



ANNUAL REPORT

2021

Deaf Village Ireland

A Company Limited by Guarantee,
Ratoath Road, Cabra, Dublin 7 D07
P973.

Charity Number 21143
Registered Charity Number (RCN)
20101329.

Company Number 517309.

Manager

Welcome to Deaf Village Ireland's Annual Report 2021

The following groups work in conjunction with DVI.



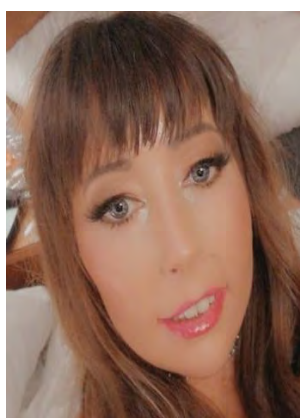
Our Team in DVI



Sylvia Nolan
Manager



Amanda Dunne
Interpreter/ Receptionist



Martina Kearns
CE Supervisor



Antionette Reid
Accountant

Chairperson Report



I am delighted to welcome you to Deaf Village Ireland Ltd by Guarantee annual report for 2021. This year was a difficult year due to the pandemic, activities within the DVI did not fully reopen until the Autumn, plus there was a slow return to some activities.

We began a process of examining the use of the café and Atrium space, to this end we held initial discussions with Richard Dougherty and renowned architect from Belfast, co incidentally Richard is involved in albeit it a grander scale than DVI café at Gallaudet University. From our initial discussions with Richard, we passed the information on the DVI board during our board meeting on this subject, we realized that the board did not have the expertise to progress the café.

We then hired Keith Adams to investigate the viability of a commercial café involving the local Cabra community and all our tenants, Keith produced a report of his work, this report is available from our Manager Sylvia Nolan. From Keith's surveys, and further meetings with Richard, we decided to hold three workshops for member of the Deaf community to outline the vision for DVI and get feedback, these meeting were held in early 2022.

One other outcome from Keith and Richards feedback was to set up a steering committee to oversee this development.

One of our strategic plans for DVI was to progress cooperation with Inspire (NDVSLC) to further re-consider a business combination/merger Due to different circumstances Covid included there is no further development in this area.

Visitors and guests, often comment on our beautiful grounds within the DVI complex, our thanks go to the members of the CE scheme for the upkeep of the gardens. This CE scheme continues to grow, there is a demand from Deaf people to join this scheme, many people from outside Dublin want to join the scheme, as our participants have full access to Irish Sign language. Martina Kearns (Supervisor) takes a holistic approach to CE training.

We continued our board, plus subcommittee meetings via Zoom, not an easy job for the board members and our Interpreters, many thanks for your patience and perseverance during 2021.

The board of the DVI, thank, Antoinette and Lorelei for keeping the accounts and board minutes up to date.

Finally, our thanks to Sylvia and Amanda for their great work during the year, your flexibility during 2021 was appreciated.

I am looking forward to meeting you all again in 2022.

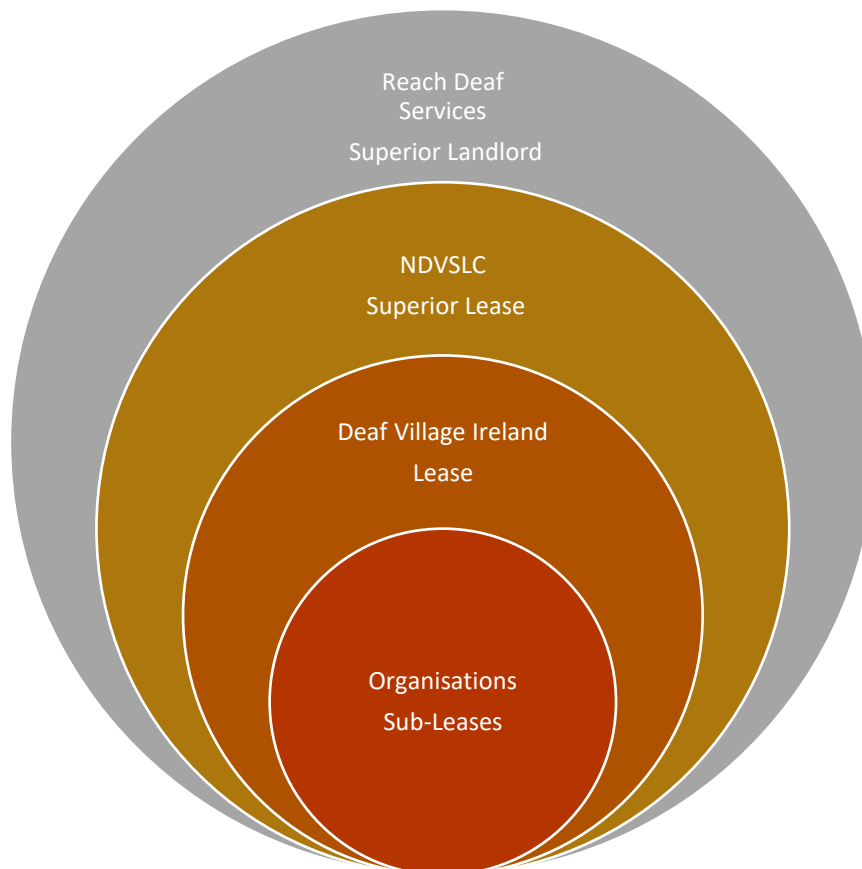
Anne Coogan

Legal Structure of Organization

Reach Deaf Services (who recently changed their brand name from Catholic Institute for Deaf People, CIDP) own the lands and Buildings of Deaf Village Ireland, which is on ten acres of land. Reach Deaf Services are the superior Landlords. The National Deaf Village Sports and Leisure Company Limited NDVSLC (Registration number 499674) are a subsidiary company of Reach Deaf Services on a 34-year Lease from the parent company Reach Deaf Services and that lease commenced on 7Th June 2011.

Deaf Village Ireland Limited by Guarantee holds an interest in the campus by means of a Sub Lease from NDVSLC (Superior Lease), in which DVI is a tenant. The renewal of this sub lease was signed in November 2019. This Lease will run for 15 years, in turn Deaf Village Ireland issues a Sub lease to all the organisations on the campus. There are 12 organisations are under the umbrella of Deaf Village Ireland on the campus.

See the diagram of the Table below of the structure of the DVI Campus.



Organisations in Deaf Village Ireland



Deaf Heritage Centre



We are fully committed to working in partnership with the Department of Social Protection who provides the funding for our Community Employment Scheme. We are also fully committed to the Deaf Community and working with all the organisations on the campus representing the interests of all Deaf people.

The Board of Deaf Village Ireland working with tenant organisations

The board of Directors are made up mostly of representatives from each organization on the campus. We also have independent representatives on the board. The board has responsibilities and abide by the bylaws of our non-profit organization. We have 12 Deaf tenant organizations, all providing a unique service on our campus, these are our internal stakeholders. We offer support, share resources, offer services that is unique for the Deaf community. An example would be interpreting remotely, social workers support, classes in ISL. We all benefit from each other including our CE participants.

The importance of building partnerships with our stakeholders internally is critical. If one of our Deaf tenant organizations was to close, this would have a serious impact on our organization. The Partnership involves a shared vision and a commitment to work together to bring real and sustainable benefits to the organization. There is a clearly defined expectations and shared responsibility for achievements. It values the unique contribution and strengths of the partner working in a transparent manner. Building relationships with other partnerships involves a range of support with the aim of strengthening the skills and confidence to build a strong organization. This positive support and healthy relationships in working together is what makes our organization successful. The inclusiveness of collaborating with our internal stakeholders has a significant impact for our service users all around Ireland. In having all the Deaf organizations on the campus together is part of our succession in having a Deaf Village. The first in the world!

Deaf Village Ireland Governance Structure

Deaf Village Ireland is a “not for profit” company limited by Guarantee, incorporated under the Companies Acts, 1963 to 2014 on 6th September 2012. The company does not have a share capital. Deaf Village Ireland was established under a memorandum of Association, which established the objectives and powers of the company and is governed under its articles of Association and managed by a board of Directors. Deaf Village Ireland became a charitable organization in March 2015 and is registered with the charities Regulator. Our registered charity is 20101329.

Deaf Village Ireland has signed up to the Charities Regulator Governance Code and the Board is committed to promoting good governance in all that we do. As new Board members are recruited, they are fully inducted and sign up to the Board Code of Conduct and Charities Regulator code of conduct. In addition, they are issued with a board handbook outlining the roles and responsibilities of Directors. Each Board meeting includes a standing agenda item of conflict of interest and any conflict of interest is declared at the start of the meeting.

The Board meet every 6 weeks with the schedule of meetings being agreed at the start of the year 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 Chair of the Board and the DVI Manager meet weekly to discuss matters of importance and to agree appropriate actions. All operational matters are reported to the board through the Manager's report within which actions are set out. The Manager report is a standing item on the Board agenda.

There are three sub committees of the Board which meet regularly to discuss key issues.

The Board of Directors

Some of the Board of Directors are involved in sub committees for Deaf Village Ireland.

The committees include:

- Audit and Finance Committee
- Governance Committee
- Hub Steering Committee

The Audit and Finance committee is represented by four members, including two Board directors, one which has a wealth of experience in the accountancy field. The committee has oversight and control on the finances and sustainability of DVI. They also ensure internal controls are adequate and recommend for appointment the external auditors for Statutory accounts.

The Governance committee is made up of two directors and an ex-director on the Board for Deaf Village Ireland. The objectives of the committee are to ensure DVI promote good governance and as such ensure policies, procedures and practices align with this and ensure compliance with the Charities Regulator.

In relation to our strategic plan the re-design of the Hub Community space, the DVI Board approved the establishment of the Hub Steering Committee, chaired by one of the DVI Board members and supported by two additional Board members and four community representatives. Their remit is to oversee the successful re-design of the Hub community space for the wider Cabra community and report back to the Board on the re-design program including risks and costs.

In addition, a Focus Group was established to understand the community needs and wishes on what the Hub Community space should look like and services it should include to ensure the space is inclusive and meets the needs of the community. See below the table of the committees below

Communication Structures in Deaf Village Ireland.

Deaf Village Ireland use Sign Language interpreters at meetings as Sign Language is the first language here in DVI. We do not use phone calls but would use visual face time calls to communicate to each other. Email is the best form of contact if outsiders need to contact us.



Board Directors of DVI



Chairperson- Anne Coogan



Secretary -Lorelie Roberts



Feargal O Reilly - Independent (Finance)



Tara Mc Breen - Independent



John Stewart - SLIS



John Sherwin - IDS



Dominic Mc Greal - Independent



Liam Breen - DHC



Sarah Jacob- IDYA



Julianne Gillen- Chime (new director)



Joseph Bradley - Barrister (new director)



Marianne Campbell- DDA (new director)



Brendan Lennon - stepped down June 22

Attendance at Board Meetings -2021

Names	HUB BOM	Jan	March	May	June	August	Oct	Nov	AGM	Role
Anne Coogan										Chairperson
Feargal O Reilly										Director
Brendan Lennon										Director
John Stewart										Director
John Sherwin										Director
Dominic Mc Greal										Director
Liam Breen										Director
Tara Mc Breen										Director
Deirdre Dunne				New director						
Angel Kinahan							New director			
Lorelei Roberts										Note Taker/ Secretary
Roy Maguire							No Longer Director			Director
Sylvia Nolan										Manager

Attendance at Governance Meeting -2021

Name	Feb 2nd	Feb 23rd	April	June	Sept	Role
Dominic Mc Greal						Director
John Sherwin						Director
Keith Adams						Independent
Sylvia Nolan						Manager
Amanda Dunne						Interpreter
Lorelei Roberts						Note Taker/ Secretary

Attendance at Audit Meeting -2021

Name	January	March	April	June	August	Sept	Nov	Role
Feargal O Reilly								Chair
Brendan Lennon								Director
Kevin Lynch								Independent
Sylvia Nolan								Manager
Amanda Dunne								Interpreter
Lorelei Roberts								Note Taker/ Secretary

Attendance at HUB Committee -2021

Name	Jan	April Meeting Cancelled	May	October	Role
Dominic Mc Greal					Director
Anne Coogan					Chairperson
Keith Adams					Independent
Tara Mc Breen					Director
John Fennell					DDA Representative
Orla Grehan					IDS Representative
Liam Breen					Director
Amanda Dunne					Interpreter
Lorelei Roberts					Note Taker/ Secretary
Sylvia Nolan					Manager

(Keith Adams
not in
attendance
because he is
Temporary
Project
Manager)

Table Colors

1. Green- In attendance
2. Red – not in attendance
3. Orange- sent Apologies
4. Grey – not director yet
5. Black- Meeting did not take place

Three Chairs Meetings with our Superior Landlords Reach and our Lease Holder NDVSLC

Deaf Village Ireland chairperson and manager is involved in another committee called “Three Chairs” This group is made up of three chairpersons and three managers from the Superior landlords Reach Deaf Services and the Superior Lease holder National Deaf Village Sports and Leisure Centre (NDVSLC) and the Lease holder Deaf Village Ireland. The idea of these formal meetings is to meet five times a year to co-ordinate and work in partnership with DVI.

They meet approximately five times a year to review our services, aiming to cooperate with each other for mutual benefits and to make progress of good working relationships between our landlords and DVI.

Challenges for DVI within the Deaf Community.

The Dublin Deaf Association (DDA) handed over their managing of the community Café to DVI in December 2019, after having ownership of this Café since 2012. This café was normally run by volunteers within the Deaf Community. The Dublin Deaf Association (DDA) felt they could no longer afford the rent and utilities. Deaf Village Ireland had no experience in running the Hub Café and the DDA had agreed that they would work in conjunction with DVI until a decision was made about the Hub Café.

Both the DDA and DVI wanted to keep the spirit of the Café open rather than having this café closed. The Hub Café was closed for most of the Covid pandemic. The DDA and DVI had an agreement to hire a Deaf manager to run the café temporarily when the government restrictions were lifted with the pandemic. DVI was closed to the public for a lot of the time.

The Board had asked a member of the Board Directors to carry out an internal questionnaire on each organization within DVI about the needs of the Deaf Community. The Board of directors had listened to the organizations who all felt that the HUB Café was the focal point of the Deaf Community and that a survey on the needs of the Café had to be looked at.

As a result, from this, the Board of DVI recruited a project Manager Keith Adams to do some research within the wider local and Deaf community, around the needs of the Hub Café. Following Keith Adam's report on his research paper. These were decisions and this became an ultimate priority in a strategic plan for DVI.

Strategic Plan for DVI.

1. The Café would be a Community Café with a strong focus on ensuring that Deaf Culture & Ethos is at the heart of its operation. This ethos documented within the Mission and Vision for the Café will be the foundation stone of the project and this will be driven by the Café Steering Committee to be set up. A clear Mission and Vision will ensure consistent understanding both in developing the Café project and in communicating clearly and engaging with the Deaf community.

2. The Café's operations will likely be outsourced to a professional run café firm. The day-to-day operations would be run by a manager with appropriate catering and restaurant experience and with paid staff (not volunteers). The aim is for a future where suitably experienced staff and management would be predominantly or fully from the Deaf or Hard of Hearing community.

3. In parallel to the development of the Café, consideration is to be given to making better use of the Atrium by creating better space and rooms for Deaf groups and meetings. In doing so there must also be awareness that the Café does not become a space ignored by the Deaf and seen as a hearing space. This links into the culture and ethos objective set

out in decision one and will be part of the mandate of a Focus Group to be established reporting into the Café Steering Committee.

These initial decisions are key and will provide the direction of the future management and operations of the Café. In addition to the above three initial decisions, the following additional actions were raised by the board. The Board recognised the following tasks.

- a. Provide a detailed set of financial projections to include income and break-even point for the business. There is an acceptance that the business may run at a loss in year 1 and into year 2 but projections and business modelling should show a clear path to profitability in year 2/3 to allow the DVI board to make informed decisions around finances to inform longer term decisions.
- b. Engage with the Landlord, Reach Deaf Services (formally CIDP), to keep them aware of any changes that may affect the infrastructure as well as looking for full buy-in and support as part of their commitment to the wider Deaf community.
- c. In relation to the decision in point three above use experienced resources from within the Deaf community e.g., Deaf Architect, Richard Dougherty, to help evaluate the Atrium space. As part of this piece of work a Focus Group made up of key representatives/ influencers within the Deaf community to inform the needs and use of the wider Atrium and surrounding space. This Focus Group will be led by the Chair of the Board of DVI to ensure alignment with the overall strategy of DVI.
- d. To establish a clear communication plan to keep the Deaf community and other key stakeholders updated as the café develops, thus ensuring buy-in.
- e. Consider an appropriate operating structure along with financial projections for a professional run Café, including a. engagement with a professional catering advisor to assist with designing a Café operating structure (including staffing requirements) and the associated financial projections for a Café for the first 12-24 months.
- f. Engage with an architect with knowledge and understanding of the Deaf community and Deaf space to produce a set of proposals around the café's redesign and wider use of the space in DVI to meet the needs of the Deaf Community.
- g. To establish a Focus Group with a clear term of reference to function as a suitable sounding board for any proposals around the wider use of the Deaf Village with recommendations going to the Café Steering Committee.
- h. To establish a Café Steering Committee chaired by a member of the DVI board to oversee the implementation and ensure it stays aligned to any plans and timelines agreed.
- i. Engage with appropriate professionals to develop the brand and marketing of the café and evaluate the need to change the name/ identity of

Decisions for Board Directors during 2021



Funding for Deaf Village Ireland

Deaf Village Ireland receives its funding from the rental income of the tenant organizations here on the campus and receives CE Scheme funding. There are 12 organizations that pay a rental fee every quarterly and this is managed by the manager. DVI received €258,681, from the tenant organizations in 2021. We received funding from the Department of Social Protection to run the Community Employment scheme which was €230,000 during the year. During Covid we could not hire out the Old Gym Hall and utilize some of the spaces that generates income for DVI. This had an impact on Deaf Village Ireland because a lot of the tenants had not returned to DVI as tenants for example slimming world who had to their classes online did not return to using the facilities as they continued with their classes on zoom. This had a potential loss for DVI in renting out spaces to get additional income.

We received two installments of the Government Covid grant from Pobal of 94k in total. With the government restrictions in place for Covid the organizations were struggling and in turn DVI relied on the grant income partially to run the organization. On March 16th, 2022, Pobal came into DVI to do an inspection to see how the funding was spent. We were very happy with the outcome of this inspection where we had proof of our transparency of good governance, where the funding was spent appropriately according to Pobal's guidelines.

We have a very committed dedicated Audit Committee who meet and discuss the finances for Deaf Village Ireland. The committee meets two weeks before every Board Meeting, the accountant gives a very detailed account of the income and expenditure for Deaf Village Ireland for every two months. There has been no reduction or increase of any rentals for the organizations except that with the smaller organizations like the Irish Deaf Youth Association, Sign Language Association of Ireland and the National Deaf Women's group who rely solely on fund-raising do not pay a rental fee in the hot desk office. They are only required to pay for their utilities. This was agreed by the Board of Management in 2017. These organizations are crucial in bringing Deaf people to the center so Deaf Village Ireland recognizes this significance and fully supports this.

DVI is a charity that complies with the current legislation and standards which is compliant with the Companies Act 2014 and the charities SORP (FRS102)

The board has examined the company's requirements for reserves considering the main risks to the organization. The reserves are needed to meet the working capital requirements of the company and the board is confident that at this level they would be able to continue the current activities of the company in the event of a significant drop in funding. There is a Policy on the reserves procedures that was adopted by the Board in 2020 and this continues to be mentioned on the accounts for Deaf Village Ireland.

Project plan (Gantt Chart)

No.	Deliverables for 2021
1.	Board agree position between DVI & DDA re ownership of Café
2.	List of proposed steering group members to oversee café and submit to board
3.	Establish Steering Group to oversee café project and agree Terms of Reference
4.	Develop a statement of Ethos for Deaf Village/ café and submit to board
5.	Develop a Mission & Vision Statement for café and submit to board
6.	Establish a focus Group to input into project on use of wider space in DVI
7.	Sign off on Focus Group (notify DVI Board)
8.	Meet with Deaf Architect to seek proposals for use of space in DVI and potential expansion of café
9.	Submit draft proposals for use of space to DVI board for review
10	Sign off on use of space proposals and agree engagement plan
11	Engage professional Catering resource to advise on options for developing café and way forward.
12	Any proposals to DVI board for agreement and implementation started Ongoing Café discussions. The temporary supervisor Track & report weekly sales and cost figures to Steering Group
13	Develop a financial & operational plan for sign off by DVI Board
14	Initiate marketing and branding process through engagement with JJ Darboven and other relevant professional companies
15	Research Grant opportunities and other funding streams such as social enterprise funds

Funding for Deaf Village Ireland

Deaf Village Ireland receives its funding from the rental income of the tenant organisations here on the campus. There are 12 organisations that pay a rental fee every quarterly and this is managed by the manager and an accountant (that works one day a week) DVI would receive €259,000 from the tenant organisations per year. We receive funding from the Department of Social Protection to run the Community Employment scheme which is about €230,000 per year. During Covid we could not hire out the Old Gym Hall and utilize some of the spaces that generates income for DVI. This had an impact on Deaf Village Ireland because a lot of the tenants had not returned to DVI as tenants for example slimming world who had to their classes online did not return to using the facilities as they continued with their classes on zoom. This had a potential loss for DVI in renting out spaces to get additional income.

We received two installments of the Government Covid grant from Pobal of 94k in total. This grant helped the tenant organisations help pay for their rental income and utilities as most voluntary organisations rely on fund raising to pay for these costs. With the government restrictions in place for Covid. The organisations were struggling and in turn DVI relied on the income to run the organization. This grant was very beneficial to everyone in DVI because it gave tenant organisations a break of six months to help with their payments. On March 16th, 2022, Pobal came into DVI to do an inspection to see how the funding was spent. We were very happy with the outcome of this inspection where we had proof of our transparency of good governance, where the funding was spent appropriately according to Pobal's guidelines.

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Risks for Deaf Village Ireland

Currently the key risks for DVI which is identified in our live Risk Register, which is organisations pulling out of DVI, which is always a risk but not the highest risk, but the most threatening risk is the property Rates which is currently being appealed at the Tribunal. If this property rates comes into effect for DVI then this would pose a huge threat to closure of the organization. We are hoping to get an exemption of this because of our charity status. Another big risk factor is the rising costs of utilities and Insurance.

Our insurance costs have doubled in the last two years. See the Insurance costings below-

€ 20,601.00 in 2018
€ 21,429.00 in 2019
€ 25,086.00 in 2020
€ 32,101.00 in 2021
€ 51,826.00 in 2022

One of the main reasons for the high prices is the fire which happened in the boiler house in September 2019.

DVI has reserves which will be used for the future projects and the intension of financing DVI have been agreed by the board to fund up to 60% of the total cost of works of the future projects and have identified key grants to apply for to support of the financing of the project. We hope to be successful with the grants to fund our future community project.

The DVI Board is committed to Good Governance and as such the community project will be delivered through Prince 2 methods and will adhere to the 6 principles of the Charities Governance Code. A Project Manager will be employed who will oversee the Health and Safety daily throughout the DVI project.

Deaf Village Ireland's Financial Information, for the year ended 31 December 2021
(Below please find extracts from our audited financial statements)
Statements of Financial Activities

	2021 Restricted Funds	2021 Unrestricted Funds	2021 Total Funds	2020 Total Funds
	€	€	€	€
Income				
Income from Generated Funds				
State Commissioned Services Funding	230,206		230,206	355,633
Rents & Charges to Tenants		263,320	263,320	184,296
Total Income	230,206	263,320	493,526	539,929
Expenditure				
Direct Charitable Expenditure	230,206	258,681	488,887	450,149
Governance Costs		5,830	5,830	4,700
Total Expenditure	230,206	264,511	494,717	454,849
Net Income/Expenditure	-	(1,191)	(1,191)	85,080

	2021	2020
	€	€
Fixed Assets	-	-
Current Assets		
Debtors	33,329	58,021
Cash in Bank	<u>506,351</u>	<u>461,440</u>
	539,680	519,461
Current Liabilities		
Creditors: amounts falling due within one year	<u>(88,539)</u>	<u>(67,129)</u>
Net Current Assets	<u>451,141</u>	<u>452,332</u>
Total Assets less Liabilities	<u>451,141</u>	<u>452,332</u>
Funds		
Unrestricted Funds	<u>451,141</u>	<u>452,332</u>
Total Funds	<u>451,141</u>	<u>452,332</u>

STATEMENT OF CASH FLOWS

	2020 €	2020 €
Cash Flows from Operating Activities		
Net Movement in Funds	(1,191)	85,080
Adjustments		
Depreciation	-	-
	(1,191)	85,080
Movements in working Capital		
Movements in Debtors	24,692	52,857
Movements in Creditors	21,410	(14,091)
Cash from General Operations	44,911	123,846
Net Decrease/Increase in Cash & Cash Equivalent	44,911	123,846
Cash & Cash Equivalent on 1st January 2021	461,440	337,594
Cash & Cash Equivalent on 31st December 2021	506,351	461,440

Community Employment Scheme

The Community Employment (CE) Scheme in Deaf Village Ireland (DVI) was established in 2014 and is a unique CE scheme in Ireland. It is the only CE scheme where Irish Sign Language (ISL) is the primary language of the scheme participants. As such this CE scheme is the first and only CE Scheme in Ireland that supports Deaf participants in a fully inclusive environment, enabling them to thrive in a setting that is both accessible and nurturing.

The scheme caters for up to 22 participants in a wide variety of roles, including maintenance, gardening, archivist, and administrative roles.

All training and support for Deaf participants is provided through ISL. It is vital that the DVI CE supervisor is fluent in ISL and understands Deaf culture to support participants to learn new skills and to mix socially and make friends. Many of the Deaf participants come to the scheme having experienced years of loneliness and social isolation, and so the informal aspects of the scheme are just as important as the formal elements. For some the opportunity to chat and make friends during coffee and lunch breaks is something they may never have experienced before as adults.



The opportunity for social integration and participation for Deaf people is the critical ingredient of the DVI CE scheme and is why it is so important for members of the Deaf community. The success of the scheme serves to highlight why so many Deaf people fail to succeed in mainstream CE schemes where their sense of social isolation may be increased rather than decreased. In these mainstream community schemes the Deaf person is typically the only participant who is deaf, and they typically experience a high level of social isolation as they are unable to converse with colleagues or CE supervisors. Most simply drop out after a short period.

During the pandemic while the restrictions were harsh, the community Employment participants worked outside rather than indoors and we gave them a project to brighten Deaf Village up by painting the dull grey pillars into vibrant colours to welcome everyone back into DVI when restrictions were lifted.

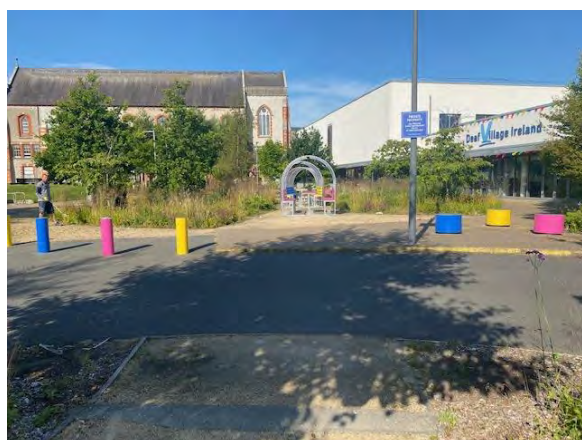
It was particularly difficult during the pandemic when a lot of training was cancelled but Five CE Participants had taken the Driving Theory sessions with IDS. They have been successful.

One CE Participant had taken part in baking course with IDS via Zoom and has continued to bring the CE participants in her tasty cakes each week for the other CE Participants.

Work Experience and Volunteering Work

Two Deaf CE Participants had their work experience as a Maintenance and Care assistant in Curam care Home beside DVI. One of the participants managed to get himself a full time Job as a kitchen porter with the Care home.

Another participant is acting as a substitute to do Bus Escort duties during the school period of 2021 /2022



DVI also had purchased garden furniture to attract its members back into Deaf Village Ireland. The CE participants painted the bright colours on pillars and seats to welcome the Deaf community back to DVI after the pandemic.



CE Scheme Structure in 2021	Numbers
Deaf CE Participants	16
Hearing CE Participants	1
Participants – who have left the CE Scheme	5
Participants waiting to come onto the CE Scheme	5
Number of CE participants joined the Scheme in 2021	6

CE Participants taken part in YOGA class to help with their well-being during the Pandemic



Fire Safety, Barista, and Horticulture Training During the Pandemic



CE Participants working hard at their part time jobs outside of DVI- Work Experience

1. Cleaner in Holy Family School
2. Security guard in the Avia Stadium



The Deaf Men's Shed

The men's shed meet regularly every Tuesday and some go for a swim before meeting and having their chat over having a cup of tea. The men really missed this during the pandemic as they felt isolated in their communities. Not everyone is able to communicate in ISL. The pandemic was particularly hard for those that lipread and people wearing masks made this exceedingly difficult. Dean Mc Donagh who is the Chairperson of the group says that "***the men are so delighted to be back in Deaf Village Ireland to be socialising in their own environment***"



Deaf Organisations within Deaf Village Ireland- SLIS

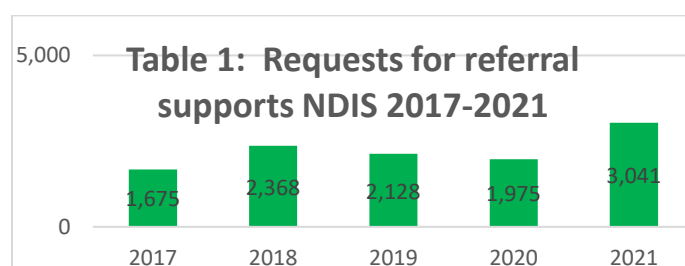


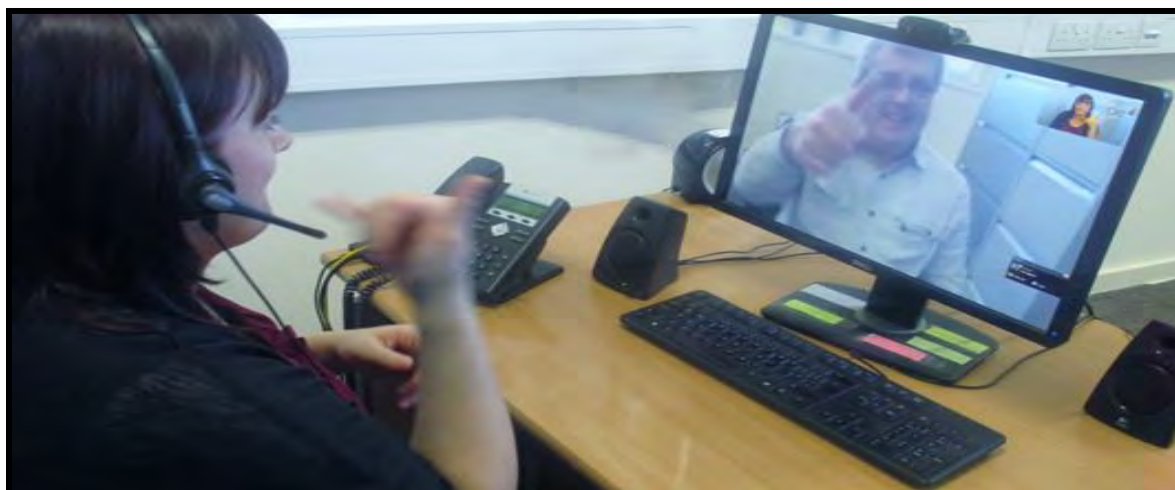
SLIS Referral, Access, and support services

An integral part of SLIS work is to link an organization or Deaf person to interpreters to meet specific face-to-face sign language interpreting needs. SLIS provides this referral service free of charge to service providers and the Deaf community. The referral service includes a 24/7 Emergency Service when interpreters are required for medical or legal emergencies. This is usually used by hospitals (A&E) and Garda Stations and Deaf citizens. SLIS is often the first point of contact for the Deaf community, Deaf organizations, and services in resolving difficulties in accessing rights to interpretation. SLIS also fund interpreters for funerals, and sign language interpreters charge a reduced fee for these assignments. SLIS also developed piloted a social inclusion scheme (known as “the voucher scheme”) for Deaf citizens to fund interpreting for social and cultural purposes, as per Section 9 of the ISL Act.

Referral Requests to SLIS have grown significantly (Table 1 below), underlining the essential support provided to the Deaf community and tackling access barriers. In 2021, SLIS responded to more requests for support (Referral / Access / GP schemes) than in any previous year. There were 3,041 requests in 2021 compared to 1,975 support requests in 2020, an increase of 54%. The breakdown of these 3,041 support requests is:

- 849 Referral Requests for an interpreter (includes 23 out of hours / emergency calls).
 - This is up 34% on the 633 referrals requests for support in 2020.
 - 629 or 74% of requests were successfully filled.
- 460 Access Support Requests for an interpreter (43 out of hours / emergency calls).
 - This is an increase of 50% on the 307 access requests in 2020.
- 1,732 GP Access Scheme Requests (includes 50 out of hours / emergency calls)
 - up 67% on the 1,034 GP access scheme requests in same period 2020.
 - 1,622 or 94% 2021 GP requests successfully filled in 2021.

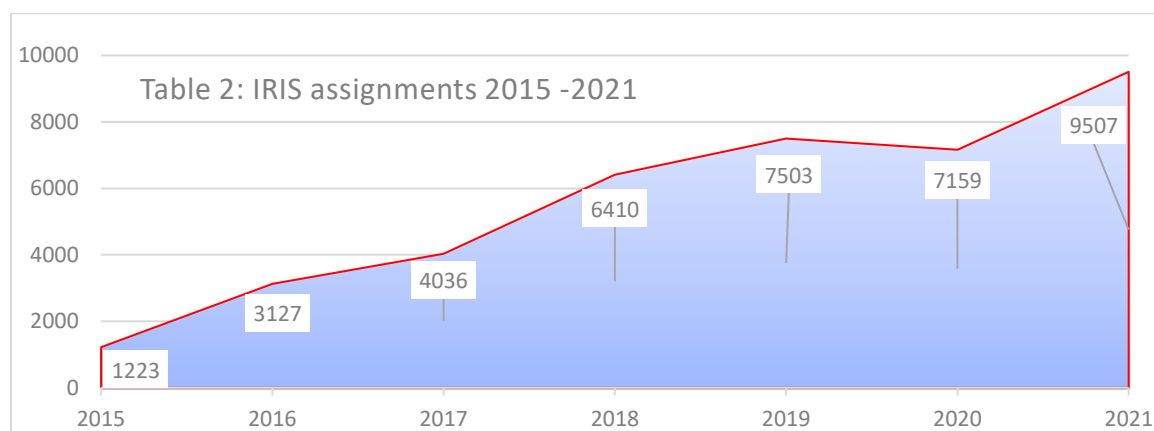




IRIS - the Irish Remote Interpreting Service

IRIS provides a live video-link to an Irish Sign Language interpreter. The aim is to reduce the inequalities Deaf citizens face and enhance social inclusion. Access to a remote interpreter is provided free to Deaf citizens and public services. Organisations can use IRIS to communicate with Deaf clients, enhance accessibility, and comply with legislation (Equal Status, Disability and ISL Acts), as well as Consumer Protection Codes. Remote interpreting is referenced in the ISL Act 2017. IRIS is not suitable for all purposes, and a face-to-face interpreter is recommended for medical and other cases.

- SLIS piloted with CIB a remote interpreting APP to enhance access for Deaf citizens to public and other services using the IRIS service (January to June 2021).
- In 2021, IRIS provided 9,507 remote interpreted assignments, an increase of 33% on 2020. There were 6,604 remote interpreted appointments, and 2,903 interpreted assignments on the remote interpreting APP.



CIB also supported SLIS to recruit remote interpreters, and IRIS is now open:

- 9 am – 8 pm Monday to Friday, 10am – 4pm Saturdays and 12pm-2pm Sundays.
- During COVID, IRIS also opened bank holidays January 4th to December 23rd, 2021.

- A video in Irish Sign Language and English shows how IRIS works. [IRIS Video](#)
- The National Disability Inclusion Strategy 2017-2022**

SLIS was tasked by the National Disability Inclusion Strategy (NDIS) 2017-2022 to:

1. Expand Irish Sign Language (ISL) remote interpretation service
2. Increase the number of trained Sign Language and Deaf Interpreters,
3. Put a quality-assurance and registration scheme for Interpreters in place and
4. Provide on-going professional training and development for Interpreters.

Indicators from the National Disability Inclusion Strategy 2017 -2022: Indicator 1.4b

- The number of requests for the Irish Remote Interpreting Service (IRIS) and
- Number of requests for Sign Language Interpreting Service (SLIS) facilitated.

SLIS NDIS INDICATORS	2017	2018	2019	2020	2021
IRIS assignments	4,036	6,412	7,503	7,159	9,507
All Requests for referral support	1,675	2,368	2,128	1,975	3,041

In 2021, SLIS provided a program of Continuous Professional Development (CPD) for interpreters including short courses on 8 subjects, with 123 course sessions for 173 participants and a total of 769 learning hours.

Accredited training for Deaf interpreters was commissioned and provided by Trinity College Centre for Deaf Studies, providing for 23 graduates to join the national register.

SLIS is referenced for its role, record of accomplishment and achievements in the *UN Initial Report under the Convention on the Rights of Persons with Disabilities Ireland* (3/12/2020), and specifically achievements (page 47) in relation to:

- Increased numbers of interpreters to deliver Irish Remote Interpreting Services (IRIS).
- Increased staffing to develop and promote the use of IRIS for the deaf community and public bodies.
- Resourcing development of a quality assurance and registration scheme for sign language interpreters.
- Providing for on-going professional training and development.

Deaf Organization within DVI- Deaf Heritage Centre



During 2021-2022 the Deaf Heritage Centre was kept busy.

Membership of the Deaf Heritage Centre has increased, especially after our Past Pupils Mass last November. The Mass was also livestreamed via zoom.

A lot of work was carried out on our upcoming book, called “Discovering the Deaf Glen: An Anthology”, which has 33 chapters and 3 appendices (an estimated 800-900 pages) It will be published soon.

For National Heritage Week 2021, we had an online conference which took place via Zoom. Facilitated by DR Noel O’Connell, it was very well attended, and the recordings of the speeches were put on our YouTube channel for people to watch.

The Deaf Heritage Centre was kept busy with several projects:

1. New Display Cabinets that helped improve the quality of the museum experience for visitors and researchers, were installed and filled with relevant artefacts.
2. A video project that produced twenty videos, in both ISL and spoken English and subtitled, on twenty different topics relating to Irish Deaf History. These videos were uploaded on our YouTube channel and shared on Facebook and Twitter.
3. A virtual museum visit is currently being produced where people could visit the museum virtually via our website.
4. The Newsletter team did great work in producing 4 newsletters

5. We are in the process of reinstalling the stained-glass windows that were removed in 2009. we must wait until the dampness is sorted by DVI and Reach Deaf Services before we can put the windows back. We were warned the further we delay; the costs will further rise.
6. For National Heritage Week 2022, on 16 August, we will have our Teresa Deevy Day where the life and achievements of Teresa Deevy is celebrated. She is a deafened playwright that wrote plays for the Abbey Theatre and other theatres and plays for BBC radio during and after the Second World War. This is a collaboration with the Dublin Theatre of the Deaf.
7. The Deaf Heritage Centre would like to thank DVI for the services of one of its CE workers who was assigned to the Deaf Heritage Centre. She is a wonderful hard worker.
8. Dara Lynne Lenehan, a noted designer, is in talks with the Deaf Heritage Centre, to bring the museum up to a Professional Museum standard, visually.



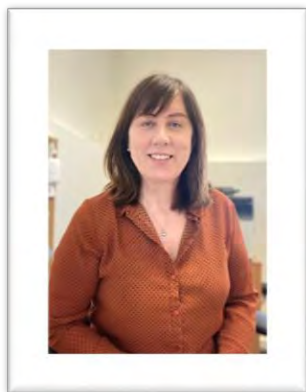
The main Chime hub in the Thomas Mahon Building has been modified to include new offices for the technology department and social worker service; along with a new Day

Service for Deaf adults, managed by Darragh Moore, which was officially launched in April 2022 by Minister of State for Disabilities in the Department of Children, Disability, Equality Integration, Anne Rabbitte.



(Left to right: Mark Byrne, Chime CEO; Declan Keane, Chime Board Chairperson; Anne Rabbitte T.D.; and Darragh More, Day Service manager)

In our technology department we have a few new faces, including Geraldine Brennan (*pictured below*) the new Senior EdTech Technician, who previously worked as CRO in our Waterford Chime office; Kenneth 'Kenny' Lynch the new Life Tech Administrator, working alongside Neil Maguire, started in the LifeTech department in December of last year, and is already very popular with everyone around the offices in DVI.



The Technology department is open for equipment sales, repairs, and general enquiries. The LifeTech crew are testing a Hearing Aid battery subscription service (via the web shop: <https://shop.chime.ie/collections/subscriptions>) where you can order your hearing aid batteries to be delivered on a monthly basis so you never have to run out.

To make an appointment with, or enquire about, any of our services in DVI please contact:

Email: info@chime.ie Text/WhatsApp: 087 922 1046

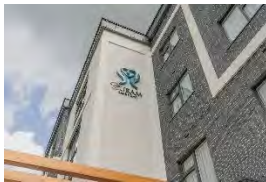


NCDP Annual Report 2021 for DVI



COVID 19 Pandemic

We started in these challenging times all throughout 2021. The COVID 19 pandemic had impacted on all of us. Many of us stayed away from workplaces and worked from home. Within a year, it was a great relief that invention of getting preventive injections from Covid19 was set up and booster jabs distributed during 2021. It was such a relief to see that this certainly had made a difference in saving people lives. We are now working with the new normal of living, working, and socializing with heightened awareness of staying safe and COVID free.



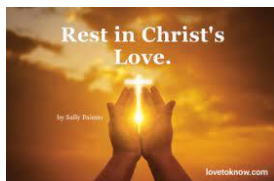
Curam Care home, Navan Road

Curam Care home, on the Navan Road, a short walking distance to DVI, have opened their doors in June 2021. Currently there are at least 60 residents living and among them there are many Deaf Residents living there too.



Virtual Mass

Living in the technological age, we were able to install and set up a new webcam in Emmaus Chapel. Fr Paddy said mass weekly with ISL Interpreter via online: WWW.Churchservices.tv/DVI as virtual weekly Mass for Curam Care home residents and for people at home who could watch from their laptops or iPads. It was great to get positive feedback knowing that people appreciate the services we provide.



Virtual Annual Remembrance Service

During the month of November 2021, we held a virtual Remembrance Service for the bereaved families and friends in Emmaus Chapel. Lest we forget the people whom we have known and loved in this life, Parents, Siblings, Friends and especially those who were part of our community. May they dwell in God's house and enjoy His love forever. May their souls and all the faithful departed through the mercy of God, rest in peace and may their perpetual light shine on them forever. Amen



Some key highlights from 2021 for Reach Deaf Services

175 Celebration

2021 marked a key historic milestone for the organisation as they celebrated 175 years in operation. A celebration week marked the milestone in September 2021 to acknowledge this achievement, with several activities and masses taking place across the week.

During the celebration week the official rebrand of the organisation was launched together with the 2022-2027 Strategic plan. The celebration week started off with a Mass in Deaf Village Ireland with Father Paddy Boyle giving mass and it was ended with the Archbishop of Dublin, Archbishop Farrell, president of our organisation. celebrating mass in the Emmaus Chapel in Deaf Village Ireland.



2021 was another difficult year with Covid-19 pandemic, however, the IDS team worked hard and managed to have a positive year in terms of our finances, our growth and maintaining our services. In the previous year we had managed the transition to have all staff work productively from home and to transform our education and advocacy services into remote services.

We launched our new Constitution after it was approved by members at our EGM in March 2021 and it was fully translated into ISL and is available on our website.

Lianne Quigley, Chairperson Irish Deaf Society marked IDS 40th anniversary on 13th January 2021. Looking back IDS has achieved many things with many milestones over the last 40 years. The implementation of the Irish Sign Language Act 2017 was reviewed in 2021 by the National Disability Authority.

IDS is recognised as a DPO (Disabled Persons Organisation) and in 2021, as a member of the DPO Coalition, we worked with other Irish DPOs to develop a research report for the implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) by the Irish Government.

In 2021 IDS was involved in Disability Consultation Participation Network (DCPN) and attended many consultations and meetings about the UN Convention on Rights of People with Disabilities. In October 2021 IDS was invited by the Oireachtas Joint committee on Disability Matters to give witness statements on issues that affect the Deaf community including the implementation of the ISL Act and topics such as participation in public and cultural life.

We were successful in our application to Pobal under the Dormant Accounts Fund – “Access to Employment (inc. self-employment) and Training/ Education for Persons with a Disability”. The funding for this project is almost €200k over 18 months and funds our “Deaf Careers Project”. We also increased our funding from Solas for our Further Education Department (FET).

The senior staff in FET and Advocacy had significant goals in 2021. The education team worked hard throughout the year to update our quality assurance processes in preparation for our assessment by QQI in 2022 to ensure we meet their requirements to allow us to validate and deliver new QQI accredited courses which was successful in 2022. We continued to manage and improve our online courses and the Advocacy Department delivered remote services and got our Deaf Careers Project up and running.

In 2021 IDS hired new staff to work on our projects and expanding our services. Recruiting remotely was challenging but it also presented new opportunities with IDS hiring staff who lived outside Dublin for the first time.

At the end of 2021 we developed a staged plan to return to our offices in the Thomas Mahon Building in 2022. It was a very interesting year and IDS developed new projects and expanded our funding and services. Our growth over the last two years is a tremendous achievement and we hope to continue to grow and to expand our campaigns for Deaf rights and access in the coming years.

The Irish Deaf Society (IDS) Events

Irish Deaf Society
Further Education and Training

Irish Deaf Women In History

Webinar

International 20 Women's Day 21

Venue: Zoom
Date: Monday 8th March
Time: 11am - 12pm

For more information contact: education@irishdeafsociety.ie

New! **COMING SOON**

Let's have FUN with ISL
for 8 weeks

FOR DEAF CHILDREN

#LearnISL

To register:
Email: advocacy@irishdeafsociety.ie
Phone: 086 440 1443

in collaboration with **ssgt st. stephen's green trust**

collaboration with the European Union of the Deaf and Huawei's StorySign

Irish Deaf Society

Free workshops
for Parents of Deaf children
(who completed ISL classes)

'What is ISL Linguistics?'

ISL Linguistics entails the analysis of how language is used, and this includes consideration of structure, grammar, handshape movements and facial expressions.....

Five Tuesdays on
15th June, 22nd June, 6th July, 13th July and 20th July 2021
10:00 am to 12:00pm

Register:
Email: advocacy@irishdeafsociety.ie
Phone: 086 440 1443 **Deaf.ie**