



2020 Annual Report

A Year in Review



As a section 39 organisation we received €6,246,082m from the Health Service Executive that enabled us to deliver residential, community 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

Contents

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.

- 04 A message from the Chairperson
- 05 A message from the CEO

ABOUT US

- 07 CIDP – Who We are
- 08 Our Mission and our Values
- 09 Who we work with
- 10 Our Structure
- 11 Concluding our 2013-20 Strategy
- 12 Looking Forward

GOVERNANCE

- 13 What Good Governance means to us
- 14 Compliance and Continuous Improvement
- 16 Our Board of Trustees and Executive
- 18 Board & Committee attendance

OUR IMPACT - ISL LED SERVICES

- 21 Support Worker: Ela Cichoka
- 22 Interpreter: Amanda Mohan

OUR IMPACT - EDUCATION SERVICES

- 24 St Marys and St Joseph's Boarding
- 31 Holy Family School for the Deaf
- 33 Third-Level Education

OUR IMPACT - RESIDENTIAL & SUPPORTED COMMUNITY SERVICES

- 38 St Joseph's House for Deaf and Deaf Blind Adults
- 39 Feedback from Service Users
- 41 Staff Stories
- 42 Service Users Stories

NATIONAL CHAPLAINCY

- 45 A Day in the Life of the Chaplaincy
- 46 2020 Highlights in the words of a Chaplain

FITNESS

- 49 Inspire Fitness

HUMAN RESOURCES

- 51 Recap on 2020

FINANCIALS

- 54 Finance Review
- 59 Consolidated Statement of Financial Activities
- 60 Consolidated Statement of Financial Position
- 61 Company Statement of Financial Position
- 62 Consolidated Statement of Cash Flows
- 63 Notes to the Financial Statements
- 80 Reserves and Investment Policies

OUR DONORS

- 81 Feedback





In 2020 we lived through one of the most challenging years in CIDP's 175 year history. The Covid-19 pandemic affected every aspect of our organisation and its services, interrupting our lives and our programmes, and removing any sense of normality from day-to-day life. In one sense it is hard to reflect positively on the year, but in another it is very easy: our service users stayed safe; our staff worked with extraordinary commitment and dedication; we had terrific support from the HSE; we proved our resilience in severely testing times.

The full effect of Covid will only be seen when the pandemic is truly behind us, but we can now prepare with confidence for its aftermath, and look at new ways of working, new service offerings and opportunities for our service users, better work-life balance for our staff, the long-term sustainability of the Deaf Village and the creative use of our resources. Covid closures have been particularly tough for our subsidiary, National Deaf Village Sports and Leisure Company and its trading arm, Inspire. Thankfully, there are now very encouraging signs for business recovery, as well as a determination by board and management to define our future strategy in line with current sport and fitness trends and in a manner that creates real value for the Deaf Community and the local catchment area.

As readers enjoy this 2020 report, it will be evident that 2020 was a very busy year in "ordinary" as well as "extraordinary" ways. With careful preparatory work, the transition from residential to community living has continued into 2021 for many of our residents in St Joseph's House. We made significant advances in the development of a single model to prepare for amalgamation of girls' and boys' boarding, as well as developing new outreach services to support boarders remotely in lockdowns. Chaplaincy services have been a particularly valuable part of our outreach during Covid, and we have undertaken detailed reflection towards a contemporary vision for Chaplaincy into the future. There has been much turnover and restructuring in our staffing model, but we have also increased our employment from the Deaf Community.

Good governance is a daily preoccupation, and its many strands influence every aspect of our operations. We are

very committed to meeting the compliance requirements which support our positive relationship with our main funder, the HSE. We have spent much time in 2020 preparing to meet the compliance standards of the Charities Regulator's Governance Code so that we can report positively in 2021. However, good governance is not just about compliance in itself: it underpins our commitment to our service users, our contract with our staff, our care in respect of funding and other resources from both the State and our own organisation, and our commitment to doing the right things today as well as providing appropriately for the future.

In very large measure, I thank our outgoing CEO, Keith Adams, for the transformation of our organisation over the past five years. Keith's drive and energy on behalf of CIDP have been unrivalled, as has his commitment to supporting the Board and staff to give our best to the organisation. He has been a key enabler of our new service model, built around the creation of independence – for adults living fulfilling lives in the community and boarders well equipped for adult life, as well as staff with the training and confidence to deploy new skills and be ambitious on behalf of the people we serve. In particular I thank Keith for his tremendous support to me and the rewarding working partnership we have enjoyed throughout his term as CEO. Towards the end of 2020, we appointed Tara McBreen as interim CEO pending new recruitment, and I am delighted that Tara has now been appointed as CEO following a competitive process. I wish her every success in leading the next chapter of our active and vibrant organisation.

I thank all my Board colleagues, our external Committee members, and all our staff, for their unstinting and generous work with CIDP. I especially wish to thank all our service users for bearing patiently with us through restrictions, unavoidable limitations on service and lockdowns in this very difficult year. However, from solid foundations we look forward, and in 2021 we will not only celebrate the long heritage and the achievements of CIDP, but we will set our organisation on a new path with an ambitious strategy and a contemporary identity to reflect our continuing commitment to the Deaf Community.

Geraldine Tallon



A Chara,

As the new Chief Executive Officer for CIDP I am delighted to present our 2020 Annual Report. The Report aims to provide a summary of CIDP's key activities and achievements during 2020, it also highlights the many challenges we faced in this unprecedented time.

It is an understatement to say that 2020 proved to be an extremely challenging year due to the outbreak of the worldwide Covid 19 pandemic. The challenges were compounded by the need to keep people safe whilst also ensuring the successful transition from a residential service to a community support model.

We were very grateful to have the continued support of a strong Board membership, led by Chairperson, Geraldine Tallon. Together with our four Board sub-committees, this helped CIDP navigate its way through the uncharted waters of Covid 19 and through the various stages of developing the community model of support.

I am proud to be able to say we managed to keep our service users; boarders and adults safe from an outbreak of covid, this was down to the commitment of so many people including staff, service users, families and many stakeholders. We worked closely with the HSE who helped support us with initiatives to keep our premises covid free and support robust infection control procedures.

When I reflect on our key achievements as an organization in 2020, there are some that I would like to highlight in this opening message. Specifically:

- We have made considerable progress with our community services model and are now in the latter stages of decongregating to a fully community service based model of support to Deaf and Deaf Blind Adults in their own homes;
- We achieved a major milestone of closing the main residential building at St Joseph's House in February 2021;
- The Covid pandemic impacted the full delivery of services to our boarding campuses for much of 2020 as we adhered

to Public Health advice with school children and young adults learning remotely. However, the appointment of the Head of Care at the end of 2019 ensured positive steps were made in bringing the boys' and girls' boarding services under one structure;

- We also facilitated a number of independent audits using industry standard quality frameworks, which were undertaken to help improve service delivery and achieve a home from home type environment on the boarding campuses;
- The National Chaplaincy for Deaf People was in significant demand during 2020, providing pastoral and spiritual services to those most in need during the darkest days of the pandemic. We saw an increased need for services especially in rural areas, including high demand from young Deaf people and from families seeking support for individual family members.

During 2020 the organisation reflected on the achievements of objectives to date and reviewed the Strategy for 2022 – 2027. Further details can be found alongside our 2021 objectives, within this report.

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 residents, boarders and the wider Deaf Community. In addition to our funders and many stakeholders we thank you for your continued support and look forward to working closely with you in 2021.

I look forward to 2021 with excitement, not least the celebration of our 175th year in operation with a celebration week in September 2021 and anticipation of the good things to come and feel extremely privileged to lead CIDP into the next phase of its journey, as CEO.

Tara McBreen

CIDP - Who we are

CIDP is a non-profit charity enabling the Deaf Community and Deaf people generally to achieve their full potential and to have equality of access and opportunity in all aspects of their lives. We are a diverse organisation and, with dedicated staff, we provide services to all ages from school age to the elderly.

Our keys areas of focus are:

- Education
- Social care
- Pastoral and spiritual work

The first language of our service users is Irish Sign Language (ISL). Our organisation has in-house interpreters and all staff are supported to gain ISL Level 4.



The Catholic Archbishop of Dublin, Archbishop Farrell, is the President of the company and appoints one third of the Board members, including the Chairperson.

CIDP was established as a charitable institution in 1845. In 1997, CIDP assumed the role of trusteeship of St Joseph's Residence, St Mary's residence and St Joseph's House for Deaf and Deaf Blind Adults.

In 2011, the National Deaf Village Sports and Leisure Company limited was incorporated as a subsidiary of CIDP.



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.

Our Mission and our Values

It is important to us that we continue to highlight our values in our annual report as we are committed to upholding the highest professional and ethical standards in the delivery of services and the governance of the organisation. We operate with trust, respect and honesty towards those we serve and with integrity and transparency in everything we do. We are an inclusive organisation that pursues and advocates for social justice and equality for each individual we support.

OUR MISSION

OUR VISION

To be a leading organisation, combining our experience, skills and expertise, in the provision of quality services through ISL to enable our service users in the Deaf Community to reach their full potential.

We create an environment where every Deaf Child and Adult is empowered to live the life of their choice and has the best opportunity to be successful and independent through equal access.

OUR VALUES

Our values reflect our commitment to upholding the highest professional and ethical standards in the delivery of services and the governance of the organisation. We operate at all times with trust, respect and honesty towards those to whom we provide a service. We will operate with integrity and transparency as an inclusive organisation pursuing social justice and equality.

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

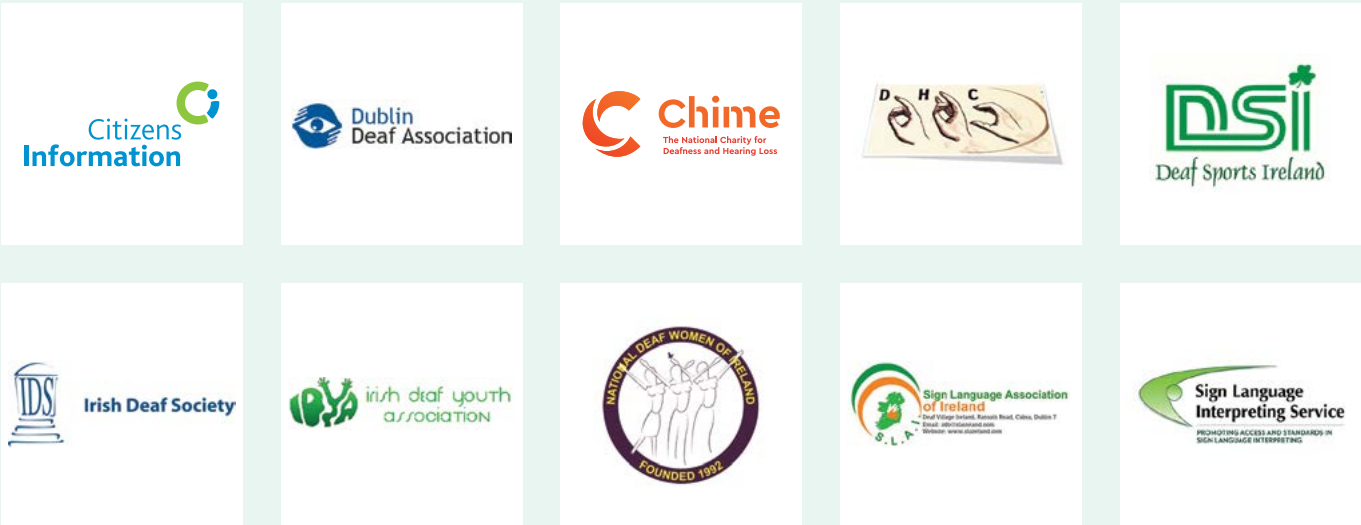
Be innovative in better utilising property resources at our disposal to provide greater support for the Deaf community at key life stages.

Professional

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

Who we work with

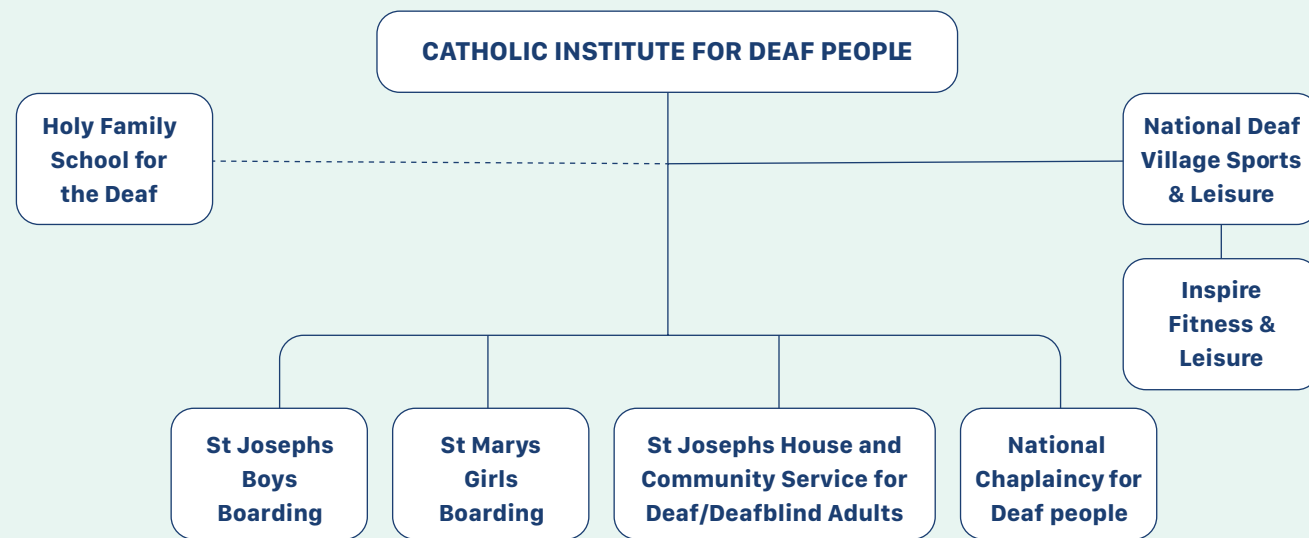
We are fully committed to working in partnership with the Deaf Community, with people of diverse Deaf identities, with other organisations representing the interests of Deaf people, and with public sector bodies representing and serving the interests of Deaf People.



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).

Our Structure



CATHOLIC INSTITUTE FOR DEAF PEOPLE

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

ST JOSEPH'S BOYS & ST MARY'S GIRLS BOARDING CAMPUS

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

ST JOSEPH'S HOUSE & COMMUNITY SERVICES

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

As part of the HSE *Time to Move On* policy, CIDP is currently transitioning to a full community service model supporting people in their own homes through ISL.

NATIONAL CHAPLAINCY FOR DEAF PEOPLE

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

INSPIRE FITNESS CENTRE

Based in Deaf Village Ireland, and open since 2013, Inspire is one of Ireland's finest Fitness and Sport Centres. Its ethos is to deliver Health, Fitness, Sport and Recreation to Dublin 7. Inspire Fitness Centre is the trading arm of our subsidiary National Deaf Village Sports and Leisure Company Ltd.

HOLY FAMILY SCHOOL FOR THE DEAF

Holy Family School for the Deaf opened on 1 September 2016. The amalgamated school provides for Deaf and Hard of Hearing children from age three in the early intervention classes, through Primary and on through Post Primary education. The newly amalgamated school is bi located. Early Intervention and the Primary are based on the Dominican, Marian Campus, Ratoath Road and the Post Primary is located on the St. Joseph's Campus, Navan road.

Concluding Our 2013-20 Strategy

Over recent years, the board and executive of CIDP have been reviewing the future direction of the organisation and how it might move forward with a focus on improving the quality of life for both students at the school and in boarding and the adults currently in residential services.

In parallel, the board also decided to review its brand and identity to align with its future model. All of this was built around the need to look at the full circle of life for a Deaf person and where the organisation could bring value to the individual's life at each stage of their life journey.

As we advanced our work on brand, identity and strategy, the Covid pandemic intervened, and 2020 became a uniquely difficult year. With immediate challenges in the maintenance of front-line services, and critical priority around the closure of St Joseph's House and transition from a residential to a community model of service, the Board decided to extend the existing strategy through 2021. This was necessary so that the whole organisation could reflect on our experience and revisit the forward-looking plans largely developed before the pandemic.

In 2021 are assessing the final outcomes of the 2013-20 Strategy, and reviewing our proposed approach for the coming 5 years in light of our experience over the past year and the needs of a post Covid world. We have put in place a Strategic bridging plan for 2021, which will ensure that, as an organisation, we keep moving forward on agreed objectives, and maintain momentum in key critical areas, while providing sufficient time for reflection and recovery. Importantly, the time for reflection will also be used to develop a deeper understanding of where CIDP can best serve the Deaf community post Covid 19.

Our view is that this approach will serve CIDP well in emerging from an extremely difficult period and re-energising for future challenges.

We will publish our strategic plan for 2022-2027 in Autumn 2021.

Review of 2013-2020 Strategic Objectives

Many key strategic objectives have been achieved over the past seven years including:

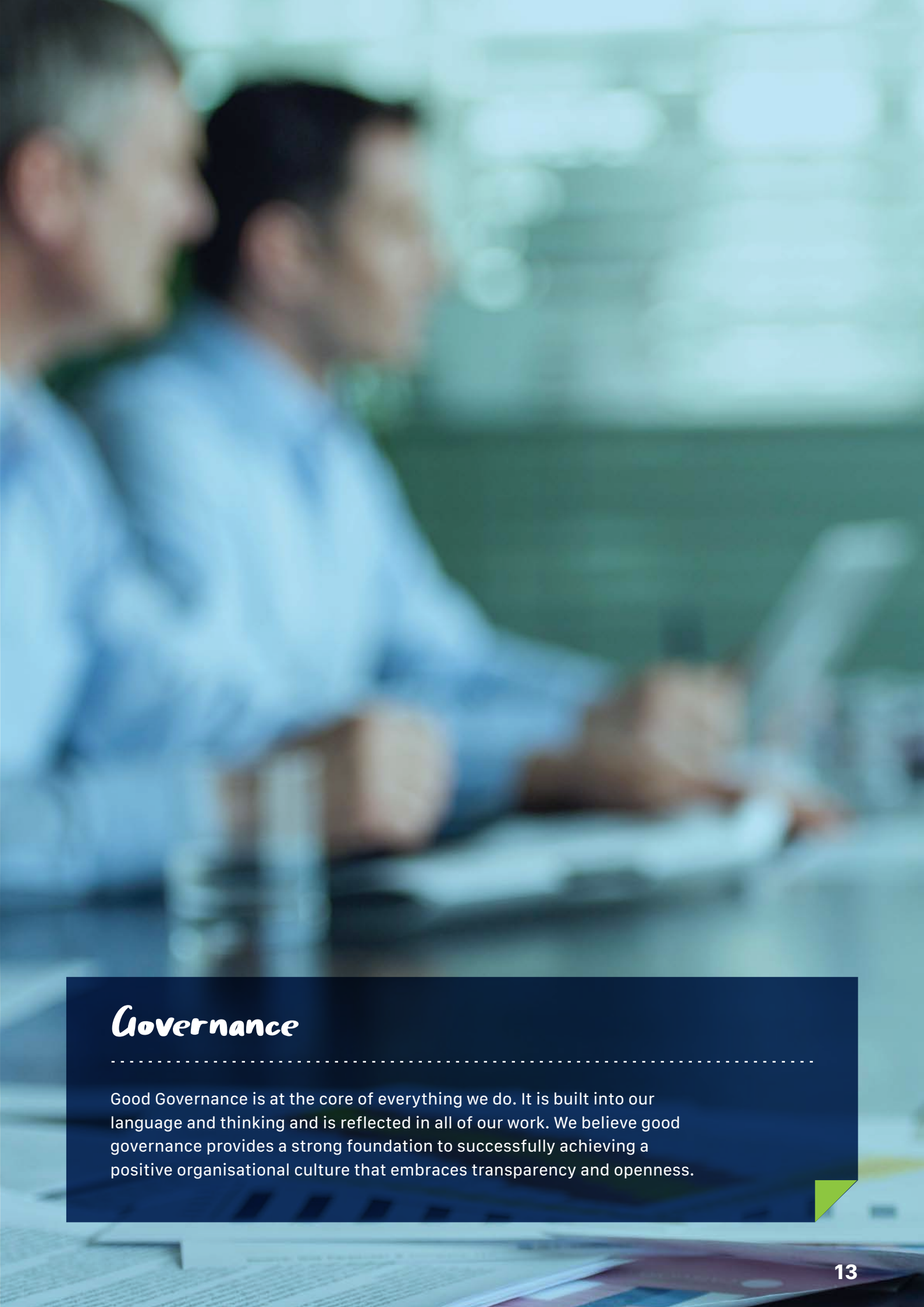
- St Joseph's and St Mary's schools have been amalgamated to create a co-educational centre for excellence in Deaf education as Holy Family School for the Deaf;
- The Deaf Village Ireland complex has been completed, and Deaf Village is governed by an independent board representative of Deaf organisations based in Cabra – DVI Ltd;
- The National Deaf Village Sports and Leisure Company has been established to support Inspire Fitness Centre to become a top sports club, accessible in ISL, and welcoming to the local community;
- An Education Partnership Group has been established;
- CIDP has maintained and expanded its connection with Deaf Culture, ISL and representation and employment from the Deaf Community;
- CIDP is now finalizing the rebrand of the organisation, which will officially launch in Autumn 2021 and will include a new improved website.

The Board of CIDP decided to rebrand after much dialogue with key stakeholders and engagement with members of the Deaf Community. A focus group supported the work and agreed on an identity that would truly reflect the ethos and values of the organisation and its services to the Deaf Community.

Our renewed Mission, Vision and Values reflect our heritage and underpin our ambition as a modern, forward-looking organisation, providing appropriate and relevant services to Deaf people at key life stages.

Looking Forward

KEY PRIORITIES FOR 2021	
FUNDING Finalise the funding model for Community Services with the HSE by October 2021.	HEALTH AND WELLBEING Promote better health and wellbeing for service users and staff across the organisation
PANDEMIC PROTOCOLS Continue to enhance our protocols on infection control to ensure safe working and health and 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 Launch the rebrand and our new Strategy, 2022-27 together in Autumn 2021.	GOVERNANCE CODE Continue to update our compliance records to ensure full alignment to the Charity Regulator's Governance Code and submit a declaration of full compliance in October 2021.
COMMUNITY SERVICES Embed the community model of support while developing a robust outreach business plan for future implementation. Achieve full decongregation from the residential by 31st October 2021.	BOARDING CAMPUS Promote Independence. Launch the independent living unit for young adults during the Midterm October break 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 Continue to review policies and procedures to reflect the learning from our research on best in class across Boarding campuses and residential and community supported living.	STAFF The staff resourcing model for the amalgamated service will be a key focus for quarter 3 of 2021, 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. We will work closely with the HSE on this scoping exercise.
INSPIRE FITNESS Defining a sustainable business model for Inspire is critical and all avenues are being explored to develop a recovery strategy.	CELEBRATE CIDP Formally mark the key achievements of CIDP, now in its 175th year, through key initiatives.
CHAPLAINCY Support decision making on the future model of the Chaplaincy services so we ensure continued delivery of valued pastoral, spiritual and social supports to the Deaf Community.	IT Scope and deliver an IT Solution that meets the future needs of the organisation.



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. We believe good governance provides a strong foundation to successfully achieving a positive organisational culture that embraces transparency and openness.

Compliance and Continuous Improvement

We comply fully with the Charities Regulator Governance code and the HSE’s compliance requirements. We are also subject to HIQA regulation in respect of our health and social care services.

As an organisation serving the Deaf Community, we are committed to continuous improvement and have developed a strong network of expertise to ensure we continue to enhance our governance practice.

CIDP continues to strengthen its governance in line with best standards. In 2020 we developed a robust framework to ensure full compliance with the Charity Regulator’s Code and enable readiness for mandatory compliance reporting in 2021. The CIDP Board is confident that the work achieved to date has prepared us well but we are continuing to actively embrace the additional controls, checks and balances that are required to ensure the highest standard of compliance.

In 2020 we also focused on key priorities with the Internal Auditor to strengthen our governance; this service is in its second year and continuing to add to the quality of objective oversight and assurance for the Board and executive.

Openness and Transparency

CIDP promotes an open approach to our internal and external stakeholders. We distribute a quarterly newsletter, which is also published on our website. We strive to promote accessible communication through ISL as far as possible, and engage with our stakeholders through a variety of channels including face to face meetings, virtual meetings, video calls, emails and by telephone. As an organisation we are committed to maintaining positive relations with all of our stakeholders and to ensure open lines of communication at all times.

Active Board Oversight

CIDP is a company limited by guarantee and governed by our Memorandum and Articles 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”). Our

governance structure comprises a voluntary board of dedicated trustees to provide guidance and direction, and an executive team to manage and oversee service delivery. 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 9 members and has four committees as follows:

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

As part of our commitment to delivering appropriate services to the Deaf community CIDP is continually seeking appropriate Deaf community representation on our board. While this continued to be a challenge in 2020 we have built the strength of the board with the appointment of 3 new members. As each member is appointed they join an induction process with the Chair and CEO of CIDP. They also familiarise themselves with, and commit to meeting, the various requirements set out in the board handbook. Board members are recruited through many mediums including Boardmatch, open calls within the Deaf community and through the network the board itself has.

Following induction, the board ensures that appropriate training, including in respect of the Governance Code and the specialist roles undertaken at committee level, is available to members.

Conflict of Interest is always at the fore whether during the recruitment process or at board meetings. It is a standing item on each board and committee agenda and any issue of conflict is discussed and noted in the minutes along with the board/committee decision on the matter.

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

Risk management and administrative details

As an organisation risk management is part of our everyday focus and priority. Each area of frontline operations has

its own risk register and CIDP collectively has developed an organisational register. These are reviewed quarterly at 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 2020 HSE compliance statement.



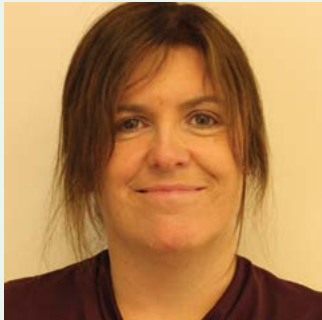
<https://youtu.be/PXr3gkg3HFM>

Our Board of Trustees



Geraldine Tallon
Chairperson

Geraldine worked in the Department of the Environment, Community and Local Government, where she retired as Secretary-General in 2014.



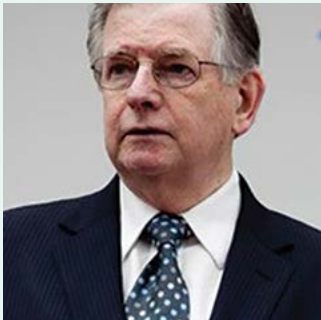
Amanda Casey
Trustee

Head Medical Social Worker, Mater Misericordiae University Hospital.



Gráinne Meehan
Trustee

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.



Kevin Lynch
Trustee

Held all honorary offices in IDSA and was President of IDSA/DSI. Was the first Chairperson of SignLink (SLIS). Also the first Chairperson of National Deaf Village Sports and Leisure Company.



Peter Tolan
Trustee

Product Manager, AIB.



Ger Deering
Trustee

Financial Services Ombudsman and the Pensions Ombudsman.



Andrew Fagan
Trustee

Director of the Child Safeguarding and Protection Service of the Archdiocese of Dublin.



Rosemary Grant
Trustee

Retired. Previous experience includes Principal Medical Social Worker.



John Cleere
Trustee

Assistant Secretary, Corporate Services, and Accountant of the Courts of Justice.

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 2020.

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.

Company Secretary

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

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

Our Executive

The executive team who served at any time during the 2020 financial year were::

Chief Executive Officer: Keith Adams

Financial Controller: Declan Kenny

Project Manager: Tara McBreen

HR and Governance Manager: Mary Stringer

Properties and Facilities Manager: Paul Ryder

Head of Care for Boarding: Lisa Moriarty

Director of Care: Geraldine Gallagher

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

Board & Committee Attendance

BOARD MEETINGS

Name	Position	Attendance
Geraldine Tallon	Chairperson	9/9
Peter Tolan	Trustee	9/9
Amanda Casey	Trustee	8/9
Kevin Lynch	Trustee	9/9
Grainne Meehan	Trustee	8/9
Ger Deering	Trustee	8/9
Rosemary Grant	Trustee	9/9
Andrew Fagan	Trustee	8/9
John Cleere	Trustee	4/5
Dominic McGreal	Trustee	5/5
John Lamont	Trustee	5/5

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

Name	Position	Attendance
John Lamont	Former Committee Chairperson & Trustee	3/3
Anne Coogan	Independent Member (Retired)	1/1
Geraldine Tallon	Trustee	6/6
John Cleere	Chairperson & Trustee	5/6
Kevin Lynch	Trustee	6/6
Peter Foran	Independent Member	3/3

FINANCE, AUDIT & RISK COMMITTEE

The audit committee continues to provide oversight and control on the finances and sustainability of CIDP, thereby underpinning good financial governance of CIDP. The 2-year contact for Internal Audit service continued with Vincent Lynch Internal Audit Services. This service continues to bring oversight and assurance of CID P's governance and financial controls. The internal auditor ensures 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 board and Chair of the FAR committee John Lamont) retired after providing many years of dedicated service to the organisation.

In addition 1 independent member (Anne Coogan) retired from the FAR committee during 2020.

CIDP welcomed 1 independent member in mid 2020, Peter Foran, who has helped strengthen the independence and expertise of the committee.

SAFEGUARDING PROTECTION AND WELFARE COMMITTEE

The Safeguarding Policy Committee met three times in 2020 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 committee.

The Safeguarding Policy Committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Geraldine Tallon	Trustee	3/3
Andrew Fagan	Chairperson and Trustee	3/3
Amanda Casey	Trustee	3/3

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.

In 2020 this committee met three times.

The focus of the committee's work in 2020 was to oversee a number of key initiatives which included:

- Readiness for confirming CIDP's compliance with the Charity Regulator's governance checklist;
- Preparation of a new strategic plan for 2021-2025;
- Review of CIDP's brand/identity as outlined earlier in this report.

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

The Governance, Strategy & 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	3/3
Nessan Vaughan	Independent Member	2/3

9 BOARD MEMBERS



REMUNERATIONS & APPOINTMENTS COMMITTEE

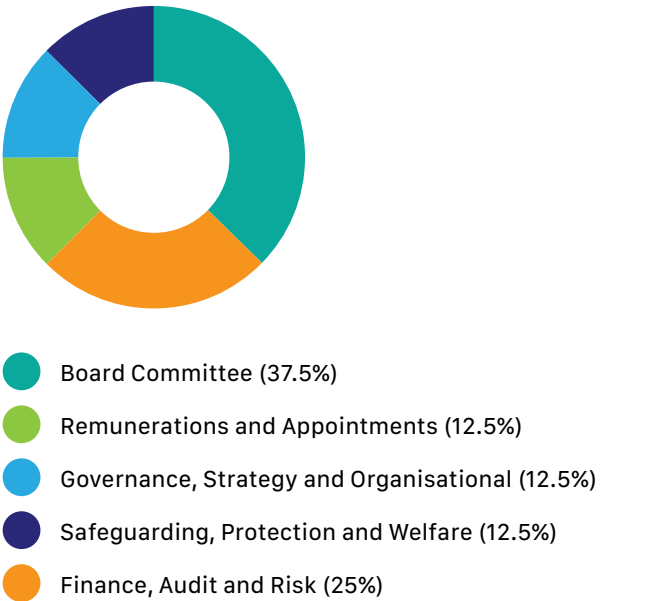
This committee continues to assist the organization in ensuring consistency and fairness in appointments and remuneration across the organization.

The remuneration and appointments committee meets on an as needed basis, and at minimum twice yearly. During 2020 the committee met on 3 separate occasions. The HR manager prepares and brings all appropriate papers to this committee and ensures standard practices are applied. The CEO also attends these meetings.

The Remunerations & Appointments Committee meetings were attended by members during the year as set out below.

Name	Position	Attendance
Geraldine Tallon	Trustee	3/3
Anne Coogan	Independent Member	3/3
Caroline McGrotty	Independent Member	2/3
John Lamont	Trustee	0/1

BOARD COMMITTEE MEETINGS - 24 IN TOTAL





Our Impact - ISL Led Services

CIDP's ambition is to be an ISL led organisation. Here is a snapshot from a staff perspective on working across our organisation through ISL.

Ela's Story

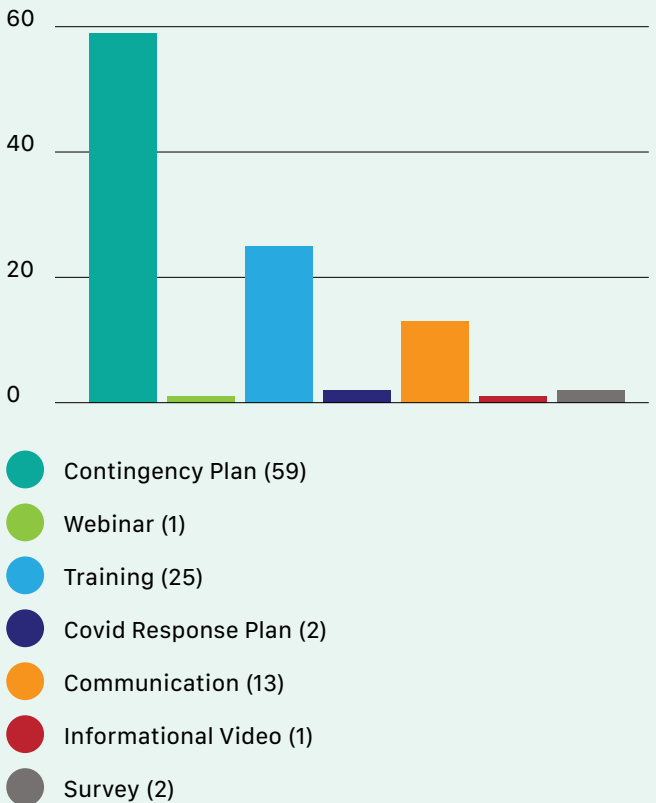
SUPPORT WORKER: ELA CICHOCKA

I have been working for CIDP for the past five years. When I commenced my employment in St. Joseph's House in 2016, my knowledge of Irish Sign Language (ISL) and my involvement in the Deaf Community was very limited. Nevertheless, through my every day contact with both Deaf colleagues and St. Joseph's House residents, I have very quickly developed a true interest in this field and decided to further educate myself. Therefore, the following year I applied for the Deaf Studies course and I began my academic journey in the Centre for Deaf Studies (CDS) in Trinity College Dublin.

Without a doubt, it was one of the most amazing, yet challenging experiences. From the very first day I was immersed in the signing environment which had a hugely positive impact on my ISL development. However, my education most definitely was not narrowed down to building on my linguistic proficiency. Through both formal and incidental learning, I became more aware of Deaf people's culturally accepted norms of communication and behaviours. The knowledge I have gained from the modules such as Perspective on Deafness, Working with the Deaf Community, Deaf Education and Ethics significantly contributed to my understanding of Deaf community members' ongoing battle for equal access to service provision, social inclusion and real-life Irish Sign Language recognition. This 4-year course program also provided me with essential tools and knowledge for my future professional life. I am privileged to be taught by an amazing team of professionals who have guided me throughout these years and have taught me how to build on my strengths, recognise my weaknesses and how to always aim for better quality of performance through hard work and continuous practice.



ISL VIDEO CREATED BY IN-HOUSE INTERPRETER IN 2020



In House Interpreting Team

INTERPRETER: AMANDA MOHAN

In May 2018, the Catholic Institute for Deaf People established its first in-house Irish Sign Language/English interpreting team. The rationale for setting up the team stemmed from the high number of interpreted assignments required across the organisation. The HR department inducted the interpreting team in May 2018, then consisting of two part time interpreters.

It was not long before the benefits of having a designated team became apparent across the organisation. The interpreting team established a direct booking system which allowed for flexibility in securing access for all meetings. Having such a team ensures an understanding of the breadth of work within the organisation, and this provides crucial context for team members to effectively work between two languages.

CIDP is one of only a few organisations which offer staff interpreter posts, and to improve communication across the organisation, CIDP sought to utilise the skillset of the team beyond interpreting. Staff interpreters have a space to offer contributions as to how meetings or trainings can be run more effectively with regard to communication, which has led to a smoother experience for all those involved. The interpreting team have also delivered training to staff across all levels of the organisation, giving our colleagues an insight into the nature of our work, and providing a collaborative landscape among the whole staff team to achieve optimal communication. The team also provide video translation services to make policies and online trainings accessible in ISL.

Since the pandemic hit, the entire staff have had to adjust to working remotely using new technologies; and the interpreting team rose to this challenge to ensure that important Covid-19 related meetings could be facilitated. Resources were drawn upon, such as the Council of Irish Sign Language Interpreters (CISLI) member support group for interpreters finding their feet working remotely; this served as a useful space for CIDP interpreters to get to grips with working online. This, together with online CPD sessions on remote interpreting, allowed us to develop an effective system of working. A CIDP 'Zoom Guidance Document for Working with Interpreters' was also created, to serve as a handy etiquette reference for those attending meetings online.



The move to online working has come with its challenges, but this innovation has also led to greater efficiency and productivity within the team. Prior to March 2020, the team worked between Stillorgan and Cabra, which involved some logistical planning when taking bookings. Working online has allowed the team to facilitate a greater number of meetings per day and has offered more flexibility to manoeuvre bookings around where required.

We look forward to the day when it is safe to work together in person again, but there are certainly valuable work practices, which the team have adopted over the past year, which will continue to inform our working lives beyond Covid-19.

The interpreting team now consists of one full time interpreter and two part time interpreters. The need for such a team has come from greater demand for interpretation across every level of the organisation, given the diversifying profile of CIDP staff and board, and an increase in the number of CIDP projects being undertaken. We look forward to seeing the interpreting team go from strength to strength in the future, and we are excited to be part of CIDP's journey.



Our Impact - 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.

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.

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.

OUR MODEL OF CARE



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.

Recap on 2020

From the announcement of the first lockdown on 12 March, we have navigated our way through 2020 and we made several adjustments to our service ensuring the safety of our boarders and staff.

We started an outreach service to continue to support the boarders remotely. We had to get creative and planned many different activities on Zoom such as quizzes, baking, games, and workout classes. This was a brilliant way of keeping in touch with the boarders while they were safe at home. We invited Ray Watson who is a Deaf artist as well as a previous boarder to deliver art classes on Zoom to the boarders. He has been a great role model and the boarders thoroughly enjoyed his art classes. They participated in one class on quarantined hair which was much fun for all the Boarders, during a time when Hairdressers and Barbers had closed their doors.

Staff also took on a TikTok dance challenge and sent the video to the boarders for some light entertainment! As well as delivering the outreach service, Boarding staff also worked at St. Joseph's House and in the community to support the wider organisation, taking on a variety of roles such as support workers, drivers and doing night shifts. We enjoyed this experience and were glad to be supporting St. Joseph's House during their transition to community.

Before we knew it, the summer holidays were approaching. We had a farewell party on Zoom to celebrate how the boarders who were leaving boarding have become independent and strong individuals that were ready to take on the world! At the party, we had some lovely speeches from the staff and the leavers, and it was nice taking a trip down memory lane and seeing how they have developed into young adults.

We looked forward to the new academic year and knew it would be a little bit different to any other year. In line with HSE guidelines, we ensured we wore masks and practiced social distancing. However, this didn't dampen our spirits and we soldiered on through the year ahead. We would like to take this opportunity to thank organisations who generously donated PPE supplies.



A special thank you to the ESB who supplied 200 face visors and also to Bidvest Noonan who donated 1000 masks to the service.



We applied for different grants and we were delighted to discover we were successful on a number of fronts. We will be purchasing a new minibus this year with our grant from the National Lottery. We also have a new swing and climbing set in St. Mary's that was funded from our successful grant application from the National Lottery in 2019. The girls love it and it has been great for their physical and mental health as our activities were limited due to the COVID-19 restrictions.

Due to the restrictions, we had to be creative with our activities - we scheduled online yoga, Bake off competitions, cooking, culture nights, a variety of crazy games such as orange war, doing TikTok dance challenges and takeaway nights.

We celebrated International Week of the Deaf in September, we hosted a variety of events such as a finger-spelling competition to find the fastest finger-speller of them all!

We also invited Nora Duggan, a previous boarder, to deliver a talk about being a Deaf woman and a variety of other topics such as Frontrunners. She is a fantastic positive role model for the boarders. We also carried out a quiz about Deaf culture.

The Irish Deaf Society are providing advocacy support to the boarders to use if they require support or information. We organised an information session for the boarders to attend and meet with the IDS staff to learn more about the service. We look forward to seeing the boarders becoming more empowered and accessing this service for extra support and information.

All of the achievements and changes wouldn't be possible without the support and hard work from all the staff from both boarding campuses and we want to take this opportunity to thank both our current and past staff for their continuing commitment to their work with the boarders.



News and Updates

ISL and Tea

This initiative was originated during the first lockdown (March 2020) to ensure all staff had the opportunity to practice and become more comfortable using ISL whilst working from home. It was an opportunity for the staff team to come together in an informal way (with their cup of tea!) The Activities Committee attempted to create various games that were fun and light hearted as well as being insightful and informative. These ranged from finger spelling competitions to comparing and contrasting old and new signs. It was great to see the ISL and Tea sessions being shared with all of the staff in CIDP. We have such a wealth of knowledge in our Organisation so I would like to take this opportunity to thank everyone for their participation and feedback!

Boarding Amalgamation

As part of the ongoing amalgamation project, a core aspect of the service that required attention was the establishment of a clear Model of Care in St Mary's and St Joseph's Boarding's. One of the main aims when developing it was to ensure the young person is centre to our work and our approach is holistic in meeting the diverse needs of young Deaf people. Key-stakeholders were engaged in the evaluation processes and included a focus group with six previous Boarders, a focus group with six staff, survey with current Boarders and a survey with Parents. Seven key areas emerged during the process and informed the development of a unique Model of Care which best describes the core work that we do in the boarding service.

The boarding also moved forward with another change, ensuring all paperwork is moved online to enhance security and to streamline our support for the boarders.

As part of our pathway to becoming a single model, i.e. one boarding campus, we decided to amalgamate the staff teams to encourage the one campus philosophy. Emma Shaw and Ruth Kelly moved to St. Joseph's to work with the boys while Geraldine O'Connor and Jackie O'Brien moved to St. Mary's to work with the girls. Below is what Emma had to say about the change.

Emma's Story

"2020 was quite an unusual year for everyone, however it was quite an insightful year for me. From January 2020 to December 2020

I was lucky enough to get the opportunity to work in both Boarding Campuses. While it was difficult to say goodbye to an amazing staff team and a brilliant group of boarders, I was excited to work in St Joseph's as I did when I was a relief staff in early 2016.



There are wonderful practices happening across both Boarding campuses as a result of the boarders input and a staff team with a wealth of knowledge and experience. I feel privileged to get the opportunity to work alongside these young people and support them as they prepare for their life after second level education. When you hear the boys and girls reference the boarding campus as a 'second family' it really makes it worthwhile. Has Covid-19 affected the way in which I work with the boarders, absolutely without a doubt. However has it diminished my enthusiasm, not in the slightest! In fact, it has forced me to become more imaginative and as a team I believe our creativity has blossomed. I have learned so much from my time in both boarding's, all of which has informed my practice to date and I'm very thankful for this experience."

Staff Welcome

This year we welcomed three new staff members to the team; Sara Kelly, who is working at St. Joseph's, Lisa Kelly who is working at St. Mary's and Pamela Orani who is our Relief Social Care Worker. Pamela and Lisa comment below about working with us, in an environment where ISL is the first language.

Pamela's Story

"I am Pamela Orani and I started working with CIDP as a Relief Social Care Worker in November 2020. I work for both St. Joseph and St. Mary's boarding school and it is by far exciting and full of experience. Working with CIDP, they provided me with new learning opportunities such as ISL and positive interaction with young people. I can personally say that I am more confident than I was before, having the fact that I started this job with no knowledge of ISL. For that reason, the staff and the boarders are continuously helping me with ISL. I can say that the moment I started working with CIDP I have developed positive relationship with the boarders despite the language barrier and I have improved my communication with them.

As a relief social care worker I felt out-of-place from the beginning because I would only come in when someone is sick or on holidays. However, that all changed on December 2020 when the girls and boys boarding asked me to attend their Christmas party. I became comfortable and confident in my job despite the language barriers. I can honestly say CIDP is a place of growth and opportunity for those who want to learn ISL alike."

Pamela Orani



Lisa's Story

"I am Lisa Kelly and I started working at St Mary's boarding at the end of September. It now has been six months since I started and what an experience it has been!

I've thoroughly enjoyed working at St Mary's. I was a boarder before in a school based in England and I am now starting to feel slightly sorry for the staff who worked during my time as I am now getting a taste of my own medicine! Getting the girls to hand in their phones and into bed can be challenging, although, the girls are not as bad as I was (don't be getting any ideas, girls! Haha!) They are very fun to work with! It often feels like I am not working as I enjoy working here.

Working for a Deaf organisation is a luxury for me as CIDP's priority is making Irish Sign Language a first language in the workplace. It feels like home to me as Deaf woman working in a Deaf environment as I often visited the Irish Deaf community when growing up.

CIDP has been a great guidance since I've started here as they provide a plethora of training such as TCI, child protection and safeguarding to ensure my skills are strengthened, to ensure I can manage situations well and I feel well supported.

It really is lovely working with the girls and seeing them grow each day. I am very lucky and it really is a privilege to be working here."

Lisa Kelly



Social Care Leader: Niall Ivory

How we Zoomed through Lockdown

"Technology is best when it brings people together."
- Matt Mullenweg, Social Media Entrepreneur

It is undeniable over the years how beneficial and transformative technology has been for the Deaf community. To highlight this I can speak to how, over the difficult months of the Lockdown when the two boarding campuses closed their gates in March, technology has helped strengthen the sense of community among the staff and boarders.

I had never heard of Zoom and as for TikTok, it may as well have been a foreign land. But these apps further revealed their value in keeping open the lines of communication with our boarders while we worked from home. Soon after the lockdown it was decided to host a Zoom outreach programme with the boarders. The aim was to maintain a link and support those boarders who required it. The energy and creativity that the staff displayed was inspiring. For example there was Covid information packs sent to parents with resources for all kinds of activities and links to ISL Covid information updates, a TikTok dance by staff to the boarders was uploaded. There was also exercise Zooms, quiz Zooms, individual zoom sessions and treasure hunt Zooms to name but a few.

The finale was a large Zoom with all the staff and boarders who were leaving us this year, this proved very poignant as they did not get the opportunity of the annual goodbye barbecue and party they deserved. The boarders that left this year John Joe Byrne, Japhet Ogu, Evan Maguire, Angelo Bundac and Liam Huynh will be greatly missed by St. Josephs boarders, the staff and the school as they all played a unique part in our small community and to repeat that final Zoom we wish them all the best in

their future endeavours and we hope our contribution to their development and independence will stand them in good stead. The excellent results from their final exams stands testament to the hard work they put in over the years and we would like to congratulate them on their achievements and recognize the dedication of the staff in the school who provided Zoom class sessions.

Over the Lockdown staff were redeployed, with a cohort working in St. Joseph's house and in the community, all organized through WhatsApp groups and emails. Staff reported having a great experience working with the residents and staff in St Joseph's house and some boarding staff to their credit, continued to help out over the summer months.

I am in a unique position to be working in the boarding and having my father in St Joseph's house and it was a privilege to be able to bring the staff who work in St Joseph's house who relied on public transport on our minibus. From that perspective, I witnessed the dedication of the staff there and felt assured of dad's wellbeing when I witnessed the stringent protocols put in place to keep Covid at bay in St Joseph's house, the staff there have my warmest gratitude and admiration.

The boys and girls boarding staff should be proud of the work they carried out over the last few months and not to forget or underestimate the impact of the Zoom sessions they had with the boarders in relation to their mental health and well-being and in combatting isolation and loneliness.

Niall Ivory



Training

Report Writing	Chemical Safety in the Workplace	Safeguarding Children and Adults	Dignity at Work
Infection Control	Emotional Vocabulary	Donning and Doffing PPE	Administering Medication
Fire Evacuation	Fire Warden	First Aid	Therapeutic Crisis Intervention
Establishing a Positive Environment in Work	Professional Supervision	Managing Health and Safety in Healthcare Settings	Trauma Workshop
Deaf History and Linguistics	Positive Wellbeing	Hand Hygiene	Anxiety Workshop

Personal Stories from Boarders

John Joe Byrne Story

We asked one of our leavers from 2020 and our personal DJ, John Joe Byrne, to talk about his time with us:

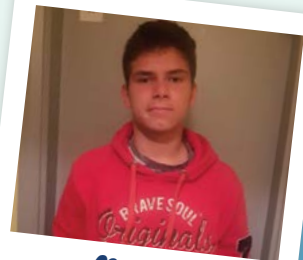
"My name is John Joe Byrne and I live in Donegal and my age is 20 years. At time I first came was at age of 14 or 13. My 1st time to visit Dublin school was the boarders. I first met Aisling, she gave me a nice welcome. She gave me a tour around the house. She spoke creatively and had a great personality She's more like a mother than a boss. I was nervous at first but then I grew more confident than I ever was and I see all the staff are very nice and kind and they are very patient with all the students in certain ways. The way they show the student they care and in sign language how they explaining and I like the staff are very helpful, very kind, they are better to watch over us. I met all the students and then I met 2 people named Liam and Angelo. We had our 1st sleepover in the boarders together, it was very exciting and nice to know that there someone you can talk to you and it's pretty fun. Every day in the evening there is a kitchen, over the next building and there is a chef name Anne and she cooks the dinner for us. Each day is different food I really loved it, it is very tasty and try different options you can get to eat. Every Thursday sometimes I go over to kitchen and she teaches me how to cook she was very nice and a good teacher. There are some rules that I disliked but in time I got used to it and there was homework club that I also disliked 😊 When I grow up they treat me differently. Through Age of 15 to 19 I learn how to be responsible for myself. I learn how to cook then how to clean up and how to do independent travelling myself and learn so much on the way. It was a journey for me and was a very interesting experience.

Each day of week there are different activities sometimes there was basketball, football swimming, scouts, e.g. I went out a lot more than I was a home, I was so happy there was so many activities.

It's good thing, it kept me fit 😊 Every year we also celebrate with a party like Christmas, Halloween Easter, Family Day and Valentine's day. All the staff there and all the boys and girls were involved. There was music and food it was very fun as well. That's it, the end of my story and thank you."



John Joe



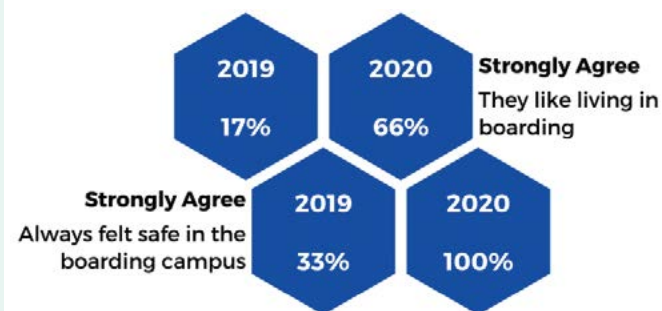
Madars

Madars Kuzis Story

My account of the Lockdown experience by Madars Kuzis

At first I was like 'yes!' when I found out the school was closed for two weeks, it was great being off school. But after a while, especially when the lockdown was extended, I was bored and started missing school and my friends. It was difficult doing homework at home and when I needed support for my homework, it had to be via video call which wasn't the same as face to face. I am happy to be back at the boarding and seeing my friends again.

Boarder's Feedback



Boarder's Numbers for 2020

43 Boarders in Total	4 on Waiting List
----------------------	-------------------

Holy Family School For The Deaf



WELLBEING WEEK

27th Jan to 31st Jan 2020

Fantastic start to Wellbeing Week with two fantastic Yoga Sessions. Laura O Grady (CODA) facilitated a fun filled Yoga sessions with activities, games and flexibility stretches. The students didn't realise they were were exercising and they felt great after the session. The junior classes took part in games and activities which required team work. They competed in two teams in a relay race. They also played 'Simon says'. The senior classes took part in meditating activities. The students had so much fun!



STAYING WELL IN 2020

Congratulations to our 2nd-year student Max Smyth who won €15 in JCSP 'Staying Well in 2020' competition. JCSP organised a Design a Stamp Competition with the theme 'Staying Well in 2020'. We are delighted Max got highly commended. Well done to Max and to his teacher Sean Herlihy.



KPMG CHILDREN'S BOOKS IRELAND AWARDS

Massive CONGRATULATIONS to Sophia from Primary school who won 'runner up' in a Reading Competition for the KPMG Children's Books awards. She won an amazing €100! Well done Sophia and to her teacher Ms. Roisin O'Sullivan. We are very proud.



5C LITTER PROJECT

5C did a litter project as part of their Living in the Community course. Their project focuses on the area around the Holy Family School for the Deaf and surrounding roads. They did a survey to find out how many bins are there in these areas. They found some interesting findings, they found bins were only available on the Navan Road only, near the bus stops and shops. There was one bin at the entrance to the park for cleaning up after your dog. 5C worked as a team on this project and they had different responsibilities, Siocha drew a map of the area. Bryan did a survey of bins in the classrooms. Diana did the laws on litter and Cheyenne did recycling clothes. Please check the Green School Noticeboard to read more about their project. Well done 5C!



HOLY FAMILY CHOIR

Holy Family Choir were honoured and privileged to be invited by the Lions to attend the Keynote Speech by the first lady president of Ireland Mary Robinson, at the Lions Convention. Mary Robinson is an inspirational world leader and role model. She is identified with championing equality, human rights and climate justice. Our student Marcus (4th Year) who is also on the Green school committee says that he felt motivated and inspired to make a change. Our good friends from Dublin Lions Werner Schwerberg and Frank O Donoghue have been very accommodating and welcoming on our visit to Ballina. We are looking forward to performing for all the Lions tomorrow morning.



BRONZE GAISCE AWARD FOR MAIA

Congratulations to Maia who received the Bronze Gaisce Award for her achievements in Transition Year last year. Gaisce is an Award that encourages you to find your passion, become more active and get involved in your local community. Gaisce is a direct challenge from the President of Ireland to young people in Ireland to dream big and realise their potential. Well Done!! We are very proud of Maia.

INTRODUCTION TO ISL LINGUISTICS COURSE

Congratulations to our teachers and SNAs who have completed the 'Introduction to ISL Linguistics' course during the summer. Special thanks to Irish Deaf Society and to the Centre of Deaf Studies, Trinity College for providing this course. Our teachers and staff have found it very helpful and we have learned a lot more about the linguistics of ISL, the handshapes, spatial awareness in ISL, non-manual features, socially unacceptable signs and euphemism in ISL etc.

The course was very interesting and thank you to the presenters of the course Teresa Lynch and Carmel Grehan.

Third Level Education

DCU EDUCATION

CIDP considers education as one of the core elements of our service delivery. We are committed to supporting the creation of better opportunities for Deaf children and Young adults.

The Life-Changing Gift of Education

In 2019, CIDP agreed to support scholarships for 4 students commencing the new Bachelor of Education in Irish Sign Language at Dublin City University in the 2019/2020 academic year. Kevin Dudley, Sinead Leahy, Aisling O'Halloran and Aimee Ennis McLoughlin were the four students selected as recipients of the scholarships.

B.Ed in Irish Sign Language

In the deaf education system in Ireland, deaf children are almost exclusively taught by hearing teachers, who often start their teaching position without any knowledge of Irish Sign Language (ISL). Through a new undergraduate degree launched by Dublin City University in 2019, the B.Ed in Irish Sign Language, ISL users can now study to become primary school teachers through ISL. This new degree will provide deaf children with access to deaf teachers who use ISL, which will not only enable their language and education to flourish, but also increase the opportunities for deaf people to lead fulfilling careers in positions of authority. Since over 90% of deaf children have hearing parents, access to these positive role models who are deaf within the school system is critical.



Elizabeth

Since the programme launch in September 2019, the four students enrolled in this course have enjoyed their in-class lectures and teaching placement with deaf primary school students. However, due to Covid-19 restrictions, all learning was moved online in March 2020. The course team have worked closely with the DCU Teaching Enhancement Unit, the Disability Supports Office, note takers and ISL interpreters to ensure online lectures are accessible to students through interpretation and English notes. Due to this increased work necessary for interpretation in the online environment, we envisage bringing in extra staff to support the existing team.

Studying through the Covid-19 closures has not been without its challenges, but the support from CIDP for the Bachelor of Education ISL pathway and students has been immense. The financial contribution has provided scholarships for the students, enabling them to focus on their programme of study. It has also provided them with the opportunity to take part in extra curricular learning, such as attendance at the recent online International Congress of Educators of the Deaf. We very much look forward to getting back to campus in 2021/22 as our students move into third year

Elizabeth Matthews

DCU Support



Aimee Ennis McLoughlin (Dublin), Kevin Dudley (Dublin), Sinead Leahy (Cork) and Aisling O'Halloran (Galway)

DCU kindly provided an impact report on the support scholarships:

We have prepared this report, which we hope will illustrate for you, the impact which your support has had on providing access to third level education for students who are deaf or hard of hearing. Thanks to your support, these students now have the opportunity to become future leaders in Deaf education at primary level.

The DCU Educational Trust is extremely appreciative of your support for this life-changing undergraduate degree. In the following pages, we are delighted to share an update on the B.Ed in Irish Sign Language and the transformative impact that the support of CIDP has had on two scholarship students, Kevin Dudley and Sinead Leahy.

Kevin Dudley's Story

DCU EDUCATION

"I feel like a huge door has been opened for me, and now I'm here to change deaf children's futures for the better."

Kevin Dudley is in his second year studying a B.Ed in Irish Sign Language at DCU. In this piece, he explains how the support from his scholarship supporters is helping him on his journey to becoming a primary school teacher.

"I am profoundly deaf since birth due to genetics, as both of my parents are also deaf. I attended a deaf school where the teachers and SNAs communicated with us through Irish Sign Language. Some of the teachers in my school were also deaf, so that added to making school experience really enjoyable.

I never encountered any difficulties communicating with others until my teenage years. I was extremely active in secondary school playing sports such as soccer, rugby and water polo. However, playing with teams who had no knowledge of ISL really impacted my participation in the sports and felt left out quite a bit.

With my passion for sport, I went on to study Sports Management and Coaching in the Institute of Technology Blanchardstown after secondary school. It wasn't until I was offered the opportunity to work in the Holy Family School for the Deaf in Cabra as a PE teacher covering a maternity contract that I had thought about becoming a teacher.

I contacted Dr Elizabeth Matthews inquiring about studying primary teaching at DCU. She informed me that she was in the process of developing a new course that would allow deaf students to become primary school teachers.

Fast forward three years later, I received an email from Dr. Matthews with the great news that DCU had established the Bachelor of Education in Irish Sign Language. I applied for a place on the course and was delighted when I found out I had been accepted!



I've just completed my first year of the B.Ed in Irish Sign Language, and it's been a challenging but enjoyable year. Primary teaching requires a lot of studying and reading, so this took up a lot of my time!

The course has been very rewarding, as I've had the opportunity to work the most amazing lecturers and colleagues, and not forgetting the wonderful children on my school placement. My school placement was probably my favourite part of the course so far, as I got to return to the Holy Family School for the Deaf. Unfortunately, due to the Covid-19 crisis, my school placement was cut short.

With DCU closing due to the pandemic, students had to learn remotely. I struggled a lot at the start, but over time I got used to this new normal. Our lecturers worked tirelessly to ensure students were comfortable with virtual learning and contributed additional support to meet the needs of all students. The wellbeing of students is a top priority for DCU, so I cannot thank DCU enough for their continued support over the last year.

I'm really looking forward to what the future has in store for my after graduating from DCU. I would love to teach at the Holy Family School for the Deaf full time, with the hope of becoming a school principal in the future. Ultimately, I want to provide the best education possible to children and ensure that they are in a classroom environment where they are comfortable and happy."

Sinead Leahy's Story

DCU EDUCATION

"I would like to say a special thank you to CIDP for their support of this scholarship. This has been a great opportunity and I'm extremely grateful to be supported in my studies to become a primary school teacher."

Sinead Leahy is currently in her second year studying a B.Ed in Irish Sign Language at DCU. In this piece, Sinead talks about her experience communicating with family and friends as someone with hearing loss and her future aspirations as a primary school teacher.

"I have severe hearing loss in both ears which can make communicating with my family and friends difficult at times. I have a cochlear implant in my left ear and a hearing aid in my right ear, so when we're in a noisy environment, I struggle to hear people clearly when they are speaking to me.

Thankfully, my family didn't have to learn sign language as I have perfect speech and rely on lip reading to talk with others. However, I did learn Irish Sign Language as a child to communicate with my Deaf friends who used sign language. My primary school was very well equipped to deal with children who are deaf or using Irish Sign Language. I was in a mainstream class, but had an SNA, so if there was ever a problem with my hearing aids I would just go down to the deaf unit and the teachers there would help me with any issues I had. Unfortunately, my secondary school didn't meet the same standards.



That being said, there were a few teachers in the school who were really helpful and supportive. I first heard about the B.Ed in Irish Sign Language at DCU from one of my secondary school teachers who had hearing loss herself. I knew I wanted to become a primary school teacher since I was in primary school myself, so I was delighted when I heard about this new course being offered for people using Irish Sign Language.

I'm now in my second year studying at DCU and it's been a great experience so far. I really enjoyed my first year at DCU, despite the challenges that Covid-19 has brought to education this year.

With the closure of the university and learning from home, my exams were changed to continuous assessments as my internet connection isn't stable at home. This definitely eased the pressure of worrying if the internet would connect or even drop off in a middle of an exam.

After I complete my studies at DCU, I hope to go abroad and teach in multiple different countries so that I can expand my knowledge of the schooling systems around the globe and see what methods work best for teaching children."

Esther Foy House

3rd Level Student Accommodation

Following the opening of Esther Foy House in September 2019, there has been much interest in availing of 3rd level student accommodation. We saw an increase of 9 students from 2019 to 2020 utilising student accommodation and interest continues to grow.



Our Impact - Residential & Supported Community Services

Our vision 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 Deaf and Deaf Blind Adults and Community Support Services

While 2020 brought some challenges, it has also been a time of great excitement and opportunity with in the service.

In the past year despite being in the middle of a Global Pandemic, we have supported individuals into their own homes in the community to live full lives of their choosing. The quality of our services continues to improve to be more person centered, in line with HIQA guidance and the appointment of new support staff for our changing model of service.

We started off the year on a very positive and productive path and supported our first 2020 Transition in March 2020 just before COVID 19 became a national crisis.

The Management Team in SJH immediately came together to ensure the safety and well-being of our residents and staff by creating an effective Contingency Plan. This ensured we had the necessary plans in place in response to COVID 19 and that the required staffing levels of St Joseph's House and the community were maintained on an ongoing basis, which proved somewhat challenging at times. We also had to ensure the reduced movement of staff across the service. SJH contingency plan proved successful in both services as we have continued to support all individuals while at the same time ensuring there was a reduced movement of staff between St Joseph's House and individual houses in the community. This procedure and good infection control practices of both staff and service users has proved effective in that no individual availing of our service contracted COVID 19.

As a service, we are continuing to invest in our staff team by providing training to support staff to fulfil their roles as effectively as possible. 2020 focused on the training needs required to ensure staff were equipped in response to COVID 19 and all mandatory training that could occur safely was carried out appropriately. All other additional training was paused due to COVID 19.

We are delighted that three service users transitioned from St Joseph's House into their own accommodation in the community in 2020. A number of service users who had secured their own new homes will move in early 2021. We also supported three individuals to transition to Nursing homes at the end of 2020.

The Discovery Process was maintained as much as possible despite COVID 19 to support relationships and keep individuals' spirits up during the crisis. The Discovery Team also translated Public Health advice on COVID 19 into ISL so that everyone had access to information on precautions, restrictions and guidelines in their own preferred communication formats.

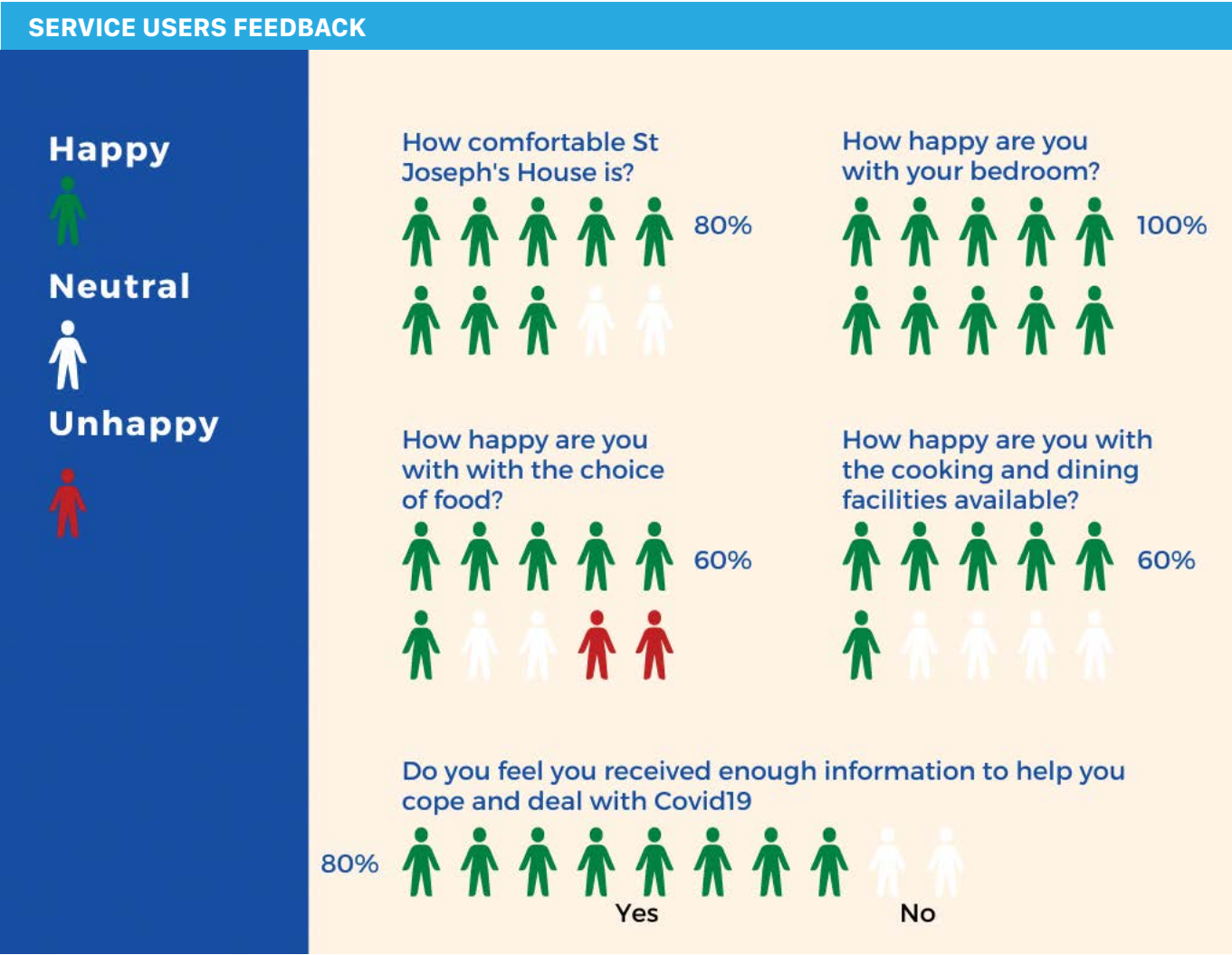
While 2020 was a difficult year due to the restrictions on family and friends visiting, staff ensured as much virtual connections as possible to families were maintained and that service users availed of virtual events as much as possible stay connected to the Deaf Community. Staff initiated social distance exercise on the good days in the garden and in smaller groups activities such as cooking and crafts continued. Residents improved their IT Skills as the majority wanted to participate in Zoom classes such as Yoga chair exercises, Bingo and other social events.

Housing	
3	types of properties secured
3	types of properties identified and going through CAS
3	service users have transitioned into their homes in the community
5	service users have signed leases for their new homes and projected to transition prior to February 2021
9	service users who are going through the Time To Move On process

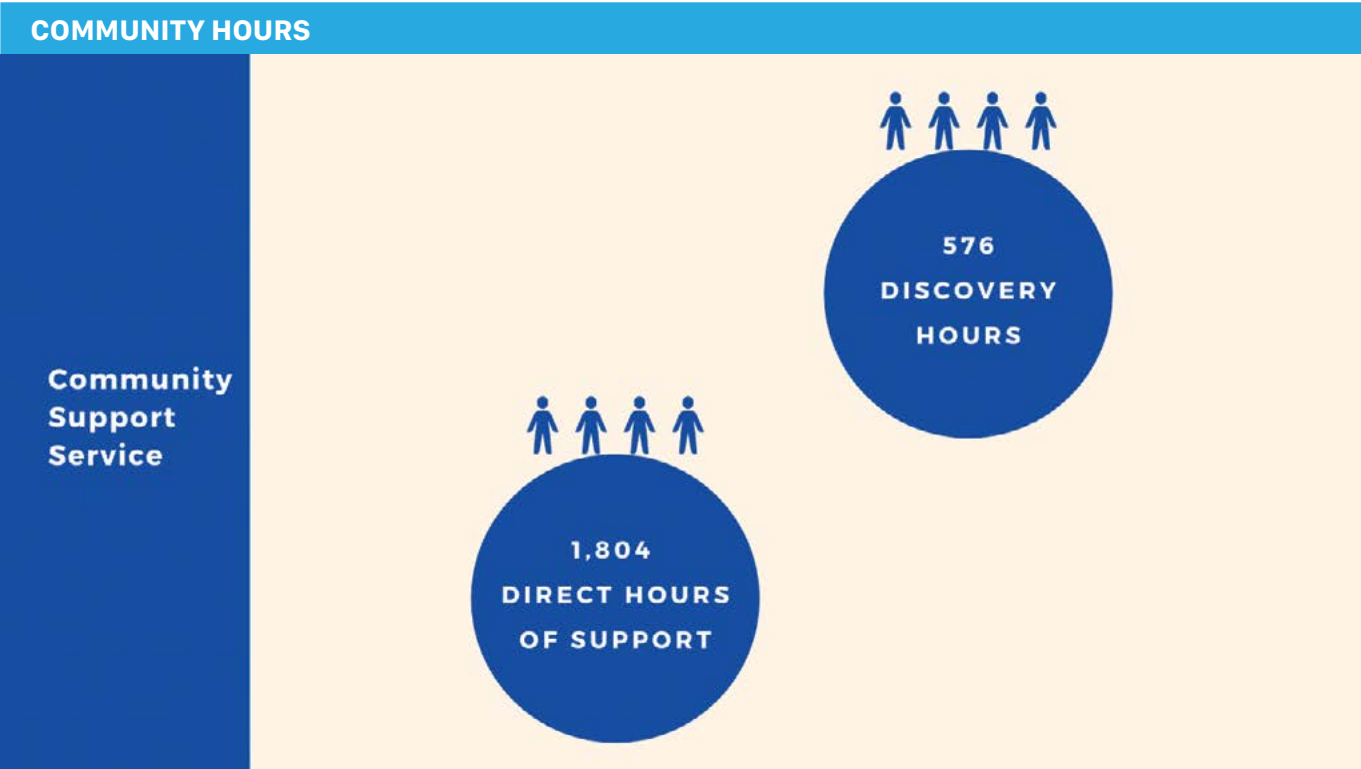
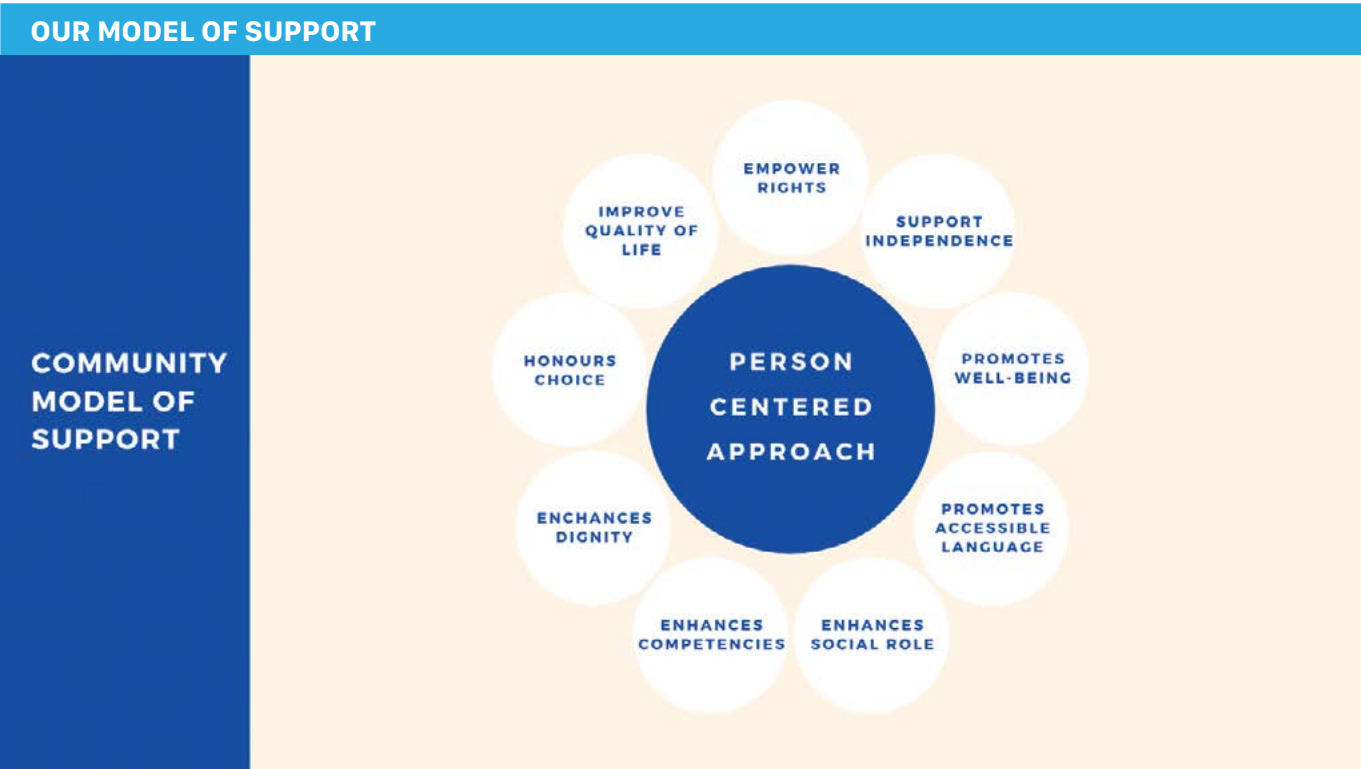
Training		
Personal Protective Equipment Training	Fire Marshall	Children's First
Manual Handling	People Moving	Infection Control
Hand Hygiene	Positive Behavior Support	

Feedback from Service Users

We continually strive to deliver a quality service. Our questionnaires are designed to pick up on any areas which may need improving for our service users and by gaining feedback we then develop and implement action plans to ensure continuous improvement for our service users living in St. Joseph's House.



Community Model of Support



Staff Stories: Seeta Manjeshwar

COVID 19 EXPERIENCE

I remember the first day of the lockdown where the whole country shut down, I had a lot of mixed emotions as did all the staff and residents of St. Joseph's House. We like the rest of the country were unsure, worried and had mixed emotions what the next few weeks and months would bring. The idea that I could be working in a global pandemic was the last thing on my mind.

The biggest worry from all staff was the idea that we could potentially introduce the virus into the house however, St. Joseph's was quick to devise a system to protect both residents and staff and this system has definitely contributed to us successfully keeping the virus out of the house. One of the new changes has been that we now have weekly Staff meetings on a Tuesday which has improved communication on all things COVID related.

It has been a challenging time for us all, but mostly for residents who have not been able to see family and friends due to the guidelines. We took this into a lot of consideration and as a result, we implemented some changes like being more proactive with video-calling, Zooming, letter writing and at times family would drop by for window visits. At the moment, some visitors can visit on compassionate grounds and this has helped those who really need it. We also increased our activities and more 1-2-1 support for residents who required it. Whilst staff can go home at the end of the shift, we didn't want residents to feel that they were stuck here and want to make their time enjoyable.

We also went through a major change moving out of the old building and we were not able to mark this momentous occasion with a celebration and not to mention we couldn't even have our annual Christmas party which is always enjoyed by residents when they invite family and friends. Many of our residents are going through a huge transition in their lives and for what is an exciting time in their life was certainly hampered by the virus but as I always say, we got through the past year, we will get through this year.

Seeta Manjeshwar
Co-Ordinator Staff



My Journey into the Community

SERVICE USER EXPERIENCE BY BRIDIE TOWIE

My name is Bridie Towey and I recently moved from St. Joseph's House into my new home. This is my story of how my life changed this year in 2020.

I am originally from Roscommon and from a young age, like most Deaf children around the country, I was sent to St. Mary's School for Deaf children in the early 1950s. I boarded there and completed all my education there and when I finished school, I ended up staying on and working there for many years.

It was tough working in St. Mary's School; I did hard work and was responsible for the laundry and keeping the school clean. I would also be responsible for cleaning the grounds and had the responsibility to hand out the candles in the evening time. It was tough repetitive work and I did not enjoy my time there.

In 1994, I had the chance to move to St. Joseph's House in Stillorgan, Co. Dublin. I moved there in 1994 and immediately, I felt so happy to live there. I cried in the beginning, you could call them "happy tears" as I was so happy to live there. It was like I had retired and was no longer expected to work so hard. My friend that I had grown up with, Ann was also living in St. Joseph's. We were in the same class in school and even made our first holy communion together. She has been a life-long friend even to this day. I am also very close to the Director of Care Geraldine Gallagher and consider her a dear friend of mine.

A few years ago, I was asked about moving out of St. Joseph's House and maybe moving into my own home. The HSE has a new policy called "The Time to move on from congregated setting" which is about enabling people like me to move out of institutional living into their own homes in the community to 'live ordinary lives in ordinary places'.

This was a scary time for me as I have always lived in an institution so to move into my new home was a big step that I took. In March of this year, I moved into my two bedroomed apartment in South Dublin. I have 5 staff who do day, evening and night-time shifts.



As I have never lived on my own before, they support me to do everyday tasks that you might take for granted like cooking and making my own decisions on how to live my life.

I have such a great team and they are a great source of comfort to me. My day to day routine is pretty relaxed, I get up when I want, eat when I want and decide what I'd like to do that day. Some days I might just take it easy and others days I might head out.

When I moved out this year in March, the dreaded Coronavirus hit us all and it meant my new life was suddenly on pause. All the things I had planned to do were on hold. It has taken me time to warm up to my new living arrangements as I really do miss St. Joseph's House but I'm very happy in my new home and I've even been busy decorating and adding personal touches to my apartment.

Video calls are great and I've been able to stay in touch with friends and family during the times I have had to cocoon. Isn't technology just great? When the virus goes away or dies down, I hope to go on a little holiday to Kerry to a hotel I stayed in before that had a swimming pool and hope to soon resume my visits to see my friends at Deaf Village Ireland.

I am 74 now and finally, I am living the life I deserve.

Bridie Towey

My Sister: Moving into the Community

BY CATHERINE DORAN

It is hard to believe that it is nearly two years since Alice left SJH. It is also hard for me to remember that for the year before she found somewhere to move to I was waking up at night frantic and panicked about what would happen to my little sister who had been institutionalised all her life from age of three? How could she survive without the security and care provided of SJH?

When the HSE policy of decongregation became a fact - I thought - well what to do? I made the decision that it had to be made work and work well. Then began the many months even years of preparing Alice to move. She had spent thirty five years in SJH and was really happy there. She is a busy lady and very open to new ideas - especially when they involve shopping! So she embraced the whole moving from SJH to her own new home enthusiastically.

However, the whole process of decongregation was a worry to all the family. As a family representative on the steering group I was aware of similar concerns among other families - in one case the HSE policy being applied to SJH was described by a family member as 'JEXIT'. Also I was aware of initial reluctance among staff at SJH and their disbelief of it working at all. But when the program was put in action under the expert guidance of the project manager Tara and her able team on the steering group - along with the full support of CIDP - things began to take shape.

Alice was allocated excellent support - her Discovery Co-Ordinator Catherine was and is a person of great understanding - she and Alice gelled together. They worked diligently and managed to keep me in the loop too. I have the greatest respect for Catherine - a true professional. Many months of preparation, meetings between transition team and family identifying Alice's needs and wishes and of course finding a suitable home for Alice, followed. Alice decided to stay near where she knew best and was placed on the DLR social housing list. An apartment in Shankill was offered through Cluid.

One afternoon I got a phone call from Tara: 'Catherine, are you sitting down? I have just inspected the most gorgeous apartment near to you and Bray which we have been offered for Alice - I would move into it myself!'

Indeed it was and is today a wonderful home for Alice - in a mature community setting close to buses and shops.

Also easy for her to access RehabCare in Bray where she attends a few times a week. Alice moved into her new home in October 2019 with huge excitement and tears of happiness among all of us. Thus began her new life.



With a competent support team in place Alice has taken control of her new independence. It has worked better than any of us could have wished. She shops for all her household needs, manages her washing and housework, cooks her meals (with staff to help her) and generally is 'houseproud'.

It took some time for her to adjust to having different rooms for her own use - like using the hallway coat stand and not her bedroom for outdoor wear and watching TV in her sitting room and not in her bed. Bit by bit the trappings of institutionalism are disappearing. She has replaced all the blinds in her apartment (bought online with help of Catherine again), painted a room with one of support team bought a food processor to make the Christmas cake for the family. But biggest of all is her 'office' complete with computer which has been a godsend throughout lockdown. Using the computer she has been able to link into Team classes from RehabCare. And probably has many more events and additions that I am not even aware of!

She has learned to communicate regularly using her smart DORO phone and WhatsApp. I get a video call every few days and I know she calls her brother and niece in US also. Support is there for her all the time. Three of her friends live in same apartment block so there is always someone about. She is very independent but is learning to ask for support when she needs it. Her team is organised by Angela Team Leader another person to whom I am eternally grateful, she keeps me in the loop and we are all part of Alice's WhatsApp support group.

Finally, this all could not have been achieved without CIDP and the project team and not least without the SJH staff many of whom have transferred to provide support for former residents of SJH.

The whole event of moving into the community for Alice and her family has changed the feared word 'decongregation' into a very beneficial 'adventure'.

A Day in the Life of the Chaplaincy

Our Chaplaincy continues to deliver much needed services across Ireland, North and South.

Throughout the pandemic, there was significant demands for Mass with ISI interpretation, and a greatly increased need for services especially in rural areas, including high demand from young Deaf people and from families seeking support for an individual family member. It has become increasingly clear that spiritual and pastoral supports by the national chaplaincy are valued by Deaf people from different religious denominations. Our chaplains are sometimes the only contact for isolated Deaf people, and their only means of alerting medical and social services where there are concerns or supports needs.

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.



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.

2020 Highlights

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.

LONE DEAF/FAMILY IN NEED CHRISTMAS 2020

I am one of the volunteers working with a few others as Volunteers under the umbrella of Deaf Christmas Day Dinner. Instead of the usual gathering of Lone Deaf people for Christmas Day Dinner in Deaf Village, we had to come up with a new plan of how we can keep in touch with these deaf living alone at home. We met up via Zoom several times in making new plans for this Deaf Christmas Day Dinner 2020. Letters were sent out to those on the list from the previous year, most of them accepted the invitation and gave their permission to allow the volunteers to make a delivering of a Christmas dinner along with a small hamper to their door. With contacts the committee had, we were able to receive the following:

- Dinners from the Knights of St Columbanus from the RDS;
- Set up idonate fund raising to replace bumper raffle for lone deaf / families in need. Three lucky winners received their prizes (see photo below);
- 5 large hampers donated to us from the Vincent De Paul / Alone organization, we made smaller hampers and distributed 18 small hampers of dry / tinned Food;
- Network with Chime Social workers to support those living alone by sending on gift vouchers from the idonate funds;
- Liaise with the Holy Family School in supporting families in need via gift vouchers by post from the School;
- A small team of volunteers to deliver meals and small hampers.



At the time, of Level 3 restrictions, the rule was to stay outdoors and to leave the dinner/hamper at the door. The 7 volunteers, for the Northside/ southside, delivered the Christmas dinners to various parts of Dublin on 24th/25th December, they were vigilant, and more importantly, had short social conversations with the person receiving the goods.

Many text messages of gratitude and appreciation from different Deaf persons who were delighted to have a face to face in getting these hampers and certainly made their day.

STATS
New Service provided:
Webcam – Emmaus Chapel during COVID 19
Remote Visits:
2,322
Which month is busy?
April is the busiest month
Which Services top the list?
Meetings and videos calls

VIGIL SUNDAY MASS / SPIRITUAL REFLECTIONS DURING LOCKDOWN YEAR 2020/21

Taoiseach Leo Varadkar made this broadcast speech on National TV 6pm on the 12th March 2020, telling us from 12 midnight, on 13th March, closure for all Schools/ 3rd Level Education/ Shops / Church / Workplaces and Business due to this little known virus COVID 19 strain. Taoiseach Varadkar told us that we were in the midst of COVID Pandemic worldwide. We had to take precautions in looking after our health to protect and save lives. With immediate effect, the working lives for most people had to make this drastic change from working with face to face to adapting to technology way of working from home where possible.

We were entering into this new change in which the world stood still, not knowing what did this mean and what should we do. As part of a social interactive community, it was truly strange not to have any physical interaction, with no gathering to mark our weekly Vigil Sunday Mass in Emmaus Chapel and finishing with a social get together over light refreshments in the Hub in Deaf Village.

We were in the middle of the Lenten season and within a few weeks enter into a very important event in the Church liturgical year, holy week leading up to Easter, to mark Jesus Christ's suffering, death on the Cross and Resurrection on Easter Sunday. It was really strange not to have these events happening without people's presence.

Many parishes had web cam installed and luckily they were able to adapt from having a face to face gathering to a Virtual gathering via web cam from parish facebook / websites.

There was no webcam installed in Emmaus Chapel, DVI and I thought, how can Deaf people have equal access to these important events? I sought out my contacts and Fr Joe Ryan in Ballygall and Fr Joe Jones from Bonnybrook Parish welcomed the idea of having ISL Interpreter for their weekly Sunday mass and also for the Holy Week / Easter 2020. One Interpreter volunteered to do weekly Saturday vigil mass from her local parish in Clondalkin.

Weekly Spiritual Reflections Video clips were posted onto NCDP facebook and also sent to SJH for Residents. I am thankful for the vital support coming from the Deaf Community, as the ball started rolling very quickly, Deaf Prayers page was set up. As part of the Holy Week events, Fr Stephen Monaghan kindly agreed to help with making a

video clip of the Stations of the Cross as part of the Good Friday prayer service onto the Deaf prayers page. Since then, there's now a group of deaf people tuning in to ISL Deaf Prayers page for the nightly 8pm Rosary prayers, organised and led by deaf persons.



We are pleased to say that we had webcam installed in Emmaus Chapel in August. This is certainly helping in giving people to tune in and participate virtually for prayer times which is on view at all times. You can view this from Churchservices.tv/Emmaus Chapel, DVI. Currently we have signed mass 3 times each week. Since April 2020, we continue to avail of having ISL Interpreter present where you can virtually take part the special events of the holy week and Easter from Bonnybrook parish.ie website.

Frankie Berry
Chaplain/ISL Interpreter



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 John Cradden is the Chairperson of the board of NDVSLC. The board is run on a voluntary basis.

2020 was a very challenging year for many businesses due to Covid 19. The leisure industry was particularly badly hit, with gyms and pools closed for almost 6 months of the year and trading with restrictions between lockdowns. Like many other businesses Inspire have adapted to be able to continue offering services to our valued members.

Restricted numbers, social distancing, sanitization stations, pre booked sessions are the order of the day and look set to be part of gym life for some time to come. We used the down time to get our boiler room refurbished with new boilers, combined heat and power unit and a new building management system.

Inspire Fitness is looking forward to welcoming our members back in 2021 and continuing to develop services in changed times.



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 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.

Swimming lessons for all abilities from 5 years up.

Fitness

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

Recap on 2020

In the second quarter of the year HR activities such as training (with the exception of mandatory training), and recruitment were put on hold to allow contingency plans to be developed and implemented in response to the national lockdown.

As workplaces the world over adapted to remote working, CIDP was no exception. While initially the new ways of working were disruptive and hard to adapt to, they have led to very positive long-term developments.

Our use of technology has greatly expanded as all Board and staff meetings moved online. In practice, remote working and use of technology has allowed more regular staff meetings as well as higher attendance at meetings and greater sharing of information. This has been essential for implementation of our Covid 19 contingency plans.

Another positive development was the introduction of a long-term remote working policy for those who can be facilitated to work from home, allowing for a better work life balance.

Our support workers, social care staff and management pulled together in an exceptionally difficult year to keep our services Covid free and operational to the greatest extent possible, with a continuing high standard of care and support for service users and boarders.

Our Chaplaincy team have also continued to provide a much needed and valued service to the Deaf Community including those who are living in isolation in rural areas.

Recruitment

In the third quarter of 2020 we resumed the recruitment process for the St Joseph's Residential and Community service. Between staff resignations and an ongoing recruitment process, we had a total of 141 staff at year-end in 2020. Of this, 99 were female and 42 were male.

The number of Deaf staff employed increased to 53. This brings the percentage of the workforce from the Deaf Community to 38% of the overall staffing numbers, an increase of 1% on 2019.

Staffing

Towards the end of 2020, as we were nearing the move from the main St Joseph's House building we took on an archivist to work through a large number of documents.

We successfully filled a number of roles internally including – a team leader position in St Joseph's House, a senior finance assistant post and a full time and part time finance assistant post. Tara McBreen was also appointed to the post of interim CEO for six months of 2021 pending recruitment of a new CEO.

As we moved to meetings online, there was an increased demand for interpreting. To facilitate this we increased the interpreting hours from 75 hours per week. This increase in hours was made permanent at the end of 2020, which allowed for one full time and two part time interpreters.

Volunteers

Although CIDP has a comprehensive Volunteer policy, no volunteers served during the year of 2020.

Training

CIDP recognises the value of training and invests significantly each year in our staff training programme. However, the busy training programme in place for 2020 had to be paused due to the Covid 19 pandemic, with the exception of mandatory training. We adapted to the restrictions by moving as much training as possible online.



Some of our mandatory training was adapted to allow for a reduction in the time needed to physically attend training such as manual handling and people moving and handling. The theoretical part of the training is completed online meaning staff need only be physically present for their practical assessments.

Human Resources

The year 2020 was characterised by the disruption caused by the Covid 19 pandemic. At the beginning and throughout the pandemic the focus of the organisation was on the health and safety of service users and staff.

Within CIDP we have staff who are trainers in manual handling, people moving and handling and fire training. This allowed us to continue with this training internally, and also supported some staff from the boarding campus who were redeployed to St Joseph's House in the early months of the pandemic. There was a requirement for additional training for these staff members which we could provide in-house.

Our access to the HSE online training system, HSEland was also valuable as the HSE provided online training around Covid 19 that was accessible to all staff.

Our interpreting team developed guidance on how to work with interpreters through Zoom and this has been shared with external organisations.

The interpreting team have also translated a lot of the training that is online to ensure it is accessible to all staff. This could not have happened without the support, creativity and proactive approach of all staff.

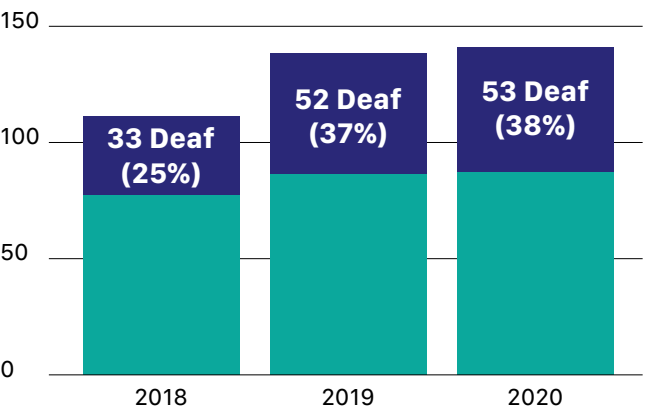
Remuneration policy

The group remuneration policy follows public sector guidelines as applied within the HSE. The remuneration for the CEO for the year 2020 was €97,000, benchmarked against the HSE consolidated pay scale at Grade 8.

MALE / FEMALE RATIO



WORKFORCE FROM DEAF COMMUNITY INCREASED TO 38%



External Jobs Advertised in 2020
Transport escort
Fundraising manager
Interpreter (maternity leave cover)
Social care worker x 2
Relief Social care worker
Archivist
Bus driver
Support worker x 6
Quality Standards Compliance Manager (maternity leave)
Therapeutic Manager

Internal Jobs Advertised in 2020
Senior Finance Officer
Discovery Coordinator
Team Leader SJH

Financials

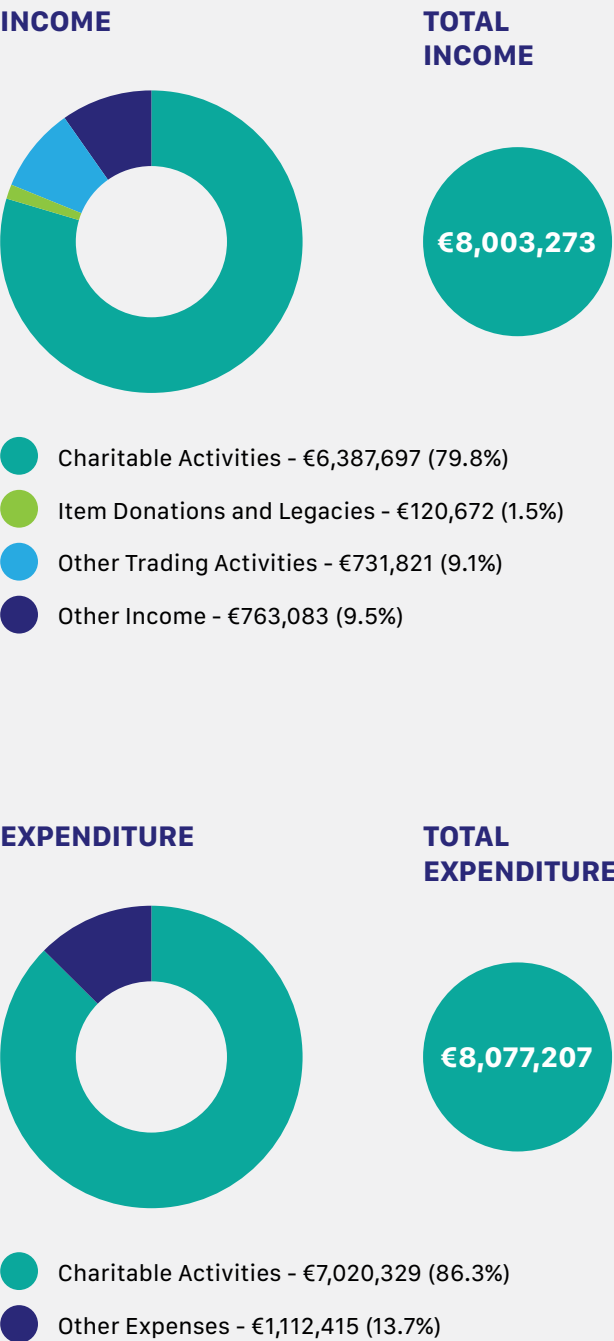
Good financial management is essential to what we do and in the subsequent pages you can see the full detail of our 2020 statutory accounts.

Finance 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 both residential and community services for Deaf and Deaf Blind Adults.

The group (CIDP and its subsidiary, NDVSLC) had for a 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 (2015-2020). In 2019 the deficit increased with a further drain on our limited reserves. However 2020 has seen CIDP come back into a positive and more stable financial position, mainly due to the successful dialogue with the HSE and their commitment to delivery of services. We are now progressing towards finality on securing appropriate funding for the future community services model with the HSE. Our core operating position in 2020 was a deficit of €129,471 (2019: deficit €781,222).

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 in mid-March 2020, with limited activity in later 2020 and repeated closure in 2021, has seriously constrained business opportunities and plans for 2020 and 2021. The board of NDVSLC is working with the Inspire Manager to implement 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. The Board, with the Manager, is also developing a forward looking business strategy to consolidate the business post-Covid and ensure its sustainability into the future taking account of leisure industry trends.



Independent Auditors Report to the Trustees of the Catholic Institute for Deaf People



Opinion

We have audited the financial statements of The Catholic Institute for Deaf People ("the company") and its subsidiary (the "Group"), 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 2020, 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 2020 and of the group's financial performance and cash flows for the financial year 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, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accountancy Supervisory Authority (IAASA), 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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities, and the responsibilities of the directors, with respect to going concern are described in the relevant sections of this report.

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 group and 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 group and 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 group and 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 group and 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 matter 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.

John Duffy

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

Consolidated Statement of Financial Activities

incorporating the income & expenditure account for the financial year ended 31 December 2020

		2020	2020	2020	2019
	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		€	€	€	€
Income					
Charitable activities	4	-	6,387,697	6,387,697	5,155,706
Donations and legacies	5	-	120,672	120,672	131,439
Other trading activities	6	731,821	-	731,821	1,487,497
Other income	7	763,083	-	763,083	1,133
Total income		1,494,904	6,508,369	8,003,273	6,775,775
Expenditure					
Charitable activities	8	169,453	6,850,876	7,020,329	6,300,681
Other expenses	9	1,079,562	32,426	1,112,415	1,256,316
Total expenditure		1,193,905	6,883,302	8,132,744	7,556,997
Net surplus/(expenditure)	10	245,462	(374,933)	(129,471)	(781,222)
Other comprehensive income		-	-	-	-
	10	245,462	(374,933)	(129,471)	(781,222)
Net surplus/(expenditure)	10	245,462	(374,933)	(129,471)	(781,222)
Reconciliation of funds					
Total funds brought forward		12,592,827	150,069	12,742,896	13,524,118
Surplus/(Deficit) for the year		245,462	(374,933)	(129,471)	(781,222)
Transfers between funds		(374,933)	374,933	-	-
Total funds carried forward		12,463,356	150,069	12,373,425	12,742,896

All amounts relate to continuing operations.

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

For a detailed breakdown of CIDP 2020 audited accounts please refer to our website: <https://bit.ly/3niyBf7>

Consolidated Statement of Financial Position

as at 31 December 2020

	Notes	2020 €	2020 €	2019 €	2019 €
Fixed assets					
Tangible assets	13		11,856,040		12,672,295
Current assets					
Debtors: amounts falling due within one year	15	1,316,774		486,970	
Cash and cash equivalents	16	1,935,263		1,060,661	
		3,252,037		1,547,631	
Current liabilities					
Creditors: amounts falling due within one year	17	(1,871,067)		(853,445)	
Net current assets			1,140,970		694,186
Net assets			13,237,010		13,366,481
Funds					
Unrestricted funds	20		12,463,356		12,592,827
Restricted funds	20		150,069		150,069
Revaluation reserves	20		623,585		623,585
Total funds			13,237,010		13,366,481

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

For a detailed breakdown of CIDP 2020 audited accounts please refer to our website: <https://bit.ly/3niyBf7>

Company Statement of Financial Position

as at 31 December 2020

	Notes	2020 €	2020 €	2019 €	2019 €
Fixed assets					
Tangible assets	13		5,526,952		6,135,621
Financial assets	14		100		100
			5,527,052		6,135,721
Current assets					
Debtors: amounts falling due within one year	15	8,208,746		8,171,793	
Cash and cash equivalents	16	751,457		228,911	
		8,960,203		8,400,704	
Current Liabilities					
Creditors: amounts falling due within one year	17	(3,991,612)		(3,995,665)	
Net current assets			4,968,591		4,405,039
Total assets less current liabilities			10,495,643		10,540,760
Reserves					
Unrestricted funds	20		9,721,989		9,767,106
Restricted funds	20		150,069		150,069
Revaluation reserves	20		623,585		623,585
Total funds			10,495,643		10,540,760

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

For a detailed breakdown of CIDP 2020 audited accounts please refer to our website: <https://bit.ly/3niyBf7>

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2020

	Notes	2020 €	2019 €
Cash flows from operating activities			
Net (deficit)		(129,471)	(781,222)
Gain on sale of tangible assets		(145,670)	-
Depreciation	13	374,650	398,893
(Increase)/decrease in debtors		(829,802)	3,420
Increase/(decrease) in creditors		(1,017,620)	85,611
Net cash generated from/(used in) operating activities		(287,327)	(464,520)
Cash flows from investing activities			
Proceeds from sale of tangible assets		595,670	-
Acquisition of tangible assets	13	(8,395)	(278,889)
Net cash generated from/ (used in) investing activities		(587,275)	278,889
Net increase/(decrease) in cash and cash equivalents		(874,602)	743,409
Cash and cash equivalents at beginning of financial year		1,060,661	1,804,070
Cash and cash equivalents at end of financial year		1,935,263	1,060,661
Cash and cash equivalents end of financial year comprises:			
Cash at bank and in hand	16	1,935,263	1,060,661
Bank overdrafts		-	-
Cash and cash equivalents at end of financial year		1,935,263	1,060,661

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

Notes to the Financial Statements

for the financial year ended 31 December 2020

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. The company 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 a 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 company's presentation currency.

(c) Presentation of consolidated financial statements

The consolidated financial statements consolidate the financial statements of parent company and 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 decrease in total funds for the year totalled €48,190 (2019: decrease €159,353).

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 surplus for the financial year of €129,471 (2019: deficit €781,222), of which a surplus of €245,462 was unrestricted in nature (2019: unrestricted funds surplus of €11,397) and restricted deficit for the financial year of €374,933 (2019: deficit €792,619).

At 31 December 2020 the Group had unrestricted funds of €12,463,356 (2019: €12,592,827) and restricted funds of €150,069 (2019: €150,069). 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 objectives. 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 expenses**

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 trade 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.

2.7 **Tangible assets**

Freehold properties are measured under the revaluation model, being its fair value at the date of revaluation less any subsequent accumulated depreciation and any impairment losses. All other tangible fixed assets are measured using the 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 **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 profit or loss.

If an impairment loss subsequently reverses, the carry 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 profit or loss.

2.9 **Investments**

Investments in subsidiaries are measured at cost less accumulated impairment.

2.10 **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.

2.11 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.

2.12 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.

2.13 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.

2.14 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

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 2020, there has been no change in the estimated useful lives of tangible assets during the year.

(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 provision recognised at the end of the current year amounted to €44,456 (2019: €44,456).

4. Income from charitable activities

	2020	2020	2020	2019	2019	2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
Government grants	-	6,246,082	6,246,082	-	4,986,186	4,986,186
Residents contributions	-	141,614	141,614	-	169,520	169,520
	-	6,387,697	6,387,697	-	5,155,706	5,155,706

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

5. Income from donations

	2020	2020	2020	2019	2019	2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
Donations	-	120,672	120,672	-	131,439	131,439

6. Income from other trading activities

	2020	2020	2020	2019	2019	2019
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	€	€	€	€	€	€
Membership fees	335,373	-	335,373	894,730	-	894,730
Retail sales	1,240	-	1,240	4,950	-	4,950
Rental income	361,498	-	361,498	510,733	-	510,733
Guest fees	28,186	-	28,186	64,354	-	64,354
Miscellaneous	5,524	-	5,524	12,730	-	12,730
	731,821	-	731,821	1,487,497	-	1,487,497

7. Other income

	2020	2020	2020	2019	2019	2019
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
Profit on disposal of fixed assets	145,670	-	145,670	-	-	-
Insurance Income	340,000	-	340,000			
State Grants	245,066	-	245,066			
Miscellaneous	32,347	-	32,347	1,133	-	1,133
	763,083	-	763,083	1,133	-	1,133

8. Expenditure on charitable activities

	2020	2020	2020	2019	2019	2019
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
St Joseph's and Community Service for Deaf / DeafBlind Adults	-	3,542,758	3,542,758	-	3,036,498	3,036,498
St Mary's and St Joseph's boarding for deaf girls and boys	-	2,012,984	2,012,984	-	1,938,146	1,938,146
Chaplaincy activities	-	138,990	138,990	-	141,058	141,058
Education services and support	84,273	-	84,273	86,283	-	86,283
Overhead costs	85,180	1,156,144	1,241,324	171,006	927,690	1,098,696
	169,453	6,850,876	7,020,329	257,289	6,043,392	6,300,681

9. Other expenses

	2020	2020	2020	2019	2019	2019
	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	€	€	€	€	€	€
St Joseph's and Community Service for Deaf / DeafBlind Adults	427	13,067	13,494	367	15,155	15,522
St Mary's and St Joseph's boarding for deaf girls and boys	-	19,359	19,359	-	21,217	21,217
Other trading activities	1,079,562	-	1,079,562	1,219,577	-	1,219,577
	1,079,989	32,426	1,112,415	1,219,944	36,372	1,256,316

10. Net (expenditure)/surplus

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

	2020	2019
	€	€
Profit on disposal of fixed assets	(145,670)	-
Depreciation of fixed assets	374,650	398,893
Defined contribution scheme	147,254	139,906
Operating lease expense- land and buildings	77,000	77,000
Fees payable to the group's auditor	26,500	26,500
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:

	2020	2019
	€	€
Wages and salaries	5,175,730	4,645,183
Social security costs	542,562	488,267
Staff pension costs	147,254	139,906
	<u>5,865,546</u>	<u>5,273,356</u>

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

	2020	2019
	No.	No.
Administration	31	33
Maintenance	7	11
Leisure	16	16
Care staff	87	79
Domestic and catering	16	9
Nursing	8	9
Chaplaincy	2	2
	<u>167</u>	<u>159</u>

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

	2020	2019
	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 (2019: €NIL)

No trustees received any remuneration during the financial year (2019: €NIL).

Capitalised employee costs during the financial year amounted to €NIL (2019: €NIL).

The total employee benefits of the key management personnel of the trust was €198k. (2019: €192k)

12. Pension commitments

The group contributes to a defined contribution pension scheme. During the year, an amount of €147,254 (2019: €139,906) was charged to consolidated statement of financial activities. The closing balance on the accrual at 31 December 2020 is €NIL (2019: €NIL) and is included within other creditors in creditors.

13. Tangible fixed assets

Consolidated

	Freehold properties	Fixtures, fittings and equipment	Motor vehicles	Computer	Total
	€	€	€	€	€
At 1 January 2020	13,344,168	1,944,173	108,866	136,713	15,533,920
Additions	-	2,697	-	5,698	8,395
Disposals	(500,000)	-	-	-	(500,000)
At 31 December 2020	<u>12,844,168</u>	<u>1,946,870</u>	<u>108,866</u>	<u>142,411</u>	<u>15,042,315</u>

Cost Or Valuation

Depreciation & Impairment

At 1 January 2020	1,091,851	1,563,952	88,865	116,957	2,861,625
Charge for the financial year	277,365	84,763	3,800	8,722	374,650
Disposals	(50,000)	-	-	-	(50,000)
At 31 December 2020	<u>1,319,216</u>	<u>1,648,715</u>	<u>92,665</u>	<u>125,679</u>	<u>3,186,274</u>

Net Book Value

At 31 December 2020	<u>11,524,952</u>	<u>298,155</u>	<u>16,201</u>	<u>16,732</u>	<u>11,856,040</u>
At 31 December 2019	<u>12,252,317</u>	<u>380,221</u>	<u>20,001</u>	<u>19,756</u>	<u>12,672,295</u>

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, chartered valuation surveyor 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.

14. Financial assets

Company

Investment
in subsidiary
undertaking
€

Cost or Valuation

At 31 December 2019 and 31 December 2020

100

Net Book Value

At 31 December 2019 and 31 December 2020

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.

15. Debtors

	Consolidated		Company	
	2020	2019	2020	2019
	€	€	€	€
Due within one year				
Trade debtors	746,919	312,826	-	-
Other debtors	469,843	158,974	128,478	10,264
Amounts owed by group undertakings	-	-	8,079,958	8,161,220
Prepayments	79,548	7,244	310	309
VAT recoverable	20,464	7,926	-	-
	1,316,774	486,970	8,208,746	8,171,793

Amounts owed by group undertakings and related parties are unsecured, non-interest bearing, and repayable on demand. Trade debtors are stated net of a provision of €44,456 (2019: €44,456).

16. Cash and cash equivalents

	Consolidated		Company	
	2020	2019	2020	2019
	€	€	€	€
Cash at bank and in hand	1,935,263	1,060,661	751,457	228,911

Consolidated cash at bank and in hand includes cash designated for specific purpose totalling to €156,069 (2019: €173,269).

17. Creditors: amounts falling due within one year

	Consolidated		Company	
	2020	2019	2020	2019
	€	€	€	€
Trade creditors	185,654	103,624	17,542	29,442
Amounts owed to group undertakings	-	-	3,837,946	3,876,629
PAYE/PRSI	124,708	113,870	21,372	15,711
Other creditors	285,685	211,867	53,528	37,042
Accruals	487,348	331,669	61,224	36,841
Deferred income	787,672	92,415	-	-
	1,871,067	853,445	3,991,612	3,995,665

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.

18. Commitments under operating leases agreements

Future commitments under operating leases agreements are as follows:

	2020	2019
	€	€
Land and Buildings		
Not later than 1 year	53,333	127,000
Later than 1 year and not later than 5 years	200,000	255,666
Later than 5 years	950,000	1,000,000
	1,203,333	1,382,666

The operating lease commitments include restrictions on the use of the properties.

19. Analysis of fund movement**Consolidated**

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	12,592,827	1,439,367	(1,193,905)	(374,933)	12,463,356
Restricted – other	-	6,508,369	(6,883,302)	374,933	-
Restricted fund – Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	-	-	-	623,585
	13,366,481	7,947,736	(8,077,207)	-	12,997,010

Company

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	9,767,106	496,079	11,397	(552,593)	9,721,989
Restricted – other	-	120,677	(673,270)	552,593	-
Restricted fund–Esther Foy	150,069	-	-	-	150,069
Revaluation reserves	623,585	-	-	-	623,585
	10,540,760	616,756	(661,873)	-	10,492,570

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	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

20. Analysis of net assets between funds**Consolidated**

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	11,856,040	-	-	-	11,856,040
Current assets	3,095,968	6,000	150,069	-	3,252,037
Current liabilities	(1,871,067)	-	-	-	(1,871,067)
	13,080,941	6,000	150,069	-	13,237,010

20. Analysis of net assets between funds (continued)

Company

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	5,526,952	-	-	-	5,526,952
Investments	100	-	-	-	100
Current assets	8,804,134	6,000	150,069	-	8,960,203
Current liabilities	(3,991,612)	-	-	-	(3,991,612)
	10,339,574	6,000	150,069	-	10,495,643

In respect of the prior year

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

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	-	-	10,540,760

21. Related party transactions & Ultimate controlling party

The group's related party transactions include the group's key management personnel compensation amounting to €198,121 during the year (2019: €192,301). None of the trustees are an ultimate controlling party.

The liability of each member is limited to €1.27.

21. Related party transactions & Ultimate controlling party (continued)

In accordance with FRS 102.33.1A, the Group is not required to disclose transactions between the wholly owned subsidiary of 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. Impact of COVID 19

COVID 19 has 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 2020, 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 EBITDA. 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. Post balance sheet events

There are two significant events that are impacting on CIDP and its subsidiary since the end of the 2020 financial year. These are:

- The ongoing discussions with the HSE around the community model of service, restructure and upgrade costs; 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 future management structure and overhead costs for the community model together with the funding of restructure costs and upgrade works to the premises leased from the Ann Sullivan Centre to October 2021. The HSE has committed to funding the current community and residential costs up to October 2021 which provides much needed assurances to Trustees that positive progress is being made. It is anticipated that final agreement on the funding can be achieved over the coming months. Adequate funding is provided by the HSE for our boarding services. 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 in mid-March 2020, with limited activity in later 2020 and repeated closure in 2021, has seriously constrained business opportunities and plans for 2020 and 2021. The board of NDVSLC is working with the Inspire Manager to implement 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. The Board, with the Manager, is also developing a forward looking business strategy to consolidate the business post-Covid and ensure its sustainability into the future taking account of leisure industry trends.

Reserves and Investment Policies

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 one 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 2020, the group released €374,933 to its grant funding. The unrestricted funds at 31 December 2020 amounted to €12,463,356 (2019: €12,592,827). The restricted funds at 31 December 2020 amounted to €150,069 (2019: €150,069).

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 delivery of our strategic objectives or supplement delivery of services. To ensure robust governance into the future, CIDP will undertake an Investment policy in 2021.

For a detailed breakdown of CIDP 2020 audited accounts please refer to our website: <https://bit.ly/3niyBf7>

Our Donors

Thank You

We are very grateful for all the support provided to the organisation throughout 2020.



RTE

€15,000 – Delivery of an all-inclusive cloud IT System to support the community care model and young children and adults in boarding.



HSE – Strengthening Disability Service

€24,380 – To transform the service model from an institutionalised setting to a community model that will deliver better person centered supports to Deaf and DeafBlind clients in their own homes in the community through upskilling, education and training staff in Social Role Valorisation.



HSE National Lottery Grant for Boarding Campus/St Joseph's House

€3,925 – St Joseph's House IPAD
€3,925 – Minibus.

Run 5km, Donate €5, Nominate 5

€1,258 including direct donations instead of Keith Adams fundraising page.

HEROES AID

Tablet from Heroes Aid

St Joseph's House received a Tablet from @heroes_aid.



<https://www.cidp.ie/donate-us/>

Have your Say

A big thank you to our editor Alan Smyth for collating all the information and to the contributors to our 2020 Annual Report. We always welcome feedback and new ideas. Please share any feedback or comments you may have by sending them to Alan at alan@cidp.ie



Catholic Institute for the Deaf

Deaf Village Ireland, Cabra
Ratoath Road, Dublin 7

Charity No: CHY 1394
Reg. Charity No: 20002138

Phone: (01) 830 0522
Skype: CIDP ADMIN

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