to 1983 at which point she moved to the Maternity Unit in St James' Hospital as Senior Medical Social Worker. She returned to the CWIUH in 1985 as Principal Medical Social Worker and remained there until her retirement in September 2019. During her career she had regular contact with members of the Deaf community. She hopes to bring to CIDP her experience in the areas of safeguarding and risk management.



Dominic McGreal *Trustee*

Dominic was born in Louisburgh, County Mayo and educated at St Joseph's School for the Deaf Boys in Cabra. He has been involved in the Deaf community for nearly thirty years. He was a committee member and honorary secretary of Greenbow LGBT society of Ireland for the last fifteen years and was board member with various organisations such as Irish Deaf Youth Association, Old Deaf Mens Shed, Broadcasting Authority of Ireland and the subcommittee for Deaf Adult Literacy Services and Irish Sign Language Recognition Group. Dominic was involved in the Dublin Theatre of the Deaf for more than 25 years as an actor, writer and director, producing *The Deaf Ghost* and *The Great Epidemic of 1919* for the 100 year centenary for the Dublin Theatre of the Deaf. He is a graduate of; Drama Studies at Gallaudet University in the USA, Equality Studies in UCD and Archival Skills in Maynooth University.



John Cleere *Trustee*

John is Head of Corporate Services in the Courts Service with responsibility for Finance, Court Funds, Risk Management and Procurement amongst other things. In addition to being an Accountant he has a Diploma in Corporate Governance and is a qualified Company Secretary. He has worked in the Courts Service since 2000, prior to which he worked in the private sector in a number of industries; postal, insurance and technology. He joined the Finance & Audit Committee of CIDP in November 2016.

In accordance with Section 329 of the Companies Act 2014, the trustees and secretary did not hold any shares in the parent company and subsidiaries during the financial year ended 31 December 2018.

Every member of the company undertakes to contribute to the assets of the company in the event of it being wound up while s/he is a member or within one year afterwards for payment of the debts and liabilities of the company contracted before s/he ceases to be a member and of the costs charged and expenses of winding up such amount as may be required not exceeding €1.27.

Senior Management Personnel

The senior management personnel who served at any time during the financial year were:

Chief Executive Officer	Keith Adams
Financial Controller	Declan Kenny

Board & Committee attendance

BOARD MEETING

During 2020 the board of trustees met on a regular basis with the schedule of meetings being agreed at the start of the year (seven in total) with key items set for each meeting. The board agenda follows a structured process separating out items for action/decision and items for discussion. The board is also reflective of the Deaf community with Deaf representation that brings knowledge and expertise relevant to the matters discussed.

The Chief Executive attended each board meeting by invitation apart from one which reviewed the CEO's performance for 2018 and confirmed his objectives for 2019. Attendance at the board is strong and towards the end of 2018 and into the start of 2019 the Board engaged the services of an independent consultant to assist in a board evaluation process. This work helped shape the future needs of the board and also how it operates as a body.

In terms of decision making and authority, the Executive has responsibility for day to day operational matters. However, through the board and committees, all decisions that affect the financial or strategic wellbeing of the organisation are agreed through the appropriate channels as set out below under each committee. The chair of the board is clear around the delegated decision-making authority of each committee and this is set out in the individual Terms of References which themselves are reviewed annually. All decisions at committee are then ratified at the board. The Chair of the Board and the CEO meet weekly to discuss matters of importance and agree to 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	Attendance
Geraldine Tallon	Chairperson	6/7
Ger Deering	Trustee	6/7
John Lamont	Trustee	6/7
Kevin Lynch	Trustee	5/7
Amanda Casey	Trustee	6/7
Gráinne Meehan	Trustee	5/7
Peter Tolan	Trustee	6/7
Marie Collins	Trustee	2/2

FINANCE, AUDIT & RISK COMMITTEE

The Finance, Audit & Risk Committee continues to provide oversight and control on the finances and sustainability of CIDP, thereby underpinning good financial governance of CIDP. In 2019 the committee reviewed its terms of reference and after discussion with the Strategy Governance & OD Committee agreed to take responsibility for the organisational risk register and statements. 2019 also saw CIDP enter into a tender process for an Internal Audit service and this was duly awarded to Vincent Lynch Internal Audit Services. This service brings a further dimension to the oversight and assurance of CIDP's governance and financial controls. The internal auditor is ensuring that we are aligned with the Charity Regulator's Financial Control Checklist as well as that our risks are effectively managed and all appropriate checks and balances are in place.

One long-standing member of the committee (Michael Tighe) retired after 7 years of dedicated service to the organisation. The committee and board of CIDP are very grateful to him for his support and wish him well in his future endeavours.

The finance, audit and risk committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
John Lamont	Committee Chairperson & Trustee	6/7
Anne Coogan	Independent Member	4/7
Geraldine Tallon	Trustee	7/7
Micheal Tighe	Independent Member	4/4
John Cleere	Independent Member	6/7
Kevin Lynch	Trustee	5/7

SAFEGUARDING POLICY COMMITTEE

The Safeguarding Policy Committee met three times in 2019 with operational DLP meetings taking place every 6 weeks during school term time. In addition, the chair of the committee along with senior management had a number of active engagements with Tusla and other children's services around specific matters all of which went to strengthen the relationships between services and ensure satisfactory outcomes for service users.

Policies and procedures were reviewed as part of the annual review process and any amendments were agreed by the committee.

Due to other commitments, one independent member of the committee (Pat Donnelly) resigned, and CIDP acknowledges the significant contributions he made to the updating and strengthening of our safeguarding policies.

The safeguarding policy committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Geraldine Tallon	Committee Chairperson & Trustee	3/3
Andrew Fagan	Independent Member	3/3
Marie Collins	Trustee	2/3
Amanda Casey	Trustee	3/3
Pat Donnelly	Independent Member	0/2

GOVERNANCE, STRATEGY & ORGANISATIONAL DEVELOPMENT COMMITTEE

In 2019 with the movement of risk management oversight to the Finance, Audit and Risk committee, this committee changed its focus to incorporate Organisational Development.

The focus of the committee's work in 2019 was to oversee a number of key initiatives which included:

- Readiness for confirming CIDP's compliance with the Charity Regulator's governance checklist;
- Development of a new strategic plan for 2020-2025;
- Evaluation and tender process for a review of CIDP's brand/identity as outlined earlier in this report;
- Review the Memorandum and Articles of Association to ensure they are still fit for purpose.

The committee also ensured that CIDP was in a position to sign off on the HSE's annual compliance statement, and following a review, recommended this to the board.

The governance, strategy and organisational development committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Peter Tolan	Committee Chairperson and Trustee	3/3
Geraldine Tallon	Trustee	3/3
Ger Deering	Trustee	2/3
Nessan Vaughan	Independent Member	2/3

REMUNERATIONS & APPOINTMENTS COMMITTEE

This committee continues to play a critical role in ensuring consistency and fairness in appointments and remuneration across the organisation. In 2019 a number of new roles in line with our commitment to enhance our service model were approved, these being: Head of Care for boarding services; Therapeutic Manager and Fundraising Manager.

The committee has strengthened its independence and expertise by the appointment of a new independent member (Caroline McGrotty). Caroline brings a wealth of experience around employment matters and helps us keep a focus on equal employment opportunities and consistency in our approach to appointments.

The remuneration and appointments committee meets on an as-needed basis, and at minimum 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.

John Lamont as chair of the Finance Audit and Risk Committee was also appointed to this committee to align the links between finance and remuneration.

The remuneration and appointments committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Gráinne Meehan	Committee chairperson & Trustee	1/1
Geraldine Tallon	Trustee (chairperson)	3/3
John Lamont	Trustee	2/3
Anne Coogan	Independent Member	3/3
Caroline McGrotty	Independent Member	1/1



Education Services

Our education services provide the building blocks for a brighter future, giving young people confidence and life skills in moving into the adult world.

Holy Family School for the Deaf



Holy Family School Deaf Choir

The Emmanuel 2019 is a celebration of Liturgical Music for Second Level Schools in the Archdiocese of Dublin. The Holy Family School Deaf Choir has the privilege of being a part of this delightful and wonderful event for four nights in a row from the 25th of February to the 28th of February. Congratulations to our school conductors Shirley Higgins and Lorraine Creed and all the students involved.



Piloted school for PE

Holy Family School is one of the piloted schools to have PE as a Leaving Cert subject. On Wednesday the 6th of March our LCPE students attended PE Xpo. PE Xpo Ireland aims to develop an understanding of PE and Sport among young people. 5A students entered the PE Xpo competition under the Leaving Cert PE Category with their project "Actions Speak Louder Than Words". This project focus on topic 7 from the LCPE specification. **The project explores Deaf people, Physical Activity and Inclusion. Congratulations to 5A students and their teacher Sarah Jane O'Regan for all their hard work.**



Transition Years coaching in FAI camp

Transition Year with Oisín Jordan and Jamie Wilson
Special Thanks to Jamie Wilson and Oisín Jordan National Co-ordinator (FAI) for training Transition Years students in becoming a certified level 1 football coach. Transition Years will put their newly acquired skills to use when they will be coaching up to 80 youths in the FAI Camp. **Well Done to all involved, including their teachers Sean Herlihy and Geoffrey McCormack.**



Christmas Show

Students put on a great show in Deaf Village Ireland for their audience from the day centre. Lots of fun was had signing Christmas songs! **Well done to the students and a big thank you to choir teacher Ciara for her great work.**



Dublin Lions

We were delighted to have a good friend of the Holy Family School, the president of Dublin Lions Werner Schwenburg to visit us last week, especially on the day of the Challenge Cup Athlete competition because Dublin Lions sponsored our new colourful sports bibs. Our students and staff were thrilled with the new school sports bibs. Werner commented that "The bibs looked great and it was an overall very pleasant event with the right result for Holy Family. It was great to witness that. *"On behalf of the Dublin Lions Club let me say that we are honoured to be associated with the school and I look forward to working with you in the future."* We would like to thank Werner and the Dublin Lions for sponsoring the bibs. We have to say they look great!

Single Campus School

Now in its third year as a fully integrated Post Primary (secondary) school Holy Family continues to grow its pupil numbers. CIDP, as trustee, continues to support the school, both through provision of the boarding services and also financially. CIDP has also worked actively with the school to drive the agenda for a single campus school for pre, primary and post-primary levels, and progress towards the end of 2019 allows us to anticipate that agreements on plans for a single model can be well advanced in 2020.

Three Major Awards

Fifth years students won an award at the PE Xpo competition with their PE project 'Actions Speak Louder Than Words'.

Transition Years Students brought home a Golden Star award for the 'Best Props' at the Young Social Innovator (YSI) Speak Out, where they gave a presentation on 'Deafness and Mental Health'.

Another feather in the cap for Transition Years students, as they won the 'Senior Category Runner Up' prize for Best Enterprise Programme for their business on creating cool and trendy Hoodies.

Congratulations to all the students and teachers involved. What great achievements for our school.



Research Report

Dr Elizabeth S. Mathews and Dr Margaret O'Donnell have launched a research report that examines reading among Deaf & Hard-of-Hearing pupils in Ireland. Funded by the Catholic Institute for Deaf People, Chime, and the Irish Deaf Society Link below.

St Mary's and St Joseph's Boarding



The Boarding Campuses comprise a team of Head of Care, Care Manager, team leaders, social care staff, medical department, catering and cleaning facilities and transport staff. Each Boarder is assigned a key worker 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.

Our Boarding

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

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. We aim to provide an enjoyable experience with a rich range of opportunities to promote independence and education. The evening programmes also incorporates a homework club where tutors supervise and assist with their studies. Boarders look forward to the numerous mixed socials that are run through out 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.

Boarding amalgamation

Historically the boys and girls boarding operated as two separate and distinct services. In 2018, we began a project to integrate these two services under one structure, based on a significant effort in researching best in class models for Deaf boarding services. We defined a new service model and began breaking down the invisible walls that existed between the two boarding services. A key deliverable was the appointment of a single Head of Care for both boarding campuses and this position was filled at the end of 2019 with the previous Care Manager for the girls boarding successfully competing for the position. The objective will be to bring a single model of service and staffing structure to boarding in 2020 with a view to amalgamating services on one campus in 2021. In addition to the work on the service model, we also used an industry-standard quality framework to audit the two boarding units, and undertook considerable work to enhance service delivery with an increased focus on the child/young person as the centre of delivery.

Boarder Committee set up

St Joseph's and St Mary's have a boarder committee set up in each campus for the girls and boys. Over the last few years, anyone who was interested could be involved. But like everything else, we wanted something new and fresh.

At the beginning of the year, staff members, Emma Shaw and Sinéad Crean thought of something a bit more exciting to inspire some positive competitiveness and confidence amongst the boarders. We set up an application process where boarders were encouraged to apply to be on the committee to become group leaders. We received many applications and it made it very difficult to choose. However, we ended up picking six amazing boarders, two from each group. For those who did not succeed this time, we reminded them to apply again next term and they may get the opportunity again.

Group leaders are expected to come to each meeting with feedback or ideas they would like to be discussed. The meetings are carried out like any formal business meetings. An agenda is created and at each meeting, one group leader is chosen to write the minutes. We all felt very mature and professional at our first committee meeting. It made it that much more exciting!

Benefits of becoming Group Leader

Another benefit of becoming a group leader is that there are incentives involved!

Group leaders get the privilege of getting free passes to a late bedtime, no after-dinner clean up and many more. The boarder committee provides the boarders with leadership skills and encourages personal growth. All of these outcomes prove that a boarder committee has the potential of benefiting not only the boarders but also the facilities and staff.

Empowerment

This past year we have achieved various things through these meetings such as an improved Wi-Fi system, a different dinner menu based on the students' feedback, and planned fun and cool events throughout the year with the help of our group leaders.



St Mary's Boarding

NEWS AND UPDATES



Farewell

We said goodbye to two long-term boarders Florence and Emma before the summer. The girls were in St Mary's for a long time and completed the Leaving Cert Applied. They worked extremely hard before the summer and should be proud of their results. We hope they enjoy the next chapter of their life!

We bid a sad farewell to some staff this year. We would like to thank Cathy, Anthony and Mary for all the work they have done at St Mary's. Cathy has left after 13 years with us and we will miss her very much. Anthony has gone on an adventure to America and we wish him all the best. We hope Mary is enjoying her retirement.

Welcome

We welcomed Conor Byrne, Sinéad Crean, Emma Shaw, Shauna O'Connor, Elizabeth Quinn, Joanne Chester and Ciara Duignan to our team. Conor, Sinéad, Liz, Joanne and Emma are our new Social Care workers, Shauna is our new night support worker and Ciara is our new Social Care Leader. We, the staff and the girls, are looking forward to getting to know them over the next year.

Day trips

Some of the younger girls went bowling and we also visited Krispy Kreme afterwards. We did many different activities such as baking and learning how to self-defend. We also learned how to model balloons. We celebrated St Valentine's Day with a party at St Mary's which included movie, music by one of the boys and pamper time (nails, make-up, etc.) We also made yummy pancakes for Shrove Tuesday.

Family Fun Day

We had our annual Family Fun Day at St Mary's this year. We always like to end the year with a day filled with entertainment, laughs, family and friends. We had guests from St Joseph's House too and it was nice to see everyone joined in for some dancing and games.



Workshops and Classes

The girls enjoyed the cupcake decorating workshop, led by Lynda Cardiff. She taught them how to make buttercream and how to decorate the cupcakes using different techniques.

The older girls had a workshop from Noeleen Cunningham, a Deaf make-up artist. She taught them about skin care and how to apply makeup. The girls thoroughly enjoyed the workshop.

This year we have a new yoga teacher, Laura O'Grady, she is a CODA (Child of Deaf Adult) and the boarders are excited to learn more about yoga from her.

ACHIEVEMENTS AND CELEBRATIONS

Representing Ireland

We are proud of Shauna Hamilton who was selected to represent Ireland in World Deaf Futsal Championship 2019 in Switzerland.

Confirmation

Four girls made their Confirmation in May and it was a lovely day, celebrating with their families. Kiera, Chloe, Tori and Sona all looked lovely and so grown up.

Celebrations

We also celebrated ISL week in September - we had a range of activities to mark this occasion; painting rocks, Caoimhe and Abbey interviewing different people about what ISL meant to them and we all wore blue. The boys put a lot of effort into celebrating ISL week, making a special cake for everyone and putting together a Powerpoint Presentation, whereby they celebrated famous Deaf people of interest to them and showed an Astronaut in space signing. Our own staff did a poem/rap in ISL and we invited Brenda as our special guest to reminisce on signs old and new through the ages.



Classes

Cheyenne has been attending Cake Decorating classes with Irish Deaf Society and created two lovely cakes which she kindly shared with us.

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

CONTINUOUS LEARNING

We are very proud of our staff member who undertook a Healthcare course in 2019 and has now completed this course. Working and studying at the same time is never an easy task, well done Breda.

Breda's Story

I attended Cabra Community College where I studied Healthcare. I learned a lot about the importance of

effective communication, the different care skills, and care support. My work experience gave me an insight into the role and duties of a social care worker. The course improved my knowledge and provided me the opportunities to bring what I learned into my job.

The Deaf students and lectures provided a great sense of support and guidance throughout the time on the course. It was helpful to discuss our different thoughts and opinions. I am very pleased that I passed the course.

Breda O'Grady



St Joseph's Boarding

NEWS AND UPDATES

Heading to PLC/College

In June four boys who had all stayed in St Joseph's boarding for many years finished school. Dean, Johnny, Eoin and Ronan who sat their Leaving Cert and Leaving Cert applied. All of the boys began either PLC or College. One of the boys availed of the Esther Foy student accommodation. We would like to congratulate and wish the boys all the best in the future. They were great role models for the younger boys and they will be missed.



Halloween Party

We had our Halloween party in St Josephs, there were prizes for most-scariest costumes and they went to well-deserved candidates! The senior group of boys went to Farmaphobia, it was a great experience, all the boys seemed to enjoy it and one could hear the screams from the tearoom! The junior boys went to the cinema, carved pumpkins and enjoyed the joint party with the girls.

Outdoor Gym

The outdoor gym was installed with funds received from lotto grant. The boys are using this gym as part of a circuit to train. There is now a Lifeskills programme that has been implemented in both St Joseph's and St Mary's boarding. This will support young people and encourage them to become independent young adults.

SOCIAL CLUB

A social club was started by the boys where they meet and discuss events that they plan to attend.

ACHIEVEMENTS AND CELEBRATIONS

Star Performance

Marcus, John-Joe, Noah, Nyi-Nyi, Japhet, Harry, Darren and Callum performed in the Helix Emmanuelle choir in February

Marcus and Japhet went to Finland to perform at a conference with the school Choir.

Charity

Finn, Simon, Julians and Elvinas filled shoeboxes with gifts for children in need in association with Team Hope.

College Hopeful

Japhet Ogu is in the process of trying to organise a place in Gallaudet College in Washington. He is over in the States at present working on his application. We wish him all the best with this.

Work Experience

John-Joe completed work experience in the Halfway House Cabra and thoroughly enjoyed his Chef experience.

Best Speech Award

Japhet won an award in DCU for best speech in relation to the Deaf, Sports and interaction with hearing sports people.





Fundraising

Madars completed a sponsored jump in Taekwon-Do to help raise money for his club, he also achieved his red belt.

GAA Potential

The GAA coach is considering entering Simon Stokes into football competitions in the local community, which is a great achievement as he has huge potential. Well done to Simon for this.

Return from Maternity Leave

Welcome back from maternity to our nurse Sharon Murphy, congratulations on the birth of your beautiful baby girl Annie.

Staff Training

In June 2019, staff took part in lots of training including Therapeutic Crisis Intervention, First aid, Manual Handling, HACCP training and a Self-Harm workshop.



Parent Plus

Our annual Parents Plus Adolescent Programme started again this term in October 2019 and ran until December 2019. This course has been facilitated successfully over the past three years for Parents of Boarders and is extended to Parents of day pupils. Participants have come from all over Ireland to attend the course provided in our boarding campus. The course is unique to our service as we have Deaf facilitators and Interpreters provided.

Parents Plus is aimed at Parents of teenage children and is suitable for Parents of children with additional needs. These years can be challenging for some young people and the course provides Parents with practical step by step solution focused approaches to communicating with their child by building on their own strengths. Some of the techniques learned include, how to manage and resolve conflict, build self-esteem and confidence and create warm connected relationships. It also provides Parents with skills on how to positively discipline their adolescent while negotiating rules and boundaries as well as solving problems together. Communication is a common difficulty with adolescents and one of the aims of the course is to teach Parents how to positively and effectively communicate and reduce stress for both Parent and young person.

This year twelve Parents successfully achieved their certificate and we would like to extend congratulations to all Parents for their commitment to attending the eight-week course. We hope that you feel the course was beneficial for you and your child and that you have taken away valuable new skills.



Personal Stories from Boarders

Finn's Story

I like boarding because I walk to school in the morning and don't be late for school.

I also get to make my own lunch for school. The staff are nice to me. After school, we get to do fun activities like basketball, GAA, yoga or swimming. I also made new friends.

Finn Lyons



Angelo's Story

Hi my name is Angelo Bundac,

So I remember when I came to boarding and made some friends. The first time I was excited to communicate with my Deaf friends because I've never met some of them from Deaf school before.

I really had a great time with them for the past six years. I enjoyed the experience and my life in boarding. I will miss all the staff and boys. And, I had a good time with staff as well. I want to say a big thank you to all the staff. And a special thank you to Anne for always making us food. You are not alone, your mental health is more important than other's feelings, don't let anyone bring you down. Be yourself and ignore the negativity.

**No freedom
'til we're equal...
damn right I
support it
Mackelmore**



Emma's favourite and terrifying moments!

This year I had such great fun in boarding! From the water fight to the Christmas cake decorating class. It was filled with excitement!

Our Trip to Farmaphobia

The first scary route was climbing through dark tunnels and trenches. It was hard to see! It was like an army or military type trek with face painted people hiding in the trees and bushes ready to chase after us through the fields with chainsaws and knives. I was so scared that I jumped back and accidentally hit the staff member in the mouth. Her lips had swelled up. One of the zombies came over, turned off his chainsaw and offered some help. But luckily, it was a minor injury and were able to continue.

By the second route we were out of breath but eager for more scares. We pushed through. This route started by lying down in a fake coffin and we were pushed into a wardrobe where a monster scared us. We were faced with ghosts, clowns, monsters in cages banging, bashing and screaming. There were zombies and bloody nurses hiding behind each wall ready to pop out of nowhere. The last scary course was a haunted house filled with grey fog. We each had to hold on to the hands of the people around us. Thank goodness I was with my friends and staff to make sure I did not get lost! I stayed close to the staff out of fear! By the end, we were out of breath and exhausted from running and screaming in fear. Before we left, there were hot food trucks scattered around and we enjoyed some curry cheese chips. It helped with the coldness. By the time we finished, it was past 11 pm! We hopped in the van and made our way home. When we returned to boarding and lightness again, we realised our before white runners were black from all the wet and sludgy muck! We were definitely all ready to go to bed. It was an evening to remember and it really created a spooky atmosphere in boarding!

By Emma Molloy



World-Famous Footballer

Welcome to the experience of a "world-famous footballer" just kidding, {not world famous} but welcome to my story anyway!

I first started playing futsal at 13, training for the Irish ladies futsal team. I was one of the youngest, newest and most nervous players on the team so far but with the encouragement and motivation of Lolo Clarke, I got to know various players and I got to know myself as a player too.

Numerous players began to join but seeing, as I was the youngest at the time I was really hoping for younger players, and a few came along! Delighted I was! We had a team of 20 and the coaches were only bringing 14 players to the European qualifiers in Amsterdam. I was chosen as one of the 14 and did not have the slightest bit of an idea that I would have been picked, over the moon I was. Amsterdam became a huge success due to Ireland defeating Italy 6-0 {intense game} leading us to reach the next step... the European championships in Finland in December 2018. In the past, Ireland had ranked 17th in Europe and we vowed to beat our last ranking, with a tough game against Sweden 2-1 we ranked 6th in Europe! This led to a historic time in Irish Deaf sports history, our ladies futsal team had qualified for the world cup in Switzerland 2019, we have never come this far before. And we were excited!! But seeing as Switzerland was expensive we had to do a lot of fundraising and ensure sponsorship from companies. It took a lot of effort and time but we got there in the end. We trained every Saturday to improve our tactics, skills and personal physical fitness to make sure we were ready.

We arrived along with various other teams and talked to them learning about various cultures and sign languages. The best part of it all was no matter where you were from you were all using one language that was personal to you and made you a stronger community.

Our first game against the Russians we lost 3-2, which disappointed us as we knew we should have beaten them but our nerves got the best of us. But we quickly put it behind us and focused on our next game.



Shauna

Germany was 2nd in Europe in 2018 and was our next game, we are friendly with Germany but put it all aside for 40mins. They beat us but were a constructive game that led us to pick each other's motivation levels again and keep the spirit high as we didn't want to finish last in our group. Our last game in our group was Switzerland, a team we knew we had the chance to beat if we played our best, and we did beat them to a fair score, both teams fought well until the buzzer went off and we shook hands with each opponent. The Swiss game left us feeling motivated and successful! Two more games to go to Spain, they ranked 3rd in Europe in 2018 and were a previous team we went against. It was a very close game, a game we should have won and a game that left me black and blue!

And our final game was against Finland, we wanted to finish on the highest we could and so we did. We ranked 9th in the world after 17th in Europe and went home feeling happy and successful. We got a lovely greeting from supporters, family and friends at the airport.

My advice for younger players is to train your physical fitness and your mental fitness as best as you can, always be proud and have faith in your team, coaches and yourself! You do you!

In conclusion, I would not have changed this whole experience and the people along with it for the world. Memories were made and relationships were built. Hopefully, you will see us compete in the near future!

Shauna Hamilton

Creative Hands - Our Mini Company

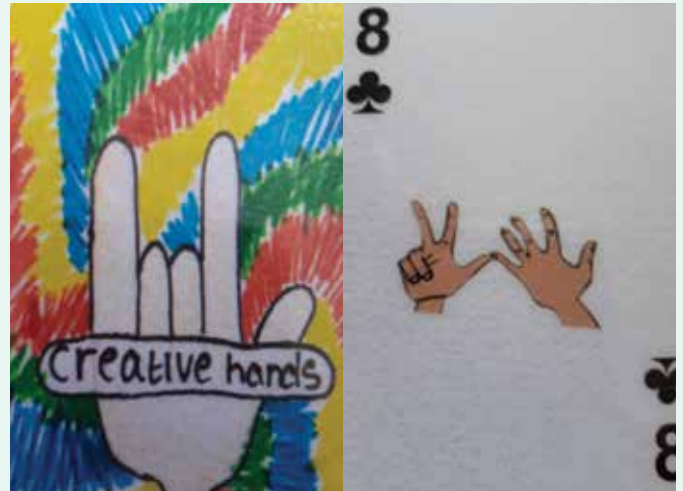
I enjoyed being involved in the Local Office Student Enterprise competition with my friends this year. We made up our Mini Company called Creative Hands because we wanted to highlight ISL in our products. We did a workshop for the business competition where we had to decide what product we wanted to make. We did a survey for all of the students in the school to see which product they would prefer (the options were ISL playing cards or Windbreaker jackets), including the design such as the colour of the product. The results came back saying they would like ISL playing cards with the Logo and a rainbow effect on the back.

We were working on our product and design for a few months before we won a competition in our class for the best product based on sustainability. This meant we qualified for the competition against all of the schools in Dublin! We were really excited to Represent our school! The competition took place in City Hall, Dublin in February 2020. We were all really excited and nervous at the same time! Each person in the team was involved in the presentation. It was a great experience and I'm delighted to say **we won Runner up in the Intermediate Category!!** We each got a Plaque and a Certificate as well as a One4All Voucher! It was a great learning experience and we are so proud of ourselves for all of our hard work.

Written by Caoimhe O'Connell

MINI COMPANY GROUP:

Lucy Stewart, Luíze Klusenкова,
Caoimhe O'Connell and Callum Smith



Third-Level Education



CIDP considers education as one of the core elements of our service delivery supporting the creation of better opportunities for Deaf children through quality access to education. As a result, we are continually reviewing our approach to enhancing education.

In late 2018/early 2019, when considering how best to use the remaining funds in a bequest from the late Esther Foy, the executive and board of CIDP discussed supporting third-level education for Deaf students and the possibility of providing access to affordable student accommodation. After discussions with Anne Looney, Executive Dean, Institute of Education, DCU and Dr Elizabeth Matthews, CIDP agreed to support the B.Ed ISL by providing funding to the students taking part in this groundbreaking pilot which will see four students who communicate through Irish Sign language (ISL) become Ireland's first Deaf primary school teachers using Irish Sign Language.



This commitment is very much in line with our values and purpose and we in CIDP are delighted to be part of this pilot. It was great to be involved in the launch of the degree programme and to have a funding partnership with Folens to provide the scholarships for the students.

We wish the four students Kevin Dudley (Dublin), Aimee Ennis McLoughlin (Dublin), Sinéad Leahy (Cork) and Aisling O'Halloran (Galway) all the very best for their studies. We look forward to seeing these four students qualify and become the teachers of the future to Deaf & Hard-of-Hearing children thus ensuring these children have the best opportunities to access college and employment in the future.

"The support from CIDP through the DCU Educational Trust for our four students on the Bachelor of Education ISL Pathway has been immense. The generous financial contribution in particular has enabled our students to concentrate fully on their studies since their fees are covered. We have also been able to purchase some essential equipment such as printers and textbooks for the students following the Covid-19 closures so they are better able to study from home during this difficult period. We are extremely grateful for this support".

Elizabeth Matthews

Esther Foy House - 3rd Level Student accommodation

Following a tender process and some working to very tight timelines, we opened the old Edmund Rice House for student accommodation in Summer 2019. We welcomed our first student intake in September 2019 and numbers have grown since then with the accommodation proving successful and further enhancing the range of services on the campus.





Residential/Independent Living Services

Our ambition is that every service user lives the life of their choice enjoying the quality of life and freedom we all value.

St Joseph's House for Adult Deaf and Deafblind

2019 was a year of great change like no other in St Joseph's House history. In the past year, we have supported our residents into their own homes in the community to live full lives of their choosing. The quality of our services continues to improve, in line with HIQA guidance and the appointment of new support staff for our changing operation.

Improvements in the areas of compliance, standards and streamlining of our governance and leadership are visible. This is contributed to with the return of the Quality Standards and Compliance Manager, alongside the appointment of a new Clinical Nurse Manager and Community Team Lead. Working together with the existing team to give additional leadership, expertise and oversight to those in the community and in the house equally.

The community spirit which is so prevalent amongst St Joseph's House residents and staff greatly enhances our ability to carry out our responsibilities and duties towards residents. As a service-provider, CIDP has identified communication through Irish Sign Language (ISL) as being pivotal to the development of a therapeutic relationship with residents and as such, this remains one of the core values and philosophies that underpin our service.

As a service, we are continuing to invest in our staff team by providing training to support staff to fulfil their roles as we transition into the community. In the past year, we have enrolled and supported a number of staff to participate in Open Training College Modules, this training has in the main been in the areas of Personal Care Planning and Activities of Daily Living. We have trained our staff nurse Angela to provide Medication Training for Carers and Self Administration skills for residents to enable residents to self-administrate with support from staff if required. As a service, we continue to work towards the Social Valorisation Role (SRV) model of care and have provided ongoing training to support the team throughout the year. All staff completed mandatory training in the areas of Safeguarding, Fire Marshall, Manual Handling and People Moving, Infection Control, Children's First, Hand Hygiene and

additional training in ISL Level 3 and 4, Positive Behaviour Support. Additional training was provided in the areas of management, supervision and leadership.

2020 will be an exciting time for everyone in St Joseph's House as we prepare to move into the community by February 2021, where staff will support people within their new homes and ensure each person is living the life of their choosing.

Community Service

CIDP are now 3 years on our journey of transforming lives and transitioning to community living. We commenced this journey in 2017 in line with the Governments 'Time to Move On' policy and built a support network of other organisations in Ireland who have transitioned service users into their own homes in the community. By working with other organisations, our own service users and staff, we have built upon our service model to embrace Social Role Valorisation to ensure each individual has a valued role and lives a self-directed life. We want our service supports to be directed by the people who use our service so we can ensure we are fulfilling our role in providing a person-centred service.

We are delighted to advise that the community service is supporting five of our service users who transitioned from St Joseph's Residential to their own homes.

2019 was a turning point in the decongregation project with 13 service users securing homes. Eight service users are now being supported to move into their new homes in 2020.

The Discovery process has enhanced the professional supporting relationships between staff and service users. We have seen developments in individuals communication, decision making and overall well-being. This process has highlighted the importance of person-centred supports. Due to having more dedicated time service users can direct their supports and are becoming more empowered by exercising control of the decisions in their life.

We can see how the transition to the community has enhanced people's quality of life by giving people more access to a social life, building new relationships and living a life of their choosing.

We are working with a number of stakeholders including the HSE, HIQA & Local authorities, to ensure we secure additional properties in 2020.

Training			
Personal Care Planning	Social Valorisation Role (SRV) training	Safeguarding	Fire Marshall
Manual Handling	People Moving	Infection Control	Children's First
Hand Hygiene	Positive Behaviour Support	Training of management, supervision and leadership	Additional training in ISL Level 3 and 4
Activities of Daily Living	Medication Training for Carers and Self Administration skills for residents to enable residents to self-administrate with support from staff if required.		

Total number of staff employed in St Josephs house	76
Inclusive of community staff employed	14
Breakdown of hours	
– total staff on part-time	28
– total staff on full-time	48

Housing	
8	types of properties secured
3	types of properties identified and going through CAS
5	service users have transitioned into their homes in the community
8	service users have signed leases for their new homes and projected to transition prior to Christmas 2020
13	service users who have or are going through the TTMO process



Decongregation in St Joseph's House

In 2017 we began the journey of delivering on the Government's policy – *Time to Move On* - to decongregate people from residential settings into the community.

Our project team was successful in acquiring a number of housing units and, following a detailed work programme with service users, their families and the very competent team in St Joseph's House, our first five service users moved into the homes of their choice. They are now living very different quality lives in the community with appropriate supports provided from St Joseph's community service. Our plan is to continue this decongregation journey with our remaining 27 service users who will move either to a home of their choice in the community or, depending on their needs, to the new Nursing Home being built in Cabra by Knockrobin Nursing Homes. There is an agreement between CIDP and Knockrobin Nursing Homes on the provision of dedicated beds for the Deaf/HoH community as well as staff trained in ISL.

However, at the time of writing, this initiative has been stalled on two fronts, one around ongoing funding from the HSE to continue this transition to the community and the other in response to COVID-19 and the need to reduce movement and ensure the safety of both service users and staff in St Joseph's House.

We have continued to invest the reserves made up from sale proceeds of assets to keep momentum going which was not sustainable. At the end of 2019, we had further meetings with the HSE to begin a challenging discussion around the future sustainability of St Joseph's House and community service. As we approach the middle of 2020 and can lift our heads a little from the challenges of COVID 19 we have had commitment from the HSE to support the delivery of the TTMO policy. This is a significant piece of work to be delivered over what is now a short timeframe but we are confident that with the support from the HSE we will be able to achieve this and enable what has been underlined during this pandemic; that the fundamental value of decongregating residential settings and enabling people to enjoy a better quality of life, with independence and appropriate supports in their own homes is paramount.

Given the unknown impacts from COVID-19 we are working on interim strategies that will allow us to progress at a pace that is safe for service users and in line with Government and Department of Health policies. The team in St Joseph's House has done excellent work in keeping everyone safe and

other staff have been flexible and supportive in providing back up to the team in the house.

HIQA Inspection

In July 2019 HIQA carried out an inspection of St Joseph's House and the full report can be found at:

<https://bit.ly/3kA0sSs>

The report raised a number of issues which were addressed with very clear action plans put in place by CIDP. Importantly, service users' welfare and safety was not in question and many of the matters identified have now been addressed or are ongoing pieces of work. CIDP thanks the HIQA inspector and the wider team for their positive support and engagement with us. As we have moved towards the closure of St Joseph's House in early 2021 and its replacement by a community-based model, HIQA has been very supportive in giving guidance to us.

Staff Insight

One of the residents who was, at the time, still waiting on a house found out that another resident had recently received keys for their new home. I thought this news would upset the resident who was still waiting for a home, but instead, the resident asked me if the resident who got a home would still have space to enjoy their favourite hobby – walking. I was struck by this and found it amazing that even though they were waiting and had no house, yet they were still thoughtful for the needs of another.

Below are the personal stories of the Journey to the Community. We have one story from a service user and one from a staff member to give insight into the transformation that occurs when commencing this journey. We are confident given the developments to date that we are headed in the right direction to improving an individual's quality of life.

We are very excited for 2020 and the opportunities it will open up for our service users.

My Journey into the Community

A SERVICE USER EXPERIENCE

My name is Alice Jackman. I was born in Tramore to parents John and Mary Jackman. I have large family, 1 sister and 3 brothers, now a larger family with nieces and nephews.

I was 3 years old when I went to St Mary's School for Deaf girls in Cabra, Dublin. Every summer I went home to Tramore for one month. I finished in St Mary's School for Deaf Girls Cabra at 17 years old. After school, I moved to Longford for 3 years and had a job until moving to St Joseph's House in 1984. There I met many people, I went to Mass there every Sunday, and I worked 5 days a week in Bray.

After 35 years living in St Joseph's House I was given opportunity to move to Shankill. When Tara told me I was happy happy happy, to have my own house to clean, dust, Hoover - my house.

On 13th March 2019, I went to the apartment in Shankill to meet the Landlord, we talked about the house, and I signed my name to say it's my home now.

I will be excited see the new building at St Joseph's when they change to apartments. I am best in Shankill. Here I am near my work in Bray, good bus route, local Pharmacy, and to lots of shops near my house that I use independently. I have new neighbours; I meet family and friends in my house now.

All the best, Alice



My Role as a SRV Practitioner

DISCOVERY CO-ORDINATOR EXPERIENCE

When I received my first Social Role Valorization (SRV) training, my first reaction was am I doing right for the people who live in St Joseph's House? Hence, I took up the role of Discovery coordinator to support people transition to the community, but it was also a journey of discovery for me to reflect on how I support people. I started to explore their communication preference and that is when I realised that I thought I knew them but it was actually the opposite. I don't know them at all. I was privileged with the opportunity of one to one time with the people I support as it has given me time to build my relationship with them, explore their desires, adjust my communication methods to meet their needs and by doing these, it helped me to see their abilities, their hidden skills, their hobbies and their desires.

Without having SRV training, I wouldn't have had high expectations for people and seen all the possibilities they possess. SRV has helped me to become a critical thinker, broaden my mind-set, develop open dialogue with my key person and develop plans to meet their desires.

At times it has been very challenging, and one particular area that impacted me was finding their identity. I believe the reason for this is they were not given the opportunity to develop their own in previous years and they adjusted their identity to an institutional setup. I was deeply saddened by this, but I had to challenge myself to move forward and to support them on this journey to find their identity, as this is why the process is called discovery, it is supporting the person to rediscover themselves outside the institution.



While the process has its challenges it has been a privilege to support each person become a homeowner and managing their household. I am still on this journey with them to support them develop more skills so they can self-direct their life and live a life of their choosing. Looking back at my journey as Discovery coordinator, I wouldn't have been here if it wasn't for my team, support from all the staff in the house and the vital thing is... they do believe in me and in my role.

Carmel Duggan
Discovery Co-ordinator



A nighttime photograph of a cityscape. In the background, a large cathedral with a tall, illuminated spire sits atop a hill. A river flows through the middle ground, reflecting the city lights. A bridge with many arches is visible on the left, and another bridge is on the right. In the foreground, a modern, illuminated pedestrian bridge crosses the river. The scene is lit with warm yellow lights from the buildings and cool blue lights from the sky and water.

National Chaplaincy for the Deaf

Our Chaplaincy service reaches across Ireland to any member of the Deaf community who requires pastoral support in their life.

A day in the Life of the Chaplaincy

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.



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 organisations including Church, Voluntary and State Organisation.

Support the CODA Day event in Deaf Village Ireland.

Members of the chaplaincy team, interpreters and other volunteers cooperated in the organisation and the serving of the Christmas dinner for special members of the Deaf Community on Christmas Day in D.V.I.

The coming together of the Deaf Community is most poignantly and powerfully seen in the funerals which took place in the Emmaus chapel during the year. One could also mention the involvement of NCDP in the provision of support at many different levels to the staff and residents of St Joseph's, Brewery Road.





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 years 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.

New appointment

Fr Joe O'Neill, on sabbatical leave, agreed to take on his priestly ministry to work with Deaf people in Dublin, in the absence of having no Chaplain, being appointed at the time, for Deaf People. We were fortunate to have his presence and his interest in accompanying us all on our journey for the first six months. The last three months has been a busy time of change for the Chaplaincy. In June, we said goodbye to Fr Joe O'Neill who left us after six months to move to America. While he was only with us for a short time, he made a big impact on the team and in the wider Deaf Community. A farewell mass was held at the end of June in the Emmaus

Chapel and was well attended by the Deaf Community. Appointment of new Chaplain for Deaf People, Fr Paddy Boyle in August 2019. Fr Paddy is a familiar face around the Deaf Community through his previous work with the Deaf Community and as Chairperson of the Board of Management in the Holy Family School for the Deaf.

Our annual Christmas Families in Need project was a huge success. Our community gave generously of their time and money to ensure this success. Our thanks to all of you who voluntarily gave your time to sell raffle tickets. Hampers and voucher were distributed to those in need. In total, our Family in Need appeal came to €1,230.

Among the highlights of 2019 were the organisation and participation of substantial numbers of the Deaf Community as pilgrims and as volunteers in the two major pilgrimages to Knock and to Lourdes.

The Chaplains have been key players in the provision of catechetical programmes in school for the Deaf in Limerick, Cork and Dublin. They not only worked with children but also assisted parents and teachers throughout the delivery of the programmes and in the celebration of the sacraments. Perhaps one of the most important aspects of the work of the NCDP is the outreach it provides to members of the Deaf community in particular situations and the pastoral and spiritual and also the practical support it affords to vulnerable members of the Deaf Community, throughout the country.



13 SERVICE TYPES	1,345 SERVICES PROVIDED	524 HOME VISITS	271 SERVICES PER MONTH	€1,230 RAISED FOR FAMILY IN NEED	15th PRIEST APPOINTMENT	7.5% INCREASE IN SERVICES
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PRISON SERVICE INITIATIVE

One of my initiatives is our work with the prison service. I have been working in partnership with the prison service Probation officer/education officer and the Prison chaplain (priest) to highlight the need for specific supports for Deaf Prisoners. The positive outcome of this initiative has been a notable increased self-worth for the prisoners. I am continuing with my prison visits and offer support, reminding those who were not aware of the challenges that prisoners can face once released and the particular difficulty those in the Deaf community might have.



John Patrick



FitneSS

Inspire offers state of the art fitness and leisure facilities for both the Deaf community as well as the wider community in Cabra.

Inspire Fitness Centre



National Deaf Village Sports and Leisure Co. Ltd (NDVSLC) is a wholly owned subsidiary of CIDP. We operate under the trading name 'Inspire Fitness Centre'. Mr Sean Byrne is the Chairperson of the board of NDVSLC. The board is run on a voluntary basis.

While 2019 started out being Inspires best year trading we ended up having great challenges when there was a fire on DVI campus in September.

This caused serious disruption to our services and for our members.

2020 recovery was well under way when the COVID-19 global pandemic caused further closure and further disruption. We are confident that despite all the challenges that we are in a good position to continue offering excellent facilities and services to our members.

ACHIEVEMENTS AND CELEBRATIONS

Congratulation to Kevin Dudley on getting his place in University for his dream job. He continues to teach classes for our Deaf members.

Laura O'Grady set out on her own business venture in 2019 but like Kevin, she kindly continues to help us provide specific classes for our Deaf members.

Facilities/Activities

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 the 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.

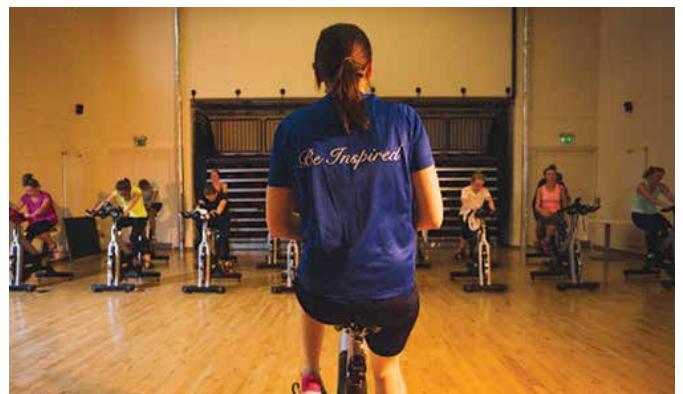
We offer special rates to members of the Deaf Community and a special corporate rate for CIDP staff and Children of Deaf adults (CODA).

Fitness assessment and Gym programme with Irish Sign Language available.

Swimming lessons for all abilities from 5 years up.

Challenges ahead

At the inception of the Deaf Village Ireland (DVI) in 2012, the plan for the future of NDVSLC was that this would come under the control of Deaf Village to provide financial input and underpin the work of the village in supporting the Deaf community. Over the past three years, CIDP has actively driven a focus on this to meet the commitments of the organisation back in 2012. This has been a long process with many challenges. The expectation is that in 2020 a partnership approach can be taken, through appropriate representation on the board of the NDVSLC, over the next 2-3 years that allows both CIDP and DVI to work together to complete this transition. However, the onset of COVID-19 has brought about significant challenges to the Inspire business with extended closure and an anticipated phased re-opening as set out by Government. This raises the question of how and when "business as usual" can be resumed, with a recovery of the pre-lockdown membership and activity range. The Manager and board of the business are actively developing a business resumption plan to define the future sustainability of the operation. The impacts of COVID-19 follow a fire we had in late 2019 which resulted in the closure of the swimming pool and fitness centre for the month of November, with a loss of revenue due to the suspension of membership for that period.





Financials

Good financial management is essential to what we do and in the subsequent pages you can see the full detail of our 2019 statutory accounts.

Financial Review

As a Section 39 organisation, the group continues to receive funding from the Health Service Executive (HSE) for the boarding residences accommodating children attending Holy Family School for the Deaf, and for St Joseph's House in Brewery Road which accommodates Deaf and Deafblind adults.

The group (CIDP and its subsidiary, NDVSLC) has for the past number of years been running at a loss but prior to the drive towards decongregation, with its associated costs, significant inroads were made into this with a five-year plan (2016 -2020). In 2019 the deficit has increased with a further drain on our limited reserves. Ongoing discussions with the HSE are now critical as we need their support to complete the programme of decongregation and associated closure of St Josephs House in February 2021. While further sale proceeds are due from asset releases these are not sufficient to meet the needs of the business nor is it appropriate that we continue to rely on the sale of assets to maintain the core business of supporting Deaf Adults and children in residential and boarding settings.

Our core operating position in 2019 before costs associated with the decongregation project was €484,262.

Total deficit during the financial year, inclusive of the other comprehensive income of €781,222 (2018: a surplus of €150,884). The deficit in 2019 is mainly driven by the St Joseph House operation.

This continues to be a major challenge for CIDP as our income sources do not meet our essential outgoings. The progress made in the period 2016-2018 has been eroded by the escalating costs of supporting both the service in St Josephs House and the additional costs of decongregation. As mentioned earlier this is no longer sustainable and CIDP is in active dialogue with the HSE around ongoing funding and the threat to the future sustainability of St Josephs House and community service.

Subsidiary Undertakings

The CIDP holds 100% (100 ordinary shares of €1 each) of the shareholdings of The National Deaf Village Sports and Leisure Company Limited. This entity was established to allow the construction of Deaf Village Ireland and operates a commercial trading arm known as Inspire Leisure and Fitness. The long term strategy is to develop the fitness centre to be part of the future funding model for Deaf Village Ireland attracting both Deaf and hearing members from the wider community. The centre has an average of 2100 members and operates a state of the art gym and swimming pool with classes and activities for all ages. Work is ongoing to deliver the transition of control of NDVSLC to Deaf Village Ireland. The CIDP acts as trustees of St Joseph's Residence, St Mary's Residence and St Joseph's House for Adult Deaf and Adult Deafblind, as well as the Holy Family School for the Deaf.

Reserves Policy

CIDP holds minimal reserves as any funds raised from the sale of assets or rental of properties go directly to supporting the delivery of core services.

Circa 90% + of income comes from the HSE on a monthly/ quarterly basis and CIDP is dependent on this as a core element of its ability to operate and deliver services. Outside of these core grants, CIDP attempts to hold sufficient unrestricted reserves at a level which would allow three month's costs to be covered in the event of no funding from the HSE and also 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 2019, the group released €557,619 to its grant funding. The unrestricted funds at 31 December 2019 amounted to €12,592,827 (2018: €13,139,049). The restricted funds at 31 December 2019 amounted to €150,069 (2018: €385,069).

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 have been utilised to support the delivery of our strategic objectives or supplement the delivery of services.

Events since the end of the year

There are two significant events that are impacting on CIDP and its subsidiary since the end of the 2019 financial year. These are:

- The ongoing discussions with the HSE around our historic shortfall in funding and the need for additional funds to deliver on the Government's Time To Move On strategy; and
- COVID-19.

Both have been addressed in the narrative above and will have a significant bearing on the future ability of CIDP to operate aspects of its business as going concerns.

Discussions with the HSE around funding are primarily focused around the shortfall for St Josephs House and its developing community service. Adequate funding is provided by the HSE for our boarding services. The board is hopeful that in 2020 discussions with the HSE have moved towards positive engagement with a view to a resolution to meet the service needs of St Josephs House. While COVID-19 has had cost and delaying impacts on this and the wider service these costs have been manageable within our current resources and with help from the HSE.

COVID-19 has, however, had a significant negative impact on Inspire, the trading arm of CIDP's subsidiary company NDVSLC. The closure of sports and leisure facilities since mid-March, with phased re-opening in the later stages of the Government roadmap, has seriously constrained business opportunities and plans for 2020. The board of NDVSLC is working with the Inspire Manager to develop a realistic recovery plan that will enable the business progressively to recover as much of its activities as it can as safely as possible and in 2021 return to a profitable state before EBITA. This will be closely monitored over the coming weeks and months to amend plans as appropriate to return to income generation as soon as possible.

Accounting Records

The measures taken by the trustees to secure compliance with the requirements of Section 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records are the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The accounting records of the company are located at the group companies registered offices.

Statement on Relevant Audit information

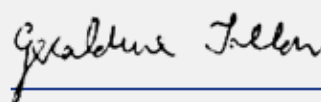
Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as the trustee is aware, there is no relevant audit information of which the group's auditors are unaware; and,
- the trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the group's auditors are aware of that information.

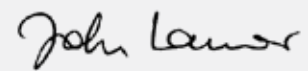
Auditors

The auditors, Grant Thornton will continue in office in accordance with Section 383(2) of the Companies Act 2014.

This report was approved by the board and signed on its behalf.



Geraldine Tallon
Trustee



John Lamont
Trustee

Date: 15 June 2020

Trustees' Responsibilities Statement

for the financial year ended 31 December 2019

The trustees are responsible for preparing the Trustee's Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the trustees to prepare the group and company financial statements for each financial year. Under the law the trustees have elected to prepare the group and company financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Irish law.

Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the group and the company as at the financial year end date and of the surplus or deficit for the financial year and otherwise comply with Companies Act 2014.

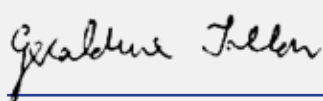
In preparing these financial statements, the trustees are required to:

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

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the group's website. Legislation in Ireland governing the preparation and dissemination of financial statements and other information included in the Trustees' Reports may differ from legislation in other jurisdictions.

This report was approved by the board and signed on its behalf.



Geraldine Tallon

Trustee



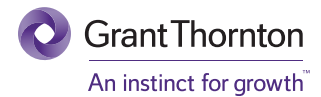
John Lamont

Trustee

Date: 15 June 2020

Independent Auditor's Report

to the Trustees of The Catholic Institute for Deaf People



Opinion

We have audited the financial statements of The Catholic Institute of Deaf People ("the company"), which comprise the Consolidated Statement of Financial Activities, Consolidated Statement of Financial Position, Company Statement of Financial Position, Consolidated Statement of Cash Flows for the financial year ended 31 December 2019, and the related notes to the financial statements, including the summary of significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (Generally Accepted Accounting Practice in Ireland).

In our opinion, The Catholic Institute for Deaf People's financial statements:

- give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland of the assets, liabilities and financial position of the group and company as at 31 December 2019 and of the group's financial performance and cash flows for the financial period then ended; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ('ISAs (Ireland)') and applicable law. Our responsibilities under those standards are further described in the 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, namely the Irish Auditing and Accounting Supervisory Authority (IAASA) Ethical Standard concerning the integrity, objectivity and independence of the auditor, and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances for the entity. We have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

In forming our opinion on the financial statements, which is not modified, we draw attention to the disclosures made in the Trustees' report and note 2.2 in the financial statements concerning the group's ability to continue as a going concern. The Group reported a net deficit for the financial year of €781,222 (2018: surplus €150,884), of which a surplus of €11,397 was unrestricted in nature (2018: unrestricted funds surplus of €660,785) and restricted deficit for the financial year of €792,619 (2018: deficit €509,901). The surplus in 2018 was predominantly in relation to the profit on sale of a fixed asset which amounted to €728,091. At 31 December 2019 the Group had unrestricted funds of €12,592,827 (2018: €13,139,049) and restricted funds of €150,069 (2018: €385,069).. These conditions indicate the existence of a material uncertainty which may cast significant doubt on the group's ability to continue as a going concern. The financial statements have been prepared on a going concern basis which assumes that the group will continue in operational existence for the foreseeable future. The validity of this assumption as stated in the Trustees' annual report and note 2.2 depends on the continued support and funding of the Health Service Executive (HSE). The financial statements do not include any adjustments relating to the recoverability and classification of recorded asset amounts and classifications of liabilities that might be necessary should the group be unable to continue in existence.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies in the financial statements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Trustees' annual report is consistent with the financial statements. Based solely on the work undertaken in the course of our audit, in our opinion, the Trustees' annual report has been prepared in accordance with the requirements of the Companies Act 2014.

Matters on which we are required to report by exception

Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report.

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of trustees' remuneration and transactions specified by Section 305 to 312 of the Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities of management and those charged with governance for the financial statements

As explained more fully in the Trustees' Responsibilities Statement, management is responsible for the preparation of the financial statements which give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland, including FRS 102, and for such internal control as trustees determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for overseeing the company's financial reporting process.

Responsibilities of the auditor for the audit of the financial statements

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

As part of an audit in accordance with ISAs (Ireland), the auditor will exercise professional judgment and maintain professional scepticism throughout the audit. The auditor will also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for their opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the group and company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

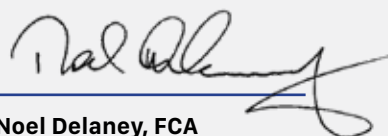
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and company's ability to continue as a going concern. If they conclude that a material uncertainty exists, they are required to draw attention in the Auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify their opinion. Their conclusions are based on the audit evidence obtained up to the date of the Auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.

The auditor communicates with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that may be identified during the audit.

Where the auditor is reporting on the audit of a group, the auditor's responsibilities are to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the group financial statements. The auditor is responsible for the direction, supervision and performance of the audit, and the auditor remains solely responsible for the auditor's opinion.

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

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



Noel Delaney, FCA

For and on behalf of
 Grant Thornton
 Chartered Accountants
 & Statutory Audit Firm
 13-18 City Quay
 Dublin 2

Date: 15 June 2020

Consolidated Statement of Financial Activities

incorporating the income & expenditure account for the financial year ended 31 December 2019

		2019	2019	2019	2018
	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		€	€	€	€
Income					
Charitable activities	4	-	5,155,706	5,155,706	4,867,452
Donations and legacies	5	-	131,439	131,439	144,040
Other trading activities	6	1,487,497	-	1,487,497	1,480,475
Other income	7	1,133	-	1,133	729,559
Total income		1,488,630	5,287,145	6,775,775	7,221,526
Expenditure					
Charitable activities	8	257,289	6,043,392	6,300,681	5,736,950
Other expenses	9	1,219,944	36,372	1,256,316	1,333,692
Total expenditure		<u>1,477,233</u>	<u>6,079,764</u>	<u>7,556,997</u>	<u>7,070,642</u>
Net surplus/(expenditure)	10	11,397	(792,619)	(781,222)	150,884
Other comprehensive income		-	-	-	-
	10	<u>11,397</u>	<u>(792,619)</u>	<u>(781,222)</u>	<u>150,884</u>
Net surplus/(expenditure)	10	11,397	(792,619)	(781,222)	150,884
Reconciliation of funds					
Total funds brought forward		13,139,049	385,069	13,524,118	13,373,234
Surplus/(Deficit) for the year		11,397	(792,619)	(781,222)	150,884
Transfers between funds		(557,619)	557,619	-	-
Total funds carried forward		<u>12,592,827</u>	<u>150,069</u>	<u>12,742,896</u>	<u>13,524,118</u>

All amounts relate to continuing operations.

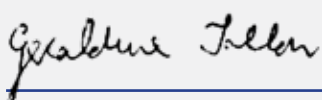
The notes on pages 60 to 79 form part of these financial statements.

Consolidated Statement of Financial Position

as at 31 December 2019

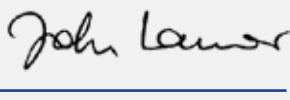
	Notes	2019 €	2018 €
Fixed assets			
Tangible assets	12	12,672,295	12,792,299
Current assets			
Debtors: amounts falling due within one year	14	486,970	490,390
Cash and cash equivalents	15	1,060,661	1,804,070
		<u>1,547,631</u>	<u>2,294,460</u>
Current liabilities			
Creditors: amounts falling due within one year	16	<u>(853,445)</u>	<u>(939,056)</u>
Net current assets		<u>694,186</u>	<u>1,355,404</u>
Total assets less current liabilities		<u>13,366,481</u>	<u>14,147,703</u>
Funds			
Unrestricted funds	19	12,592,827	13,139,049
Restricted funds	19	150,069	385,069
Revaluation reserves	19	<u>623,585</u>	<u>623,585</u>
Total funds		<u>13,366,481</u>	<u>14,147,703</u>

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



Geraldine Tallon

Trustee



John Lamont

Trustee

Date: 15 June 2020

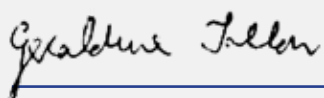
The notes on pages 60 to 79 form part of these financial statements.

Company Statement of Financial Position

as at 31 December 2019

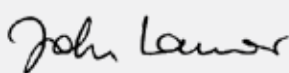
	Notes	2019 €	2018 €
Fixed assets			
Tangible assets	12	6,135,621	6,085,339
Financial assets	13	100	100
		<u>6,135,721</u>	<u>6,085,439</u>
Current assets			
Debtors: amounts falling due within one year	14	8,171,793	7,705,547
Cash and cash equivalents	15	228,911	1,020,974
		<u>8,400,704</u>	<u>8,726,521</u>
Current Liabilities			
Creditors: amounts falling due within one year	16	<u>(3,995,665)</u>	<u>(4,111,847)</u>
Net current assets		<u>4,405,039</u>	<u>4,614,674</u>
Total assets less current liabilities		<u>10,540,760</u>	<u>10,700,113</u>
Reserves			
Unrestricted funds	19	9,767,106	9,691,459
Restricted funds	19	150,069	385,069
Revaluation reserves	19	623,585	623,585
Total funds		<u>10,540,760</u>	<u>10,700,113</u>

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



Geraldine Tallon

Trustee



John Lamont

Trustee

Date: 15 June 2020

The notes on pages 60 to 79 form part of these financial statements.

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2019

	Notes	2019 €	2018 €
Cash flows from operating activities			
Net (expenditure)/surplus		(781,222)	150,884
Gain on sale of tangible assets		-	(728,091)
Depreciation	12	398,893	359,495
Decrease in stocks		-	7,951
(Increase)/decrease in debtors		3,420	(66,642)
Increase/(decrease) in creditors		(85,611)	240,100
Net cash used in operating activities		(464,520)	(36,303)
Cash flows from investing activities			
Proceeds from sale of tangible assets		-	756,891
Acquisition of tangible assets	12	(278,889)	(36,445)
Net cash (used in)/generated from investing activities		(278,889)	720,446
Net (decrease)/increase in cash and cash equivalents		(743,409)	684,143
Cash and cash equivalents at beginning of financial year		1,804,070	1,119,927
Cash and cash equivalents at end of financial year		1,060,661	1,804,070
Cash and cash equivalents end of financial year comprises:			
Cash at bank and in hand	15	1,060,661	1,804,070
Bank overdrafts	15	-	-
Cash and cash equivalents at end of financial year		1,060,661	1,804,070

The company has not presented an analysis of net debt as the company had no debt instruments in the current or prior year.

The notes on pages 60 to 79 form part of these financial statements.

Notes to the Financial Statements

for the financial year ended 31 December 2019

1. General information

The Catholic Institute for Deaf People was incorporated on 19 January 1993 in Ireland as a company limited by guarantee. The parent company and its subsidiary is involved in the provision of community facilities, residential care, education services, community development services and pastoral care to the deaf community in Ireland. It also operates a sports and fitness facility.

The registered office of the parent company and its subsidiary is located at Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7.

2. Accounting policies

2.1 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.

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

In preparing the financial statements, the charity has adopted the guidelines of Statement of Recommended Practice (SORP): Accounting and Reporting for Charities, 2019.

FRS102 allows certain disclosure exemptions, and the parent company has taken advantage of the following exemptions for the company financial statements:

- The requirement to prepare a statement of cash flows, on the basis that it is a qualifying entity and the consolidated statement of cash flows, included in these financial statements, includes the company's cash flows;
- From the financial instruments disclosures required under FRS102 paragraphs 11.39 to 11.48A, as the information is provided in the consolidated statement disclosures; and
- From disclosing the company key management personnel compensation, as required by FRS102 paragraph 33.7, as the information is included within the consolidated financial statement disclosures.

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 €159,353 decrease (2018: €657,601 increase).

2.2 Going concern

The financial statements have been prepared on a going concern basis which assumes that the Group will continue in operational existence for at least twelve months from the date of signing the financial statements. The Group reported a net deficit for the financial year of €781,222 (2018: surplus €150,884), of which a surplus of €11,397 was unrestricted in nature (2018: unrestricted funds surplus of €660,785) and restricted deficit for the financial year of €792,619 (2018: deficit €509,901).

At 31 December 2019 the Group had unrestricted funds of €12,592,827 (2018: €13,139,049) and restricted funds of €150,069 (2018: €385,069). The Group's ability to continue as a going concern is dependent upon the Group being able to carry out its charitable activities in the future which relies on the continued support and funding from the Health Service Executive (HSE). The trustees have considered the future budgets and projected cashflows of the Group and believe the Group will be able to carry out its charitable activities in the future.

The trustees have considered the future projections of the Group's performance and believe that it is appropriate for the financial statements to be prepared on the going concern basis. The financial statements do not include any adjustments that may arise should the Group not meet its financial objectives.

2.3 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.

2.4 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.

Donations and associated tax refunds, are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Income from the sale of goods is recognised when the significant risks and rewards of ownership of the goods has transferred to the buyer. This is usually at the point that the customer has signed for the delivery of the goods.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

2.5 Recognition of expense

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

The costs of each activity have been separately accumulated and disclosed. Expenditure is recognised in the financial year to which it relates. Expenditure incurred but unpaid at the balance sheet date is included in accruals and other creditors. Charitable expenditure comprises all expenditure incurred by the group in meeting its charitable objectives as opposed to the costs of raising funds to finance these activities.

2.6 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.

2.7 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.

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

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.

2.8 Investments

Investments in subsidiaries are measured at cost less accumulated impairment.

2.9 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.10 Cash and cash equivalents

Cash and cash equivalents are represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

In the statement of cash flows, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the group's cash management.

2.11 Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, including transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.12 Financial instruments

The group only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties and loans to related parties.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. However, if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the consolidated statement of financial activities.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the group would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the consolidated Statement of Financial Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.13 Impairment of assets

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

If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in the consolidated statement of financial activities.

2.14 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.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation.

Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value using a pre-tax discount rate. The unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises.

The group recognises a provision for annual leave accrued by employees as a result of services rendered in the current period, and which employees are entitled to carry forward and use within the next 12 months. The provision is measured at the salary cost payable for the period of absence.

2.15 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.

Government grants are recognised using the performance model.

Under the performance model, where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

2.16 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the group. All other leases are classified as operating leases.

Rentals payable under operating leases are charged to Statement of financial activities on a straight-line basis over the lease term, unless the rental payments are structured to increase in line with expected general inflation, in which case the group recognises annual rent expense equal to amounts owed to the lessor.

The aggregate benefit of lease incentives are recognised as a reduction to the expense recognised over the lease term on a straight line basis.

Rentals income from operating leases is credited to the Income statement on a straight line basis over the term of the relevant lease.

Amounts paid and payable as an incentive to sign an operating lease are recognised as a reduction to income over the lease term on a straight line basis, unless another systematic basis is representative of the time pattern over which the lessor's benefit from the leased asset is diminished.

2.17 Employee benefits

Defined contribution plan

The group operates a defined contribution plan for its employees. A defined contribution plan is a post-employment plan under which the group pays fixed contributions into an independent entity. The Group has no legal or constructive obligations to pay further contributions after payment of the fixed contribution. 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.

3. Significant judgement and estimates

Preparation of the consolidated financial statements requires management to make significant judgements and estimates. Judgments and estimates are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results may ultimately differ from these estimates.

a. Critical management judgements

In the process of applying the group's accounting policies, management has made the following judgments, apart from those involving estimation, which have the most significant effect on the amounts recognised in the consolidated financial statements:

(a) Distinguishing Operating and Finance Lease

The group has entered into various lease agreements as lessor and lessee. Judgment was exercised by management to distinguish each lease agreement as either an operating or finance lease by looking at the transfer or retention of significant risks and rewards of ownership of the property covered by the agreements. Failure to make the right judgment will result in either overstatement or understatement of assets and liabilities

(b) *Recognition of Provisions and Contingencies*

Judgment is exercised by management to distinguish between provisions and contingencies.

b. Key sources of estimation

The following are the key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the reporting period, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year:

(a) *Estimating useful lives of tangible assets*

The group estimates the useful lives of tangible assets based on the period over which the assets are expected to be available for use. The estimated useful lives of tangible assets are reviewed periodically and are updated if expectations differ from previous estimates due to physical wear and tear, technical or commercial obsolescence and legal or other limits on the use of the assets. In addition, estimation of the useful lives of tangible assets is based on collective assessment of industry practice, internal technical evaluation and experience with similar assets. Actual results, however, may vary due to changes in estimates brought about by changes in factors earlier mentioned.

Based on management's assessment as at 31 December 2019, there is no change in the estimated useful lives of tangible assets during those years.

(b) *Impairment of debtors*

Provisions are made for specific and groups of accounts, where objective evidence of impairment exists. The group evaluates these accounts based on available facts and circumstances, including, but not limited to, the length of the group's relationship with the customers, the customers' current credit status based on known market forces, average age of accounts, collection experience and historical loss experience. The impairment for the current year amounted to €44,456 (2018: €44,456).

4. Income from charitable activities

	2019	2019	2019	2018	2018	2018
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
Government grants	-	4,986,186	4,986,186	-	4,589,277	4,589,277
Residents contributions	-	169,520	169,520	-	278,175	278,175
	-	5,155,706	5,155,706	-	4,867,452	4,867,452

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

5. Income from donations

	2019	2019	2019	2018	2018	2018
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
Donations	-	131,439	131,439	-	144,040	144,040

6. Income from other trading activities

	2019	2019	2019	2018	2018	2018
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
Membership fees	894,730	-	894,730	869,806	-	869,806
Retail sales	4,950	-	4,950	11,473	-	11,473
Rental income	510,733	-	510,733	493,479	-	493,479
Guest fees	64,354	-	64,354	91,045	-	91,045
Miscellaneous	12,730	-	12,730	14,672	-	14,672
	1,487,497	-	1,487,497	1,480,475	-	1,480,475

7. Other income

	2019	2019	2019	2018	2018	2018
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
Profit on disposal of fixed assets	-	-	-	728,091	-	728,091
Miscellaneous	1,133	-	1,133	1,468	-	1,468
	1,133	-	1,133	729,559	-	729,559

8. Expenditure on charitable activities

	2019	2019	2019	2018	2018	2018
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
St Joseph's House Residence for Adult Deaf and Deafblind	-	3,036,498	3,036,498	-	2,594,384	2,594,384
St Mary's and St Joseph's boarding for deaf girls and boys	-	1,938,146	1,938,146	-	1,957,939	1,957,939
Chaplaincy activities	-	141,058	141,058	-	131,157	131,157
Education services and support	86,283	-	86,283	109,767	-	109,767
Overhead costs	171,006	927,690	1,098,696	137,647	806,056	943,703
	257,289	6,043,392	6,300,681	247,414	5,489,536	5,736,950

9. Other expenses

	2019	2019	2019	2018	2018	2018
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
St Joseph's House Residence for Adult Deaf and Deafblind	367	15,155	15,522	527	11,299	11,826
St Mary's and St Joseph's boarding for deaf girls and boys	-	21,217	21,217	-	20,558	20,558
Other trading activities	1,219,577	-	1,219,577	1,301,308	-	1,301,308
	1,219,944	36,372	1,256,316	1,301,835	31,857	1,333,6

10. Net (expenditure)/surplus

Net (expenditure)/surplus is stated after charging/(crediting):

	2019	2018
	€	€
Profit on disposal of fixed assets	-	(728,091)
Depreciation of fixed assets	398,893	359,495
Defined contribution scheme	139,906	111,179
Operating lease expense	77,000	77,000
Fees payable to the group's auditor	26,500	25,000
Fees payable in respect of other services:		
- Corporate tax compliance	1,250	1,250
- Company secretarial services	1,000	1,000

11. Employee costs

Staff costs were as follows:

	2019	2018
	€	€
Wages and salaries	4,645,183	4,195,108
Social security costs	488,267	450,401
Staff pension costs	139,906	111,179
	5,273,356	4,756,688

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

	2019	2018
	No	No
Administration	33	30
Maintenance	11	11
Leisure	16	15
Care staff	79	70
Domestic and catering	9	11
Nursing	9	9
Chaplaincy	2	2
	159	148

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

	2019	2018
	No	No
€70,000 to €80,000	1	1
€80,001 to €90,000	-	-
€90,001 to €100,000	1	1
In excess of €100,000	-	-

There were no expenses of trustees reimbursed during the year (2018: €NIL).

No trustees received any remuneration during the financial year (2018: €NIL).

Capitalised employee costs during the financial year amounted to €NIL (2018: €NIL).

The total employee benefits of the key management personnel of the trust was €192k.(2018: €167k)

12. Tangible fixed assets

Consolidated

	Freehold properties	Fixtures, fittings and equipment	Motor vehicles	Computer	Total
	€	€	€	€	€
Cost Or Valuation					
At 1 January 2019	13,328,011	1,720,611	86,916	119,493	15,255,031
Additions	16,157	223,561	21,950	17,221	278,889
Disposals	-	-	-	-	-
At 31 Dec 2019	13,344,168	1,944,173	108,866	136,713	15,533,920
Depreciation & Impairment					
At 1 January 2019	814,486	1,457,211	84,114	106,921	2,462,732
Charge for the financial year	277,365	106,741	4,751	10,036	398,893
Disposals	-	-	-	-	-
At 31 Dec 2019	1,091,851	1,563,952	88,865	116,957	2,861,625
Net Book Value					
At 31 Dec 2019	12,252,317	380,221	20,001	19,756	12,672,295
At 31 Dec 2018	12,513,525	263,400	2,802	12,572	12,792,299

12. Tangible fixed assets (continued)

Company

	Freehold properties	Fixtures, fittings and equipment	Motor vehicles	Computer	Total
	€	€	€	€	€
Cost or Valuation					
At 1 January 2019	6,431,810	37,454	1,000	87,411	6,557,675
Additions	-	204,423	-	16,866	221,289
Disposals	-	-	-	-	-
At 31 Dec 2019	6,431,810	241,877	1,000	104,639	6,781,411
Depreciation and Impairment					
At 1 January 2019	373,644	21,187	-	77,505	472,336
Charge for the financial year	128,636	33,416	-	8,954	171,007
Disposals	-	-	-	-	-
At 31 Dec 2019	502,280	54,603	-	86,459	643,343
Net Book Value					
At 31 Dec 2019	5,929,530	189,359	1,000	17,818	6,135,621
At 31 Dec 2018	6,058,166	16,267	1,000	9,906	6,085,339

The group and the company's freehold property are stated at their revalued amounts, being the fair value at the date of revaluation, less any subsequent accumulated depreciation and impairment losses. All other tangible assets are measured at cost model.

The freehold properties were valued by the trustees based on an independent third party valuation carried out by Paul Good at August 2016. In 2016, the group recognised a revaluation income of €623,585 presented as part of Revaluation reserves account in the Statement of Financial Position and revaluation loss of €906,560 presented as part of the other expenses in the Statement of Financial Activities.

The trustees are satisfied that tangible fixed assets are not impaired.

13. Financial assets

Company

Investment
in subsidiary
undertaking
€

Cost or Valuation

At 31 December 2018 and 31 December 2019

100

Net Book Value

At 31 December 2018 and 31 December 2019

100

The parent company owns 100% of the shareholdings of The National Deaf Village Sports and Leisure Company Limited.

The principal activity of the subsidiary undertaking is the operation of Inspire Fitness Centre. It also owns land and building at Ratoath Road, Cabra which comprise Inspire Fitness Centre and office facilities for various entities providing services to the benefit of the deaf community. The subsidiary undertaking's registered office is located at Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7.

The shares in subsidiary undertaking are not listed on a recognised stock exchange.

In the opinion of the trustees, the shares are worth at least the amounts at which they are stated in the Statement of Financial Position.

14. Debtors

	Consolidated		Company	
	2019	2018	2019	2018
	€	€	€	€
Due within one year				
Trade debtors	312,826	367,681	-	-
Other debtors	158,974	46,559	10,264	32,295
Amounts owed by group undertakings	-	-	8,161,220	7,673,252
Prepayments	7,244	65,546	309	-
VAT recoverable	7,926	10,604	-	-
	486,970	490,390	8,171,793	7,705,547

Amounts owed by group undertakings and related parties are unsecured, non-interest bearing, and repayable on demand. During the year, an impairment of €44,456 (2018: €44,456) was recognised against trade debtors.

15. Cash and cash equivalents

	Consolidated		Company	
	2019	2018	2019	2018
	€	€	€	€
Cash at bank and in hand	1,060,661	1,804,070	228,911	1,020,974
Bank overdrafts	-	-	-	-
	1,060,661	1,804,070	228,911	1,020,974

Consolidated cash at bank and in hand includes cash designated for specific purpose totalling to €173,269 (2018: €407,046).

16. Creditors: amounts falling due within one year

	Consolidated		Company	
	2019	2018	2019	2018
	€	€	€	€
Trade creditors	103,624	149,599	29,442	48,799
Amounts owed to group undertakings	-	-	3,876,629	3,966,876
PAYE/PRSI	113,870	110,003	15,711	15,601
Bank overdrafts	-	-	-	-
Other creditors	211,867	270,751	37,042	29,245
Accruals	331,669	301,058	36,841	51,326
Deferred income	92,415	107,645	-	-
	853,445	939,056	3,995,665	4,111,847

Trade and other creditors, including accruals, are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms.

Amounts owed to group undertakings are unsecured, interest free and are repayable on demand.

Taxes including social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

Deferred income will be released as per terms outlined on contracts.

17. Commitments under operating leases agreements

Future commitments under operating leases agreements are as follows:

	2019	2018
	€	€
Not later than 1 year	127,000	127,000
Later than 1 year and not later than 5 years	255,666	218,666
Later than 5 years	1,000,000	1,050,000
	1,382,666	1,395,666

18. Pension commitments

The group contributes to a defined contribution pension scheme. During the year, an amount of €139,906 (2018: €111,179) was charged to consolidated statement of financial activities. The closing balance on the accrual at 31 December 2019 is €NIL (2018: €39,266) and is included within other creditors in creditors.

19. Analysis of fund movement

Consolidated

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	13,139,049	1,488,630	(1,477,233)	(557,619)	12,592,827
Restricted – other	-	5,287,145	(6,079,764)	792,619	-
Restricted fund – Esther Foy	385,069	-	-	(235,000)	150,069
Revaluation reserves	623,585	-	-	-	623,585
	14,147,703	6,775,775	(7,556,997)	-	13,366,481

Company

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	9,691,459	301,911	(257,289)	31,025	9,767,106
Restricted – other	-	127,455	(331,430)	203,975	-
Restricted fund—Esther Foy	385,069	-	-	(235,000)	150,069
Revaluation reserves	623,585	-	-	-	623,585
	10,700,113	429,366	588,719	-	10,540,760

19. Analysis of fund movement (continued):

In respect of the prior year:

Consolidated

	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

Company

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	8,992,136	1,056,622	(247,415)	(109,884)	9,691,459
Restricted – other	-	107,684	(217,568)	109,884	-
Restricted fund – Esther Foy	426,791	-	(41,722)	-	385,069
Revaluation reserves	623,585	-	-	623,585	-
	10,042,512	1,164,306	(506,705)	-	10,700,113

20. Analysis of net assets between funds

Consolidated

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	12,672,295	-	-	-	12,672,295
Current assets	1,375,262	23,201	150,068	-	1,547,631
Current liabilities	(853,445)	-	-	-	(853,445)
	13,194,112	23,201	150,068	-	13,366,481

20. Analysis of net assets between funds (continued)

Company

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	6,135,621	-	-	-	6,135,621
Investments	100				100
Current assets	10,156,232	23,201	150,068	-	10,329,501
Current liabilities	(5,924,462)			-	(5,924,462)
	10,367,491	23,201	150,068	-	10,540,760

In respect of the prior year

Consolidated

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	12,792,299	-	-	-	12,792,299
Current assets	1,887,414	21,978	385,068	-	2,294,460
Current liabilities	(939,056)	-	-	-	(939,056)
	13,740,657	21,978	385,068	-	14,147,703

Company

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	6,085,339				6,085,339
Investments	100				100
Current assets	8,319,475	21,978	385,068	-	8,726,521
Current liabilities	(4,111,847)	-	-	-	(4,111,847)
	10,293,067	21,978	385,068	-	10,700,113

21. Related party transactions & Ultimate controlling party

The group's related party transactions include the group's key management personnel compensation amounting to €192,301 during the year (2018: €167,000). None of the trustees are an ultimate controlling party.

The liability of each member is limited to €1.27. In accordance with FRS 102.33.1A, the Group is not required to disclose transactions between wholly owned subsidiaries or the parent company.

22. Security

The Catholic Institute for Deaf People have a mortgage charge over part of the lands, tenements and hereditaments at Saint Joseph's House with the Eastern Health Board.

The Catholic Institute for Deaf People have a personal guarantee over the charge on land and the book debts of the company with the Health Service Executive.

The Catholic Institute for Deaf People have a mortgage charge with the Health Service Executive over all buildings, fixtures and fittings and plant and machinery of the company.

The Catholic Institute for Deaf People have a charge over the hereditaments and premises at St Joseph's House with the Health Service Executive.

23. Post balance sheet events

There are two significant events that are impacting on CIDP and its subsidiary since the end of the 2019 financial year. These are:

- The ongoing discussions with the HSE around our historic shortfall in funding and the need for additional funds to deliver on the Government's Time To Move On strategy; *and*
- COVID-19.

Both have been addressed in the narrative above and will have significant bearing on the future ability of CIDP to operate aspects of its business as going concerns.

Discussions with the HSE around funding are primarily focused around the shortfall for St Josephs House and its developing community service. Adequate funding is provided by the HSE for our boarding services. The board is hopeful that in 2020 discussions with the HSE have moved towards positive engagement with a view to a resolution to meet the service needs of St Josephs House. While COVID-19 has had cost and delaying impacts on this and the wider service these costs have been manageable within our current resources and with help from the HSE.

COVID-19 has, however, had a significant negative impact on Inspire, the trading arm of CIDP's subsidiary company NDVSLC. The closure of sports and leisure facilities since mid-March, with phased re-opening in the later stages of the Government roadmap, has seriously constrained business opportunities and plans for 2020. The board of NDVSLC is working with the Inspire Manager to develop a realistic recovery plan that will enable the business progressively to recover as much of its activities as it can as safely as possible and in 2021 return to a profitable state before EBITA. This will be closely monitored over the coming weeks and months to amend plans as appropriate to return to income generation as soon as possible.

24. Approval of the financial statements

The financial statements were approved by the board of trustees on 15 June 2020.

Our Donors



VHI Mini Marathon

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.



Age & Opportunity

St Joseph's House received a grant of €250. We greatly appreciate the grant that we received from Age & Opportunity in the last few years, the grants provide great supports for everyone in the house.



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.



**The Hospital
Saturday Fund**

A big thank you to The Hospital Saturday Fund who have donated €3000 to St Joseph's House Time to Move On transition project. This grant will assist us in empowering service users to take control over their healthcare and activities of daily living through education and upskilling.

Support our work

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.
www.cidp.ie/cidp





Catholic Institute for the Deaf

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