

## **CONTENTS**

Mission Statement	p .01
Standing Orders	p .02
Board of Directors and Staff	p. 03
Agenda	p. 03
Minutes of 31st Annual General Meeting	p. 04
Minutes of 1 <sup>st</sup> and 2 <sup>nd</sup> EGM – 23 <sup>rd</sup> March 2013 and 9 <sup>th</sup> November 2013	p. 09
Chairperson's Address	p. 19
The 2013 Review	p. 22
Financial Report	p. 36

## **MISSION STATEMENT**

The Irish Deaf Society as the leading national organisation of the Deaf in Ireland brings equality and human rights to members of the Deaf Community through advocacy and empowerment as full citizens. It shall be achieved through promotion of Irish Sign Language and its related culture and norms.

## **STANDING ORDERS**

1. No alcohol or smoking is permitted in this room
2. Only one signer at a time is permitted with a maximum duration of three minutes
3. All signers must address conference from the platform
4. All remarks must be addressed to the Chairperson
5. All members must be seated when the Chairperson is signing
6. No members shall sign more than once on the same subject. However, any member exercising the right to reply may sign a second time for no more than two minutes
7. The Chairperson shall have the discretion to declare any unresolved subject closed
8. Any members wilfully disregarding the Chairperson's ruling may be suspended during the remainder of a subject under discussion, or for the whole AGM
9. A point of order shall be made where the Chairperson rules as follows:
  1. Incorrect procedures – contrary to Standing Order, e.g. signing longer than allowed
  2. Irrelevancy – wandering from the subject
  3. Inappropriate language – swearing, personal abuse or other inappropriate remarks
  4. Breach of Rules – procedures contrary to that laid down by Standing Order
10. A point of information shall apply where a member calls for
  1. Clarification of a point raised by a signer

2. Provision of additional information
  3. Correction of a signer on a point of fact
11. Voting on motions and elections shall be made in accordance with the rules laid down by the Constitution
12. The decision of the Chairperson on the matter of procedure is final.

## **IDS BOARD OF DIRECTORS**

Chairperson	Kevin Mulqueen
Vice Chairperson	John Fennell (left Oct '13)
Honorary Secretary	Fiona Foley (left Oct '13)
	Wendy Murray Jnr (elected Nov '13)
Honorary Treasurer	Melissa Howlett
Board of Directors	Jimmy Geraghty (left Oct '13)
	Peter Regan (stepped down Sept '13)
	Lianne Quigley
	Valerie Moore (elected Nov '13)
	Alan O'Connor (elected Nov '13)
	Lorraine Creed (elected Nov '13)

## **STAFF**

Chief Executive Officer	John Mangan (retired Sept '13)
Interim Chief Executive Officer	Peter Regan (appointed Oct '13)
Office/Human Resources Manager	Eddie Redmond
Personal Assistant to CEO	Louise Sheerin
Accounts Clerk	Donal Desmond (dismissed Nov '13)
Advocacy Services Manager	Elaine Grehan
Advocacy Development Worker	Tracey Treanor
Advocacy Services Administrator	Fergal Dunne
Deaf Adult Literacy Services Manager	Brian Crean
DALS Supervisor	Susan Whelan
Receptionist	Leanne Saurin
	Sean Reid (TUS)

ISL Academy Administrator	Leanne Saurin
Fundraising Manager	Janette Byrne
Fundraising Administrator	Dominic McGreal
Volunteer	Ronan Lowry
Charity Shop Supervisors	Lorraine Cullen (Phibsboro) Anne Moloney (Ashbourne)

## **AGENDA**

1. Standing Order
2. Adoption of the Agenda
3. Minutes of 31st AGM
4. Minutes of 1st and 2nd EGM – 23<sup>rd</sup> March 2013 and 9<sup>th</sup> November 2013
5. Matters arising
6. Chairperson's Address
7. 2013 Review
8. Financial Report
9. Motions/Resolutions
10. Elections
11. Any Other Business

## MINUTES OF 31st ANNUAL GENERAL MEETING

Saturday 20th April 2013

St. Joseph's Gym, St. Joseph's School for Deaf Boys Grounds, Cabra, Dublin

The Chairperson, **Kevin Mulqueen** formally opened the meeting at 2.30pm. He commented that there were 74 members in 2012, so expected a quorum of 49 or more members (1/3). There were only 63 members in attendance, so a quorum had not been reached. He asked the members whether the meeting should proceed without the full quorum as, traditionally, it had been asked of those present whether the AGM should continue. **Mary Nolan** proposed to carry on, **Graham O'Shea** seconded and the AGM continued.

The Chairperson welcomed everyone to the 31st AGM and informed the members that there are nominations from the board for re-election today in order for them to renew their term. **Mary Nolan** and **Raymond Grehan** were appointed tellers for the remainder of the meeting.

### 1. Standing Order of the AGM

Housekeeping rules were outlined and the agenda was confirmed to be as per the Annual Report. The Agenda was proposed by **Geraldine Fitzgerald** and seconded by **Jane O'Brien**. The Standing Orders were explained in ISL. It was put to the floor by the Chairperson, that these Standing Orders be accepted. This was carried.

### 2. Approval of minutes of decisions of previous AGM.

- a. **Fiona Ennis-Regan** said that her name was wrongly recorded as **Fiona Ennis-Grehan** all over the minutes.
- b. **Kevin Mulqueen** referred to pg.9 No.8 Elections. **Jimmy Geraghty** was up for Treasurer Nomination, not Hon. Secretary.
- c. **Kevin Mulqueen** pointed out the error on pg.5 No5. Review of 2011. The name **John Gilligan** is incorrect; the correct person should be **John Giles**.

The minutes of the 30th AGM were proposed by **Stephen Cree** and seconded by **Kevin Lynch**. There were no objections and the minutes were passed.

### 3. Matters Arising

None

### 4. Chairperson's Address

In 2012 AGM Report

### 5. 2012 Review

The Chairperson asked the members if they have any questions/comments about the Review of 2012.

- a. **Teresa Lynch** – enquired as to why there was no ISL translation of the Annual Report 2012 available earlier than two days before the AGM. She said two days notice was inadequate and disappointing - the IDS prioritised written English over ISL. **Kevin Mulqueen** agreed with **Teresa Lynch**; but pressure with the upcoming EUD events and Deaf Village Ireland issues affected the planning of ISL translation. **Kevin Mulqueen** said that the IDS board are to blame, apologised for this and reassured **Teresa Lynch** that it wouldn't happen again. **Linda McLoughlin** added her agreement with **Teresa Lynch**, as the ISL translation was too much of a rush job.

- b. **Kevin Lynch** – referred to the 2012 Review on the Deaf Village on page 28: “Many Deaf organisations felt unwelcomed into DVI as there was not the same access to meeting rooms and other facilities as had been the case in Drumcondra”. **Kevin Lynch** had discussed this with other Deaf organisations and they did not agree with the statement. **John Mangan** the CEO responded that he had written the statement as individual members had approached him with concerns/negative comments on the DVI. He explained that he may have worded the statement wrong; perhaps he should have said ‘the move is not perfect, but issues are being resolved.’ **Kevin Lynch** responded that members may have made negative comments; but the CEO should have said that members were unhappy rather than organisations being unhappy.
- c. **Fergus Dunne** – asked the IDS why there is no IDS representative on the SLIS Board. **Kevin Mulqueen** responded that it clearly states on the Citizens Information Board criteria of Board Members that no persons on the board should represent organisations, they could only represent as individuals. He added that there are IDS representatives on the Council of Irish Sign Language Interpreters (CISLI) board.
- d. **Linda McLoughlin** – referred to TV and Broadcasting, that she wishes to have more localised Irish programmes subtitled along with imported programmes on TV3. **Susan Whelan**, IDS staff member responded that she agreed with **Linda McLoughlin** and that she, along with IDS Deafward staff member **Tracey Treanor** have had meetings with all Irish broadcasters (RTE, 3e, TV3) under Broadcasting Authority of Ireland (BAI). BAI has said that TV3 must meet a certain percentage level of subtitling. TV3 has committed to 50 Irish programmes to be subtitled this year. TV3 has received no complaints on their subtitling service; **Linda McLoughlin** replied that the Deaf Community have lost faith in TV3, which is the reason for lack of complaints. **Susan Whelan** had suggested an Open Meeting with the Deaf Community in June, which they had agreed, to gain insight and feedback. **Susan Whelan** had forewarned TV3 that the Deaf Community would have an angry reaction at the Open Meeting, which they have accepted. **Susan Whelan** has been keeping records of daily subtitling quality and emails TV3 with these. She had noticed that 4 or 5 programmes daily have subtitles lagging behind spoken words. **Susan Whelan** encouraged all members to attend this Open Meeting.
- e. **Martin Power** – asked for the update of the Deaf schools amalgamation. **Kevin Mulqueen** responded that the IDS have representatives **John Bosco Conama** and **Brian Crean** on Deaf Education Partnership Group committee.
- f. **Alan O’Connor** – asked if there had been progress on RTE supplying subtitles on their RTE Player online. **Susan Whelan** responded that the IDS and DeafHear have persuaded RTE on this and they have said they are still working on it, but there has been no update yet.
- g. **Teresa Lynch** – expressed her disappointment that the ISL Irish Deaf News weekly broadcasts have ceased, and would like the IDS to employ someone to focus on this weekly. **Kevin Mulqueen** said that the IDS board have discussed this issue at the last meeting and have agreed to employ someone shortly.
- h. **Sinead Smith** – recommended the IDS have ISL translations on YouTube of any information in print or given at IDS Roadshows, along with E-info being translated into ISL. She suggested that the IDS should give priority of ISL over written English in all publications and information being transmitted to the Deaf Community. **Kevin Mulqueen** thanked **Sinead Smith** for her suggestions, which he will bring to the Advocacy department.
- i. **Helena Saunders** – wondered why she had not received the ISL Academy membership form, after several requests. **Kevin Mulqueen** said he will look into it.
- j. **John Duggan** – suggested that the IDS membership forms should have an option of requesting ISL translation DVDs to avoid DVD wastage. **Kevin Mulqueen** thanked him for his suggestion, and the IDS will consider it.
- k. **Anne Byrne** – said that the live subtitling on PrimeTime and other programmes is of poor quality, which should be improved. **Kevin Mulqueen** thanked **Anne Byrne** for her feedback which **Susan Whelan** will take note of.

- i. **John Bosco Conama** – agreed with **Martin Power**'s concern on the Deaf schools amalgamation; he thinks the IDS should state their involvement and opinion on this so that **John Bosco Conama** can bring up at his Education Partnership Group meeting. He added that he does not agree with **John Duggan**'s suggestion of the DVD option on the IDS membership forms as the IDS should prioritise ISL by sending all members DVDs regardless. **Kevin Mulqueen** replied that the CEO receives the Deaf Education Partnership Group meeting reports from CIDP, but he will bring the issue up at the next IDS board meeting.

## 6. Financial Report/ CEO Report

The auditor, **Richard Kendrick** of K&A Accountants, presented the Financial Report. He stated that IDS are in a stronger financial situation, as opposed to the debts in 2007/2008, which have been resolved. 2012 has been an excellent year with great income from the IDS Charity Shop; this is a very healthy state for a voluntary organisation in the middle of a recession with a surplus of €87k. He has seen many charity organisations going into deficit, and he is happy to state that the IDS are not one of them. He is happy to say that the accounting books, records and computing system are organised and up to date.

### Questions from the floor:

- a. **Kevin Lynch** noticed that on page 50 of the Financial Report income; the IDS have received €15k less rent this year compared to last year and asked why. **Mr Kendrick** answered that since DALS moved to DVI, they have been paying their rent to DVI instead of IDS. **Kevin Lynch** also asked why WFD membership was not paid in 2012. **Mr Kendrick** answered that the IDS has been late in paying membership to WFD, but all memberships are now up to date e.g. WFD, EUD, The Wheel and other organisations.
- b. **Fergus Dunne** asked why the interpreter fees are half what they were in 2011 - as it doesn't look good in terms of demand levels for government funding departments. The CEO replied that there was less usage of interpreters and in-house interpreters had been used more often. He also pointed out that the IDS do pay for interpreters when needed. **Fergus Dunne** asked to see a list of IDS voluntary staff and IDS paid staff as the salaries are not clear in the financial report; it stated that only 7 staff have been paid. **Mr Kendrick** responded that temporary or short-term staff are not included in the salary bracket or may be paid out of specific funds e.g. DALS funds.
- c. **Annie Murphy** agreed with **Fergus Dunne** on his concern on less demand of interpreters; she suggested that the IDS should fund interpreters for self-employed information meetings.
- d. **Stephen Cree** said that the IDS board signatures are not clear on page 41 IDS Balance Sheet; names should also be in print. **Mr Kendrick** pointed out that there are 7 board members so we don't know until the day which of the seven will sign the Balance Sheet making it difficult to pre-plan the printed names.
- e. **Philip Grehan** asked why the Financial Report was presented by the CEO and **Mr Kendrick**; not the IDS Treasurer. The CEO explained that the role of the Treasurer is not to prepare the accounts, it is the CEO's job as he knows the minute details. The Treasurer has a different role, which does not involve the responsibility of every detail.
- f. **Kevin Mulqueen** thanked members for their questions and asked the members to propose **Richard Kendrick** to carry on as auditor. **John Giles** proposed and **Raymond Grehan** seconded the proposal so **Richard Kendrick** is to carry on being auditor for the IDS.
- g. **Kevin Mulqueen** asked the members to approve the Financial Report, which was proposed by **John Giles** and seconded by **Kevin Lynch**. The Financial Report was duly carried.
- h. **John Mangan** presented the CEO report; this is his fifth and last report, and he thanked the IDS board and staff for their continuous support over the past five years and said he enjoyed the challenges. He presented a chart of finances for the years 2007 – 2012 and said IDS have had income of €300k in the past three years, although this is what is needed a year to run the IDS. He said the IDS needs to work hard to gather €200k extra funds on top of the current €87K surplus.

He said that the next CEO needs to do a lot of fundraising due to possible cuts in government funds. He is delighted that all finances are healthy at present, that DALs is booming, the Signs of Life exhibitions have been a great success and Deaf Awareness Training is in high demand. He encouraged members to express their opinions on Deaf access at DVI premises and that they need to influence positive changes. He invited member's questions.

#### **Questions from the floor:**

- i. **Kevin Lynch** praised the CEO for his hard work and said it's much appreciated.
- j. **Philip Grehan** expressed concern that two people do the charity shop pickups; which is an unnecessary expense, he thinks it should instead, be staffed by only one person. The CEO responded that the staff are funded by FÁS TUS Scheme and two staff members are necessary for all the lifting involved in the job.
- k. **Linda McLoughlin** praised the CEO for his hard work and asked if there will be charity shop expansion in the country, would some of the profits go to other Deaf organisations. The CEO said he would take it into consideration.
- l. **Kevin Mulqueen** thanked the CEO for his presentation.

## **7. Presentations**

### **ISL Recognition**

**Lianne Quigley** explained about the committee's work to date and that a Cross Community Working Group chaired by **John Bosco Conama** was set up and that they are in the process of working with CIDP in obtaining a Resource Worker funded by the CIDP and other organisations of the Cross Community Working Group.

#### **Questions from the floor**

- a. **Stephen Cree** said that, as three councils have passed the motion and others are in the process of passing the ISL motion, he suggested everyone should approach their local TDs to ask them to table a motion in the Dáil.
- b. **Sinead Smith** suggested that the IDS explain the importance of ISL Awareness in ISL on YouTube as well as putting information on ISL Recognition on YouTube. **Lianne Quigley** thanked **Sinead Smith** and **Stephen Cree** and said she would bring these suggestions up at the next meeting.
- c. **Jane O'Brien** suggested IDS should organise a march like the BSL march and a petition; **Lianne Quigley** said she would also bring up these suggestions at the next meeting.
- d. **Fr. Gerard** said that ISL Recognition campaign would also benefit St. Joseph's Home ensuring better care and access for the residents. **Lianne Quigley** reminded everyone that ISL Recognition benefits Deaf people of all ages across Ireland. **John Bosco Conama** added that St. Joseph's Home is under threat as the HSE has a mainstreaming policy and is encouraging mainstreaming the residents. He suggested that the IDS should work on this as action is needed urgently.
- e. **Linda McLoughlin** suggested that SLAI should be part of the Cross-Community Working Group, as SLAI would support the cause. **Lianne Quigley** explained that there was a limit of ten organisations agreed as representatives in the Working Group. **Helena Saunders** expressed her dissatisfaction as SLAI has been running for 33 years so should be involved. **Kevin Mulqueen** thanked **Helena Saunders** for her comment and said he would bring it up to the board.

## EUD Seminar

**Wendy Murray** explained the programme content of the EUD Seminar in Dublin on the weekend of 17th May at Crowne Plaza, Santry. All are welcome to attend the seminar on the Friday 17th; those interested are to register with the IDS. 18th and 19th May are for European delegates only. Emer Costello TD and Colin Allen, President of WFD would also be in attendance.

### Questions from the floor

- f. **Jane O'Brien** enquired about the deadline of the EUD seminar registration; 1st May was the reply.
- g. **Helena Saunders** recommended that the history of Ireland's part in EUD should be mentioned at the opening of the EUD seminar – 1st seminar in Dublin in 1985, second seminar in 1996 and Eileen Lemass, MEP being the patron of IDS. Also that Peter Sutherland TD first brought the idea of ISL Recognition to the EU. **Wendy Murray** thanked **Helena Saunders** and will bring it up at the next meeting.
- h. **Graham O'Shea** asked that the EUD report be available after the seminar; **Wendy Murray** said she would put it in the IDN magazine and perhaps a YouTube translation, the EUD will be live streamed online on the day.
- i. **John Bosco Conama** informed the members that there would be a lecture in Trinity College on 16th May by Colin Allen, President of WFD on "Equality and Deaf People". He encouraged all to attend this free lecture.

The EUD seminar team can be contacted at [eud2013@irishdeafsociety.ie](mailto:eud2013@irishdeafsociety.ie).

## 8. Elections

The Chairperson informed the floor that there were board positions up for re-election and these nominations were received before the deadline. There have been no new nominations for the board. **John Fennell** facilitated the elections; the voting was done by members showing their green membership cards.

Those up for re- election are

<b>Kevin Mulqueen</b>	Chairperson	<b>Fiona Foley</b>	Hon. Secretary
<b>Melissa Howlett</b>	Hon. Treasurer	<b>Peter Regan</b>	Board Director
<b>Lianne Quigley</b>	Board Director	<b>Wendy Murray</b>	Board Director

The majority voted that those up for re-election are to be elected to the board. The Chairperson thanked the members for their votes.

## 9. AOB

The Chairperson reminded the floor that those listed are allowed to the stage and no event announcements are to be made at AOB.

- a. **Alan O'Connor** suggested that the IDS have a regular time for IDS annual membership renewals as the previous year it was received in May and this year in February.
- b. **Sinead Smith** was disappointed that there was no action after **Gaye Regan's** request for a Parent-Children's Camp at last year's AGM. She was also disappointed that there was no IDS board representative at the IDS Easter Family Day, and suggested the IDS organise a children's day without too much adult presence to give more opportunity for independence and the children to socialise.
- c. **Helena Saunders** asked that the EUD Seminar acknowledge her invitation to the EUD 25th Anniversary in 2010.



- d. **Joe O’Sullivan** suggested that the charity shop wastage should be sold to printing companies for extra income.
- e. **Jane O’Brien** said that the IDS website should be updated to include DVI offices.
- f. **Linda McLoughlin** said she had invited the IDS Board to the SLAI Open Forum at last year’s AGM, but there was no Board member there.
- g. **John Bosco Conama** invited all to attend the Lennard J. Davis’ (CODA from USA) lecture on ‘Identity’ on 8th May at 4.30. **John Bosco Conama** added that the CEO did a brilliant job financially for the IDS, the new CEO would need to focus on social issues e.g. St. Joseph’s Home crisis, Deaf schools amalgamation response and social media responses as the IDS needs to be more respected by society.
- h. **Philip Grehan** encouraged the IDS to organise an ISL march like the one he was involved in in the USA going from Gallaudet University to the White House. He also said he that he is concerned that interpreters are not being monitored regularly, as there are too many ‘cowboy’ interpreters out there. His wife suggested that the IDS should video parents explaining their educational placement decisions for their Deaf children.
- i. **John Duggan** agreed with **John Bosco Conama**’s opinion on the DVD distribution option on the membership form.
- j. **Martin Power** said he would be sad to see the CEO go; he hopes the new CEO will have as much impact as the current one and thanked the CEO for all his excellent work over the years.
- k. **Teresa Lynch** informed the members that St. Mary’s School Heritage has been set up with a new committee last year and that there is a conference on 22nd June. She asked all members to give any old items of interest relating to the school to Lisa Finn Carroll.
- l. **Sharon Campbell** said she wasn’t happy with the Annual Report as its too heavy reading and the font is also too small. She also found the PowerPoint presentation blue font against a blue background a bad idea as she can’t read it.

The Chairperson thanked all members for their attendance and looks forward to seeing all members again at the next AGM. The meeting officially closes at 4.50pm.

### **1<sup>st</sup> Extraordinary General Meeting**

23rd March 2013

Ashling Hotel, Parkgate Street, Dublin 8

#### **The Board Directors in attendance:**

Kevin Mulqueen (**KGM**) – Hon. Chairperson, John Fennell (**JF**) – Hon. Vice Chairperson, Fiona Foley (**FF**) – Hon. Secretary, Melissa Howlett (**MH**) – Acting Hon. Treasurer, Jimmy Geraghty (**JG**) – Board Director, Peter Regan (**PR**) – Board Director, Wendy Murray Jr (**WM**) – Board Director, Gillian Quigley (**LQ**) – Board Director and John Mangan (**CEO**) – IDS CEO

**Facilitator for the meeting:** John Fennell

**Video recorder:** Jimmy Geraghty

**Minute takers:** Wendy Murray and Melissa Howlett

**ISL/English interpreter:** Susan Whelan

The meeting started at 8.20pm

**KGM** explained that the Board had a dilemma about a full move to DVI so met with Team Management (TM) for their views as they work in IDS every day. TM did a SWOT analysis – Strengths, Weaknesses, Opportunities and Threats.

At a previous EGM, we discussed a move to DVI in 09/10 where the members voted to keep 30 Blessington Street and to use one office at DVI. He said that a vote is now needed on two motions: the first is regarding a full move to Deaf Village Ireland, the second, if IDS will rent out Blessington Street.

**MH** introduced herself to the members and said that she became the Acting Treasurer recently due to **JG** stepping down due to family commitments.

**MH** outlined the value of Blessington St; in 2004 it was valued at €1.2 million, in 2009, the value dropped to €800,000 and most recently, the valuation was €400,000. If the staff move to DVI and rent out 30 Blessington Street, IDS would expect to rent it for €25,000 per annum.

She explained that running IDS in two locations costs €300,000, should IDS move fully to DVI, running costs would be €250,000 so a saving of €50,000 per annum.

**MH** explained two pie charts showing the running cost of both offices and just DVI. **MH** explained the break down of the €50,000 savings; If IDS move to DVI, there would be a saving of €6,500 on light, heat electricity etc, plus maintenance of the building of €3,500. There would also be a cut to staff hours including that of the CEO. We would also not need a receptionist should we move to DVI.

Should a move to DVI happen, we would have a rental income from Blessington Street and this money would be used towards rent on DVI.

Aside from the financial issues, it has been difficult having staff in two different offices for communication, organising meetings etc. As was shown in the SWOT video, it would be better for the remaining staff to move over to DVI.

**Stephen Bates** was impressed with **MH's** explanation on the financial situation and pointed out that sign should be Deaf Village instead of DVI. He wants to know if there are tenants for Blessington Street, and if not, will IDS lose money.

**KGM** confirmed that there is a risk that we will not have tenants to rent out the building due to the recession but we would expect to find tenants within 6 to 8 months.

**Paul Ryder (PR)** said he wasn't surprised that the previous decision was the wrong one and felt sorry for the staff. At the AGM 3 years ago, when the decision was made to have two offices, the Executive Committee (EC) didn't give a full picture of the pros and cons of moving or not. **PR** asked if the rental of Blessington Street would be a short or long term letting.

**KGM** wanted to be clear on what happened at the EGM 3 years ago; there was discussion about a possible move to DVI but there was a trust issue with CIDP and no transparency from them on DVI. The members were given the opportunity to vote after explaining the options and we had to accept the member's decision to vote to keep two offices.

IDS were also hoping to move to the Thomas Mahon Building (Old Chapel Wing) but that was the DVI's Board of Management's decision.

**PR** wanted to clarify how IDS know how much money would be saved by moving?

**MH** replied that IDS know how much is spent annually on heat, electricity etc and then estimated the savings when Blessington St is no longer using money.

**Sinead Winters Smith** asked how long until the move if it is voted in.

**KGM** said if the motion is passed, the next step is for the DVI's BOM to make an office plan. **CEO** replied it could take less than a year and maybe only a few months.

**Louise Coss** asked if the IDS is still paying a mortgage. What if there is no rent coming and we move to DVI – how can we afford it? She said we also need to pay when the building is empty e.g. heat to stop the pipes freezing.

**MH** acknowledged that IDS does still have a mortgage and that we would have to pay to maintain the building if we cannot rent it.

**Teresa Lynch (TL)** apologised for being late, but missed some information. She asked if the vote would go ahead as there are so few members in attendance.

**KGM** said that members had been asked to vote to proceed with EGM and voted yes.

**TL** said she was still not clear how the EGM was continuing with so few members.

**KGM** said the meeting was going ahead after the majority of members voted to proceed, but it hasn't been discussed yet if the vote would be taken or postponed.

**TL** would like to respond to **PR's** remark about that he knew we should have voted yes and moved 3 yrs ago. At that time, there was not good communication from CIDP, trust was the main issue and members were reluctant, not knowing who would be in control of DVI. It was up to the members to make the decision - they voted option B for a trial period. Since then, the trust has been building up, but we have to accept the member's wishes 3 years ago.

**TL** said that she was not clear about the €40,000 of labour costs to be saved. She was also worried about the reputation of IDS in the DVI – that IDS would become a ‘small’ organisation and wanted to know who the management above the IDS would be. She said IDS was established over 30 years ago and its aim was to be the lead organisation for the Irish Deaf community.

**KGM** agreed with **TL**’s concerns and said the board had the same concerns.

**MH** apologised if she had not been clear about the €40,000 savings from staff cuts. When IDS move to DVI, there would be no need for a receptionist - some hearing staff would be able to answer the phone. There would also be some cuts to some staff hours, but would prefer not to go into detail until the staff have been informed.

**Kevin Lynch (KL)** said that he is on DVI Board of Management with IDS Fiona Foley and there had been no discussion about a plan to move – he had heard IDS wanted another office, but not that a full move was planned.

**KGM** responded that the reason for having the EGM is to get members approval and then discuss the plans with BOM.

**Ronan McDonagh** agreed with **TL**’s concerns about IDS and asked if IDS would have large signage so everyone will notice the name of IDS.

**KGM** said the IDS is looking into it as Deafhear.ie has its own big sign while other organisations have smaller signs. IDS needs to be made noticeable.

**Eddie Redmond (ER)** would like to clarify as an IDS staff member about signage as he attended a meeting on this two weeks before. Some organisations were not happy with Deafhear.ie having such a big sign and there would be a final decision the following week about it. Deafhear.ie will not be taking down their blinds with the logo on it as they’ve paid so much for them.

**KGM** thanked **ER** for clarification and asked if there was a plan to have signage on Navan Road and Ratoath Road?

**ER** said it had been discussed but planning permission is needed first.

**John Bosco Conama (JBC)** was concerned about the fact that **JF** replaced **KGM** as facilitator as the EGM is so important. The legalities of the EGM are different than a workshop or conference. **KGM** should be the facilitator as he is the chairperson. He asked why **JF** is the facilitator and who made the decision for him to replace **KGM**?

**KGM** explained that the EC (Kevin Mulqueen, John Fennell, Fiona Foley and Melissa Howlett) had a meeting the previous day where they decided **JF** was to facilitate the EGM, and all were comfortable with this decision.

**JBC** spoke again to **KGM** on the facilitator issue. He said that it reflects badly on **KGM** that the other EC members had no confidence in him. **JBC** said that he would not be voting at the EGM. He urged other members to think about the facilitator issue.

**JBC** asked why the EGM was held a few weeks before the IDS AGM and why **MH** is Acting Treasurer as there was no members input, the board made the decision.

**JBC** agreed with **TL**'s point about the fact that members are receiving just one hours information while the staff had plenty of time to discuss the possible move to DVI. There is a lot of information for members to take in and the members are an important part of the IDS. He had found out information through Facebook and talking to other members, which was not appropriate. He had only received the letter later – and then there were only two lines about the motion with no explanation. He expressed his dissatisfaction with the EGM and wanted the Board to do it properly as there are legal decisions to be made and the EGM made IDS look inexperienced.

**Fergus Dunne (FD)** agreed with **JBC**'s point about giving the members time to think about the motion as it is such a serious matter and a big decision for the members to vote on tonight - he felt it was a rushed decision before the AGM. Members should receive the information, debate the issue and vote at a later meeting.

He also had some questions to ask about move: how many rooms do IDS want? Where would the offices be? He would also like further information about the savings of €50,000 as it was not clear. He hoped the members accepted **JBC**'s suggestion to withdraw from the vote continue to discuss the motion.

**JBC** clarified that it was his own personal decision not to vote as he wanted time to think about it. He again said how he was shocked and surprised to see **JF** as the facilitator and **KGM** was not chairing the meeting.

**Geraldine Fitzgerald (GF)** said that she saw the SWOT video was dated 9<sup>th</sup> January, therefore, the staff and Board knew about it for a long time but the members were only told last week. She asked when the Hon. Treasurer **JG** stepped down. **JG** should also be there to help with the explanation as she noticed **MH** was a bit overwhelmed. The IDS board should have informed the members in January so the members would have had time to think about it since then. She suggested deferring the meeting and maybe have a better explanation.

**GF** asked about grant applications – if IDS apply for a grant from the same address as others, the application would be refused when it is seen how much funding Deafhear get who are based at the same address i.e. the Deaf community have gotten enough money.

**KGM** replied to **GF** that IDS Board received the SWOT video from TM and were concerned and had discussions about the SWOT. The decision was made to show members the SWOT so the EGM was organised. The Hon. Treasurer stepped down before Christmas for family reasons.

**CEO** responded to the grants issue; he said that there are many other groups in DVI and as long as different charity numbers are used to apply for grants, there should be no issue – and there had been no issue so far.

**GF** disagreed and said the same address might be an issue e.g. Dublin City Council may have €100,000 grant available for disability organisations and Deaf organisation and if DSI, Deafhear.ie and IDS applied for it, she would be afraid DCC would investigate and notice the same address and would give the grant to Deafhear.ie because they are big and may be seen to have more power than the others.

**CEO** believed that it would be based on each application from each Deaf organisation and which application met the criteria rather than focusing on the address.

**KL:** said that IDS should have negotiated with DVI BOM before bringing the information to the members and also to ensure that there was a plan put in place for the space, cost and finances.

**Bernadette Walsh** suggested using Blessington Street for classes like cooking and one office. She asked if the IDS pay property tax on Blessington St.

**MH** said the IDS doesn't pay property tax but we pay commercial rates as it is a registered business address.

**Audrey Conama (AC)** said **GF's** concern about grant applications was very clear and she was not sure about **CEO's** response. It might not be an issue for this year but in the future it could be an issue. She asked the Chairperson not to have the motions voted on tonight because there were a lot of questions asked by the members.

**KGM** thanked **AC** for this proposal and said the Board agree that there are too many questions. He said the board would discuss further and also discuss space and rent with the BOM.

**KGM** asked the members to vote on deferring the motions.

The majority voted to defer the motions.

He thanked everyone who came and discussed the motions.

The EGM ended - the Board and members continued to discuss the DVI issue further as an open meeting.

The EGM and Open Meeting ended at 10pm

## Irish Deaf Society

### 2<sup>nd</sup> Extraordinary General Meeting (E.G.M.)

9<sup>th</sup> November 2013

Academy Plaza Hotel, Dublin 1

*Note: The meeting was deferred from 2<sup>nd</sup> November 2013 at St. Joseph's Old Gym Hall to Saturday, 9<sup>th</sup> November at the Academy Plaza Hotel due to not meeting the quorum of members attending the meeting on 2<sup>nd</sup> November. The members agreed unanimously to do so.*

#### 1. Attendance of the Irish Deaf Society Board Directors:

Kevin Mulqueen (Chairperson - **KGM**), Wendy Murray Jr (Board Director - **WM**) and Lianne Quigley (Board Director - **LQ**)

#### 2. Apologise:

Melissa Howlett (Treasurer)

The E.G.M. commenced at **17:35**

#### 3. The Quorum of E.G.M.

Chairperson **Kevin Mulqueen** addressed the members and said that the quorum for the E.G.M. is 1/3 of the members which means 66 members should be in attendance. There are currently 37 members. He asked if the EGM should continue with a small quorum.

This was proposed by **Stephen Cree** and seconded by **Anthony Moore**

All members accepted it unanimously.

#### 4. Standing Orders:

**KGM** explained the Standing Orders in ISL along with power point.

This was proposed by **John Giles (JG)** and seconded by **Stephen Bates (SB)**

All members accepted the Standing Orders.

#### 5. Election of three positions on Irish Deaf Society Board

There are three vacancies: Vice-Chairperson, Secretary and Board Director.

##### Honorary Secretary

**KGM** announced that **Wendy Murray Jr (WM)** is interested in becoming the Board Secretary.

This was proposed by **Sinead Winters-Smith** and seconded by **Fiona Ennis-Regan (FER)**

All members accepted **WM** as secretary unanimously.

### **Honorary Vice-Chairperson**

**KGM** said that no one is interested in becoming the Vice-Chairperson and asked if anyone from the floor was interested.

- i) **SB** said that the role of Vice Chairperson should be someone already serving on the Board.
- ii) **KGM** said that it is not mentioned in the constitution, therefore anyone can become Vice-Chairperson if accepted by the members.
- iii) **John Bosco Conama (JBC)** proposed that the Board Directors should make the decision of electing a new vice-chairperson at the Board meeting.

**1<sup>st</sup>** Proposed by **JBC** and seconded by **JG**

All members accepted it unanimously.

### **Three Board Directors**

**KGM** said that 3 new Board Directors are needed as **WM** is now the Secretary, the Vice-Chairperson will be appointed at the next Board meeting. There have been no nominations received and he asked if anyone from the floor was interested.

Orla Grehan **proposed** Lorraine Creed (**LC**) which was **seconded** by Fiona Foley (**FF**).

**LC** accepted the proposal and all members accepted her as a Board Director of IDS.

**KGM** warmly congratulated her and asked if there were others interested in the remaining positions?

**Ger Boyce** proposed **Christina O'Donoghue (CO'D)** which was seconded by **Graham O'Shea**.

- a) **Philip Grehan (PG)** said that he was not clear on how the election was run – he thought the members of the floor would be asked if they were interested in becoming Board Directors and if there were more than 3 people interested, then they come forward to explain why they would like to be on the IDS Board. The members then decide which candidate is the best for the IDS.

The members agreed. The proposals were done again.

#### **Lorraine Creed**

**1<sup>st</sup>** proposed by **Orla Grehan** and seconded by **Fiona Foley**.

#### **Christina O'Donoghue**

**1<sup>st</sup>** proposed by **Ger Boyce** and seconded by **Graham O'Shea**.



## **Alan O'Connor**

1<sup>st</sup> proposed by **Caroline Keogh** and seconded by **Gaye Regan**.

## **Valerie Moore**

1<sup>st</sup> proposed by **Sandra Kennedy** and seconded by **Philip Grehan**.

- b) **Audrey Conama (AC)** asked why does IDS need only 3 Board Directors?
- c) **KGM** explained that there are only 3 vacancies as **Peter Regan** stepped down to become Interim CEO of IDS and is expected to return to the Board after a new CEO has been appointed. **AC** asked how long the Board Directors stay on the Board for?
- d) **KGM** replied 3 years as per the IDS constitution.
- e) **FER** asked about following the constitution as she thought the new Board Directors should be on the Board for 3 years but should be re-elected onto the board each year apart from the Executive Committee (Chairperson, Vice-Chairperson, Secretary and Treasurer) who should serve on the board for three years.
- f) **KGM** clarified that according to the constitution, whoever becomes a Board Director should serve for 3 years. He also explained that there are currently 4 people on the Board, but Board meetings cannot take place unless there are 6 - 8 people in order to make decisions.
- g) **PG** said that there should not be 8 people on the Board as an odd number of votes is necessary
- h) **KGM** clarified that 7 Board members can vote but not the Chairperson therefore the total on the Board can be 8 people.
- i) **Kevin Lynch** explained that the Board can vote at meetings, and if there is a deadlock eg if one member abstained, then the Chairperson has the final decision.
- j) **KGM** said it is time for the 4 people nominated to explain why they want to be on the IDS Board. There are only 3 Board Directors needed, so those with the highest number of votes will automatically become Board Directors of IDS.
- k) **FF** explained a few things before those nominated decide they want to become Board Directors. She said that becoming a Board Director is a lot of responsibility and she noticed that some of those nominated seem uncertain about wanting to become a Director of the Board. She proposed a six-month trial until the next AGM to see how they are performing and they can then make a decision to stay on, or to step down from the Board.
- l) **JBC** wanted it on the record that when 3 new Board Directors are elected, they must serve on the Board until their term is expired, which would be at the AGM in April 2017 not in November 2016.
- m) **KGM** asked the members if they accept **FF's** proposal of a six-month trial until April 2014 before deciding if they are happy to carry on for 3 years.

1<sup>st</sup> Proposed by **Fiona Foley** and seconded by **Gaye Regan**

All members agreed and accepted **FF**'s proposal.

**6. Nominees explained why they want to be on IDS Board.**

1) Lorraine Creed    2) Valerie Moore    3) Alan O'Connor    4) Christina O'Donoghue

**KGM** asked members to count the votes; **JBC** and **SB** said they would do it.

All members accepted this. **Eddie Redmond (ER)** was then added to help speed up the process.

**KGM** received the results and announced three new Board Directors of IDS

1. **Lorraine Creed** with 43 votes
2. **Valerie Moore** with 29 votes
3. **Alan O'Connor** with 32 votes
4. **Christina O'Donoghue** with 19 votes

**Lorraine Creed, Valerie Moore** and **Alan O'Connor** are newly elected Board Members of IDS.

**KGM** warmly welcomed them onto the Board of IDS and looked forward to working with them.

He thanked everyone for coming to the IDS E.G.M.

The E.G.M. ended at **18:50**

## Chairperson's Address

Dear Members,

It is my honour to be here to welcome you all and to open the 32<sup>nd</sup> AGM in my second term as chairperson. Time has flown – it doesn't seem like a year has passed since our last AGM even though we held two EGMs in that time. This year has been a challenging one – most especially over the last few months with the financial crisis.

As you may be aware, IDS has a serious financial problem - but we will go through this in more detail during the financial report. In November 2013, when we discovered how bad the finances were, the Interim CEO and I asked for financial help from Dublin Deaf Association and the Catholic Institute for Deaf People and they were both very helpful in giving us a loan. IDS would like to thank them, publically for their help.

Currently, we are surviving, but struggling financially. We seriously need funds coming in to stay up to date with our monthly outgoings, and to pay back our creditors.

Our ex-CEO John Mangan retired in September 2013, the IDS Board and Staff would like to take this opportunity to express our gratitude for all his hard work with us since 2009. The IDS Board has temporarily appointed one of our Board members; Mr. Peter Regan as an Interim CEO for a three month contract (1<sup>st</sup> October to 31<sup>st</sup> December 2013) while we advertise for a new CEO – hopefully in the New Year. The Board were delighted that Peter agreed to take on this job full-time; his goal is to try to set up a financial sub-committee and to look after all the staff in IDS. However, because of the financial crisis we extended his contract for a further three months up to the 31<sup>st</sup> March and then again up to 30<sup>th</sup> June 2014.

The Board would also like to express our appreciation to our Honorary Treasurer, Ms Melissa Howlett who had been travelling up and down from Waterford to help with the accounts. She will go through this in more detail at the financial report later. IDS have gotten legal advice from our solicitor Mr. David Thorpe and our Auditor from K+A accountants, Mr. Richard Kendrick, who are with us today.

Due to the recession, government cutbacks and the recent bad publicity for charities, we are more reliant than ever on fundraising like the annual raffle in order to keep IDS open so that we can work with the Deaf community. We have had great success with fundraising from our two charity shops – as always, think of us when you have unwanted clothes, shoes, toys, bric-a-brac etc that you want to give away.

During the year, I regrettably informed you that 3 Board Directors handed in their resignation; Mr. John Fennell, Honorary Vice Chairperson, Ms Fiona Foley, Honorary Secretary, and Mr. Jimmy Geraghty, Board Director. The IDS Board would like to thank them for dedicating their time in service of the IDS for

the last number of years. The 3 newly elected Board Directors are Ms. Lorraine Creed, Mr. Alan O'Connor, and Ms Valerie Moore – they are currently temporary Board Directors since the EGM in November, as one of the members proposed to have them for a trial period of six months until the next AGM, and now they wish to stay on the Board of the IDS. Ms. Wendy Murray Jr was elected as the new Honorary Secretary.

I am sure many of you are anxious for an update on ISL Recognition – this is one of IDS's main aims and objectives. There have been many positive steps forward, and some steps back, with many organisations working together on the sub-committee for the campaign for ISL recognition, led by Irish Deaf Society, co-chaired by Dr. John Bosco Conama and Ms. Lianne Quigley. A lot of effort has been made on the campaign throughout 2013 – and is still ongoing. So far, the status of councils who have passed the motion is 32 out of a possible 114 throughout Ireland. If your local council has not yet passed this motion, contact Ms. Lianne Quigley or Dr. John Bosco Conama for advice. In September, IDS held a peaceful ISL protest outside the Dáil, as part of the ISL recognition campaign and linked to the WFD international week of the Deaf. Mr. Philip Grehan led this with approximately 200 supporters - IDS would like to thank everyone who came along for their support More details on page 22.

Regrettably, we must announce that, for now, we are unable to continue providing the Deaf community with the Irish Deaf News Magazine and the Irish Deaf News on YouTube. It is very unfortunate as we know how much the Deaf Community values this information. We do hope that we can resume both in the near future.

The highlight of 2013 was when Ms. Melissa Howlett (Board Director) and I attended the EUD seminar and General Assembly at the Crowne Plaza Hotel in Santry, Dublin from 16<sup>th</sup> - 19<sup>th</sup> May. This was a great success with over fifty delegates from all over Europe and we were very honoured to have the World Federation of the Deaf (WFD) President, Colin Allen visit and then give a presentation at Deaf Village Ireland. More details on Page 36.

We were appalled to learn of the HSE announcement regarding St Joseph's Home for Deaf and Deaf-Blind Adults in Stillorgan; there will be no continued funding due to the HSE 'congregation setting' policy. The IDS fully supports the campaign to save St. Joseph's Home and Ms. Geraldine Gallagher, Director of care, has our full support. We are keeping an eye on this situation and taking action when necessary to save St Joseph's Home.

The Board would like to say a huge congratulations to all 24 Deaf graduates of University College Dublin (UCD) in conjunction with IDS who studied a higher certificate in Equality Studies for 18 months and graduated in April 2014. This was a great achievement and the first of its kind in Ireland. Well done everyone!

IDS had two offices in DVI for DALs and Deaf Forward, for financial reasons, IDS Board had to consider a full move from our head office at 30 Blessington Street to Deaf Village Ireland - with agreement from the Board of Management (BOM) of DVI. We expect to move out fully by 1<sup>st</sup> April 2014 and plan to rent out

30 Blessington Street. Our IDS representative on the BOM was IDS Board member, Ms. Fiona Foley who has now resigned; she has been replaced by Mr. Eddie Redmond as a Director on the BOM.

I would like to say thank you to the former and current Board of Directors for their time served on the Board of the IDS in 2013.

Finally, I would like to again sincerely thank the IDS staff who have been working extremely hard to keep the IDS up and running, including our Interim CEO, Peter Regan. He will finish his contract on 30th June 2014. The Board appointed Eddie Redmond as new CEO, starting on the 1st July 2014.

Thank you.

A handwritten signature in black ink that reads "Kevin G. Mulqueen". The signature is written in a cursive, flowing style.

**Kevin Mulqueen**

**IDS Chairperson**

## [The 2013 Review](#)

### **Irish Sign Language**

**ISL Academy** – [islacademy@irishdeafcommunity.ie](mailto:islacademy@irishdeafcommunity.ie)

#### **Irish Sign Language Recognition Campaign Report**

The year 2013 was a busy and very active year for the ISL recognition team. The ISL recognition campaign is getting stronger and stronger than ever before through working with various people and groups. We are really thrilled with several developments in 2013 and are happy to report that there have been positive moves as a result of our efforts.

#### **Fianna Fáil Ard Fheis**

Gerard Smith of Prosperous Cumman proposed a motion asking this meeting to accept the official recognition of ISL. It was passed unanimously. Many thanks to Gerard Smith.

#### **Council Motions**

We have managed to get 32 councils out of 114 to table a motion calling on the government to recognise ISL. Once the motion is passed, the councils are obliged to write to the government to notify them. Mayo County Council invited ISL recognition representative Lianne Quigley to give a short presentation on ISL recognition at their meeting. It was the first time that an ISL presentation on ISL recognition was given to a council meeting. Elaine Grehan also gave a presentation at Longford County Council recently. Many thanks to everyone across Ireland who helped this campaign by contacting their local councillors to raise the motion in 2013.

#### **ISL Awareness Week**

ISL awareness week took place from 23<sup>rd</sup> to 30<sup>th</sup> September 2013; Philip Grehan organised an ISL awareness protest outside Leinster House which was a great success. Approximately 200 people attended with many politicians stopping by and talking with us.

#### **Belfast Conference – Recognition of Sign Languages in the British Isles**

Dr. John Bosco Conama, Lianne Quigley, Elaine Grehan and Wendy Murray attended a two-day conference in Belfast on 26<sup>th</sup> and 27<sup>th</sup> September 2013. Dr. Conama gave a keynote presentation on language policies regarding ISL in Ireland. We would like to hold a similar conference here for the public especially government agencies and policymakers. This is part of the action plan for the future.

#### **Public Awareness**

We maintain a public awareness programme. We sent representatives to television and radio stations to be interviewed about ISL recognition campaign. We also sent representatives to give public talks at several locations including Deaf clubs, universities and other public places. We reminded each political party whenever they had their own annual conferences, as some members are happy to sponsor our motions there. We sent letters to the editors of the main newspapers and when a motion was passed by a local authority we contacted the local newspaper to report on our campaign and the ISL motion. We also sent press releases to the media.

#### **ISL Recognition Social Networks – Facebook and Twitter**

Last September, we set up two social networks – Facebook and Twitter to update on the status of the ISL recognition campaign, we now have over 1,300 likes but have a regular audience of 2,500 users (as well over 10,000 unique visits). We constantly send updated news via social media to build a wide social network among the Deaf community and the general public.

#### **9<sup>th</sup> October 2013 – Fine Gael Senator Martin Conway's Motion**

Fine Gael Senator Martin Conway decided to sponsor a private members motion on the recognition of ISL after a series of consultations with us. Seanad Éireann passed this motion on October 9 2013 after two hours of discussion. It will be passed to a parliamentary committee on justice to determine what direction this motion should take in early 2014. This was accompanied by a street protest by hundreds of Deaf people and hearing allies.

## **Constitutional Convention meeting**

We attended this meeting in Dublin at the Royal Irish Academy on 13<sup>th</sup> November 2013. Several members also attended other meetings in DCU and Monaghan. We have asked them to include ISL recognition at their future meetings. The final report was published and a mere reference to ISL was mentioned.

## **14<sup>th</sup> and 28<sup>th</sup> November 2013 – Dept. of Justice meeting**

As result of Fine Gael Senator Martin Conway's motion and the ISL protest at Leinster house on 24<sup>th</sup> September 2013, the Minister for Equality and Disability was obliged to take action. She decided to call a meeting between representatives from the Deaf community and government departments to determine the level of public services accessible in ISL for the Deaf community. Though the Minister had stated that she had no plan to regard ISL as the third official language of the country, we decided to carry on regardless. We pointed out the imminent ratification of the UN CRPD and the government has to conform to this convention.

Dr. John Bosco Conama gave a presentation on Language policies regarding ISL in Ireland. The four presenters (Teresa Lynch, Elaine Grehan, Kevin Stanley and Teresa McDonnell) had five minutes each to discuss the five main issues, which we felt could realistically be achieved by the government. The main issues were:

1. Congregated Settings
2. Procurement of Government Services such as ISL awareness, Website translation, and Relay services
3. Voucher System – Finland example
4. Accreditation of ISL interpreters
5. ISL for Children in School.

The Dept. of Justice will publish the report in the first quarter of 2014.

## **Private Members Bill – Fianna Fail Senator Mark Daly's ISL Bill 22<sup>nd</sup> January 2014**

A legislative bill – *Irish Sign Language for Deaf Community* proposed by Senator Mark Daly was published in December 2013. On 22<sup>nd</sup> January 2014, 24 members from the Deaf community attended Seanad Éireann to watch the debate. This bill was compiled from several best examples from other country's legislations such as New Zealand, Hungary and Finland. Unfortunately, after two hours of discussion, the bill was rejected by the government by a vote of 24 to 21. Minister Lynch insists that this bill was prematurely introduced because services need implementation first. In reality, services for the Deaf community already exist but they are not up to standard. Before the debate started we expected that the chance of being passed by Seanad Éireann was low because the opposition party tabled the bill. The Deaf community were disappointed with this result especially because several senators who supported the Deaf community for many years voted against it. We plan to have meetings with senators on the governments side to discuss the best approach for the future.

We would like to thank all IDS board and Staff and the Deaf Community who are involved in and support our campaign. We value their continued support for this campaign. **Lianne Quigley and Dr. John Bosco Conama**

## **ISL classes**

ISL classes were successful in 2013 with 21 FETAC Level 3 classes taking place throughout Ireland, the majority of classes were held in Dublin but classes were also held in Kerry, Sligo, Leitrim and Westmeath. Five of these FETAC Level 3 classes were one-to-one classes. The classes held in Dublin ranged from Dublin city centre, Dublin 7 to Tallaght and Bray.

Eight FETAC Level 4 classes took place in 2013, five of which were held in Dublin and the others in Sligo and Leitrim. One of the Level 4 classes was a one-to-one class held in Dublin.

There were three basic introductory courses held for transition year students attending secondary schools in Clondalkin, Templeogue and Laois. In total 111 students attended these classes, and the feedback was extremely positive.

There is a huge demand for classes in Wexford, Waterford, Tipperary, Louth and Galway which needs to be addressed in the future so we can spread awareness of ISL across the country.

### **FETAC Level 3 & 4 exams**

Of all the students who completed the FETAC Level 3 exam (120 students in total), 99 successfully passed the exam and 21 failed. There was a new exam structure set in place last year with students being awarded 45% for receptive skills, and 55% for interactive skills. The new exam structure meant that students needed to do just as well in the receptive part of the exam as the interactive part.

In the FETAC Level 4 exam, 37 out of 45 students passed the exam. Those that failed the exam wish to attend the course again and pass the exam next year. The FETAC Level 4 exam contained three parts, interactive skills (30%), receptive skills (40%) and productive skills (30%).

Overall it was a successful year for the Academy and it shows that there is a continuous demand from the public to attend our FETAC accredited courses.

### **Patrick Matthews and Leanne Saurin**

### **Irish Sign Language Home Tuition Scheme**

There is on-going weekly Irish Sign Language (ISL) home tuition service/scheme for Deaf pre-school children and Deaf school-going pupils up to the age of eighteen. The scheme has had no progression.

The tutors are paid an hourly rate set by the Department of Education and Science; €26.91 (Just .84c raise from €26.07 in September 2013) ISL Home Tuition Scheme has said that the Department doesn't cover travel expenses at all and that the €26.07 is strictly allocated for teaching ISL in the Home only.

ISL Academy with Dr. John Bosco Conama had meetings with government departments and the teaching council this year. The Department of Education is willing to review hours and allocations etc. The Department suggested an ISL teacher to take two hours per visit with one of these hours covering travel expenses. This has not been approved yet.

As far as the ISL Academy can tell, the Department are slow to appoint ISL teachers directly as they will need to standardise qualifications etc first. So it is left to parents to look for ISL teachers themselves.

ISL Academy has corresponded with the Department of Education about ISL Home Tuition and compiling a list of ISL teachers who are available for ISL Home Tuition to have available on the IDS website along with location and contact details. However IDS website is under construction at the moment.

The Department had 55 ISL tutors teaching 128 families throughout the island of Ireland in the year 2013.

ISL Academy has met with the Teaching Council and it was a productive meeting. The Teaching Council will send a representative to give a talk to ISL Academy members about how to register with the Council in 2014. Those who obtained a bachelor's degree, can apply as interim as the council needs to investigate those who have a degree first to see if ISL teachers have enough teaching skills/qualifications.

For others with a 2 year diploma, the Teaching Council have not discussed this - unless ISL teachers need to do one year postgraduate diploma in teaching before they can register.

The Department wishes to enquire whether the Irish Deaf Society is in a position to put in place the necessary arrangements to facilitate the vetting of ISL tutors who cannot register with the Teaching Council.

### **Kevin Mulqueen**



2013 was a busy year for the sub committee and members. Four new sub committee members (Sandra Kennedy, Mary Nolan, Caroline Keogh and Stephen Bates) joined the previous committee members; Wendy Murray Jnr, Lianne Quigley and John Fennell.

### **Workshops**

We organised 4 workshops in January/February, April, June and September/October. Two of the workshops were in conjunction with two National Council members. One was a workshop with young members of Irish Deaf Youth Association in the DVI last January/February and the other was with the South East Deaf Women's Group in September/October in Wexford and Kilkenny. Both went well and we were delighted to welcome new members. We appreciate their helping us with the organisation - rooms, advertisement etc.

We have 144 members who already attended workshops since 2010 with a waiting list containing 98 names. There is still demand for more workshops in the Deaf community.

### **Deafhood Together events**

We had some events for our members called *Deafhood Together* to discuss issues concerning us; mainly Deaf issues and how these will or have already impacted on the Deaf community in Ireland and abroad. These were in February, September and November in Dublin after a vote where the majority wanted these events in Dublin.

On the 9<sup>th</sup> of November we had a seminar and invited a Deaf woman from Belgium - Dr. Annelies Kusters. She was a Deaf mainstreamed student who did a Masters in Deafhood at the Centre for Deaf Studies in Bristol University. The theme of her presentation was - 'Understanding Deafhood: In search of its meanings'. We were delighted to have her present on the concept of Deafhood to an audience of almost 70 members at Academy Plaza Hotel. We had a surprise for our members; we had Deafhood t-shirts for sale. Anyone is welcome to buy these – we have male and female t-shirts size S, M, L and XL. They're €5 for Deafhood members and €8 to non-members.

### **Wendy Murray Jnr**

## Advocacy and Representation

**Deafforward** – [deafforward@irishdeafsociety.ie](mailto:deafforward@irishdeafsociety.ie)

### Deaf-related Events

#### Information nights

- Health Issues (Feb) ‘How Healthy you are’ – Information given by Elsa Jones, TV3 Presenter
- Employment Issues (April) ‘Employment Rights’ – Information by NERA (National Employment Rights Authority.)

#### Roadshows

One month time-frame across the country with the support of 25 Peer Advocates

<b>21 Spring Roadshows (Apr-May):</b> Topics covered	<b>20 Winter Roadshows (Oct-Nov):</b> Topics covered
Local Property Tax	Caranua (RISF)
Inheritance Tax	The transition of FAS, VECs and Intreo
ISL recognition Campaign	IRIS, Water charges
Brief Budget Changes 2013	Legal rights in two case studies.
Employment V Equality Act	Two surveys included- IRIS and ISL
Magdalene Laundries Fund	
Redress Update – RISF	

#### Community Networking

- Easter Fun Day (April)
- Summerfest (July)
- ISL Karaoke (September)
- ISL Awareness Week (September)

#### Seminars/Conference

- Deaf Citizens in the EU – What are our rights? Joint Seminar EU Deaf & IDS (May)
- Recognition of Sign Language in the British Isles, Queens University, Belfast (Sept)
- Launch of Irish Remote Interpreting Service (October)
- Equality for Deaf people, Sydney (October)
- National Disability Strategy Implementation Group (October)

## Representations

National Advocacy Service	National Disability Authority
Participation in Public and Political Life by People with Disabilities (NDA)	Making public services Available (NDA)
Supporting transitions for people with disabilities (NDA)	Dublin Street Parking
Breast Cancer Screening	Irish Cancer Society
Hidden Hearing	Irish Remote Interpreting
ISL Recognition	Mental Health Reform
Garda Diversity	Disability Federation of Ireland (DFI)
UCD Grundtvig	RTÉ
St Joseph's House for Deaf and DeafBlind Adults	One Per Cent Difference Campaign
TV3	Broadcasting Access Ireland (BAI)
Caranua	Equality Tribunal
Equality Rights Alliance	Sign Language Interpreting Service
AHEAD	Equality Authority
Deaf Village Ireland	TCD Centre For Deaf Studies
Sharing the Journey	British Deaf Association (BDA)
TCD Medisigns	Survivors of Institutional Abuse
National Council of Special Education	Senators , TDs & Councillors
County Councils, City Councils, Borough Councils	Department of Social Protection
Citizen Information Service	National Advocacy Service (NAS)
FAS – Irish National Training & Employment Authority (SOLAS Training Centre)	Communion Access Northern Ireland

## Deaf Awareness Training

Primary and Secondary Schools	IDS Charity Shops
Universities	Banks
Government Bodies	IT Company

## Signs Of Life ISL Photography Exhibition

Deaf Village Ireland Launch (March)	Donegal (March)
Meath- (May-June)	Dublin – Phizzfest Phibsborough (May)
Waterford (September)	Louth (October)
Galway (November)	Dublin – Tallaght (December)
Deaf Village Ireland (all year)	

## Peer Advocacy

We held two weekend Workshops in Feb and March, we welcomed seven newcomers: Anthony Moore (Dundalk Deaf Group ); David Somers (Kildare Deaf Group); Linda Rankin (South Tipperary); Orla Grehan (Tallaght Deaf Club); Patrick Doody (Kerry Deaf Resource Centre); Peter Paul Hughes & Stephen Cree (Meath Deaf Association); Now we have 25 peer advocates altogether.

## ISL filming production

- Health Information and Quality Authority ISL Version Website <http://www.hiqa.ie/standards/social/people-with-disabilities>
- Local Property Tax ISL Version Website <http://www.revenue.ie/en/tax/lpt/irish-sign-language.html>
- Northern Ireland DVD in ISL / BSL Version “A Strategy to improve the lives of people with disabilities 2012-2015” DVD
- Deaflaw ISL Version Website
- Guidelines for the Board’s Roles and Responsibilities DVD and book
- Seanad Abolition and Court of Appeals Referendum on RTE TV Advertisement
- HSE – How to apply for a Medical Card <http://www.hse.ie/eng/services/list/1/schemes/mc/apply/>

## IDS-UCD Equality Studies

24 students completed their 18 month course for FETAC Level 7 in *Equality Studies for the Deaf Community* in November 2013. Congratulations to the students who will graduate in April 2014 - We are working with UCD to advance and improve upon the first run of the *Equality Studies* course in UCD which examines the issue in the context of the Deaf community, and is aimed at Deaf people themselves, supplementing the message and philosophy of empowerment at the IDS. This course will begin in late winter 2014. Anyone interested in applying for the course – please contact [elaine@irishdeafcommunity.ie](mailto:elaine@irishdeafcommunity.ie)

## Deaf Equality Conference, Sydney Australia

Interim CEO Peter Regan and IDS staff member Elaine Grehan attended Deaf Equality Conference in Sydney, Australia. The conference aim is to educate and inspire all of the Deaf participants to challenge them and also to gather information which would enable them to stand strong as a Deaf person. The conference gave the participants the opportunity to fully participate, share and discuss how to continue their important work in achieving human rights for Deaf people using the UN Convention on the Rights for Persons with Disabilities as their tool.

## Education

**Deaf Adult Literacy Services** - [dals@irishdeafsociety.ie](mailto:dals@irishdeafsociety.ie)

### Department of Education Funding

The IDS's Deaf Adult Literacy Services are forever thankful to the Department of Education because we received no cuts in funding for the second year in a row.

### Deaf Village

It is now over a year since we began holding the majority of classes here at the Deaf Village. The feedback we have gotten from the students is that they find this place very comfortable and it also gives them an opportunity to make good use of the 'one stop shop' meaning they can go to other facilities within the Deaf Village.

### Number of students

We have more than 220 students in 40 classes all over Ireland, over 160 here at the Deaf Village and the rest around the county.

### Courses

We have started a few new courses such as:

1. Arts and crafts
2. Computer Literacy
3. Deaf History
4. Digital Photography
5. Driving Theory Test
6. English
7. Irish Sign Language
8. Personal Development
9. Photoshop

### One Day Crash courses

We also have a few one day 'crash' courses on

1. How to use Facebook
2. How to make the most of You Tube.
3. Introduction to Apple Mac

### FETAC

There has been an overhaul with FETAC. It is now called QQI – Quality and Qualification Ireland which affected our courses. We are pleased to say that we are re-validated to provide a wide range of courses such as:

Numeracy	Crime Awareness	English as a second language
Career Preparation	Database	Functional Mathematics
Communication	Desktop Publishing	Health and Fitness
Computer Literacy	Digital Photography	

Health & Safety  
Awareness

Intercultural Awareness

Irish

Personal Finances

Mathematics

Personal and  
Interpersonal Skills

Personal Care &  
Presentation

Personal Effectiveness

Research Interviewing  
Skills

Spreadsheets

Word Processing

Work Experience

All above are for Level 3 and we are now working on Level 4 onwards.

### **New Tutor Training**

The IDS have funded Training Weekends for new tutors more suited in areas of English Literacy and Computer Literacy. The majority of potential tutors should have a higher standard of education such as certificates, Diplomas and Degrees.

### **Life Skills Program**

This program is designed to provide courses to train Deaf Residents to live independently and was run by the CIDP. Now CIDP recognise our department and want us to provide courses. The CIDP have applied for funding for this project and once they get the funds from the HSE, we will then be in position to provide courses in conjunction with CIDP.

### **Brian Crean – DALs Manager**

### **Fundraising**

#### **Fundraising Report 2013 – [funds@irishdeafsoceity.ie](mailto:funds@irishdeafsoceity.ie)**

2013 has been a particularly difficult year for all charities with a continuing chronic economic climate and many cuts in funding. Unfortunately, the charity sector has also had a lot of bad press in relation to bogus charities and CEO's exorbitant wages. Without doubt all of this has had a significant effect on our raffles and donations in general.

As fundraising manager I continue to make all efforts to keep the IDS name prominent in the minds of the general public when they are thinking of any area of charity donations.

We still continue with our:

- Two Annual Ticket Raffles (Summer /Christmas)
- Bequest Notices in the newspaper *Irish Times* every Friday and Saturday (so people will think of us when they are making their will) this has resulted in us receiving a donation of €112,000 which was a huge help to IDS.
- IDS name is on the 'Court Listings' for receiving monies from court fines
- Ladies Marathon in June
- Government Grant Applications (we hope to have someone working on this on a regular basis)
- We make annual applications to many large stores and companies in the hope of becoming their 'Charity of the Year'
- Charity Box Appeal (placing plastic Charity boxes in shops)
- Thankfully we have seen an increase in schools/students fundraising on our behalf
- Corporate partnerships with Ulster Bank/GSK/Aviva/The Wheel/Business in the community
- Donations through our website
- We have signed up with RIP.ie, mylegacy.ie and other websites which attract donations for charities

In the past two years the main focus of fundraising has been the setting up of the two charity shops (Ashbourne and Phibsboro). Both have been a huge success and bring in the much needed funds to keep IDS open. I would hope that in coming years we would have more IDS shops around Ireland.

We are in the process of securing a new warehouse space for storing the huge volume of shop donations

Fundraising now has 9 new members of staff working with us through the Government scheme 'TUS'. We also have approx. 100 volunteers without whose support we could not continue. Having a van and driver doing daily collections of donations has had a huge impact on our stock and puts us ahead of many other charities who don't offer this service.

This year we ran a hugely successful 'Volunteer Awards' event. This was our way of saying 'Thank you' to our volunteers.

We also continue to work closely with many organisation including the 'Irish Charity Shops Association' in an effort to stop bogus collectors or anyone collecting in the name of the IDS.

With only one paid fundraising staff member in IDS it is difficult to cover all areas of fundraising but I continue to do my best and hopefully 2014 will see IDS continue to have the support of the general public and in effect continue to grow stronger.

**Janette Byrne – Fundraising Manager**

Contact: [funds@irishdeafsoceity.ie](mailto:funds@irishdeafsoceity.ie) Text: 086 785 1713

## **International Affairs**

**European Union for the Deaf (EUD)** – Website: [www.eud.eu](http://www.eud.eu)

### **EUD – Dublin May 2013**

Irish Deaf Society had the honour of hosting the four day event which included workshops, joint – seminar and a two day General Assembly which had over 60 delegates from 31 EUD member and affiliated member countries at the Crowne Plaza Hotel, Santry in Dublin. IDS also had the great honour of World Federation of the Deaf (WFD) President Colin Allen from Australia attending the conference and then he officially launched the Deaf Village Ireland.

The highlight of the week was the joint seminar on Friday, EUD delegates and over 150 people from all over Ireland and throughout Europe attended. The theme of which was "Deaf Citizens in the EU – What are our rights?"

Lecturers such as Dr Adam Kosa, MEP from Hungary, gave a presentation about Deaf Citizenship in Europe. IDS also had 2 lecturers to contribute to the EUD. Dr John Bosco Conama presented on Deaf Citizenship and Equality whilst Elaine Grehan gave a presentation about the Daily Lives of Irish Deaf People. Professor Gerard Quinn from NUI Galway explained the importance of the UN Convention on the Rights of People with Disabilities (UNCRPD) and Disability Issues. Professor Kathleen Lynch from UCD pointed out Equality and Education Issues. Emer Costello Irish MEP spoke about EU Citizens and European Elections in 2014. Also Mark Wheatley who is EUD Executive Director spoke about the EUD UNCRPD Survey.

At the General Assembly, the EUD elected its new Board. EUD's new President is Dr Markku Jokinen from Finland. The former World Federation of the Deaf (WFD) President was supported



by the Vice-President from Italy: Dr Humberto Insolera. The other Board Members are: Louise "Lolo" Danielsson from Sweden, Alfredo Gómez Fernández from Spain, and Dr Gergely Tapolczai from Hungary.

The President was elected by a majority of 56% of the votes by delegates from 28 different countries.

For the first time, the full election was broadcast live via web stream and followed by over 100 people from Europe and beyond. This was a step towards making the EUD Board elections more inclusive and transparent, bringing the political process closer to all Deaf citizens.

**Eddie Redmond HR/Office Manager**

## **Television and Broadcasting**

### **Broadcasting Authority of Ireland**

Now that the Access Rules have been implemented, a new consultative panel was formed. This is where a group of representatives from Deaf organisations and the Deaf community can come together and discuss different topics on issues that the BAI need help with.

We had 3 meetings in 2013 – 7th May, 3rd September and 9th December.

The meetings this year were represented either by Susan Whelan or Tracey Treanor (or both of us). Each meeting lasts for 2 hours and other representatives invited to meetings come from the Irish Hard of Hearing Association, Deafhear and IDYA. Why do we have the meetings? The BAI need advice from the Deaf community in relation to subtitles, ISL on screen and all Deaf related materials that is seen on Irish TV. We also get information from the broadcasters (like RTE, TV3, etc) on upcoming plans.

In the first meeting this year in May, it was agreed that we wanted a separate group set up that did not include other disabilities (we wanted to keep it Deaf/HOH only).

Below are some general points that were raised in all meetings this year:

- It was agreed that TV3 were working with the Deaf community (but still had a long way to go). TV3 had confirmed that they will increase the number of subtitled shows on their screens. Another programme that included new subtitles was TG4 Ros na Run.
- At this meeting, we expressed concerns about RTE not reaching their targets (set by the BAI in 2012) and we asked the BAI to consider a formal policy, i.e. what happens if RTE (or TV3) does not do all the subtitles they are supposed to? Will they be punished? It was also suggested that UPC or Sky needs to be more under the BAI for them to take control.
- Members expressed concerns about block subtitles (CAPITAL LETTERS ALL THE TIME) and felt these subtitles should not be included in the targets for the BAI Access Rules. There were also concerns about the screen placements of subtitles, i.e. are the subtitles in the right place on screen?
- In all meetings this year, we expressed concerns about UPC subtitles and HD recordings with no subtitles. BAI have emailed IDS (and other organisations) to say that WALKER set box can record subtitles (model no: WP6500TTR)

- No subtitles on players but BAI tell us they have no control over players like RTE Player and 3Player but want the BAI to assist in advising the government to focus on this area.
- Funding given out by BAI to TV companies should make programmes with subtitles (or ISL)
- If there are other signed languages on RTE/TV3, etc. We do not want this counted in the Access Rules as it's not Irish Sign Language.
- Monitoring of ISL was brought up, especially in relation to the news and that someone needs to take responsibility for this.
- In 2014 – the BAI announced that they are now making subtitle/ISL targets for new digital channels such as RTE1, RTE1+1, RTE News Now and RTE jr.
- In 2014, the representatives urged the BAI to look at more access for children's channels to include ISL and subtitles.

### **RTE/TV3**

**RTE:** RTE held its regular forum on access in late 2013 and was attended by IDS staff Susan Whelan and Tracey Treanor. We brought up many of our members views in relation to subtitles, ISL on screen, News for the Deaf, RTE Player, lack of subtitles on RTE produced DVDs and Hands On.

As well as the annual meeting with all organisations, the IDS regularly meet the subtitle department on a one-to-one basis with specific queries. Before these meetings, we gather questions from our members and fellow staff members.

We keep in contact with the subtitle team via email on a regular basis and they let us know of upcoming new programmes that are subtitled and any issues they expect that week. We often include these emails on the IDS Facebook page.

The issue of the RTE player was a strong issue at the last meeting, with all groups represented expressing their frustration at the lack of a player. RTE has said they expect the player to begin early 2014. (as of February 2014, we have no update on this)

RTE is now showing ISL programmes which air on Wednesday Nights (late) or Early morning Thursday after 12am.

**TV3:** As always, the IDS keep in regular contact with TV3. We organised an open meeting with TV3 on the 15th June 2013 and TV3 updated our members on new and upcoming subtitled programmes which included many new in-house programmes such as Ireland:AM, 24 hours to kill, Temple street, etc. We still get messages from our members that their TV3 programmes are still not working properly and would encourage you to contact TV3 ASAP.

### **Complaints to RTE/TV3**

If you wish to contact RTE or TV3 with your opinions/complaints about their services to the Deaf community you can:

RTE TEXT: 087 7989128

RTE EMAIL: [subtitle@rte.ie](mailto:subtitle@rte.ie)

TV3 EMAIL: [subtitles@tv3.ie](mailto:subtitles@tv3.ie)

Or if you are not comfortable sending a complaint text, you can contact the IDS and get assistance with writing a complaint.

### **TV Access**

The TV Access group is made up of a large number of organisations in the disability and ageing sectors in Ireland. The group is concerned about access to television for older people and people with disabilities. More recently the group has been concerned with the digital switchover which was completed in 2012. Other areas the group have concerns with include more subtitles, ISL (and audio description) being made available in Ireland. The IDS is a representative on this committee. There have been fewer meetings with this group considering the digital switchover is now complete.

### **Website and Social Media**

#### **Website**

The Irish Deaf Society website is currently being revamped to provide our members with more information through ISL. We had hacker problems which we have resolved. Our new website should be available by May 2014. The old website can still be viewed with limited pages.

#### **Facebook**

As of 20th February 2014 we have 2767 Facebook friends. We update this page with regular events, announcements, photographs or discussion items. If you would like to join our page, look for Irish Deaf Society and add us as a friend.

#### **Twitter**

We set up a @irishdeafsoc twitter page; we now have sent 152 tweets and have 797 followers (subscribers) to our page.

#### **Youtube**

We were unfortunately unable to continue with Irish Deaf News as staff found we were unable to find the time to do it. We sent out job advertisements looking for staff to do the Irish Deaf News on a weekly basis but unfortunately, the position was not filled. As of February 2014, we have 473 subscribers with a total 193, 046 views (on all our videos). Our most popular video is still: IDS Deafhood Ireland – From deafness to Deafhood with over 10,604 views.

**Susan Whelan – Social Media Co-ordinator**