

**The Catholic Institute for Deaf People  
(Trading as Reach Deaf Services)**

**(A company limited by guarantee and not having  
a share capital)**

**Consolidated Financial Statements**

**for the financial year ended 31 December 2023**

## Company Information

<b>Trustees</b>	Emma Foley (appointed 4 December 2023) Pol Bond (appointed 11 September 2023) Alan Clarke Carmel Grehan Patrick Clavin Nessan Vaughan John Cleere Rosemary Grant Amanda Casey (retired 19 February 2024) Kevin Lynch (retired 23 October 2023) Grainne Meehan (retired 12 April 2023) Peter Tolan (retired 12 April 2023)
<b>Company secretary</b>	Alan Clarke (appointed 3 April 2023) Keith Adams (retired 3 April 2023)
<b>Registered number</b>	197899
<b>Registered office</b>	Deaf Village Ireland Ratoath Road Cabra Dublin 7
<b>Independent auditors</b>	Forvis Mazars Chartered Accountants & Statutory Audit Firm Harcourt Centre Block 3 Harcourt Road Dublin 2
<b>Bankers</b>	Bank of Ireland 6 Lower O'Connell Street Dublin 1
<b>Solicitors</b>	Mullany Walsh Maxwells Solicitors 19 Herbert Place Dublin 2

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## **The Catholic Institute for Deaf People trading as Reach Deaf Services**

### **Trustees' annual report**

for the financial year ended 31 December 2023

The trustees, who are also the directors for the purposes of company law, present their annual report and the consolidated financial statements for the financial year ended 31 December 2023.

#### **Objectives and activities**

The Catholic Institute for Deaf People ('CIDP' or the parent company) 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 Adult Deaf and Adult Deaf Blind (SJH). SJH has since decongregated from institutionalised living to a community support service model.

On 1 October 2021, the organisation rebranded its trading name to Reach Deaf Services. The purpose of the rebrand was to reflect the wide range of services the organisation offers to members within the Deaf Community. CIDP continues to serve as the overarching legal entity of the organisation.

The National Deaf Village Sports and Leisure Company Limited was incorporated as a subsidiary of CIDP in 2011.

Purpose:

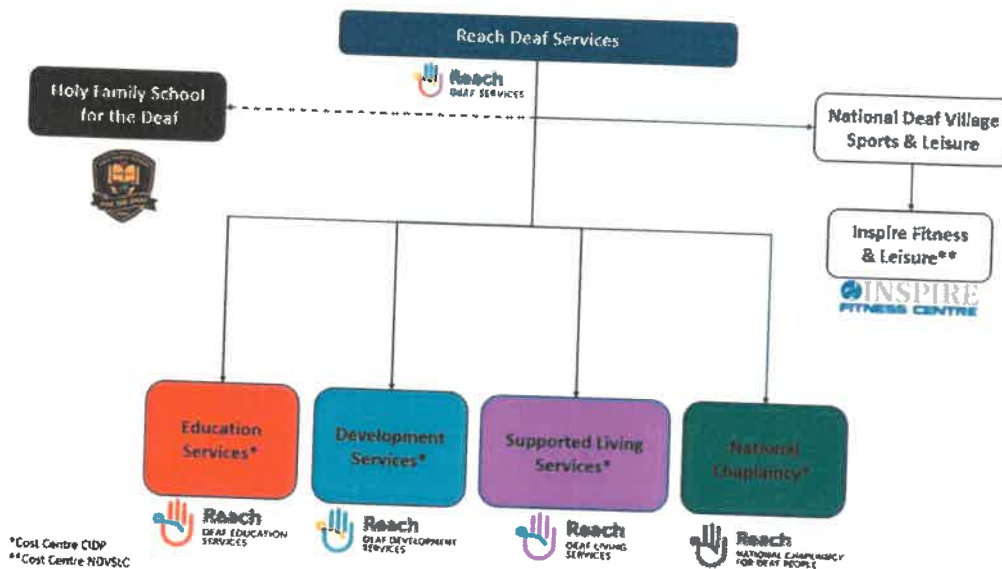
Reach Deaf Services purpose is to:

1. Engage in service to Deaf people, those profoundly Deaf and hard of hearing (HoH) in Ireland.
2. Endow, foster, promote, support and assist the establishment of schools for the education of Deaf & Hard of Hearing (D&HoH) children. These education services and associated boarding facilities provide a framework for better education and preparation for life after school.
3. Provide support to Deaf people to live independently in the community in their own homes. Reach Deaf Services continues to drive an agenda of improving the lives of individuals by working with each person in our service to lead more self-directed lives with support.
4. Ensure fruitful continuity of the National Chaplaincy for Deaf People, being the body providing pastoral and religious support to Deaf people. These chaplaincy services also provide pastoral and religious support to the wider Deaf community across all 32 counties of Ireland.
5. Provide sports and leisure facilities to the Deaf and wider community in Cabra, through our subsidiary company's trading arm known as Inspire Fitness and provide a campus to the Deaf community known as Deaf Village Ireland. The aim here is to maintain an environment, with a range of administrative, social and other facilities, where the Deaf community can come together, and the model will sustain the Deaf community long-term.

## The Catholic Institute for Deaf People trading as Reach Deaf Services

### Trustees' annual report for the financial year ended 31 December 2023

The structure of the group entities is as follows:



### Objectives and activities

- The central function is engaged in the management and administration of the group. It employs the group's chief executive, a senior management team, a small number of support staff and the chaplaincy service.
- Our Boarding services provide weekday boarding facilities and support for some of the children and young adults attending the school.
- Our community service delivers support to adults enabling each person to live a self-directed life in their own home with supports through ISL.
- The National Deaf Village Sports and Leisure Company Limited ('NDVSLC') operates the sports complex and Deaf Village Ireland (DVI) operates the community facilities.
- Our Chaplaincy team deliver pastoral and spiritual services to members of the Deaf Community across Ireland.
- The organisation also provides third level student accommodation for Deaf /HoH students and those enrolled in Deaf studies.

In all our services, we are fully committed to working in partnership with the Deaf Community, with people of diverse Deaf identities, with other organisations representing the interests of Deaf people, and with public sector bodies in representing and serving the interests of all Deaf people. We aim to promote the highest professional and ethical standards and strive for excellence in all areas of activity in serving the interests of Deaf people.

## Trustees' annual report

for the financial year ended 31 December 2023

### Reach Deaf Services Mission, Vision, Values & Strategy

#### Mission

Our mission is 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.

#### Vision

Our vision is that 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.

In 2021 Reach Deaf Services launched our 2022-27 strategy. This strategy aims to build on the achievements of the organisation to date and to develop our services to ensure we continue to meet the needs of members of the Deaf Community.

The annual business plan was updated in 2024. It was reviewed by the Governance, Strategy and Organisation Development Committee and approved by the Board. The business plan is reviewed at Board level throughout the year.

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. We operate with integrity and transparency in everything we do. We are an inclusive organisation that pursues and advocates for social justice and equality for all Deaf people we support.

#### Our Values

##### **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 support through our services.

##### **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.

## Trustees' annual report

for the financial year ended 31 December 2023

### **Achievements and performance:**

During 2023 there were significant operational issues that needed senior management team input. The main areas are highlighted below:

#### **GDPR**

The Data Protection Officer employed by Reach Deaf Services identified a GDPR risk between the organisation and its subsidiary (NDVSLC). Legal advice was sought and a data protection impact assessment carried out to deal with the GDPR issues with an action plan in place between the two organisations.

#### **Payroll process**

There were significant issues with the payroll process that arose when the system in place (TMS) was no longer able to support the rostering process in the Supported Living Service. A process had to be agreed and implemented across HR, Finance and the Supported Living Service and required all managers' input. This will be resolved with the set-up of the new HR/Rostering system One Touch.

#### **Staff recruitment**

Staff recruitment and the retention of staff remains a critical area for Reach Deaf Services, and this remained an issue during 2023. The situation is continually assessed and risk management measures put in place. At the end of 2023, a HR Manager was appointed and the process is under review in 2024.

There was a change in leadership with the newly recruited CEO going on maternity leave. A member of the senior management team (Head of Care) stepped up into an acting CEO role, however, resigned shortly after. To bring a level of stability at leadership level, the Board agreed to appoint Keith Adams and Tara McBreen on a job-sharing basis. As both Keith and Tara had previously held the role of CEO, there was a level of familiarity which allowed them to begin work immediately.

During the second half of the year, the IT Manager, with the support of the Senior Management Team, began the process of implementing an HR/Care Plan IT system - OneTouch Health. Once fully implemented, this system will ensure removal of paper-based processes and improvement of operational processes which will ultimately reduce cost.

Despite the difficulties that faced the organisation, a lot of progress was made in respect of the strategic plan. The following goals were achieved:

Strategic goal 2: Third Level Education Supports - The first cohort of students from DCU have successfully graduated with 3 out of the 4 students being employed in the Holy Family School for the Deaf. In 2023 we successfully expanded our student accommodation with bookings from the Deaf students remaining our priority.

## Trustees' annual report

for the financial year ended 31 December 2023

DCU are now planning for the next intake of students, and we have committed to providing ongoing financial support through the Esther Foy fund.

The first part of Strategic goal 4: Older Persons Services - has been achieved with service users all now living in the community. We are looking at progressing the second part of the goal and expanding the service in a number of different ways. There is ongoing engagement with the HSE to develop this.

### **Commitment to ISL**

One of the most important aspects of our work is that our services are provided through ISL. The ISL Act places a legal obligation on us to ensure that we are providing an accessible service. ISL is essential in everything we do and is what makes us unique as an organisation. We have a language policy which states that ISL is the operational language of the organisation. The ISL interpreters and teachers formed one team, working together to progress the use and standard of ISL across the organisation. Development of a bespoke ISL curriculum was initiated at the end of 2023 in line with CEFR framework to ensure good quality classes are provided for staff.

### **Objectives and achievements for 2023 included:**

<b>Objective</b>	<b>Achievements and Action Plans</b>
Creating long term sustainable income opportunity for Reach Deaf Services to reduce reliance on public funding. This would be achieved through utilising our existing buildings better.	Student accommodation launched in September 2023. Full capacity expected in September 2024. Register of opportunities to be developed to maximise all assets.
IT plan to be developed to improve cybersecurity across the organisation at all touchpoints	IT Manager has developed a plan which is expected to be complete by 2024. There are 14 steps to work towards better cyber security which will also facilitate effective systems across the organisation. The first steps of this plan were taken in 2023 with a HR/Care plan system (One Touch) being approved by the Board for implementation.
To ensure good governance action recommendations from the internal governance and financial reviews conducted in 2023.	Due to a lack of resources, only one internal audit took place in 2023. There are four audits planned for 2024 with the first one underway.  A steering committee was appointed to recommend and implement the findings of the governance review that examined the relationship between Reach Deaf Services and its subsidiary.



## Trustees' annual report

for the financial year ended 31 December 2023

<p>Address gaps in governance structure and staffing pressures to ensure organisation is fully resourced to deliver its services to the Deaf Community</p>	<p>A HR manager and Policy Officer were appointed during 2023.</p> <p>Business cases were submitted to the HSE to request an increase in funding to address safeguarding risks in the Supported Living Service where additional staff were required.</p> <p>The ISL interpreters and teachers formed one team, working together to progress the use and standard of ISL across the organisation. Development of a bespoke ISL curriculum was implemented at the end of 2023 in line with CEFR framework.</p>
<p>Ensure consistency of service delivery across Supported Living Service and Boarding Campus.</p>	<p>A new structure was approved by the Board and the role of Head of Support Services was developed to oversee both the Boarding Campus and the Supported Living Service. This was successfully filled by an internal candidate.</p>
<p>Boarding campus – set up independent unit and review possible amalgamation.</p>	<p>Independent unit established. Discussions underway with HSE on amalgamation of both boarding campuses.</p>
<p>Second round of the grant scheme to be rolled out.</p>	<p>Second round of the grants scheme was rolled out during 2023.</p>
<p>Review structure and governance of the Chaplaincy team</p>	<p>Due to pressure on resources, this was put on hold for 2023 but will be progressed in 2024.</p>

### Boarding Independent Unit & Amalgamation

The Head of Care resigned her post in February 2023. Despite a recruitment drive, this post proved difficult to fill. The management team took the opportunity to review the structure of both the boarding campus and the supported living service and decided that a restructure would be beneficial to create consistency of approach across both services.

A new structure was approved by the Board and the role of Head of Support Services was developed to oversee both the boarding campus and the Supported Living Service. This was successfully filled by an internal candidate.

With no Head of Care in place, the two Care Managers reported directly into the CEO and the service was able to continue successfully during 2023.

## Trustees' annual report for the financial year ended 31 December 2023

The independent unit continued to be successful during 2023, supporting boarders in developing and using crucial life skills that will benefit them after they leave school. With a new Head of Support Services in place, the focus will now be on the development of the service including the amalgamation as this remains a key priority for the organisation.

### **Supported Living Service**

While 2023 was another very busy year for the Supported Living Service, the team took the opportunity to review operations and identify gaps for improvements. With the Assisted Decision Making (ADM) Act implemented, there was a strong focus on ensuring that the service was in line with the Act through policy and practice. One of the Practice Leads was successful in getting a place on the HSE ADM mentoring programme. Work is still ongoing in this area to embed good practice and the spirit of the Act across the service. This will continue to be a priority for 2024.

To further support service users in making decisions about their own lives, the role of Think Ahead Co-ordinator was created. This role aims to provide support and information to service users in making important decisions about their future. Having a dedicated resource allows the time and space to support a full understanding of the implications of making decisions about their wishes for the future.

### **Holy Family School**

Reach Deaf Services continued to work actively with the school and the Department of Education to secure a single campus school for pre-school, primary and post-primary levels. The terms of a new lease were agreed and a design team appointed to progress the building of the school.

### **B.Ed. ISL**

During 2023 three students who communicate through Irish Sign Language (ISL) graduated to become Ireland's first Deaf primary school teachers to complete a primary school teaching degree in ISL.

This was an initiative that Reach Deaf Services supported back in early 2019 when Reach Deaf Services began supporting third level education (B.Ed ISL) in DCU. The three students have since taken up teaching positions in the Holy Family School for the Deaf. Reach Deaf Services are very proud of the achievements of all three of these students and wish them the best of luck in their future careers.

### **Student Accommodation**

As an acknowledgement to Esther Foy, who made a significant bequest to Reach Deaf Services for the benefit of the Deaf Community, student campus accommodation was opened by Reach Deaf Services in the Summer of 2019 to provide affordable student accommodation to Deaf students and students studying within the area of Deaf studies. Given the success of the model, Reach Deaf Services decided to expand this service further and opened more student accommodation. The accommodation opened in September 2023, and we are on track to have full occupancy for 2024. The funding from this will be used to support our frontline services.

## Trustees' annual report

for the financial year ended 31 December 2023

### Chaplaincy

During 2023, Chaplains continued to provide essential services in the areas of pastoral support/guidance, supporting Deaf people in isolated situations particularly those in nursing homes, hospitals and the prison service.

Archbishop Dermot Farrell (Archbishop of Dublin), agreed to establish a steering committee at the end of 2021. The committee met at the end of 2022 and is comprised of four Bishops representing different dioceses throughout Ireland, the Chairperson, a Board member and CEO of Reach Deaf Services and the priest chaplain appointed to NCDP.

Following on from the meeting of the committee, it was agreed that once the CEO returned from maternity leave in 2023, a review of the Chaplaincy Service should take place. The terms of reference for the review were drawn up and it is expected that this will take place during 2024.

### Human Resources

With the appointment of the CEO at the end of 2022, there was a gap in the management of the HR Department as the CEO previously held the position of HR and Governance Manager. The role was advertised but was not successfully filled until the end of 2023. The post has now been taken up by Tara Daly, who brings a lot of experience to the role. To maintain the HR function while the recruitment process was underway, support was provided by Adare HRM.

The areas of priority for HR during 2023 were the recruitment of staff and supporting the IT Manager with the requirements for a new HR system.

### Recruitment

Recruitment was one of the critical areas and pressure points for Reach Deaf Services during 2023.

Due to a mixture of staff resignations, career breaks and an ongoing shortage of staff on a national level, there was a significant number of roles that were required to be filled during 2023. These roles were across the organisation from administration to social care and nursing roles.

Below is a table representing the roles that were advertised during 2023 which demonstrates the level of activity in this area:

Quarter 1	Position	Service
	Chef Head of Care Social Care Worker	Boarding Campus
Quarter 2	Clinical Nurse Manager Roster Administrator Operations Administrator Support Workers Social Care Workers	Boarding Campus & SLS
Quarter 3	Community Support Manager	Boarding Campus & SLS

## Trustees' annual report

for the financial year ended 31 December 2023

	Social Care Worker Care Manager – acting up position Transport Escort Head of Support Services	
<b>Quarter 4</b>	Night Porter Roster and Training Coordinator Accounts Assistant	SLS, Student Accommodation and Finance Team

### Training

Training is essential in the provision of good quality social care services. Reach Deaf Services provides a full training schedule across all of the services. There is a mandatory training programme in place that all employees must undertake. Modules such as Manual and People Moving and Handling, as well as some training that is externally sourced i.e. First Aid, Medication Management and HACCP food safety training.

Reach Deaf Services continues to utilize the benefits of online training which is facilitated by the HSEland online training portal including Child/Adult Safeguarding awareness, Infection control and Prevention.

Alongside the mandatory training programme, other training takes place in response to the needs of service users and boarders. This differs each year depending on what areas of priority are identified by the management team. In 2023, the training that was provided in response to needs were as follows;

1. Finance Policy Training
2. Process mapping
3. Social Role Valorisation
4. Burn out proofing

Irish Sign Language is a core skill for all staff. The ISL team continued to provide this training during 2023.

### Good Governance

Good governance is core to the work of Reach Deaf Services, and we continue to look for ways to strengthen our governance in line with best practice. We made a declaration in October 2023 of full compliance with the Charities Regulatory Authority Governance Code. The Board and executive team actively embrace any additional controls, checks and balances that are required to ensure the highest standard of compliance.

To further this, the Board initiated a review of the constitution, which was carried out by Mullany, Walsh, Maxwells LLP Solicitors on a pro bono basis. This will be signed off by the Board in 2024 and submitted to the CRA. In line with the review of the constitution there was also a review of the board handbook which was signed off by the Board in October 2023.

Due to restraints on resources and the input required from Senior Managers into operations, the internal audit team completed one audit. However, this has been prioritised for 2024 with a full schedule of planned audits in place. The internal audit function is core to strengthening our governance.

## **The Catholic Institute for Deaf People trading as Reach Deaf Services**

### **Trustees' annual report**

for the financial year ended 31 December 2023

During 2023 three Board members, Peter Tolan, Kevin Lynch and Grainne Meehan, resigned from the Board after serving their respective terms. Given their experience as Deaf Community members this was a big loss to the organisation. However, three new Board members were appointed who between them brought a wealth of experience in the areas of governance and finance and the Deaf Community.

Pat Clavin is a former Garda and served as the Assistant Commissioner in charge of governance and accountability in Garda Headquarters. Alan Clarke grew up in the Deaf Community with both his parents being Deaf. He is a qualified chartered insurance and risk professional with over 25 years' experience in both the public and private sectors. Dr. Pól Bond is a chartered educational psychologist who specialises in Deaf and Hard of Hearing adults and children.

The Board are making a concerted effort to find Board members from the Deaf Community.

#### **National Deaf Village Sports & Leisure Company (NDVSLC)**

Following the review of governance between Reach Deaf Services and the National Deaf Village Sports and Leisure Company Ltd in 2022, a steering committee was formed in 2023 to develop and recommend a structure to the NDVSLC Board that would address the findings of the review. The recommendation, which was approved, is a new executive structure within Inspire Fitness with the appointment of an Executive Officer and an Operations Manager. This new structure will ensure effective governance and reporting back to the NDVSLC Board. There are ongoing discussions between Reach Deaf Services and NDVSLC Boards to ensure the appropriate reporting mechanisms and oversight are in place.

#### **Looking Forward**

As we look forward to 2024, the priority is the progression of the remaining goals set out in the strategic plan. As there was a heavy focus on operational issues in 2023, the focus for 2024 will be to focus on the strategy and in particular the expansion of the services. To support the services, a register of opportunities will be developed to maximise the assets and generate income that will support our frontline services.

The key priorities for 2024 are as follows:

##### **1. Strategy**

Continue to drive the Reach Deaf Services Strategy forward by:

- Translation of Strategy into annual business plan for 2024 with particular focus on expansion and appropriate structure of the Supported Living Service and Boarding Campus;
- Continue to engage with the Department of Education and Holy Family School for the Deaf on the development of the new school; and
- Oversee the review of the Chaplaincy Service and report on future organisational arrangements for religious/pastoral services of the NCDP in consultation with the IEC to the Board.

## Trustees' annual report

for the financial year ended 31 December 2023

### **2. Financial Management**

Continue to drive the focus on Reach Deaf Services finances to significantly reduce the potential deficit for 2024 by doing the following:

- Maximise the use of assets by creating a register of opportunities;
- Timely and detailed engagement with the HSE as our primary funder with a view to the appointment of one CHO area and to ensure appropriate funding of all services;
- Creation of standard budgeting process across the organisation; and
- Ensure audit process is completed in timely manner.

### **3. Governance, Management & Risk**

Continue to work with our subsidiary, NDVSLC, to ensure recommendations from steering committee are implemented.

This includes the following:

- Working closely with the Chairperson of Reach Deaf Services to drive the three chairs agenda;
- Facilitating the agreement of a reporting structure from the subsidiary to the parent company; and
- Working closely with the new Executive Officer to support the implementation of good governance.
- Continue to review and maintain the risk register;
- Ensure roll out of good GDPR practices by working with the DPO to roll out audit process across the service;
- Ensure the Policy Officer carries out a full review of the policies and procedures.
- Oversight of safeguarding auditing process;
- Working with the senior management team to ensure implementation of the One Touch system and the new finance IT system; and
- Complete a restructure of the management team to allow more focus on the strategic plan.

### **4. Irish Sign Language**

Work with the ISL team to ensure the ISL strategy is developed and ready to launch in September in line with Deaf Awareness Week.

### **Challenges for 2024:**

During the process of transitioning to the Supported Living Service, there was a commitment by the HSE to appoint one CHO area to grant Reach Deaf Services funding and to review our governance structure once the Supported Living Service was up and running. This has yet to happen, and we remain in the position of receiving funding from five CHO areas. At the end of 2023, business cases were submitted to the HSE to request an increase in funding in response to safeguarding and wellbeing concerns. We are proactively engaging with the HSE to resolve this and have one CHO area take responsibility for issuing funding. We are also keeping abreast of developments in this

## Trustees' annual report

for the financial year ended 31 December 2023

area by engaging with the wider disability network through organisations such as The Wheel and the Disability Federation of Ireland.

Staffing levels in the Supported Living Service remains a difficulty. There is still a high reliance on agency staff which impacts on the quality of the service provided. The newly appointed HR Manager is reviewing our recruitment processes with a view to attracting staff by highlighting the benefits of working for the organisation. We are also hoping to address staffing concerns through ongoing engagement with the HSE and the implementation of the WRC Section 39 pay agreement.

### Risk management

Reach Deaf Services has a robust risk management process in place. Each area of frontline operations has its own risk register and Reach Deaf Services collectively has developed a corporate risk 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 2023 HSE compliance statement. The current risks are as below:

Risk Area	Risk	Mitigants
Finance	Risk of deficit due to HSE not granting additional funding in response to business cases issued.	Ongoing engagement with the HSE at both National and Local level.
IT	Risk of loss of data due to ineffective HR and IT systems in place	One Touch HR system is currently being implemented.  Finance packages to be updated before end of Q3 of 2024.
GDPR	Risk of NDVSLC information on Reach Deaf Services Servers	Legal advice sought. Currently working with the NDVSLC board and executive to transfer the data.
Property and Facilities	Risk of loss of knowledge due to no succession plan in place and lack of clear policies and procedures.	Review of resources has taken place and a plan is in place to recruit for additional team member. Currently outsourcing the development of policies and procedures.
Safeguarding	Risk to boarders who self-harm not receiving adequate support from staff due to staff not being competent and confident in response to Self-harm	Training for all staff organised and self-harm policy reviewed and updated.

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Medication	Risk of increased errors due to lack of staff and staff being relocated	Medication policy reviewed and in place with close monitoring by the management team in the Supported Living Service. Weekly incident review meetings taking place.
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#### Financial review:

As a Section 39 organisation, the group continues to receive funding from the Health Service Executive (HSE) for the boarding residences accommodating children attending Holy Family School for the Deaf, and for supported living services.

The surplus in 2021 included €950,000 profit for sale of land to the Department of Education. In line with the organisation's charitable purpose, it was agreed at Board that €750k would be ring fenced to be utilised through a grant process for the wider Deaf Community. A commitment to the payment of grants amounting to €158,778, adjusted following the removal of two grants €125k and the withdrawal of one 2022 grant, is included in the 2023 deficit of €759,768.

Reach Deaf Services continues to rely on the HSE for the core funding to deliver its services and in 2023 two buildings on the Cabra Campus were developed to provide accommodation for approximately thirty-three students. Once the initial investment is recovered it is expected that this will provide a sustainable income allowing for less reliance on the HSE funding and support objectives of the 2022-2027 Strategy.

At the end of 2023, business cases were submitted to the HSE to request an increase in funding in response to safeguarding and wellbeing concerns. We are proactively engaging with the HSE to resolve this and have one CHO area take responsibility for issuing funding.

The performance of the subsidiary undertaking was a deficit of €351,928 (2022: deficit €270,198) which reflects the slow recovery of the Inspire business.

#### Structure, governance and management

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

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.



## **The Catholic Institute for Deaf People trading as Reach Deaf Services**

### **Trustees' annual report**

for the financial year ended 31 December 2023

Trustees serve a term of three years with an option to renew for a further three years. Nessian Vaughan took over the position of Chairperson on 31 March 2022.

Currently, the Board of trustees has 8 members and four committees as follows:

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

As part of our commitment to the values of delivering appropriate services to the Deaf community the Board is continually seeking appropriate representation from the Deaf community. As each new member is appointed, they join an induction process with the Chair and CEO of Reach Deaf Services. They are also required to familiarise themselves with the various Board requirements as set out in the Board handbook and sign off on same. Board members are recruited through many mediums including Boardmatch, open calls within the Deaf community and in our communications and through the network the Board itself has.

The Board also ensures that appropriate training is given with members availing of the Board roles and responsibilities and Governance Code training through organisations such as Carmichael.

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

#### **Subsidiary undertaking**

The organisation holds 100% (100 ordinary shares of €1 each) of the shareholdings of The National Deaf Village Sports and Leisure Company Limited. This entity was established to allow the construction of Deaf Village Ireland and operates a commercial trading arm known as Inspire Leisure and Fitness. The long-term strategy is to develop the fitness centre to be part of the future funding model for Deaf Village Ireland attracting both Deaf and hearing members from the wider community. The centre had an average of 1,756 members at the start of 2023 and operates a state-of-the-art gym and swimming pool with classes and activities for all ages. Work is ongoing to deliver the transition of control of NDVSLC to Deaf Village Ireland.

The organisation acts as trustee of the Holy Family School for the Deaf.

#### **Remuneration policy**

The group remuneration policy follows public sector guidelines, as applied within the HSE. We do not operate an incremental salary scale, however, a key focus in 2023 was to finalise a pay policy in line with further discussions with the HSE. These discussions will continue into 2024.

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

**The Catholic Institute for Deaf People trading as Reach Deaf Services**

**Trustees' annual report**  
for the financial year ended 31 December 2023

**Reference and administrative details**

Trading name: Reach Deaf Services  
Company name: The Catholic Institute for Deaf People  
Companies Registration Office number: 197899  
Charity reference number: 1394  
Registered Office: Deaf Village Ireland, Ratoath Road, Cabra, Dublin 7  
CRA number: 20002138

**Trustees, secretary, and their interests**

The trustees who served during the financial year and up to the date of the signing of the accounts were:

Nessan Vaughan  
Amanda Casey  
Rosemary Grant  
Kevin Lynch  
Grainne Meehan (retired 12 April 2023)  
Peter Tolan (retired 12 April 2023)  
John Cleere  
Carmel Grehan  
Alan Clarke  
Pat Clavin  
Pól Bond (appointed 11 September 2023)

**Company Secretary**

Alan Clarke (appointed 3 April 2023)  
Keith Adams (retired 3 April 2023)

**Interests of trustees and company secretary**

In accordance with Section 329 of the Companies Act 2014, the trustees and secretary did not hold any shares or interests in the parent company and subsidiary during the financial year ended 31 December 2023.

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.

## The Catholic Institute for Deaf People trading as Reach Deaf Services

### Trustees' annual report

for the financial year ended 31 December 2023

#### Senior management personnel

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

Mary Stringer	Chief Executive Officer
Keith Adams	Interim CEO
Tara McBreen	Interim CEO
Claire Whelan	Interim CEO
Declan Kenny	Financial Controller

#### Board Meetings

During 2023 the Board of trustees met on a regular basis with the schedule of meetings being agreed at the start of the year (7 in total) with key items set for each meeting. The Board agenda follows a structured process separating out items for action/decision and items for discussion. The Board is also reflective of the Deaf Community with Deaf representation that brings knowledge and expertise relevant to the matters discussed.

The chief executive attended each Board meeting by invitation throughout the year. Attendance at Board is extremely strong.

In terms of decision making and authority the Executive has responsibility for day-to-day operational matters. However, through the Board and committees all decisions that affect the financial or strategic wellbeing of the organisation are agreed through the appropriate channels as set out below under each committee. The chair of the Board is clear around the delegated decision-making authority of each committee, and this is set out in the individual Terms of References which themselves are reviewed annually. All decisions at committee are then ratified at Board.

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

The Board had three retirements throughout the year: Peter Tolan, Grainne Meehan and Kevin Lynch. There were three appointments in 2023, Pat Clavin, Alan Clarke and Pól Bond.

Name	Position	Meetings attended
Nessan Vaughan	Chairperson	7/7
Peter Tolan (retired 2023)	Trustee	0/2
Amanda Casey	Trustee	4/7
Kevin Lynch (retired 2023)	Trustee	6/7
Grainne Meehan (retired 2023)	Trustee	0/2
Rosemary Grant	Trustee	7/7
John Cleere	Trustee	7/7
Alan Clake	Trustee	6/6
Pat Clavin	Trustee	6/6
Carmel Grehan	Trustee	5/7
Pól Bond	Trustee	2/2

## Trustees' annual report

for the financial year ended 31 December 2023

Emma Foley	Trustee	0/1
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### Finance, Audit & Risk Committee

The Finance, Audit & Risk committee continues to provide oversight and control on the finances and sustainability of Reach Deaf Services, thereby underpinning good financial governance of the organisation. The contract for Internal Audit service continued with RMIA Outsource Ltd T/A Internal Audit Services. This service continues to bring oversight and assurance of the organisation's governance and financial controls. The internal auditor is ensuring that we are aligned with the Charity Regulator's Financial Control Checklist as well as that our risks are effectively managed, and all appropriate checks and balances are in place.

The Finance, Audit and Risk committee met on eight occasions during 2023. The meetings were attended by members during the year as set out below:

Name	Position	Attendance
John Cleere	FAR Chair & Trustee	8 / 8
Nessan Vaughan	Board Chairperson	8 / 8
Kevin Lynch	Board Trustee	7 / 7
Alan Clarke	Board Trustee	6 / 6
Peter Foran	Independent Committee Member	6 / 8

### Remuneration and 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 2023 the committee met on two separate occasions. The HR and Governance manager prepares and brings all appropriate papers to this committee and ensures standard practices are applied. The CEO also attends these meetings.

The Remuneration and Appointments committee meetings were attended by members during the year as set out below:

Name	Position	Meetings attended
Anne Coogan	Independent Member	2/2
Caroline McGrotty	Independent Member	2/2
Nessan Vaughan	Committee Chairperson & Trustee	1/2

### Safeguarding, Protection and Welfare Policy Committee

The Safeguarding, Protection and Welfare Policy Committee met three times in 2023 with operational DLP meetings taking place every 6 weeks during school term time.

## The Catholic Institute for Deaf People trading as Reach Deaf Services

### Trustees' annual report

for the financial year ended 31 December 2023

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

The Safeguarding, Protection and Welfare Policy committee meetings were attended by members during the year as set out below:

Name	Position	Attendance
Rosemary Grant	Chairperson	3/3
Andrew Fagan	Trustee	3/3
Amanda Casey	Trustee	3/3
Syliva Nolan	Independent Member	2/3

### Governance, Strategy and Organisational Development Committee

In 2023 this committee met five times during the year.

The focus of the committee's work in 2023 was to oversee a number of key initiatives which included:

- Reach Deaf Service's compliance with the Charity Regulator's governance code and review of each principle of the Code
- Delivery of a new strategic plan for 2022-2027

The committee also ensured that Reach Deaf Services 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 and Organisational Development committee meetings were attended by members during the year as set out below:

Name	Position	Attendance
Peter Tolan	Chairperson & Board Trustee	1/1
Pat Clavin	Chairperson & Board Trustee	5/5
Nessan Vaughan	Board Chairperson	5/5
Carmel Grehan	Board Trustee	4/5

### Reserves policy

In the past Reach Deaf Services held minimal reserves as any funds raised from the sale of assets or rental of properties went directly to supporting delivery of core services. In 2021 the sale of land to the Department of Education for the development of the new North Dublin Muslim school which had been ongoing since 2016 was completed. Reach Deaf Services received €1,486,944.25 for the sale. In line with the organisation's charitable purpose, it was agreed at Board that €750k would be ring fenced to be utilised through a grant process for the wider Deaf Community. A separate steering committee was established in 2022 to oversee the grant scheme which includes an external Chairperson and committee members. In 2023 seven organisations were successful in

## **The Catholic Institute for Deaf People trading as Reach Deaf Services**

### **Trustees' annual report**

for the financial year ended 31 December 2023

their application for funding from the grant process. The remaining monies will be utilised to deliver the 2022-2027 Strategic plan for the organisation.

A reserves policy was finalised in 2022 for the organisation. Circa 90%+ of income comes from the HSE on a monthly/quarterly basis and the organisation is dependent on this as a core element of its ability to operate and deliver services. Outside of these core grants the organisation attempts to hold sufficient unrestricted reserves at a level which would allow one month's costs to be covered in the event of no/delayed 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 2023, the group released €78,263 to its grant funding. The unrestricted funds at 31 December 2023 amounted to €16,647,735 (2022: €17,447,296). The restricted funds at 31 December 2023 amounted to €175,564 (2022: €135,771).

#### **Investment Policy**

As an organisation, Reach Deaf Services has no significant funds that would determine the need for an investment policy. However, the Finance, Audit and Risk committee have committed to the development of a financial management policy around any surplus funds arising from sale of assets etc and these should be used to fund the Strategy and development of services within the Deaf Community.

#### **Events since the end of the year**

The organisation is on track to achieve its objectives. Challenges to the organisation and its subsidiary have been addressed in the narrative above. Implementation of the strategy and objectives are dependent on available funding.

#### **Accounting records**

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

**The Catholic Institute for Deaf People trading as Reach Deaf Services**

**Trustees' annual report**

for the financial year ended 31 December 2023

**Statement on relevant audit information**

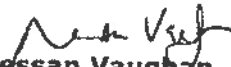
Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

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


**Auditor**

The auditors, Forvis Mazars, Chartered Accountants and Statutory Audit Firm, have expressed their willingness to continue in office in accordance with Section 383(2) of the Companies Act, 2014.

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

  
**Nesson Vaughan**  
Trustee

Date: 24/6/24

  
**John Cleere**  
Trustee

24/06/24

## Trustees' Responsibilities Statement

for the financial year ended 31 December 2023

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

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

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

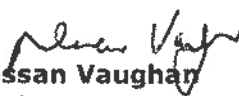
In preparing the group and company financial statements, the trustees are required to:

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

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

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

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

  
**Nesson Vaughan**  
Trustee

Date: 24/10/24

  
**John Cleere**  
Trustee

24/10/24



**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE CATHOLIC INSTITUTE FOR DEAF PEOPLE**

**Report on the audit of the financial statements**

***Opinion***

We have audited the financial statements of The Catholic Institute for Deaf People for the year ended 31 December 2023, which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Statement of Financial Position, Consolidated Statement of Cash Flows and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council (FRS 102).

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2023, and of its result for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; 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 Auditor's Responsibilities 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 financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and 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 the 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.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE CATHOLIC INSTITUTE FOR DEAF PEOPLE (continued)**

***Other information***

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, 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.

***Opinions on other matters prescribed by the Companies Act 2014***

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements;
- the trustees' annual report has been prepared in accordance with the Companies Act 2014;
- the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited; and
- the financial statements are in agreement with the accounting records.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

***Matters on which we are required to report by exception***

Based on the knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Trustees' annual report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of Sections 305 to 312 of the Act, which relate to disclosures of trustees' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE CATHOLIC INSTITUTE FOR DEAF PEOPLE (continued)**

**Respective responsibilities**

***Responsibilities of Trustees for the financial statements***

As explained more fully in the Trustees' responsibilities statement out on page 21, the trustees are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as management determines is 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, the trustees are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

***Auditor's responsibilities for the audit of the financial statements***

Our 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 our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Irish Auditing and Accounting Supervisory Authority's website at: [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf). This description forms part of our auditor's report.

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF  
THE CATHOLIC INSTITUTE FOR DEAF PEOPLE (continued)**

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

Our report is made solely to the Company's members, 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 members 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 members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Aedin Morkan**  
**for and on behalf of Forvis Mazars**  
**Chartered Accountants & Statutory Audit Firm**  
**Harcourt Centre, Block 3**  
**Harcourt Road**  
**Dublin 2**

**Date:**

**Consolidated Statement of Financial Activities,  
incorporating the income & expenditure account**  
for the financial year ended 31 December 2023

	Notes	2023 Unrestricted Funds €	2023 Restricted Funds €	2023 Total Funds €	2022 Total Funds €
<b>Income:</b>					
Charitable activities	5	-	6,614,741	6,614,741	6,382,901
Donations and legacies	6	-	1,648	1,648	32,756
Other trading activities	7	1,559,097	-	1,559,097	1,361,303
Other income	8	13,639	121,061	134,700	178,568
Total income		1,572,736	6,737,450	8,310,186	7,955,528
<b>Expenditure:</b>					
Charitable activities	9	731,660	6,765,822	7,497,482	7,205,659
Other expenses	10	1,562,374	10,098	1,572,472	1,329,864
Total expenditure		2,294,034	6,775,920	9,069,954	8,535,523
<b>Net expenditure</b>	11	(721,298)	(38,470)	(759,768)	(579,995)
		(721,298)	(38,470)	(759,768)	(579,995)
<b>Reconciliation of funds:</b>					
Total funds brought forward		17,447,296	135,771	17,583,067	18,163,062
Deficit for the year		(721,298)	(38,470)	(759,768)	(579,995)
Transfers between funds		(78,263)	78,263	-	-
Total funds carried forward		16,647,735	175,564	16,823,299	17,583,067

All amounts relate to continuing operations. There were no other gains or losses in the current or prior year other than those presented above.

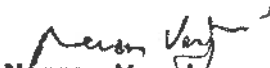
The notes on pages 30 to 55 form part of these financial statements.

## Consolidated Statement of Financial Position

As at 31 December 2023

	Notes	2023 €	2023 €	2022 €	2022 €
<b>Fixed assets</b>					
Tangible assets	14		13,976,545		14,624,575
Investment property	15		943,758		-
			<u>14,920,303</u>		<u>14,624,575</u>
<b>Current assets</b>					
Debtors: amounts falling due within one year	17	833,928		674,557	
Cash and cash equivalents	18	<u>2,770,782</u>		<u>4,125,516</u>	
		3,604,710		4,800,073	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	19	<u>(1,701,714)</u>		<u>(1,841,581)</u>	
<b>Net current assets</b>					
			<u>1,902,996</u>		<u>2,958,492</u>
<b>Net assets</b>					
			<u>16,823,299</u>		<u>17,583,067</u>
<b>Funds</b>					
Unrestricted funds	22		12,707,444		12,983,037
Restricted funds	22		175,564		135,771
Revaluation reserves	22		3,940,291		4,464,259
<b>Total funds</b>					
			<u>16,823,299</u>		<u>17,583,067</u>

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

  
**Nesson Vaughan**  
 Trustee

  
**John Cleere**  
 Trustee

Date: 24/6/24

The notes on pages 30 to 55 form part of these financial statements.

## Company Statement of Financial Position

As at 31 December 2023

	Notes	2023 €	2023 €	2022 €	2022 €
<b>Fixed assets</b>					
Tangible assets	14		7,261,092		7,772,725
Financial assets	16		100		100
Investment property	15		<u>943,758</u>		<u>-</u>
			8,204,950		7,772,825
<b>Current assets</b>					
Debtors: amounts falling due within one year	17	8,448,883		8,242,246	
Cash and cash equivalents	18	<u>2,410,562</u>		<u>3,557,754</u>	
		10,859,445		11,800,000	
<b>Current liabilities</b>					
Creditors: amounts falling due within one year	19	<u>(1,573,739)</u>		<u>(1,674,838)</u>	
<b>Net current assets</b>			<u>9,285,706</u>		<u>10,125,162</u>
<b>Net assets</b>			<u>17,490,656</u>		<u>17,897,987</u>
<b>Reserves</b>					
Unrestricted funds	22		14,310,839		14,253,496
Restricted funds	22		175,564		135,771
Revaluation reserves	22		<u>3,004,253</u>		<u>3,508,720</u>
<b>Total funds</b>			<u>17,490,656</u>		<u>17,897,987</u>

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

  
**Nesson Vaughan**  
 Trustee

  
**John Cleere**  
 Trustee

Date: 24/10/24

The notes on pages 30 to 55 form part of these financial statements.

## Consolidated Statement of Cash Flows

For the financial year ended 31 December 2023

	Notes	2023 €	2022 €
<b>Cash flows from operating activities</b>			
Net deficit		(759,768)	(579,995)
Gain on sale of tangible assets		-	(1,000)
Gain on transfer of properties		(13,279)	-
Depreciation	14	383,764	324,402
(Increase)/decrease in debtors		(159,371)	1,245,770
(Decrease)/increase in creditors		(139,867)	41,259
<b>Net cash (used in) / generated from operating activities</b>		<u>(688,521)</u>	<u>1,030,436</u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of tangible assets		-	-
Acquisition of tangible assets	14	<u>(666,213)</u>	<u>(56,065)</u>
<b>Net cash used in investing activities</b>		<u>(666,213)</u>	<u>(56,065)</u>
Net (decrease)/increase in cash and cash equivalents		(1,354,734)	974,371
Cash and cash equivalents at beginning of financial year		<u>4,125,516</u>	<u>3,151,145</u>
<b>Cash and cash equivalents at end of financial year</b>		<u><u>2,770,782</u></u>	<u><u>4,125,516</u></u>
<b>Cash and cash equivalents end of financial year comprises:</b>			
Cash at bank and in hand	18	<u>2,770,782</u>	<u>4,125,516</u>
<b>Cash and cash equivalents at end of financial year</b>		<u><u>2,770,782</u></u>	<u><u>4,125,516</u></u>

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

The notes on pages 30 to 55 form part of these financial statements.



## Notes to the financial statements

For the financial year ended 31 December 2023

### 1. General information

The Catholic Institute for Deaf People was incorporated on 19 January 1993 in Ireland as a company limited by guarantee. The company and its subsidiary are involved in the provision of community facilities, residential care, education services, community development services and pastoral care to the deaf community in Ireland. The subsidiary company 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 and is a charity registered with the Charities Regulatory Authority.

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 company 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 33.7A, 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 functional currency.

##### *(c) Presentation of consolidated financial statements*

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

## **Notes to the financial statements**

For the financial year ended 31 December 2023

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 €407,331 (2022: net decrease €309,800).

### **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 deficit for the financial year of €759,768 (2022: deficit €579,995), of which a deficit of €721,298 was unrestricted in nature (2022: deficit €519,316) and a deficit of €38,470 was restricted in nature (2022: deficit €60,679).

At 31 December 2023, the Group had unrestricted funds, excluding revaluation reserves, of €12,707,444 (2022: €12,983,037) and restricted funds of €175,564 (2022: €135,771). 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.

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.

## **Notes to the financial statements**

For the financial year ended 31 December 2023

### **2.5 Recognition of expenses**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

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 support 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.

## Notes to the financial statements

For the financial year ended 31 December 2023

### 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 measured 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.

Depreciation is provided on the following basis:

Freehold properties	2%	Straight line
Fixtures, fittings and equipment	15%	Reducing balance
Motor vehicles	20%	Reducing balance
Computer	33%	Reducing balance

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.

## **Notes to the financial statements**

For the financial year ended 31 December 2023

### **2.10 Investment property**

Investment properties are carried at fair value determined at regular intervals by external valuers and/or directors and derived from the current market rates and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of Financial Activities.

### **2.11 Debtors**

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

### **2.12 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.

### **2.13 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.

### **2.14 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. 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.

## Notes to the financial statements

For the financial year ended 31 December 2023

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.

### 2.15 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.

### 2.16 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 are received prior to satisfying the revenue recognition criteria, they are recognised as a liability.

## Notes to the financial statements

For the financial year ended 31 December 2023

### 2.17 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 is recognised as a reduction to the expense recognised over the lease term on a straight-line basis.

Rental income from operating leases is credited to the statement of financial activities 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.

### 2.18 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) Recognition of Provisions and Contingencies*

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

## Notes to the financial statements

For the financial year ended 31 December 2023

### **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 those factors mentioned above.

Based on management's assessment as at 31 December 2023, 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 €152,563 (2022: €123,264).

#### *(c) Valuation of freehold properties*

The group carries its freehold properties at fair value, with changes in fair value being recognised in the statement of financial activities. The fair values are determined by independent professional valuers using recognised valuation techniques. The determination of fair values requires the use of estimates such as future cash flows from the assets and discount rates applicable to those assets. The estimates are based on local market conditions as at the reporting date. See note 14 for details of the carrying amounts of the Group's freehold properties.

#### *(d) Valuation of investment properties*

The group carries its investment properties at fair value, with changes in fair value being recognised in the statement of financial activities. The fair values are determined by independent professional valuers using recognised valuation techniques. The valuation of the investment properties was performed by external party Paul Good Chartered Valuation Surveyor in March 2022. The determination of fair values requires the use of estimates such as future cash flows from the assets and discount rates applicable to those assets. The estimates are based on local market conditions as at the reporting date. See note 15 for details of the carrying amounts of the Group's investment properties.



## Notes to the financial statements

For the financial year ended 31 December 2023

### 4. Geographic analysis of income

Income was derived from:

	<b>2023</b>	2022
	<b>€</b>	€
Republic of Ireland	8,296,906	7,955,528
Outside the Republic of Ireland	-	-
	<u>8,296,906</u>	<u>7,955,528</u>

### 5. Income from charitable activities

	<b>2023</b>	<b>2023</b>	<b>2023</b>	2022	2022	2022
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Unrestricted	Restricted	Total
	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	Funds	Funds	Funds
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Government grants	-	6,614,741	6,614,741	-	6,382,901	6,382,901
Residents' contributions	-	-	-	-	-	-
	<u>-</u>	<u>6,614,741</u>	<u>6,614,741</u>	<u>-</u>	<u>6,382,901</u>	<u>6,382,901</u>

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

### 6. Income from donations

	<b>2023</b>	<b>2023</b>	<b>2023</b>	2022	2022	2022
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Unrestricted	Restricted	Total
	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	Funds	Funds	Funds
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Donations	-	1,648	1,648	-	32,756	32,756

The Catholic Institute for Deaf People is compliant with the relevant Circulars, including Circular 44/2006 "Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

## Notes to the financial statements

For the financial year ended 31 December 2023

### 7. Income from other trading activities

	<b>2023</b>	<b>2023</b>	<b>2023</b>	2022	2022	2022
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Unrestricted	Restricted	Total Funds
	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	Funds	Funds	€
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Membership fees	943,743	-	943,743	786,528	-	786,528
Retail sales	4,007	-	4,007	887	-	887
Rental income	502,283	-	502,283	457,501	-	457,501
Guest fees	99,451	-	99,451	105,972	-	105,972
Miscellaneous	9,613	-	9,613	10,415	-	10,415
	<u>1,559,097</u>	<u>-</u>	<u>1,559,097</u>	<u>1,361,303</u>	<u>-</u>	<u>1,361,303</u>

### 8. Other income

	<b>2023</b>	<b>2023</b>	<b>2023</b>	2022	2022	2022
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	Unrestricted	Restricted	Total
	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	Funds	Funds	Funds
	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>	<b>€</b>
Profit on disposal of fixed assets	-	-	-	1,000	-	1,000
State grants	-	-	-	63,487	-	63,487
Chaplaincy income	-	106,279	106,279	-	114,081	114,081
Miscellaneous	13,639	14,782	28,421	-	-	-
	<u>13,639</u>	<u>121,061</u>	<u>134,700</u>	<u>64,487</u>	<u>114,081</u>	<u>178,568</u>

## Notes to the financial statements

For the financial year ended 31 December 2023

### 9. Expenditure on charitable activities

	<b>2023</b> <b>Unrestricted</b> <b>Funds</b> €	<b>2023</b> <b>Restricted</b> <b>Funds</b> €	<b>2023</b> <b>Total</b> <b>Funds</b> €	2022 Unrestricted Funds €	2022 Restricted Funds €	2022 Total Funds €
St. Joseph's House and Community Service for Deaf/Deaf Blind Adults	-	3,636,837	3,636,837	-	3,594,758	3,594,758
St. Mary's and St. Joseph's boarding for Deaf girls and boys	-	2,618,504	2,618,504	48	2,498,439	2,498,487
Chaplaincy activities	-	122,275	122,275	-	118,466	118,466
Education services and support	45,655	-	45,655	46,698	-	46,698
Overhead costs	686,005	388,206	1,074,211	581,578	365,672	947,250
	<u>731,660</u>	<u>6,765,822</u>	<u>7,497,482</u>	<u>628,324</u>	<u>6,577,335</u>	<u>7,205,659</u>

### 10. Other expenses

	<b>2023</b> <b>Unrestricted</b> <b>Funds</b> €	<b>2023</b> <b>Restricted</b> <b>Funds</b> €	<b>2023</b> <b>Total</b> <b>Funds</b> €	2022 Unrestricted Funds €	2022 Restricted Funds €	2022 Total Funds €
St. Joseph's House and Community Service for Deaf/Deaf Blind Adults	-	3,372	3,372	-	5,752	5,752
St. Mary's and St. Joseph's boarding for Deaf girls and boys	183	6,726	6,909	214	7,330	7,544
Other trading activities	1,562,191	-	1,562,191	1,316,568	-	1,316,568
	<u>1,562,374</u>	<u>10,098</u>	<u>1,572,472</u>	<u>1,316,782</u>	<u>13,082</u>	<u>1,329,864</u>

**Notes to the financial statements**  
For the financial year ended 31 December 2023

**10.1 Support Costs**

Support Costs can be broken down as follows:

	St. Joseph's House and Community Service for Deaf/Deaf Blind Adults €	St. Mary's and St. Joseph's boarding for deaf girls and boys €	Chaplaincy activities €	Education services and support €	Overhead costs €	Other trading activities €	<b>Total 2023</b> €	Total 2022 €
Governance	70,497	140,994	121,928	45,655	82,839	-	461,912	337,635
Finance	48,382	145,145	-	-	42,291	19,591	255,408	230,601
HR & Training	28,874	28,874	-	-	12,620	-	70,367	100,296
IT Costs	31,458	31,458	-	-	13,749	9,231	85,895	123,528
Legal & Professional	96,097	96,097	-	-	42,000	58,525	292,719	121,311
Interpreting	55,183	55,183	-	-	24,118	2,030	136,515	120,211
Repairs and Maintenance	69,112	138,224	-	-	45,309	-	252,645	272,658
	<b>399,602</b>	<b>635,973</b>	<b>121,928</b>	<b>45,655</b>	<b>262,926</b>	<b>89,377</b>	<b>1,555,461</b>	<b>1,306,240</b>

## Notes to the financial statements

For the financial year ended 31 December 2023

### 10.2 Grants Awarded

Organization Name	Purpose	Term of total grant	Amount €
Anne Sullivan Centre	Deafblind family outreach events - funding will enable 4 family events to connect and support individuals within the Deafblind community with follow up engagement with families to measure outcomes.	August 2023 - June 2025	10,000
Irish Deaf Society	Funding to support a Deaf Career project which is a one-year project catering for Deaf individuals across Ireland	October 2023 - October 2024	63,410
SLIS	Remote interpreting services for marginalised members of the Deaf community in Ireland. An expansion of the IRIS service.	May 2023 - May 2024	50,964
Trinity College for Maternity Care research	SIGN - making maternity experiences positive for Deaf Women	December 2023 - December 2024	40,172
Cork Deaf Club	Funding required to compile visual and archival history of club from 1947 to current day through use of technological assistance (archival expertise)	April 2023 - December 2024	5,000
Grants to individuals Withdrawn in 2023.	Research into ISL experience granted in 2022.	January 2023 - December 2024	(10,768)

## Notes to the financial statements

For the financial year ended 31 December 2023

### 11. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023 €	2022 €
Profit on disposal of fixed assets	-	(1,000)
Depreciation of fixed assets (Note 14)	<b>383,764</b>	324,402
Defined contribution scheme (Note 13)	<b>147,045</b>	129,631
<b>Group Auditor's remuneration:</b>		
- Statutory audit services	<b>32,000</b>	32,000
- Corporate tax compliance	<b>1,500</b>	1,500
- Other non-audit services	<b>5,700</b>	5,700

### 12. Employee costs

Staff costs were as follows:

	2023 €	2022 €
Wages and salaries	<b>4,956,875</b>	4,918,379
Social security costs	<b>535,835</b>	537,496
Staff pension costs	<b>147,045</b>	129,631
	<b>5,639,755</b>	5,585,506

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

	2023 No	2022 No
Administration	40	39
Maintenance	10	8
Leisure	16	16
Care staff	74	77
Domestic and catering	7	7
Nursing	3	4
Chaplaincy	2	3
	<b>152</b>	154

## Notes to the financial statements

For the financial year ended 31 December 2023

### 12. Employee costs (continued)

The number of employees whose emoluments, excluding pension contribution but including benefits in kind, was in excess of €60,000 was as follows:

	<b>2023</b>	2022
	<b>No</b>	No
€60,000 to €70,000	<b>2</b>	2
€70,000 to €80,000	<b>1</b>	2
€80,001 to €90,000	-	-
€90,001 to €100,000	-	-
In excess of €100,000	-	-
	<b>3</b>	<b>4</b>

During the year 2023, the Chief Executive Officer role became vacant twice and therefore none of the individuals who served in the role had received emoluments in excess of €60,000.

There were expenses of trustees reimbursed during the year amounting to €1,868 (2022: €3,788).

No trustees received any remuneration or received any other benefits during the financial year (2022: €NIL).

Capitalised employee costs during the financial year amounted to €NIL (2022: €NIL).

The total employee benefits of the key management personnel of the Group were €219k (2022: €170k).

### 13. Pension commitments

The group contributes to a defined contribution pension scheme. During the year, an amount of €147,045 (2022: €129,631) was charged to the consolidated statement of financial activities. The amount owed by the group to the pension scheme at 31 December 2023 is €NIL (2022: €NIL).

## Notes to the financial statements

For the financial year ended 31 December 2023

### 14. Tangible fixed assets

#### Consolidated

	Freehold properties €	Fixtures, fittings and equipment €	Motor vehicles €	Computer €	Total €
<b>COST OR VALUATION</b>					
At 1 January 2023	16,750,049	1,412,946	119,366	198,246	18,480,607
Additions	-	642,510	-	23,703	666,213
Transfer to investment property	(1,015,424)	-	-	-	(1,015,424)
<b>At 31 December 2023</b>	<b>15,734,625</b>	<b>2,055,456</b>	<b>119,366</b>	<b>221,949</b>	<b>18,131,396</b>
<b>DEPRECIATION AND IMPAIRMENT</b>					
At 1 January 2023	2,355,836	1,223,520	104,921	171,755	3,856,032
Charge for the financial year	256,112	116,574	5,198	5,880	383,764
Transfer to investment property	(84,945)	-	-	-	(84,945)
<b>At 31 December 2023</b>	<b>2,527,003</b>	<b>1,340,094</b>	<b>110,119</b>	<b>177,635</b>	<b>4,154,851</b>
<b>NET BOOK VALUE</b>					
<b>At 31 December 2023</b>	<b>13,207,622</b>	<b>715,362</b>	<b>9,247</b>	<b>44,314</b>	<b>13,976,545</b>
At 31 December 2022	14,394,213	189,426	14,445	26,491	14,624,575



## Notes to the financial statements

For the financial year ended 31 December 2023

### 14. Tangible fixed assets (continued)

Company	Freehold properties €	Fixtures, fittings and equipment €	Motor vehicles €	Computer €	Total €
<b>COST OR VALUATION</b>					
At 1 January 2023	8,338,552	1,140,426	119,366	164,582	9,762,926
Additions	-	629,551	-	22,274	651,825
Transfer to investment property	(1,015,424)	-	-	-	(1,015,424)
<b>At 31 December 2023</b>	<b>7,323,128</b>	<b>1,769,977</b>	<b>119,366</b>	<b>186,856</b>	<b>9,399,327</b>
<b>DEPRECIATION AND IMPAIRMENT</b>					
At 1 January 2023	796,188	951,000	104,921	138,092	1,990,201
Charge for the financial year	107,363	115,200	5,198	5,218	232,979
Transfer to investment property	(84,945)	-	-	-	(84,945)
<b>At 31 December 2023</b>	<b>818,606</b>	<b>1,066,200</b>	<b>110,119</b>	<b>143,310</b>	<b>2,138,235</b>
<b>NET BOOK VALUE</b>					
<b>At 31 December 2023</b>	<b>6,504,522</b>	<b>703,777</b>	<b>9,247</b>	<b>43,546</b>	<b>7,261,092</b>
At 31 December 2022	7,542,364	189,426	14,445	26,490	7,772,725

During 2023, two freehold properties were transferred from tangible fixed assets to investment properties. The net book value of these properties at the time of transfer was €930,479.

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.

The freehold properties were valued by the trustees based on an independent third-party valuation carried out by Paul Good, chartered valuation surveyor in March 2022. In 2021, the group recognised a revaluation surplus of €3,931,782 presented as part of Revaluation reserves account in the Statement of Financial Position.

During 2023, excess depreciation in the amounts of €91,107 and €71,607 were transferred from revaluation surplus to unrestricted funds for Group and Company respectively.

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

## Notes to the financial statements

For the financial year ended 31 December 2023

### 15. Investment properties

<b>Group and Company</b>	<b>Freehold investment property €</b>
<b>Valuation</b>	
Transfer from Tangible Fixed Assets	<b>943,758</b>
<b>At 31 December 2023</b>	<b>943,758</b>

The 2023 valuations were made by the directors, on an open market value for existing use basis based on the independent professional valuation carried out in March 2022 by Paul Good, Chartered Valuation Surveyor.

### 16. Financial assets

<b>Company</b>	<b>Investment in subsidiary undertaking €</b>
<b>COST OR VALUATION</b>	
At 31 December 2023 and 31 December 2022	<b>100</b>
<b>NET BOOK VALUE</b>	
At 31 December 2023 and 31 December 2022	<b>100</b>

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

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

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

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

## Notes to the financial statements

For the financial year ended 31 December 2023

	Performance			Performance		
	For the year end 31 December 2023			For the year end 31 December 2022		
	Income	Expenditure	Operating (Loss)	Income	Expenditure	Operating (Loss)
€	€	€	€	€	€	
<b>Incorporated in the Republic of Ireland</b>						
The National Deaf Village Sports and Leisure Company Limited	1,290,267	(1,642,195)	(351,928)	1,126,370	(1,396,568)	(270,198)

As at 31 December 2023, The National Deaf Village Sports and Leisure Company Limited had total assets of €7,510,607 and total liabilities of €8,174,461, leaving a net liability of €663,854 (2022: €311,926).

### 17. Debtors

	Consolidated		Company	
	2023	2022	2023	2022
	€	€	€	€
<b>Due within one year</b>				
Trade debtors	568,071	352,351	544,318	275,084
Other debtors	104,103	141,708	12,479	21,263
Amounts owed by group undertakings	-	-	7,778,597	7,809,690
Prepayments	159,181	176,940	113,489	136,209
VAT recoverable	-	2,573	-	-
Corporation tax repayable	2,573	985	-	-
	<u>833,928</u>	<u>674,557</u>	<u>8,448,883</u>	<u>8,242,246</u>

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 €152,563 (2022: €123,264).

## Notes to the financial statements

For the financial year ended 31 December 2023

### 18. Cash and cash equivalents

	Consolidated		Company	
	2023	2022	2023	2022
	€	€	€	€
Cash at bank and in hand	2,770,782	4,125,516	2,410,562	3,557,754

Consolidated cash at bank and in hand includes cash designated for specific purpose totalling €175,564 (2022: €135,771).

### 19. Creditors: amounts falling due within one year

	Consolidated		Company	
	2023	2022	2023	2022
	€	€	€	€
Trade creditors	374,612	378,988	245,038	287,994
Amounts owed to group undertakings	-	-	271,293	271,293
PAYE/PRSI	121,572	113,940	114,271	106,264
Other creditors	241,832	509,157	241,832	426,282
Accruals	687,447	694,330	536,808	545,614
VAT payable	8,661	-	-	-
Deferred income (Note 20)	267,590	145,166	164,497	37,391
	1,701,714	1,841,581	1,573,739	1,674,838

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.

## Notes to the financial statements

For the financial year ended 31 December 2023

### 20. Deferred Income

	Consolidated		Company	
	2023	2022	2023	2022
	€	€	€	€
At 1 January	145,166	355,163	37,391	279,711
Credited to statement of financial activities	(145,166)	(355,163)	(37,391)	(279,711)
Deferred during the year	267,590	145,166	164,497	37,391
At 31 December	267,590	145,166	164,497	37,391

Deferred income at 31 December 2023 relates to grant payments received from the HSE. The Catholic Institute for Deaf People does not have entitlement to this income at 31 December 2023 and hence income has been deferred.

### 21. Commitments under operating leases agreements

Future commitments under operating leases agreements are as follows:

	2023	2022
	€	€
<b>Land and Buildings</b>		
Not later than 1 year	50,000	50,000
Later than 1 year and not later than 5 years	200,000	200,000
Later than 5 years	800,000	850,000
	<u>1,050,000</u>	<u>1,100,000</u>

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

## Notes to the financial statements

For the financial year ended 31 December 2023

### 22. Analysis of fund movement

#### Consolidated

	Fund brought forward €	Income €	Expense €	Transfer between funds €	Fund carried forward €
Unrestricted	12,983,037	1,572,736	(2,294,034)	445,705	12,707,444
Restricted – other	-	6,737,450	(6,775,920)	38,470	-
Restricted fund- Esther Foy	135,771	-	-	39,793	175,564
Unrestricted - Revaluation reserves	4,464,259	-	-	(523,968)	3,940,291
	<b>17,583,067</b>	<b>8,310,186</b>	<b>(9,069,954)</b>	<b>-</b>	<b>16,823,299</b>

Included in the above is a transfer between funds amounting to €39,793 from Restricted fund-Esther Foy to Unrestricted pertaining to the maintenance of restricted fund – Esther Foy in accordance with the fund per bank balance.

Included in the above is a transfer between funds amounting to €38,470 from Unrestricted to Restricted – other pertaining to a transfer to support short fall in funding.

Included in the above is a transfer between funds amounting to €91,107 from Unrestricted - Revaluation Surplus to Unrestricted pertaining to transfers of excess depreciation from the revaluation surplus to unrestricted funds.

Included in the above is a transfer between funds amounting to €432,861 from Unrestricted - Revaluation Reserve to Unrestricted being the revaluation surplus pertaining to properties transferred from tangible fixed assets to investment properties.

#### Company

	Fund brought forward €	Income €	Expense €	Transfer between funds €	Fund carried forward €
Unrestricted	14,253,496	362,473	(731,333)	426,203	14,310,839
Restricted – other	-	6,737,449	(6,775,920)	38,471	-
Restricted fund - Esther Foy	135,771	-	-	39,793	175,564
Unrestricted - Revaluation reserves	3,508,720	-	-	(504,467)	3,004,253
	<b>17,897,987</b>	<b>7,099,922</b>	<b>(7,507,253)</b>	<b>-</b>	<b>17,490,656</b>

Included in the above is a transfer between funds amounting to €71,606 from Unrestricted - Revaluation Surplus to Unrestricted pertaining to transfers of excess depreciation from the revaluation surplus to unrestricted funds.

## Notes to the financial statements

For the financial year ended 31 December 2023

### 22. Analysis of fund movement (continued)

In respect of the prior year:

#### Consolidated

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	13,457,626	1,425,790	(1,945,106)	44,727	12,983,037
Restricted – other	-	6,529,738	(6,590,417)	60,679	-
Restricted fund– Esther Foy	150,069	-	-	(14,298)	135,771
Unrestricted - Revaluation reserves	4,555,367	-	-	(91,108)	4,464,259
	<u>18,163,062</u>	<u>7,955,528</u>	<u>(8,535,523)</u>	<u>-</u>	<u>17,583,067</u>

Included in the above is a transfer between funds amounting to €14,298 from Restricted fund–Esther Foy to Unrestricted pertaining to the maintenance of restricted fund – Esther Foy in accordance with the fund per bank balance.

Included in the above is a transfer between funds amounting to €60,679 from Unrestricted to Restricted – other pertaining to a transfer to support short fall in funding.

Included in the above is a transfer between funds amounting to €91,108 from Unrestricted - Revaluation Surplus to Unrestricted pertaining to transfers of excess depreciation from the revaluation surplus to unrestricted funds.

#### Company

	Fund brought forward	Income	Expense	Transfer between funds	Fund carried forward
	€	€	€	€	€
Unrestricted	14,477,391	379,425	(628,546)	25,226	14,253,496
Restricted – other	-	6,529,738	(6,590,417)	60,679	-
Restricted fund– Esther Foy	150,069	-	-	(14,298)	135,771
Unrestricted - Revaluation reserves	3,580,327	-	-	(71,607)	3,508,720
	<u>18,207,787</u>	<u>6,909,163</u>	<u>(7,218,963)</u>	<u>-</u>	<u>17,897,987</u>

Included in the above is a transfer between funds amounting to €14,298 from Restricted fund–Esther Foy to Unrestricted pertaining to the maintenance of restricted fund – Esther Foy in accordance with the fund per bank balance.

## Notes to the financial statements

For the financial year ended 31 December 2023

### 23. Reserves

#### Revaluation reserve

Represents the revaluation gains on the tangible fixed assets.

	Consolidated		Company	
	2023	2022	2023	2022
	€	€	€	€
Beginning balance	4,464,259	4,555,367	3,508,720	3,580,327
Transfer of excess depreciation from the revaluation surplus to unrestricted funds	(91,107)	(91,108)	(71,606)	(71,607)
Transfer of revaluation surplus to unrestricted funds	(432,861)	-	(432,861)	-
<b>Ending balance of revaluation reserve</b>	<b>3,940,291</b>	<b>4,464,259</b>	<b>3,004,253</b>	<b>3,508,720</b>

### 24. Analysis of net assets between funds

#### Consolidated

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	13,976,545	-	-	-	13,976,545
Investment properties	943,758	-	-	-	943,758
Current assets	3,429,146	-	175,564	-	3,604,710
Current liabilities	(1,701,714)	-	-	-	(1,701,714)
	<b>16,647,735</b>	<b>-</b>	<b>175,564</b>	<b>-</b>	<b>16,823,299</b>

#### Company

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	7,261,092	-	-	-	7,261,092
Investments	100	-	-	-	100
Investment properties	943,758	-	-	-	943,758
Current assets	10,683,881	-	175,564	-	10,859,445
Current liabilities	(1,573,739)	-	-	-	(1,573,739)
	<b>17,315,092</b>	<b>-</b>	<b>175,564</b>	<b>-</b>	<b>17,490,656</b>



## Notes to the financial statements

For the financial year ended 31 December 2023

In respect of the prior year:

### Consolidated

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Fixed assets	14,624,575	-	-	-	14,624,575
Current assets	4,664,362	-	135,711	-	4,800,073
Current liabilities	(1,841,581)	-	-	-	(1,841,581)
	17,447,356	-	135,711	-	17,583,067

### Company

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds
	€	€	€	€	€
Tangible assets	7,772,725	-	-	-	7,772,725
Investments	100	-	-	-	100
Current assets	11,664,289	-	135,711	-	11,800,000
Current liabilities	(1,674,838)	-	-	-	(1,674,838)
	17,762,276	-	135,711	-	17,897,987

## 25. Related party transactions & Ultimate controlling party

The group's related party transactions include the group's key management personnel compensation amounting to €218,853 during the year (2022: €170,022). None of the trustees are an ultimate controlling party.

The liability of each member is limited to €1.

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

There were no other transactions with related parties during the current or prior year.

## 26. Security

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 Saint Joseph's Boys Campus with the Health Service Executive.

## **Notes to the financial statements**

For the financial year ended 31 December 2023

### **27. Contingent liability**

At 31 December 2023, there are legal claims currently in progress against The National Deaf Village Sports and Leisure Company Limited.

Details of the contingent liabilities have not been included in the financial statements as disclosures of same could be deemed prejudicial to the outcome of these legal claims.

### **28. Post balance sheet events**

There were no significant events affecting the company since the balance sheet date.

### **29. Approval of the financial statements**

The financial statements were approved by the board of trustees on 24/06/2024.