

2023

Reach Deaf Services

Annual Report

**DEAF VILLAGE IRELAND
RATOATH ROAD
DUBLIN 7
D07 V4KP**

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Joint CEO and Chairperson's foreword

Welcome to the 2023 edition of the Annual Report. 2023 was another exciting and busy year for Reach Deaf Services across all departments. There were significant operational issues that required senior management input. These issues included areas such as GDPR, staff recruitment and the implementation of a new HR IT system.

We are extremely grateful to have a committed Board who are fully supportive of the work of Reach Deaf Services. In 2023, we were sad to say 'goodbye' to three Board members, Peter Tolan, Kevin Lynch and Gráinne Meehan, who 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. There was a temporary 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 afterwards to take up another external role. 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. We would like to thank Keith and Tara for their continued

support during this time.

At the end of 2023, Tara Daly was appointed as the HR Manager and has been an invaluable addition to the team.

Given the success of the student accommodation that Reach Deaf Services launched in 2019, we decided to expand this service further and opened more student accommodation. It opened in September 2023, and we are on track to have full occupancy for 2024. The funding generated from this will be used to support our frontline services. This project was led by our Property and Facilities Manager, Paul Ryder and his team who worked tirelessly to ensure the accommodation was up and running on time.

The Finance Team, led by Declan Kenny, carried out a review of finance policies and procedures and the recommendations of the review are currently being implemented.

In the Boarding Campus, 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 Linda Tierney. Linda has been with the organisation for the past 20 years and has developed a wealth of knowledge around support and social care services.

The Independent House 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 of the boarding campus as this remains a key priority for the organisation.

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. 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.

Our IT Manager, Gerry Philpott, is leading a programme for change which will enhance the use of IT across the organisation, create efficiencies and mitigate cybersecurity threats.

At the end of 2023, Tracey Daly was appointed as the ISL Lead and was tasked with the development of the ISL Strategy for Reach Deaf Services, which we will be launching during 2024.

During 2023, the Chaplaincy 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.

A Steering Committee was established at the end of 2021 to review the Chaplaincy service. The committee met at the end of 2022 and comprises four Bishops representing different dioceses throughout Ireland, the Chairperson, a Board member, CEO of Reach Deaf Services and the priest chaplain appointed to the National Chaplaincy for Deaf People. 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.

Looking ahead, the priority is the progression of the remaining goals set out in the Strategic Plan. Given the heavy focus on operational issues in 2023, the focus for 2024 will be to focus on the strategic priorities, 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.

We would like to take this opportunity to thank all teams across the organisation for their ongoing hard work and commitment.

In addition to our funders, the HSE, and many stakeholders we thank you for your continued support. Last but not least, I would like to thank the people to whom we provide services across the Boarding Campus and Supported Living Services. Without your trust and continued engagement, we would not have the service we have today and we look forward to working closely with you in 2024.

ABOUT US

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

WHO WE ARE

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

Reach Deaf Services focuses on the areas of education, social care, pastoral and spiritual work
The first language of our service users is Irish Sign Language (ISL). Our organisation has in-house interpreters and all staff are supported to gain ISL Level 4.

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

The Catholic Institute for the Deaf (CID) was established as a charitable institution in 1845. In 1997 CID assumed the role of trusteeship of St Joseph's Residences, St Mary's residence and St Joseph's House for Deaf and Deaf Blind Adults. In 2007, the name changed to the Catholic Institute for Deaf People (CIDP) and in September 2021 we rebranded our trading name as Reach Deaf Services. CIDP remains the overall legal entity of the organisation.

Reach Deaf Services is in receipt of funding from the Health Services Executive for the boarding campus accommodating children and young adults attending the Holy Family School for the Deaf. St. Joseph's Supported Living Services supports Deaf and Deaf Blind adults living with additional support needs in their own homes. Reach Deaf Services directly manages these services and is the trustee of the Holy Family school. St Joseph's Supported Living Services will have fully completed the de-congregation journey from St Joseph's House Residential services, Stillorgan, by the end of October 2021

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

Our Key Services include:

- St. Joseph's and St Mary's Boarding Campus for Deaf Children, Cabra
- St. Joseph's Supported Living Services for Deaf and DeafBlind Adults (formerly St Joseph's House Residential Services)
- The National Chaplaincy for Deaf People
- Trustee of the Holy Family School for the Deaf
- Reach Deaf Services is also associated with:
- Pre-school for Deaf and Hard of Hearing Children
-

In addition Rach Deaf Services is a sponsor to the DCU bursary support for the B.Ed. ISL pilot programme



MISSION

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

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.

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 while 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.

OUR STRUCTURE



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

EDUCATION SERVICES Reach Deaf Education Services Providing service to children and young adult in Boarding Campus. We are committed to delivering high quality support services through ISL to Boarders. Reach Deaf Education Services operates two separate gender-based children's Boarding Campuses in Cabra for children and young adults who attend the school on campus: St. Mary's Boarding Campus for Deaf Girls, and St. Joseph's Boarding Campus for Deaf Boys. Children live on campus Sunday to Friday during school term-time. We are committed to offering our Boarding services to people with diverse Deaf identities, and of all abilities.

SUPPORTED LIVING SERVICES Reach Deaf Supported Living Services offers high quality supports, through ISL, to people living in their own homes. We provide the Deaf Community with access to one-on-one support through ISL for daily activities, social and community participation, allowing service users to learn and develop the skills and confidence to live independent lives.

DEVELOPMENT SERVICES Reach Deaf Development Services focuses on service delivery to young adults. We are committed to supporting the future development and education of Deaf/ HoH students through a programme of partnership with DCU and in accommodation services. Currently we are working with DCU by funding the bursary support for the B.Ed. ISL pilot programme with an aim to continue supporting this into a second intake of students in 2023.

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

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

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

2022 - 2027 STRATEGIC PLAN

Strategic plan

During 2023 we made significant progress and achieved two of the five goals set out in the Strategic Plan.

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.

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

Strategic goal 4

Older Persons Services - has been substantially 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.

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 restructure 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 National Chaplaincy for Deaf People in consultation with the Irish Episcopal Conference to the Board.

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:

- Maximising 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
- Ensuring the 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 Chairpersons of Deaf Village Ireland and the National Deaf Village Sports and Leisure Company 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.
- Continuing to review and maintain the risk register;
- Ensuring roll out of good GDPR practices by working with the DPO to implement an audit process across the service;
- Ensure the Policy Officer carries out a full review of all policies and procedures.
- Ensuring appropriate 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
- Completing 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.

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. High risks are reviewed quarterly at Finance Audit & Risk Committee and brought to each Board meeting. 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.

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 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.

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 the Common European Framework of Reference for Languages (CEFR) to ensure good quality classes are provided for staff.

GOVERNANCE

Good Governance is at the core of everything we do. It is built into our language and thinking and is reflected in all of our work. We believe good governance provides a strong foundation to successfully achieving a positive organisational culture that embraces transparency and openness.



GOOD GOVERNANCE

Good governance is central 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, during 2023, the Board initiated a review of their Constitution, with the assistance of 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 comprehensive review and update of the Board Handbook which was signed off by the Board in October 2023.

Following an externally conducted review of the governance of National Deaf Village Sports and Leisure Company, a report, with detailed recommendations, was presented to the Board of Reach Deaf Services.

As a result and with the agreement of the Chair of NDVSLC, a Steering Committee was set up, chaired by Keith Adams, to progress implementation of the recommendations, including a better management structure.

The new structure established should assist in ensuring more effective governance arrangements and better reporting to the Parent Company.

There are ongoing discussions between the Parent Company and the Subsidiary relating to performance and reporting issues.

COMPLIANCE AND CONTINUOUS IMPROVEMENT

We comply fully with the Charities Regulator Governance code and the HSE's compliance requirements. As an organisation serving the Deaf Community, we are committed to continuous improvement and have developed a strong network of expertise to ensure we continue to enhance our governance structure.

Openness and Transparency

Reach Deaf Services promote an open approach to our stakeholders both internal and external. We issue a quarterly newsletter, which we distribute to stakeholders and publish on our website. We strive to deliver communication through ISL as part of our commitment to promoting accessible communication.

We communicate and engage with stakeholders through a variety of channels including where possible face to face meetings, virtual meetings, video calls, emails and by telephone. As an organisation we are committed to maintaining positive relations with all of our stakeholders and to ensure open lines of communication at all times.

Getting Things Right

Catholic Institute for Deaf People is a company limited by guarantee and governed by our Articles and Memorandum of Association. Catholic Institute for Deaf People 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"). In October 2021 CIDP rebranded its trading name to Reach Deaf Services.

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 services provided by Reach Deaf Services are managed and overseen by a governance structure that includes an executive team. Reach Deaf Services is supported, directed and guided by a voluntary board of dedicated trustees.



Nessan Vaughan
Chairperson

Skill Experience - Social Justice

Background - Nessan worked for over 30 years in the public service at the National Manpower Service, Department of Labour and FÁS.

Amanda Casey
Trustee

Skill Experience - Quality Improvement Methodologies

Background - Head Medical Social Worker, Mater Misericordiae University Hospital

Kevin Lynch
Trustee

Skill Experience - Deaf Culture

Background - Held all honorary offices in IDSA and was President of IDSA/DSI. Was the first Chairperson of SignLink (SLIS)

John O'Keefe
Trustee

Skill Experience - Quality Improvement methodologies

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

Rosemary Grant
Trustee

Skill Experience - Safeguarding Risk

Background - Retired, Previous experience includes Principal Medical Social Worker.

Dr. Paul Bond
Trustee

Skill Experience - Specialist Psychologist

Background - mainly in the area of education and is currently employed as a chartered educational psychologist

OUR BOARD OF TRUSTEE AND EXECUTIVE 2023

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 12th April 2023)
 Peter Tolan (retired 12th April 2023)
 John Cleere
 Carmel Grehan
 Alan Clarke
 Pat Clavin
 Pól Bond (appointed 11th 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.

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 & COMMITTEE ATTENDANCE

BOARD MEETING

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 one appointments in 2023, Pól Bond.

NAME	POSITION	ATTENDANCE
Nessan Vaughan	Chairperson	7/7
Peter Tolan	Trustee (retired)	0/2
Kevin Lynch	Trustee (retired)	6/7
Grainne Meehan	Trustee (retired)	4/7
Amanda Casey	Trustee	4/7
Rosemary Grant	Trustee	7/7
John Cleere	Trustee	7/7
Alan Clarke	Trustee	6/6
Pat Clavin	Trustee	6/6
Carmel Grehan	Trustee	5/7
Pól Bond	Trustee	2/2
Emma Foley	Trustee	0/1

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

BOARD & COMMITTEE ATTENDANCE

REMUNERATIONS & APPOINTMENTS COMMITTEE

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

The Remuneration and Appointments committee meets on an as needed basis, and at minimum twice yearly. During 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	ATTENDANCE
Anne Coogan	Independent Member	2/2
Caroline McGrotty	Independent Member	2/2
Nessan Vaughan	Committee Chairperson & Trustee	1/2

SAFEGUARDING PROTECTION AND WELFARE 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.

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	Committee Chairperson & Trustee	3/3
Andrew Fagan	Trustee	3/3
Amanda Casey	Trustee	3/3
Sylvia Nolan	Independent Member	2/3

GOVERNANCE, STRATEGY & 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	Committee Chairperson & Trustee	1/1
Pat Clavin	Committee Chairperson & Trustee	5/5
Nessan Vaughan	Board Chairperson	5/5
Carmel Grehan	Board Trustee	4/5

OUR IMPACT - IRISH SIGN LANGUAGE

Reach Deaf Services ambition is to be an ISL led organisation. Here is a snapshot from a staff perspective on working across our organisation through ISL



ISL TEAM

ISL LEAD | Tracey Daly & Amanda Mohan

In December 2023, I stepped into the role of ISL Lead, following the dedicated work of Amanda Mohan. Amanda's contributions have been invaluable in laying the groundwork for our department, and her ongoing presence as a key team member will be instrumental as we move forward. This year has been one of reflection and planning as we prepare for the exciting changes ahead.

A major shift we are working towards is transitioning from one-to-one ISL teaching to establishing fixed ISL classes. We recognise that one-to-one teaching, while beneficial in some cases, is not the most effective use of our limited resources. By implementing structured, fixed classes, we aim to create a more sustainable and impactful approach to ISL education, ensuring consistent, high-quality instruction across all levels.

In addition, we are focusing on strengthening collaboration within the ISL team, which is made up of both interpreters and ISL teachers. Historically, these two groups have functioned somewhat independently, but our goal moving forward is to work more collaboratively as a unified team. By integrating our efforts, we believe we can better support our mission of promoting ISL proficiency and Deaf awareness throughout the organisation.

Looking ahead, we are excited to launch a consultation exercise with our service users and staff. This initiative will play a critical role in shaping our ISL strategy, which will guide and support Reach Deaf Services' five-year strategic plan. Our ISL Strategy is designed to operationalise our language policy, ensuring that Irish Sign Language (ISL) is the primary mode of communication within our organisation. Through this strategy, we are committed to creating a culturally rich and inclusive environment where ISL proficiency and Deaf awareness are integral to all interactions.

The feedback from our consultations will inform key initiatives that reinforce our commitment to ISL and help create a supportive and empowering environment for all stakeholders. By focusing on curriculum development, enhancing internal communication, and integrating new technologies, we aim to position our department as a leading hub for ISL education and Deaf awareness. This strategy will not only enhance our educational offerings but also strengthen the sense of community within Reach Deaf Services, empowering Deaf individuals and promoting inclusivity throughout the organisation.

We are energised by the possibilities ahead and look forward to working closely with all departments to realise our vision. Together, we can build a future where ISL is fully embraced, and our organisation becomes a model for Deaf inclusion and empowerment.



OUR IMPACT - EDUCATION SERVICE

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



Ashling Donegan
Niall Ivory
Care Manager



Reach Deaf Education Services operates two separate gender-based children's Boarding Campuses for children and young adults (Boarders) with diverse Deaf identities, and of all abilities. Boarding Services operate every Sunday to Friday during school term-time are provided to children and young adults enrolled in The Holy Family School for the Deaf, Cabra

Boarders spend a significant portion of their childhood, teenage and young adult years on campus. With this in mind, our aim is to provide a happy and safe 'home away from home' experience. This involves each child having an allocated keyworker, a responsive and caring relationship with the staff, lasting friendships with other children, maintaining contact and relationships with their family and developing positive identities in both the Deaf and their local communities. It also involves staff creating opportunities for children to enjoy and try a wide range of activities, to learn the skills needed to live an independent life, and to gain confidence. We envision children transitioning from Boarding life to adult life as prepared and fulfilled, and with a life-long network of support from the Deaf Community. This links to overarching mission of Reach Deaf Services which 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"

Throughout the year

Train the trainer

The management team completed QQI Certified train the trainer course with DCM learning. This involved a two day training course with one of their facilitators. This course provides guidance on the effective planning and delivery of training, it is a very practical course that enables you to overcome barriers to effectively and confidently deliver high impact training.

Train the trainer course aims to enhance trainers instructional skills, such as facilitating discussions, using visual aids, and employing interactive activities, it aims to foster effective communication, adapting to different learning styles, managing group dynamics, it helped us understand adult learning principles. It also taught us how to implement effective training evaluation, as evaluation feedback is essential for identifying areas of improvement and refining future training sessions for better results. This course equipped us with the confidence and know how to design and deliver training throughout the organisation, and will be put to good use.

Family Day

Our annual Family Day took place on St. Joseph's campus grounds. It was hugely successful and a fun filled event. It was thoroughly enjoyed by all who attended, boarders, parents, staff and friends from

Reach Deaf Services and wider stakeholders. A Barbeque was in place which was organized by our esteemed chefs Ann and Ray who produced beautifully cooked food for us. We were blessed with the fine weather. There was a Bouncy castle, Marquee, games and some unexpected visitors who provided us with great entertainment and fun as shown in the attached photos. A very special thank you to all the staff and management who organized and worked tirelessly to make sure that this was a special and memorable day.

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BOARDING CAMPUS

Parents Plus

The Parents Plus adolescent course was rolled out from September 2023 until December 2023. There were eight parents in attendance. One parent from St. Mary's Boarding joined in the middle of the course for one session, so it was beneficial to all. Lorraine Creed, Tracey Burke and Jackie O'Brien were the facilitators. We also had a follow-up session at the request of parents in January 2024, as a check in to see how they were getting on following the course. We had a mix of Deaf and hearing parents which meant a lot of learning occurred organically during the programme.

The Working Things Out Programme

The Working Things Out programme was rolled out to TY students and was incorporated into the school curriculum from October 2023 until January 2024. Four boarders from St. Josephs and 2 boarders from St. Mary's attended. The facilitators were Helen Newman and Jackie O'Brien. In addition to this, individual sessions were provided to boarders when they needed it, for example, one session on the ups and downs of friendships and another on how to deal with anxiety. The Working Things Out programme was delivered as a preventative youth mental health programme to promote positive coping, and to individuals as an intervention for young people who needed it. The TY boarders/students learnt practical cognitive behavioural therapy (CBT) strategies, CBT coping skills, how to deal with anger and conflict, understanding the key to solving problems. They learnt how to develop helpful thinking strategies, behavioural therapy strategies along with how to manage feeling down, how to improve relationships with friends and family, and how to reduce stress.

Lifeskills and Workshops

The Life Skills Programme commences at the outset of the young person's journey into Boarding. The Programme is designed to give the young person the skills to live independently and excel in their lives. Life skills through the assigned key worker, assisted and supported by the staff team and parents are taught in a variety of ways in this programme. The young person develops the skills through key working sessions, workshops, recreational activities and real life situations. The skills promote self-sufficiency and are useful in navigating the challenges they face throughout their lives. Boarders attended workshops on Advocacy and Confidence. The workshop on Advocacy was presented by the IDS and John Charles presented a workshop on Confidence.

St. Josephs staff member Redmond O'Shea delivered a workshop on the 112 Emergency Text Service to inform

the boarders of the importance of registering for the 112 Service. This is an essential life skill to have in the event of an emergency, for example, Fire, Ambulance, Gardai and The Irish Coastguard. It was demonstrated how to register your phone for the 112 Emergency Text Service. All boarders are in the process of registering their phones.

Graduations

We would like to congratulate to all our boarders in 3rd years, transition year students and final year students who graduated recently. The ceremonies were held in the Holy Family School. The boarders demonstrated their hard work, effort and resilience with their studies and projects. Well done to Shane Hamilton who won the 'Student of the Year Award'. All students should be quite proud of themselves for their hard work and dedication to their studies.

5th World Deaf Futsal Championships

We were delighted to say that Caoimhe O'Connell was selected to represent Ireland at the 5th World Deaf Futsal Championships in Brazil. This is such an amazing achievement and we all are so proud of Caoimhe. We had a good luck party before she went to Brazil. We managed to watch some matches and Ireland came 5th

TY Students from Holy Family Deaf School winner of the Gold title of Young Social Innovators of the Year Award

We would like to congratulate the Transition Year students from Holy Family School for Deaf on their prestigious win at this year's Young Social Innovators awards. It is a high impact social innovation project by the students. Their project, Deaf Awareness- a language for all, won the overall award for the Make Our World a Better Place for Young People category, which was presented by the Department of Children, Equality, Disability, Integration and Youth. The project involved the students teaching their hearing peers how to sign. They delivered classes in Sign language to Transition Year students and developed a 10- week curriculum and video resources. We are so proud of them for their hard work and success.



BOARDING CAMPUS

STAFF PERSPECTIVE - ACTIVITIES

My name is Nicole, and I started working in St Mary's boarding in September. Coming straight from a degree in the Centre for Deaf studies, and having experience working in education before, I thought this made me well prepared for the role I was to take up. Well, I can now confirm, I was wrong, in the best way! This role is not like any other job I have done in the past. The capacity for relationship building, and meaningful connection with both boarders and staff is a massive part of the job, and a massive part of what makes it so enjoyable for me.

As part of my job, I was given the responsibility of activities co-ordinator. Again, this was not any type of role I had experience doing in the past, but was quick to learn with the help of staff! This responsibility included the organising of day-to-day activities, trips, and parties. I found out pretty quickly, that in order to successfully do my job, I would have to wage a war with the best friend of the modern teenager: their mobile phone. I had to think creatively about ways to get the boarders involved and engaged, and off of their phones. Myself and secondary activities co-ordinator here at St Mary's, Caoimhe Begley, realised that the best way to achieve this was to entice their competitive spirit, as there are few things teenagers hate more than their friends having bragging rights over them. Some of the boarders favourite activities include: baking, late evening pancake-making, pool/snooker, Kahoot, and swimming.

There were a number of trips this year, both big and small. Our 'big' trips this year, included ice skating at Christmas time, and Nightmare realm in October for our Halloween trip. I can confirm for the latter trip, the staff were absolutely, shaking in their boots compared to our unphased boarders! 'Small' trips is what we would consider more spontaneous, and come as the occasion arises. For example, when the weather is nice, the boarders like to go for a walk by the beach. They are also very fond of going to Blanchardstown shopping centre, which staff must accompany younger boarders to. These shopping trips are a great way to bond with the boarders for staff, and give good insight into their likes, dislikes, hobbies and interests.

If there is one thing we are going to do in boarding – it is use any excuse for a party! Throughout the school year, we have celebrated many birthdays, and cultural celebrations. Many of our boarders come from different cultures, or through their parents heritage, are lucky enough to be exposed to more than one culture. Staff, with the help of other boarders, made decorations for a boarder who was feeling homesick, as it was her first time not spending her own cultures Independence Day with her family. My counterpart in St Joeseph's, Emilia, organised a lovely celebration for Eastern European Easter, which a lot of our boarders enjoyed, and I'm sure felt a little bit more at home as a result. We also celebrated this year for Halloween, Christmas, Valentine's day, Easter and St Patrick's day. These parties were brilliant fun for both staff and boarders.

These parties, activities or trips wouldn't be possible without the help of all staff, including our amazing chef's at boarding, Anne and Ray. As activities co-ordinator and new staff, I was initially worried about being able to do all these things by myself. I needn't have been, as I was never left without the offer of a helping hand. From our incredibly hardworking social care staff not only doing the bulk of the decoration making, but bringing in their own personal decorations, to staff always willing to set up or assist in clean-up of a party, we could not have done any of this without all of their help. I would like to thank these staff, our always available drivers who drive us to and from activities, and those who assisted on the activities team from both campuses this year: Emilia Andrioaia, Caoimhe Begley, and Oriane O'Dea. To another brilliant year to come: roll on 2024/2025!



OUR IMPACT - LIVING SERVICES

The level of support we provide is unique to each individual and we are actively working towards enhancing lives of the people we support and supporting them to become active members of their community.



Linda Tiernay
Head of support services



The Supported Living Service in 2023 started with a clear plan to focus on service users rights and ensuring they were at the centre of making all their own decisions in relation to all aspects of their life.

The Practice Team focused on the Assisted Decision-Making Act and lead on all communication with staff to ensure they all completed the HSEland Assisted Decision Making and Consent Modules. These modules are the foundation of information to ensure staff are aware of service users rights to decision making. One of the Practice Leads Kim Goos was accepted to join the Assisted Decision-Making Mentorship Programme which was held by the HSE and consisted of a range of staff from several organisations across the country. This provided great access to support and enhanced learning which was shared amongst the team. Kim's summary of the programme

The Support Managers engaged with service users and their selected circle of support to put their plans for 2023 in place. Some service users went on a trip of life time. Some chose to have many short trips across Ireland to connect with friends and social groups.

Staff have continued to support service users to become active members of their community supporting them to join social groups such as horticulture, yoga , swimming and some met with Deafblind social groups across Ireland.

The monthly ISL coffee mornings were always a great space to catch up and some service users would bring their own home baked cakes to share with fellow service users and staff. The monthly catch ups keep the community connection for those who don't get to see each other as often now that everyone lives in their own homes.

There still remained a high number of vacancies to be filled within the support team which meant we did rely on Agency staff for support. This caused concern in areas such as communication and increased the demand on the long-term support team, support managers and nursing team who had to actively ensure all service users had access to communication to ensure their needs were met. The support managers created an Agency Induction plan to have consistent support in place and build relationships with service users whilst actively recruiting , this incentive meant that agency staff then applied for full time positions and engaged in ongoing ISL classes.

As we approached the end of 2023, we were delighted to see how far we developed, and the progress made as we continued to face a staffing crisis.

We managed to get a new role approved the Think Ahead Co-ordinator which will liaise directly with service users to complete their own Think Ahead Plan, this consisted of future life planning and ensures their wishes and decisions are captured and upheld. The service hosted an Introduction to the Think Ahead Programme with the Think Ahead Co-ordinator.

20

service users living in 17 home across Dublin

6

service users share (two people per home)

14

service users living by themselves with support

SUPPORT LIVING SERVICE

Assisted Decision Making (ADM) HSE Mentoring Programme

Kim Goos provides some insight to the programme

The programme started in September 2023, I attend monthly meetings for twelve months, mostly on Teams but we do try to aim for face-to-face meetings. In those meetings we discuss one or two cases that was uploaded by the mentees. Everyone gets the opportunity to share cases for shared learning and guidance with the new Act.

There are people from different organisations across Dublin South/East. There are about ten mentees, including myself and one mentor. The mentor chairs the meeting and brings up cases and examples. We all then discuss what the following steps should be according to the ADM principles.

By attending those meetings, I have developed my knowledge of the ADMA, and I am more capable to provide information/advice to the wider organisation. I have learned how to approach different case vignettes from the ADM perspective, which is very helpful for the service users, as we change our mindset to give the service users more autonomy over their decision-making and what supports there are in place (e.g. Decision Support Services, different levels of decision supporters).

Think Ahead

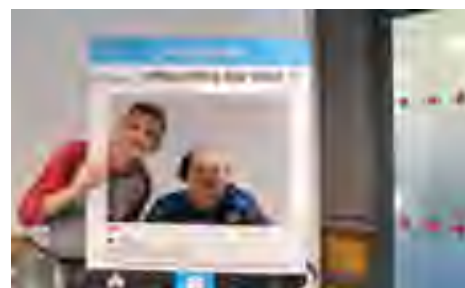
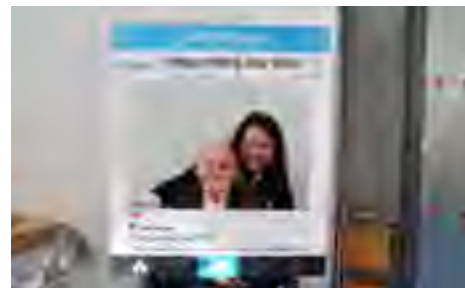
With the introduction of the Assisted Decision Making Act Reach Deaf Services have been working to implement the new act and support our service users to be in control of the decisions they are making now and in the future.

To support this we have recruited a Think Ahead Planning Co-Ordinator, who will work with the Supported Living Services' Practice Team to create, with the service user, a plan for how they want to be supported now and in the future. Our previous Director of Care from St Joseph's House, Geraldine Gallagher, has been selected for this role.

Our aim is that all service users who wish to engage will complete the Irish Hospice Think Ahead Planning Pack so that their wishes are followed in the event they are unable to make decisions for themselves in the future, and are linked in with the additional supports they may need to ensure this is carried out; e.g., the Decision Support Service and / or a solicitor.

Our Practice Lead Kim Goos has also been selected by the HSE to take part in a new Assisted Decision Making Mentoring Program, to support implementation of the Assisted Decision Making Act and the Decisions Support Service. The program will run for 12 months and will support our service users on how to navigate implementing the act for our service users.

We held an Afternoon Tea with our service users on National Safeguarding Day, 10th November, to launch our Think Ahead initiative.



**9 Night Italian Riviera & France Cruise
Celebrity Reflection 10th June 2023**

In the summer of 2023, with the support of my staff Desmond Murphy and Laura McSkane, I went on a 10-day cruise by France and the Italian Riviera,

We set off on Saturday 10th June on an early morning flight from Barcelona, Spain. During my flight, I was so excited to go that on the way, I felt I was up in heaven so talked with my friend Eddie Ryan who passed away the year before. I am Deafblind so the experience was very exciting for me, I could feel the plane vibrate as we flew which made me more excited and really enjoyed the on-flight tea and snacks and as we landed towards Barcelona, my staff described the surroundings for me. We landed around 12.40pm in the afternoon and were met by the cruise company who brought us to the cruise ship by coach. Des and Laura explained that the cruise ship was a huge ship, even bigger than the Titanic; I can remember the Titanic and was so surprised that it would be bigger than that! We arrived at my bedroom, which had a balcony, and I stood up and held the rails and instantly felt so relaxed that it brought a smile to my face. The ship left at 5pm and this was day 1 of our holidays and I could not wait!

On day 2, we arrived at Marseille in France at 7am, I was tired and didn't sleep well due to the vibrations of the ship but I was determined to make the most of my holiday! We went to the top floor for breakfast and there was so much choice! I didn't know what to pick as there was so much to choose from, I just kept laughing everytime the choices were read out to me!

We went to Marseille's town and I touched the old wall from the Ancient Roman time and learned all about its history. It was so warm, that we relaxed with icecream! That evening we went back to the ship and enjoyed the dinner on board.

On our 3rd day, we arrived at Cannes France, I was transferred by a small boat to the beach which was a strange experience. I was told there was lots of fishing boats owned by very rich people. I had hoped to go fishing here as I always loved fishing but unfortunately none was available. Again, the weather was absolutely beautiful and this time we ate out in Cannes.

On our 4th day, we arrived in Livorna, Italy, and we got a bus to Florence, it's a small town, and also went to Pisa. It was so busy and very crowded but wanted to see the Leaning Tower of Pisa. We even met another support staff's Family who were holidaying in Pisa at this time which was lovely. I was able to touch some historical walls in the area but not Pisa as it was not wheelchair accessible. The area was so full of history with lots of churches and art everywhere. That evening we went for an Italian meal and wine before heading back to the ship where the ship docked overnight.

The next day, I decided to use the on-ship swimming pool, they had an accessible swimming pool with a hoist and lifeguards to make sure I was safe, and I was lowered in. It was great! I was so happy to feel the warm water and felt so relaxed in the pool.

I had such a relaxing day strolling around the ship to see all the various shops (they were very expensive!) in the evening we decided to dress a little more formal than usual and went to a first-class restaurant which I really enjoyed because the food was staff was excellent and really enjoyed the chats with Des and Laura that evening.

After our day of relaxation, we headed to Genoa, which was another day of touristy activity. There was lots of old churches and tall ships and even more history which I love. I went inside the tall ship and was able to touch a few things including a large cannon. I really enjoyed their history as Des and Laura relayed the history to me.

Having enjoyed the swim the other day, I couldn't resist not using the pool again, so we went to the pool again whilst the ship was at sea today, and even got to use the Jacuzzi. I had never used a jacuzzi. The lifeguard had suggested trying it. Oh, I was laughing throughout the whole experience as it was so funny with all the water bubbles around my body, but I really enjoyed it and found it relaxing. I spent some time outside the lounge, and I enjoyed the sun, sea air and played ball games with Des and Laura. We went to the first-class restaurant again because I enjoyed it last time. What can I say? I like my food!

On the Saturday, we arrived in Sicily, Italy in the morning and walked around the harbour and seafront, and finally, I was able to find someone to lend me their fishing rod but unfortunately, I was not able to hook a fish this time. We went up the town and strolled around the shops and café. The weather was pretty hot this day but the fishing really made my day, I had really enjoyed it that day!

The next day, we arrived in Naples, and I went to the Galleria Borbonica Tunnel Museum, which was so interesting to learn about. To be honest, the staff at the museum weren't the most helpful with access but my staff found a way to help. Overall, the town itself wasn't great for wheelchair users as the paths were very uneven and lots of potholes (I'll admit, I found it exciting but maybe not so much for my staff as it was much harder work for them!) They worked so hard, and I am so grateful that they were with me!

The next day was our last day in Italy. The staff on board said they would bring our bags to the airport, so we got the train to the Vatican and I really enjoyed the touching of walls there and experience the holiness of the churches there too. We were flying back to Dublin that evening so got a taxi to the airport, I was very tired after the week and looking forward to my own bed.

I really enjoyed my cruise and really want to go on another one. I keep telling my friends and staff about my holiday and how much I enjoyed it!



OUR TRIP TO WESTPORT - BY GERALDINE NEYLON AND SUSAN SHERIDAN

We went to Westport with the Day Centre Group from 12th to 16th June, 5 days and 4 nights.

The activities we did;

Tuesday; Visit Foxford Woolen Mills; they do weaving, and they showed us the big machine that does the weaving. This machine has been running for the last 40 years. Then we went to see Michael Davitt museum which was very interesting.

Wednesday; We went to park by Westport House to see the ducks and we got into boat which was lovely. It was relaxing day.

Thursday; We went to a beach by Achill Island and we were lucky with weather as it was warm and sunny.

Geraldine: "The weather was unpredictable so had to bring everything to make sure we were covered for all types of weather. We managed to get some sun throughout our trip but when the weather wasn't good, we kept busy with indoor activities."

Susan: "We had many different activities with the group every evening such as bingo, board games and many more. I really enjoy one game called charades."



LOURDES EXPERIENCE - BY ANN FOLAN

I went to Lourdes on the 8th of August. We arrived late so went straight to the hospital. The next morning staff Alice came up to hospital. We went to mass. The staff looking after me in the hospital were very nice. I was brought for a walk around the ground. It was beautiful.

There was mass every day. I went to light candles and to visit the grotto nearly every day. One day, I went up to the hotel to meet my friend for a glass of wine. We chatted about our plans for the rest of the trip. That same night, there was a light up service where people walked around with small lanterns that lit up the sky. It was beautiful. The deaf community had our own mass that night in the hospital. After, I was able to go on the balcony and look at the light service from up above. It was nice to watch all the people walking with the lights.

The next day, staff brought me to the shops to buy things for my home. I loved looking around the beautiful shops. I then had food in the hospital. We then done the stations of the cross that evening. We all bathed our hands in holy water and put it over our faces. We then got our group photo from Lourdes.

Staff that was with me supported me to buy small pins for the staff that looked after me in the hospital. They also gave me back pins that I will keep forever. I also got a present from two deaf reach staff – a Lourdes purse and a Lourdes bracelet.

On the last night there was a party with all the students and volunteers that helped over the time of the pilgrimage in Lourdes. I had a lovely night and was dancing with all the staff / helpers. We had great fun at the party singing and dancing all night.

I really had a great time in Lourdes, and I did not want to go home, I wish I could have stayed longer! I can't wait to go back next year!

Staff Training and Development 2023

During 2023 the Supported Living Service continued to maintain compliance with all mandatory training for the support staff team.

Mandatory Training List for all Support Staff

Safeguarding Vulnerable Adults - updated every three years	First Aid/CPR/Resuscitation	Use of Care Annual Writing - updated annually	An Introduction to Children First - updated every three years
Health and Safety (including Lifting and Moving) - updated every 2 years	Infection Prevention and Control - updated every two years	HSE National Consent Policy	HSE and Assisted Decision Making - updated annually
HQA human right training module	Diabetes Awareness training	Fire and Evacuation	Community Services Unit - Domestic Violence and Child Protection training
Medication Management - updated every two years	Emergency First Aid with CPR - updated every two years	Positive Behaviour Support - updated every two years	HACCP - updated every two years
Personal Training / Lifting and Moving - updated every two years	First Aid (AED) - updated every two years	HSE and Open Disclosure Policy	Social Skills Values Factory (SRVE) - one day - introduction training

Other training provided depending on the service user's needs

Diabetes Awareness	Dysphagia Awareness	Epilepsy Awareness and Administration of Buccal Midazolam	Complex Needs	Fire and Evacuation
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Other training provided depending on the service user's needs

Leadership Mentoring & Team Building with Can Action Network	Coaching and Mentoring with Waffle Improved Ltd (Sallymore, Mary's, MV Practice) or Social Skills Values Factory
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NATIONAL CHAPLAINCY FOR THE DEAF

With the online mass made available for the wider audience, many Deaf people can tune in from different parts of Ireland, North South East and West.



Fr Paddy Boyle Chaplin Co-Ordinator



Throughout the year

Dublin Diocese Annual Pilgrimage to Knock

The Dublin Diocese Annual Pilgrimage to Knock took place in April with a great turnout of Deaf People in attendance. A 33 seater bus was available at short notice thankfully, due to no places available from Cabra West Parish. The whole day was enjoyed by the pilgrims and many had a chance to pray, reflect and finished with 3pm Mass in the Basilica. With huge number in attendance from many parishes from Dublin, Fr Gerard Tyrrell was there from Greystones Parish, and he offered his time to interpret during the mass. Deaf Pilgrims had little time to meet up with their friends from other parts of Ireland, whom they haven't seen in a while socially before making their return to Dublin.

Lourdes - John Patrick Doherty

There were 12 pilgrims, some with their Carers and 6 Volunteers along with Fr Paddy Boyle, John Patrick and Fr Joe Jones and Fr Gerard Tyrrell who helped out in different ways while in Lourdes with Deaf People.

'My sincere gratitude to each and every one of you for your incredible support and assistance in Lourdes. Your contributions have been immensely valuable and have truly touched my heart. The Pilgrimage to Lourdes is a significant moment in my life and knowing that I have your unwavering support makes it even more special. Your kindness and generosity are blessings that I will forever cherish. Thank you for being there for everyone throughout this journey.'

Knock - Co Mayo

The NCDP annual pilgrimage to Knock took place on the last weekend in August. It was a huge success with those staying for the weekend in the Knock House Hotel and others coming as day trippers on a day pilgrimage. Weather wise, we were relieved and grateful that we escaped from the heavy showers while we were indoors.

On Friday evening, we had the Rosary pilgrimage Outdoors, where we were able to walk in the lovely

surroundings and appreciate the beauty of nature before it went dark. On Saturday morning, there was a guided tour of Knock and many were surprised to see how much the museum has improved with lots of additional information. There were also a lot of familiar faces of people who are continuing to be ambassadors for Christ through various important Charitable organisations.

Many pilgrims took the time to pray on their own and sought individual confession in the Reconciliation Prayer room.

There was a huge turnout of pilgrims attending the 3pm Mass in the Basilica, with many travelling from all parts of Ireland. Bishop Ray Browne was the main celebrant and he was leading his parish from the Kerry Diocese. Bishop Browne was pleasantly surprised to see Deaf Pilgrims in such big numbers in Knock and was happy to participate in the group photo with us as shown. He is the contact link person for Deaf Ministry.

Our sincere thanks to one and all who participated voluntarily. Especially those who supported people with mobility needs, the Deafblind guides and those who interpreted throughout the day and in the Eucharist. It was good to feel refreshed & renewed on our return to Dublin on Sunday.

70th Anniversary celebration in our Deanery

Many of us who attended and were educated in St Mary's & St Joseph's Schools, received the sacrament of Confirmation from the Most Precious Most Precious Blood church. Many members of the Deaf Community received the Sacrament of Marriage and many funerals of Deaf People have taken place over the years. In September, they had a mass to mark their 70th Anniversary.

Archbishop Dermot Farrell said mass and reminded us all that each of us received hospitality and in turn, we are to receive people with open hearts and minds and for everyone to be part of our faith community

CHAPLAINCY

Holy Family School - Graduation Services

The Holy Family School leavers of 2023, had their families, teachers and friends in attendance at the Graduation service that took place on the 25th May in Emmaus Chapel. Fr Paddy gave a lovely service. Other classes from the Holy Family School were able to watch this on line via webcam. The theme was 'The World is your Canvas' which was relevant as they are starting the new phase of their journey in life. Each of them have completed their formal education and some will be doing their state exams taking place in June. We wish them all the best of luck.

Holy Family School - 1st Communion Mass

First Communion mass for 8 pupils, from Holy Family School, took place in Emmaus Chapel on the 16th June 2023. Their parents/ grandparents and siblings were there to witness their big moment. They had their 1st Confession before Easter and this is a continuation of their faith journey, The significance of communion is each child will begin their friendship with Jesus as they get to know more about Jesus as a friend, someone who cares for them in a special way. Congratulations to each one of them and we do hope they had an enjoyable day with their families relatives and friends.

Midwest Deaf School - 1st Communion Mass

John Patrick

'I would like to extend my warmest congratulations to Deaf School in Limerick for their successful completion of their First Holy Communion last month. It is a great achievement for the students, teachers and parents alike. Additionally, I would like to wish all the Deaf pupils the very best of luck as they embark upon new and exciting ventures outside of Limerick School for the Deaf.

Finally, I would like to extend my congratulations to Deaf students in both Deaf schools and mainstreams who have recently achieved their First Holy communion and Confirmation.

Wishing all the students the best of luck in their future endeavors.



CHAPLAINCY

Sr Maeliosa Byrne - Denise Flack

Sr Maeliosa started her career in St Mary's School for Deaf Girls in Cabra, as a lay teacher. Some of her pupils still like to remember the beautiful, stylish clothes she wore. She entered the convent and from 1962 continued her lifelong involvement with the Deaf Community as a Dominican nun, continuing to teach in St Mary's.

In 1970 she agreed to leave Dublin for three weeks to come to St Francis de Sales School for Deaf Children in Belfast. She had no idea that she would end up staying in Belfast for almost 54 years!

For 32 years, Sr Maeliosa was a dedicated teaching principal of St Francis de Sales School, teaching many young deaf children. All those children have stayed in Sr Maeliosa's heart over the years. And likewise she continues to have a special place in the heart of many of her former pupils.

As well as her work as school principal, Sr Maeliosa was involved for all her time in Belfast with the chaplaincy service, initially in collaboration with Fr Sean Cahill, and then with Fr Paul Strain. Highlights of her time working with Fr Paul included visits to Knock, Lourdes and Ballintubber among other places. Her ministry and presence were greatly appreciated by those attending St Joseph's Centre in Belfast.

Since I joined the chaplaincy service in 2007, I have had first hand experience of Sr Maeliosa's commitment to and love for the Deaf Community. I have also been very lucky to have her support and friendship. Together we travelled to our regular masses in Derry and Armagh. She joined in the planning and leading of retreats. And of course she was there on our pilgrimages to Poland, Italy, Malta, Prague and Fatima. All, in addition to, her ongoing commitment to the weekly mass and special liturgical celebrations for the Deaf Community in Belfast.

Last August, she thoroughly enjoyed our Deaf Community Pilgrimage to Athlone. We were all shocked when a few days later, she suffered a sudden illness. It was clear how much the Deaf Community appreciated Sr Maeliosa, as many many prayers were said and messages about her progress were sent.

Thankfully, she made an amazing recovery and in November was able to leave hospital. She enjoyed a few months in Nazareth House Care Village in Belfast, before moving to Santa Sabina in Dublin.

A few days before leaving Belfast, we had a beautiful mass and evening of appreciation and thanksgiving in Nazareth Care Village. Sr Maeliosa was delighted to see former colleagues, many past pupils and other members of the Deaf Community as well as priests she had worked with over the years.

Belfast's loss is Dublin's gain and I know that she will share her gifts of gentleness, wisdom and concern for others, as well her sense of fun, with her new community in Santa Sabina. And of course, some of us now have an extra excuse to visit Dublin.



PROPERTY AND MANAGEMENT

Managing the private rented sector and facilities management operations



Paul Ryder

Property and Facilities Manager



Property and Facilities Role

Paul Ryder is an experienced Property & Facilities Manager with a demonstrated history of working in the facilities commercial property. Paul manages a team who oversee the maintenance of all Reach Deaf Services properties and facilities. He also is responsible for the governance of the department.

Kilmore / Cilldara Student Accommodations

Our campus accommodation, Kilmore & Cilldara buildings have reopened to 3rd level students from September 2023 after a very tight programme of refurbishment during the Summer of 2023. The buildings were refurbished to suit students needs, with modern furnishings and appliances. The accommodation includes 26 singles rooms, two twin rooms and two accessible rooms with shared bathrooms/ showers.

We appointed a new Residence Manager who manages the day to day activity within the accommodation.

Boarding Campus

With support from the HSE Capital Fund, we upgraded 240 LED light fittings in the boarding campus. These types of lights are not only a cost saving measure but they create a more comfortable environment for Deaf children and all staff who are using ISL. We upgraded the attic water tanks in St. Joseph's Boarding. We would like to acknowledge the support from the HSE for their support in funding these projects.

Training Room Upgrade

The training spaces in our buildings were upgraded to allow for a more comfortable and professional learning environment for our staff. We are always conscious for the need of a learning environment that will take account of how people who use ISL. In this regard, choosing neutral colors and tables that allow sight of everyone in the room is carefully considered.

ESTHER FOY ACCOMMODATION

11/11

January-May

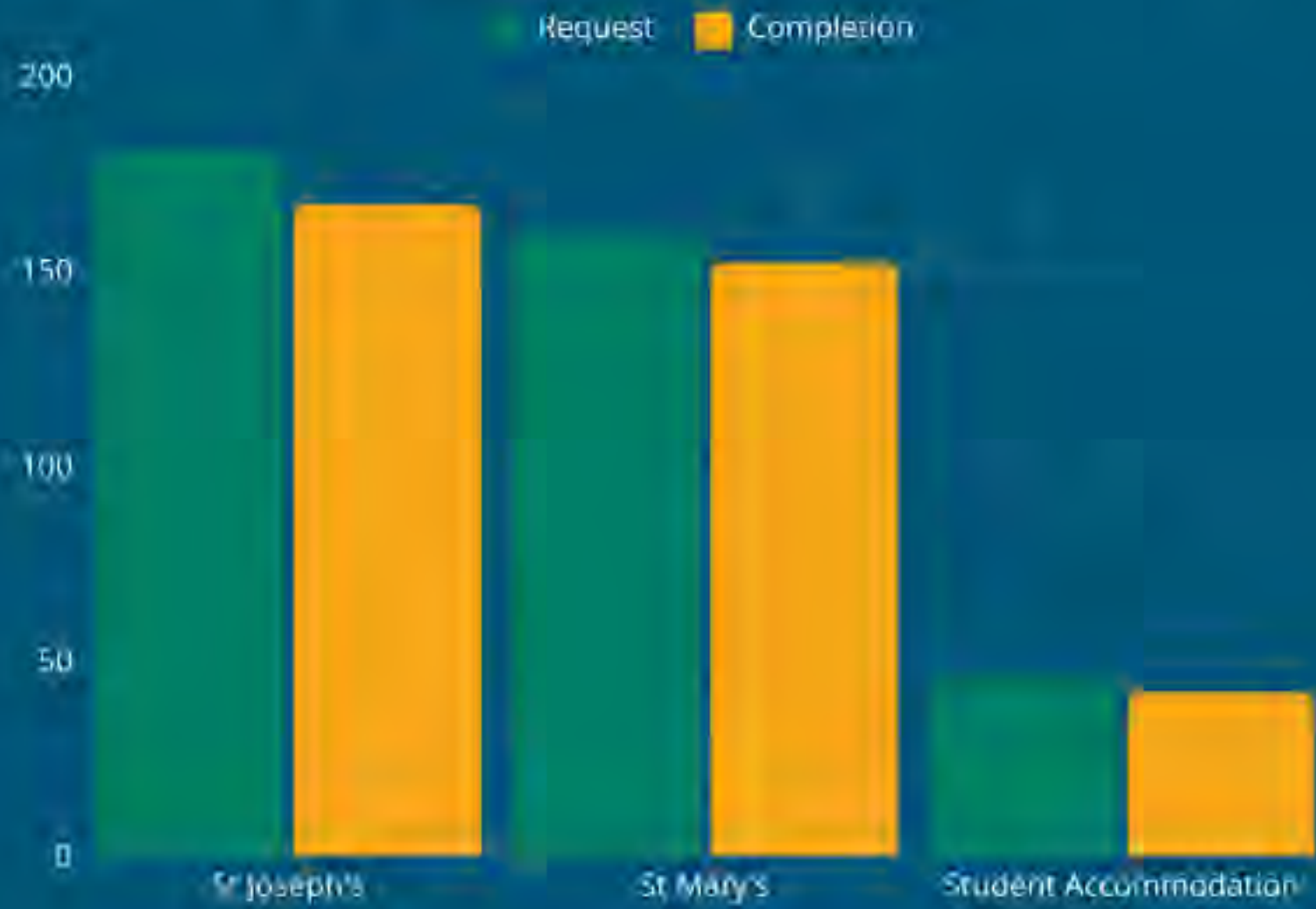
8/11

June-August

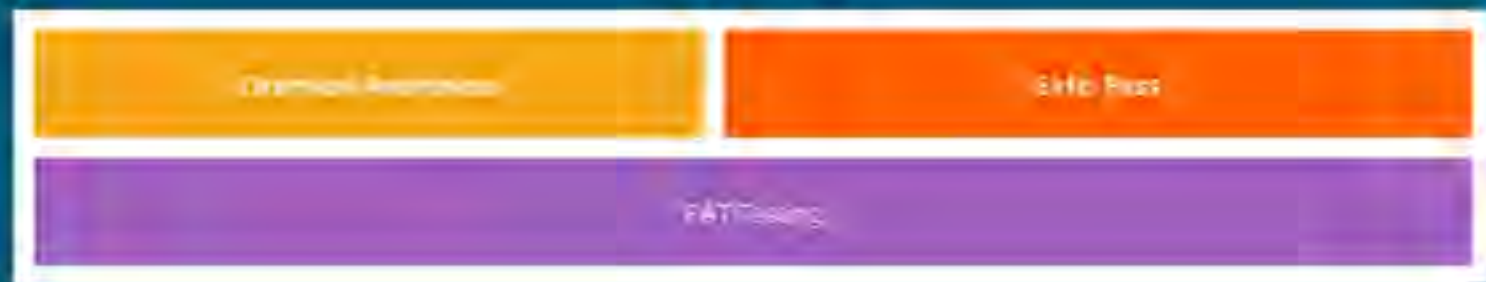
8/11

September-December

Maintenance KPI - all buildings



Training



IT

Managing the private rented sector and facilities management operations



Gerry Philpott

IT Manager

Key project

IT Manager Role

Reach Deaf Services IT Manager is Gerry Philpott who has over 40 years' experience working across all areas of IT for national and multi-national organisations. Prior to joining Reach Deaf Services in August 2022, he was the Head of ICT for Rehab Group for 5 years so brings a wealth of knowledge in the not-for-profit IT space which a focus on cost management, fit-for-purpose IT solutions and most importantly, cyber-security and protection for our staff, people who use our services and the critical and sensitive data managed by the organisation.

2023 was the year that Reach Deaf Services began a process of Digital Transformation, migrating away from a legacy IT environment and moving towards cloud-first IT services offering more flexibility, mobility and security across IT applications and services. This involves a number of foundational steps which will ultimately put Reach Deaf Services in a position to fully embrace cloud based environments and all the benefits they bring.

During 2023, we removed and replaced a lot of legacy network equipment, pushed on with the rollout of the Microsoft 365 Digital Workplace and began to fully embrace the use of Microsoft Teams. To ensure consistency and completeness of our data backups, we implemented a new Microsoft 365 backup solution ensuring all data within our Microsoft tenancy is fully backed up reducing risks from ransomware attacks. We implemented a new proof-of-concept modern network implementation for our new Student Accommodation service to ensure that all 3rd level students could benefit from secure internet services to assist their college work while also allowing personal use within certain safe boundaries.

An IT strategy which addresses all infrastructure (servers, networks, end user computing) and all application services (care management, finance and payroll, and office applications) has been prepared with a detailed workstack of projects to address the future needs of the organisation has been prepared and we are currently working through this to ensure we are implementing cost effective, secure and right sized solution for Reach Deaf Services and those people and their families who use our services.

This strategy will see the creating and implementation of IT solutions across external services (such as broadband, cyber protections), internal services (such as desktop support, and new end user devices) and application services which will all moved to cloud-based alternatives.

A key element of this was the selection of a new Care Management solution which will be rolled out in 2024.

2022 was really a year of consolidation of IT services and the hiring of a dedicated IT Manager to manage the environment and 3rd parties as well as the early review of the environment leading to the creating of an overall IT plan for implementation across 2024 & 2025.

Key project to address the following areas were identified and are either in progress or are planned to happen in the coming months and years.

Selection of a new Care Management platform	Selection of a new Finance and Payroll solution (Xero)	Selection of a new HR and HRIS solution (Workday)
Removal of all legacy server environments	Removal of legacy end user devices	Removal of legacy IT services and migration to cloud based alternatives
Investigation into the use of AI (particularly Microsoft Copilot) to enhance business processes and provide enhanced cybersecurity services	Implementation of modern network solution (Cisco Duo)	Implementation of comprehensive data backup with integrated document protection
Rollout and implementation of a Learning Management System	Rollout of Microsoft 365 Digital Workplace	Rollout of a new Microsoft 365 backup solution
Implementation of Microsoft Teams Telephony to reduce the costs associated with our mobile phone fleet and to implement some business automation and logic to telephony to the organisation	Implementation of a new cloud based staff cyber awareness	Rollout of a new cloud based Property Management solution

HUMAN RESOURCE

Reach Deaf Services HR Department delivers on every aspect of HR from Recruitment to Retirement as well as providing support to management and staff and ensuring all policies and procedures are in line with best practice.



HR

Staffing

Manager roles filled internally in 2023

Donna O'Halloran & Saoirse Van Den Burge were appointed Acting up Community Support Managers. Niall Ivory & Charlene Gannon were appointed Acting up Care manager in Boarding Services. Linda Tierney was appointed Head of Support Services. Seeta Manjeshwar position as Acting up Team Leader in Boarding Services was extended. Tracey Daly was appointed as Acting up ISL Lead.

Other roles

Tara Daly was appointed as HR Manager. Gemma Devine was appointed as Policy Officer. Jack Higgins was appointed as Residence Manager.

Recruitment - SLS

- Across all of 2023 there were 11 staff hired across departments such as Frontline Support & Social Care, and Management Positions.
- Across all of 2023, There was a total of 12 resignations.
- Total number of staff across the service by end of 2023 was 61.
- Of the 61 total of 40 were female and 21 were male.
- The number of Deaf staff employed by end of 2023 was 30

Recruitment - Boarding

- Across all of 2023, there were 14 staff hired across departments such as Frontline Social Care, Transport Escorts and Management Positions.
- Across all of 2023, There was a total of 18 resignations
- Total number of staff across the service by end of 2023 was 38
- Of the 38 total of 30 were female and 8 were male.
- The number of Deaf staff employed by end of 2023 was 11

Recruitment – Central Office

- Across all of 2023, there were 8 staff hired across departments such as HR, Policy Officer and Maintenance.
- Across all of 2023, There was a total of 6 resignations
- Total number of staff across the service by end of 2023 was 23
- Of the 23 total of 9 were female and 12 were male.
- The number of Deaf staff employed by end of 2023 was 7

Training

Continued training across all mandatory fields

Medication Management and Administration Training, Safeguarding of Children & Adults, First Aid AED/CPR Response Training, Manual & People Moving handling Training, HSEland online training in Infection Prevention & Control, Hand Hygiene, National Consent Policy Training, Fundamentals of GDPR, HIQA Human Rights Training, Assisted Decision Making Training. In-person Tool talk training sessions were also conducted in Community Service User Finance Policy and Trust in Care Policy Training.

QQI Level 6 Leadership and Management Course in partnership with the CDET

15 staff currently completing the modules in Leadership and Management that began March 2023 and will run until February 2024.

Recruitment



41 Male Staff

79 Female Staff

31 Different Roles



39% Deaf Community

3 Internal Irish Sign Language Teacher



Training

Mental & People Handling	Adult & Child Safeguarding	Infection prevention and control	ISL training
Food Safety	ITIL awareness	HSE national current policy training	Fire Warden Training
Health & Safety training available	Diabetes awareness training	First Aid	Community Services Unit Training and Awareness
Good Role Modelling	Trust in Deafness Service Delivery	Medication awareness training	Open Disclosure training
Health & Safety awareness training	Health & Safety training	Medication Administration and management training	Flowchart
	Trust in Deafness Awareness Training Program	Trust in Deafness policy and law training	

FINANCIALS

Good financial management is essential to what we do and in the subsequent pages you can see the full detail of our 2023 statutory accounts.



Declan Kenny

Financial Controller



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 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

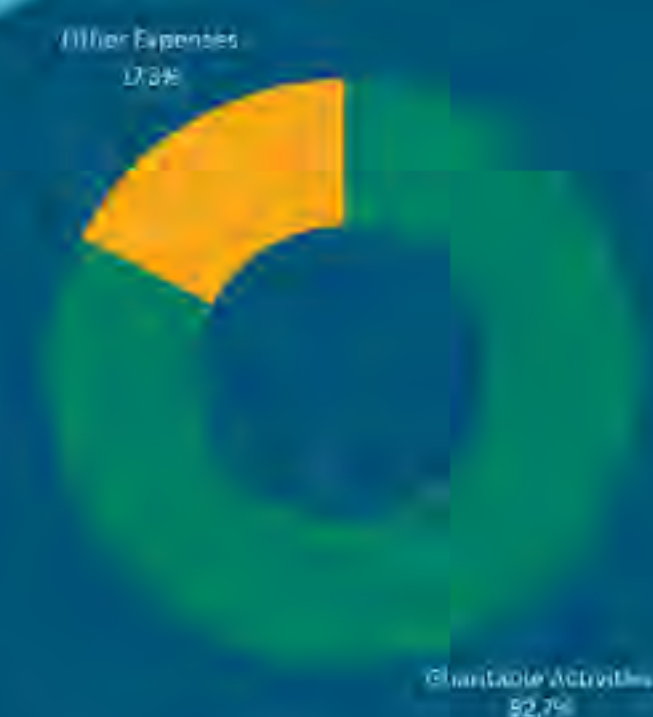
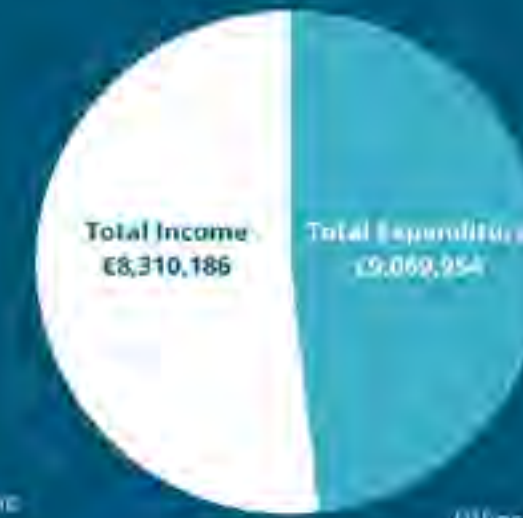
As an organisation, Reach Deaf Services has no significant funds that would determine the need for an investment policy. However, the Finance, Audit and Risk committee have committed to the development of a financial management policy around any surplus funds arising from sale of assets etc and these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



Independent auditor's report to the members of The Catholic Institute for Deaf People (trading as Reach Deaf Services)

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 Group 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.

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.

**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: 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.

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

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 €
Income:					
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
Expenditure:					
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
Net (expenditure) / surplus	11	(721,298)	(38,470)	(759,768)	(579,995)
Reconciliation of funds					
Total funds brought forward		17,447,296	135,771	17,583,067	18,163,062
(Deficit) / surplus for the year		(721,298)	(38,470)	(759,768)	(579,995)
Gain on revaluation		-	-	-	3,931,782
Transfer between funds		(78,263)	(78,263)	-	-
Total funds carried forward		16,647,735	175,564	16,823,299	17,583,067
16,647,735					

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

Consolidated Statement of Financial Position

for the financial year ended 31 December 2023

	Notes	2023 €	2023 €	2022 €	2022 €
Fixed Assets					
Tangible assets	14		13,976,545		14,894,912
Investment property	15		943,758		-
			14,920,303		14,624,575
Current Assets					
Debtors: Amounts falling due within one year	17	833,928		674,557	
Cash and cash equivalents	18	2,770,782		4,125,516	
		3,604,710		4,800,073	
Current liabilities					
Creditors: amounts falling due within one year	19	(1,701,714)		(1,841,581)	
Net current assets			1,902,996		2,958,492
Net assets			16,823,299		17,583,067
Funds					
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	
Total funds			16,823,299		17,583,067

The financial statement were approved and authorised for issue by the board

Company Statement of Financial Position

for the financial year ended 31 December 2023

	Notes	2023	2023	2022	2022
		€	€	€	€
Fixed Assets					
Tangible assets	14		7,261,092		7,894,334
Financials assets	15		100		100
Investmant property	16		943,758		-
			<u>8,204,950</u>		<u>7,772,825</u>
Current Assets					
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	
Current liabilities					
Creditors: amounts falling due within one year	19	<u>(1,573,739)</u>		<u>(1,674,838)</u>	
Net current assets			<u>9,285,706</u>		<u>10,125,162</u>
Net assets			<u>17,490,656</u>		<u>17,897,987</u>
Reserves					
Unrestricted funds	22		14,310,839		14,253,496
Restricted funds	22		175,564		135,771
Revaluaion reserves	22		3,004,253		3,508,720
Total funds			<u>17,490,656</u>		<u>17,897,987</u>

The financial statement were approved and authorised for issue by the board

Consolidated Statement of Cash Flows

for the financial year ended 31 December 2022

	Notes	2023	2022
		€	€
Cash Flows from operating activities			
Net defctit		(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
Net cash (used in) / generated from operating activities		<u>(688,521)</u>	<u>1,030,436</u>
Cash flows from investing activities			
Proceeds from sale of tangible assets		-	-
Acquisition of tangible assets	14	<u>(666,213)</u>	<u>(56,065)</u>
Net cash (used in)/generated from investing activities		<u>(666,213)</u>	<u>(56,065)</u>
Net 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>
Cash and cash equivalents at end of financial year		<u>2,770,782</u>	<u>4,125,516</u>
Cash and cash equivalents end of financial year comprises:			
Cash at bank and in hand	18	<u>2,770,782</u>	<u>4,125,516</u>
Cash and cash equivalents at end of financial year		<u>2,770,782</u>	<u>4,125,516</u>

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

