

Annual Report 2017

Presentation Sisters Thurles Bi-Centennial Mass Celebrating 200 Years 1817 - 2017



NÍ RIAIN
PHOTOGRAPHY

A year of celebrations to mark the 200 years of the Presentation Sisters in Thurles came to an end with a concluding Mass on 19th Nov 2017 in the Cathedral of the Assumption. Archbishop Kieran O'Reilly was the chief Celebrant, assisted by Archbishop Emeritus, Dermot Clifford and many priests. The Cathedral was packed with friends for this special occasion. The Chairperson of the Bi-centenary Committee (which included Catherine McCormack of CEIST), former Minister for Education and proud past pupil, Mary Hanafin, welcomed everyone and Srs. Evelyn and Fidelis brought two candles to the alter representing the two founding Sisters, Thurles women, Margaret Tobin and Margaret Cormack. Appropriately, Sunday November 19th was World Day of the Poor and Archbishop Kieran spoke of Nano Nagle and the early Sisters and their work for the poor. Before the Final Blessing of the Mass Sr. Margarita Ryan delivered an address which was filled with hope. ***"They were weaving the fabric of life. They were weaving a hope and a new life for many fine people who had no standing or status. For two centuries the weaving has gone on and all of you have played a part in producing the fruit of the loom"***. Recognising the importance of lay colleagues in carrying Nano's Charism into the future Sr. Regis, the most senior Sister, lit candles from the lantern and presented one to each of the ten representatives, including Dr. Marie Griffin of CEIST.

On Saturday 25th November the Sisters were surprised and delighted to receive a letter from an Taoiseach, Leo Varadkar, extending his ***"congratulations and thanks to you, the sisters of Presentation Convent, Thurles, past and present on the occasion of your bi-centenary"***. He went on to say ***"The contribution of the Presentation Sisters in Ireland and in missionary countries has been enormous. Presentation Convent, Thurles has been to the fore in providing excellent education and service to thousands of children from your locality over the past 200 years as well as in preparing many sisters for dedicated missionary work abroad. The charism of your foundress, the Venerable Nano Nagle, is well and truly alive as a result"***

CEIST (Catholic Education, an Irish Schools' Trust) is the Trustee body responsible for the trusteeship of the secondary schools of five religious congregations - the Daughters of Charity, the Presentation Sisters, the Sisters of the Christian Retreat, the Missionaries of the Sacred Heart and the Sisters of Mercy. The Trust provides a moral and legal trustee framework, dedicated to developing and sustaining the vibrant network of CEIST schools, and to continuing the growth and development of secondary education with a Catholic ethos in Ireland.

OBJECTIVE*

CEIST was established in 2007 for the following charitable object:

To further the aims and purposes of Roman Catholic education in the tradition of the combined ethos and educational philosophies of the Congregations in colleges and schools and other educational projects in Ireland.

SUBSIDIARY OBJECTIVES*

To secure through the Management, the development and implementation of the religious and educational philosophy of the Company.

To ensure that the Schools provide educational opportunity for all students and give special consideration to those who are disadvantaged or marginalised in any way and ensure that provision is made, in so far as is practicable, for those with special educational needs.

To provide through the Schools a holistic education, that caters for the spiritual, emotional, physical, social, aesthetic and intellectual development of the students.

To ensure that education in the Schools is imparted in an environment where students are inspired and enabled to direct their lives in accordance with Gospel values and to contribute to the overall good of society.

Generally to further the interest of Roman Catholic education in Ireland.

*from the Memorandum and Articles of Association of CEIST CLG.



Foreword from the Chairperson



Fáilte and thank you for taking the time to read the 2017 CEIST Annual Report. Stewardship can be defined as *'the responsible overseeing and protection of something considered worth caring for'*. The purpose of this report is to account for our *'overseeing and protection'*, our stewardship, of CEIST as a significant *'something'*, certainly worth caring for! We are responsible for nurturing and enhancing the inherited sacred tradition of the five congregations that established the Trust. Another purpose of the report is to provide an insight into the work of the Trust during the course of 2017 and to promote an awareness of the policies pursued by the Board of Directors. This is the first report in the Strategic Planning period 2017 to 2020 – which is a joint strategic planning exercise in partnership with EDUCENA. Our Public Juridic Personhood responsibilities are uppermost in our minds as we share in the Mission of the Church in seeking to build the *Kingdom of God* throughout the CEIST network of schools.

Article 42 of *Bunreacht na hÉireann* recognises the rights of parents to choose a school that reflects their values and beliefs and also requires the State to support that choice. The parents and guardians of over 58,000 students have exercised that right by choosing a CEIST school. We are humbled by your choice and privileged to share in the joy and challenges of supporting your sons and daughters as they grow into adulthood. As Catholic schools, CEIST schools are extensions of the family and seek to promote values of love, inclusiveness, tolerance, forgiveness and community inspired by the life and teachings of Jesus the teacher.

We commend the 107 schools, the Chairpersons, the Boards of Management, the Senior Leaders, Staffs and Students for the never-ending innovative and imaginative approaches to expressing the founding intention and promoting the characteristic spirit and ethos of each school in a contemporary way. The many and wide-ranging activities are evidence of a vibrant network ever inspired to look beyond the school gate in order to contribute to and support the common good. You can be justifiably proud of your all-embracing and excellent achievements.

The CEIST Board of Directors acknowledges the support and commitment of the EDUCENA Board of Directors. Mr. Dermod Dwyer, Chairperson of EDUCENA resigned his position at the end of 2017. Dermod occupied the Chair since the establishment of EDUCENA in 2007. The creation of both CEIST and EDUCENA was ground breaking. Dermod has been a constant and steady sentinel since 2007. He has made a very significant contribution in ensuring both Trusts were firmly rooted and in a position to flourish. Dermod's selfless and generous dedication as a volunteer will be rightly recorded as central, significant and noteworthy. Thank you!

The voluntary Directors of CEIST perform an essential and critical function. Their wisdom, expertise and generosity continued throughout 2017. As Chair, I wish to express gratitude for their unstinted giving of time and energy and for their loyalty. The key work of the Audit Committee, under the leadership of Mr. John O'Donovan, continues to keep us and our schools compliant with the requirements of accountability and the Charity Regulator. This very valuable work is acknowledged and deeply appreciated.

In accordance with the revised Memorandum and Articles of Association of the Company, at the 2017 Annual General Meeting the Board bade farewell to Sr. Canice Hanrahan RSM and Sr. Ella McGuinness RSM. Sr. Canice and Sr. Ella served as directors of CEIST since 2007. Not only that, they were both very active participants in envisioning CEIST and leading the consultative strategic planning process that brought CEIST into being. The Board also bade farewell to Senator Rónán Mullen who also contributed ten years of service on a voluntary basis. Mr. Brian Matthews also retired from the Board. We record our heartfelt thanks to the retiring directors. Brian has been co-opted by the Members of CEIST as a Member and will continue to make a very significant contribution. We are very grateful for his willingness to carry out this role.

In 2017 we welcomed Donal Cronin and Anne McDonnell as Board Directors. Donal is the recently retired Principal of St. Mary's High School, Midleton, Co. Cork. Anne is the recently retired Principal of St. Vincent's Secondary School, Dundalk, Co. Louth. Mr. David Cox, former Partner of Irish Business Law Firm, Mason Hayes and Curran, also joined the Board of CEIST. We are grateful to all three for their willingness in answering the call to serve the Trust.

Dr Marie Griffin, CEO, and her team, as ever, strive beyond the call of duty to ensure that the strategic objectives of the Board are achieved. We are indebted to them for their professionalism and dedication and for their ability to build supportive relationships with the schools. It is reassuring to know that those interacting with the school communities on behalf of the Trust, in the ever-changing, ever-demanding world of education, are deeply valued and appreciated by those communities. It is Marie and her team who keep the ideals of the CEIST Charter and Catholic education to the fore in the schools.

Le gach dea-ghuí,

Bernard Keeley, Chairperson, Board of Directors CEIST.

April 25th 2018.



Mercy Sisters at the 10th Anniversary celebration of Ardscoil na Tríonóide, Athy.

Back Row: (L to R):

Sr Concepta Foley, Sr Margaret Piert, Sr Marie O'Leary, Sr Bernadette Sheerin.

Front Row:

Sr Peggy Collins, Sr Colette King, Sr Mary Walsh.

Executive Summary



2017 marked the 10th anniversary of the establishment of CÉIST as a lay Trust. The anniversary was marked at the annual CÉIST conference through the theme of “Looking Back to Look Forward”. There was also a special anniversary gathering of the Boards of Directors and Members of CÉIST and EDUCENA on October 11th, 2017.

While there was an acknowledgement at both events of the historical and innovative significance and innovation of the origins of CÉIST, there was a strong focus on the future. Through the growing number of students in CÉIST schools and the commitment of CÉIST management and staff, the Trust is preparing for the coming years with confidence and hope.

The new CÉIST Strategic Plan came into effect at the start of 2017 and will take us through until 2020. This Annual Report gives an outline of the work carried out under that Plan during 2017.

There was an extensive range of in-service for Boards of Management and school personnel during 2017. The willingness of all to give of their time freely and so enthusiastically for the service of students in CÉIST schools is worthy of note. As always, there were some wonderful achievements in our schools during the year; on the sporting field, in debating, drama, art, music, science and academic excellence, among others. The wide range of activities provided by teachers in CÉIST schools is evidence of their commitment to the holistic education of students and their support for living “life to the full” (John 10:10).

The Student Leadership Conference on March 14th, 2017 was an event filled with energy and joy. The leadership initiatives of students in CÉIST schools were on showcase and there was also a workshop focus on the Papal Encyclical “Laudato Si”. CÉIST student and Paralympian Nicole Turner from Portarlinton addressed the gathering which was blessed at the start of the day by Archbishop Diarmuid Martin. Minister for Education and Skills, Richard Bruton TD, also spoke to students about his departmental and governmental leadership goals.

During 2017, three valued CÉIST staff members moved on to new challenges. John Woods became Data Protection Officer with St Patrick’s Mental Health Services, Justin Brown moved to Coláiste Íosagáin, Portarlinton as Deputy Principal and Dr Amalee Meehan became Associate Professor of Religious Education in DCU. We wish all three well in their new positions and are grateful to have had their expertise and collegiality as part of the CÉIST team.

On behalf of the CÉIST Executive, I would like to thank all the staff in CÉIST schools and our other partners who contributed to the work with students throughout 2017. We are indeed fortunate to be engaged in such a worthwhile endeavour.

We lost students, staff and family members from the CÉIST community in 2017. We remember them all with love and gratitude and may eternal rest shine upon them.

Dr Marie Griffin, CEO.

April 25th 2018.

90th Anniversary celebrations in Presentation Secondary School Castleisland



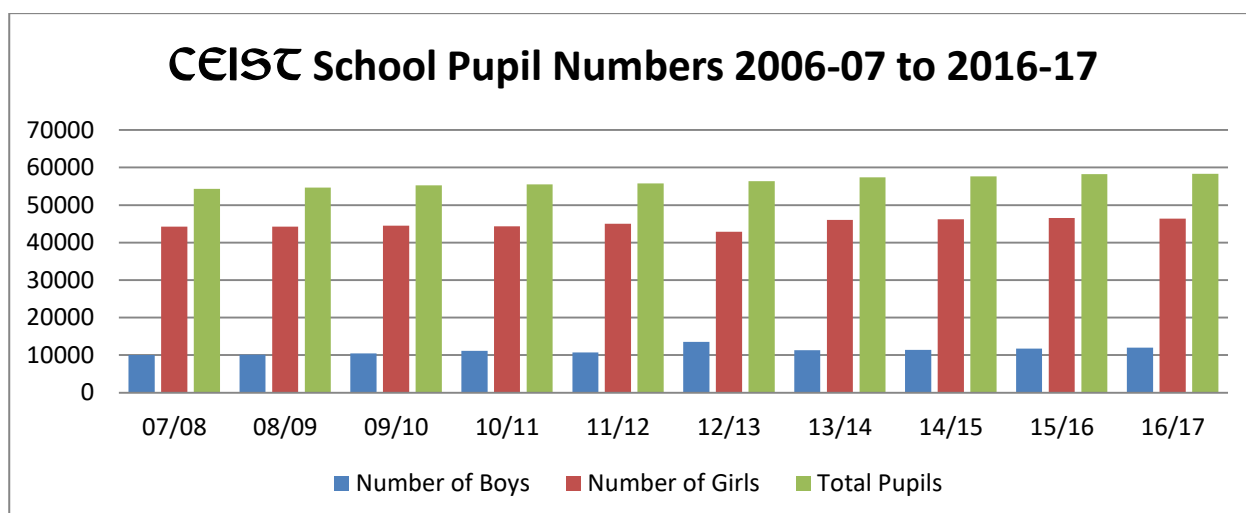
Standing (L to R): Sr Margaret O'Brien, Dr Marie Griffin, CEIST, Sr Elizabeth McMahon, Sr Sheila Kelleher, Sr Mary Buckley, Sr Pauline Casey, Katherina Broderick, Principal, Sr Theresa McAuliffe, Colin Roddy, CEIST.

Sitting: Sr Maureen Kane and Sr Anne O'Callaghan

CEIST and the Education Demographics in 2017

CEIST is a large organisation, having patronage responsibilities for 107 schools. CEIST schools provided second-level education for 30% (58,349) of the students in the voluntary secondary sector in Ireland in 2016/17. They provided for 17% of the second-level students nationally, despite having only 15% of schools. 79% of students were female and 21% male. 44 (41%) schools under CEIST patronage are co-educational.

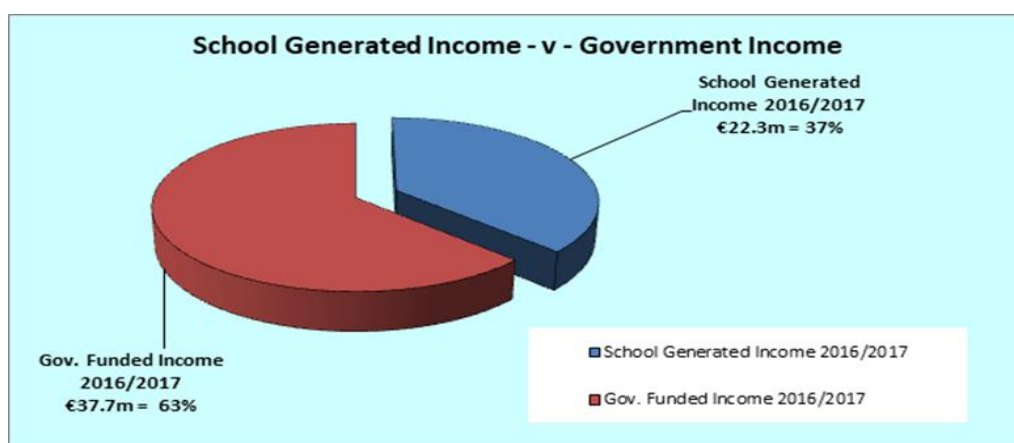
There has been a 7% increase in pupil numbers across CEIST schools since the Trust was established in 2007 (Fig. 1). While enrolments in some CEIST schools are falling for demographic reasons, others are rising at a rapid rate, as per the national projections. The uneven spread of enrolments is a challenge. Smaller schools are under pressure financially because of decreased capitation funding and an 11% reduction in State funding. Larger schools are challenged for space and infrastructure.



CEIST School Funding from Government Sources

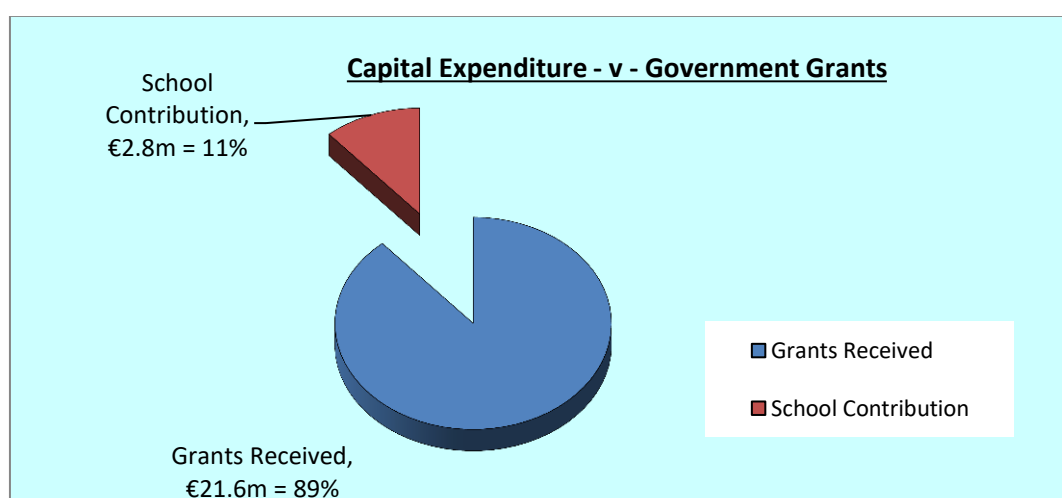
The independent study, "Governance and Funding of Voluntary Secondary Schools in Ireland" (ESRI – October 2013), states that:

"survey findings show that (non-fee-paying) voluntary secondary schools receive just over two-thirds of their funding from government sources while the vast majority of schools in other sectors receive a much higher proportion of funding from the state (90 per cent in vocational schools and 93 per cent in community/comprehensive schools). The graph below is broadly in line with this figure indicating that only 63% of CEIST school income in the 2016/17 school year came from government sources.



CEIST School Capital Expenditure 2016/17 - Funding

It is worth noting that the cost to CEIST schools in relation to expenditure of a capital nature during the 2016/17 school year amounted to €24.4m. Of this amount, the schools provided €2.8m (11%) from their own funds. Ultimately a large proportion of this €2.8m was paid for by parents either by way of fundraising or contributions.



CEIST Strategic Plan 2017-2020

In early 2017, CEIST adopted a new Strategic Plan to inform its work for the four years to 2020. The development of the Strategic Plan involved consultation with stakeholders within and outside CEIST. The main elements of the Plan were subsequently relayed to school management and the Plan was made available on the CEIST website.

The three Objectives of the Strategic Plan 2017-2020 will form the main headings under which the activity of CEIST is outlined in this Annual Report for 2017. (The Objectives and subheadings of the Plan are noted below in bold type.)

Objective 1

CEIST will continue to articulate its distinctive charism as a Catholic Education Trust and strive to ensure that all stakeholders understand and appreciate the distinct nature of Catholic education.

Members, Directors and Executive will have engaged with the Founding Congregations to deepen their understanding of the founding intentions and explore how these find contemporary expression. CEIST will work with EDUCENA on this objective.

- As part of the annual in-service for the Board of Directors of CEIST, there was a focus on the founders of the congregations involved in the establishment of CEIST and on their mission and charisms. The contemporary expression of the original charisms was also discussed.
- In October 2017, as part of the celebrations to mark the tenth anniversary of CEIST, Sisters who had been involved in the establishment of CEIST recalled the journey and the consultation involved. CEIST and EDUCENA jointly celebrated the ten year anniversary as sister Trusts.
- The CEIST Executive held two days of Reflection during 2017, one in Kylemore Abbey and one in Kill.

CEIST will exercise the trustee role in community schools of which the founding congregations are co-trustees, where requested to do so.

- In 2017, the CEIST Board agreed on an agency role with the Mercy and Presentation Sisters in many of the community schools where they are co-Trustees. This formal agreement will be in place for 3 years and ensure, where agreed, that one Catholic co-trustee carries out the functions of the role in the relevant community schools. This agency agreement was executed in March 2018 by the CEIST Board of Directors and will come into effect, following communication with all the partners, in September 2018.

CEIST will engage with parents of students in CEIST schools as the primary educators of their children.

- In 2017, the CEIST Board sought nominations for parents to join the CEIST Board as Directors. It is expected that membership of the CEIST Board will include parents in 2018.
- The CEIST Executive also met with members of the Executive of the Federation of Catholic Secondary Schools' Parents' Association (Fed-CSSPA). Fed-CSSPA was present at the CEIST Conference in September 2017 to let schools know of their existence and to encourage more schools to affiliate to the association.

CEIST schools will continue to educate in an environment where students are inspired and enabled to direct their lives in accordance with Gospel values and to contribute to the overall good of society.

- During 2017, the CEIST website chronicled the examples of CEIST school communities that lived their Gospel values and promoted Catholic Social Justice issues. Examples included those schools, such as Coláiste Íosagain, Portarlinton, Presentation Carlow and Presentation Ballyphehane, taking part in the John Paul 11 Awards. Through the Pope John Paul 11 Award, young people are enabled to take an active part in the life of their Church, in the life of their community and society and also become more aware of the teaching and role of the Catholic Church in the world. This enables young people to engage at a deep level with Jesus Christ.
- Other schools were involved in fund-raising for charity, climate justice initiatives and pilgrimages. Schools placed the liturgical year at the centre of their community activities.



Professor Daire Keogh delivering the keynote address at the CEIST Conference 2017.

CEIST schools continue to be supported in building a recognisable identity for themselves as part of the CEIST community.

- The CEIST Annual Conference took place on September 28th and 29th in the Hodson Bay Hotel, Athlone. Over 200 participants attended from CEIST schools. The keynote address was by Professor Daire Keogh, historian and Deputy President of DCU who spoke on the theme of the 10 year anniversary "Looking Back to Look Forward". Chairperson of CEIST, Bernard Keeley also spoke as part of the keynote on "CEIST Schools: Relationships and Responsibilities". Canon Brendan Kilcoyne, a CEIST Director, celebrated Mass and delivered a challenging homily. Nine retiring Principals and Deputy Principals received presentations at the Conference for their contribution to CEIST. Following workshops on both days and the Conference dinner, the scattering address, "Live in Hope" was delivered by Shane Martin, psychologist. Fr Gareth Byrne of the Centre for Research in Catholic Education blessed all participants on their journey home.
- The second annual CEIST golf classic took place on the morning of September 28th, 2017. Johnny McCormack, Principal of Ardscoil na Tríonóide, Athy, took the honours for the gentlemen as did Rita McCabe, Principal of St Mary's, Naas for the ladies.

- Principal Network meetings took place in June and December 2017, in four locations on each occasion. Sessions included an Ethos input and information on the new Proposal for Catholic Second-level education being presented by the Catholic Education Services Committee
- Deputy Principal Network meetings took place in January 2017 in two locations. Sessions included an ethos input and innovations being carried out by CEIST Deputy Principals in schools.
- The 2017 CEIST Bake-off took place in Ardscoil Na Tríonóide, Athy, the school that organises the event for the CEIST community, in March. The Junior winner was Grainne Julian, Scoil Muire agus Pádraig, Swinford, Co. Mayo and the Senior winner was Aisling Grehan, Scoil Mhuire, Greenhill, Carrick on Suir, Co. Tipperary.



The winners of the CEIST Bake-off Senior Category from Left: 3rd - Michaela Welby, Presentation College Currylea, Tuam, 1st Aisling Grehan, Scoil Mhuire, Carrick on Suir, 2nd - Ava Hovendon, Presentation College Athenry.



Catherine Leydon of Odlums with the winners of the Junior Category. 1st Grainne Julian, Scoil Muire agus Pádraig, Swinford, 2nd Sorcha Fogarty, Our Lady's Secondary School, Templemore and 3rd Danielle Sanderson, Convent of Mercy, Roscommon

- The CEIST website (www.ceist.ie) continues to be a very successful communications medium with schools and the wider members of the CEIST community. Preparation for the launch of a new CEIST website took place in 2017. This new website will have a more modern feel to it allowing for greater accessibility from mobile and tablet systems. Each school will have its own page on the new website for school news, events and general school information.
- The CEIST e-newsletter is published on a monthly basis and is used by schools to profile what has happened in their school throughout the given month. The newsletter also provides the latest updates from the Trust and is very useful for promoting upcoming CEIST workshops and seminars during the school calendar year.
- Twitter (<https://twitter.com/ceist1>). The Twitter social media platform has become very popular among the CEIST community with just over 80% of the CEIST schools now having their own Twitter account. These schools use Twitter to broadcast news and events occurring in their school and surrounding area. Through the CEIST twitter account @CEIST1, the CEIST office has been able to connect to these schools allowing for the sharing and highlighting of school news to CEIST followers. There are currently over 3,000 twitter followers and this number continues to grow. There is also a twitter list of CEIST schools. This list is publicly accessible from the following link (<https://twitter.com/ceist1/lists/ceist-schools>) and will only show tweets generated from CEIST school accounts. As well as connecting with schools, CEIST also uses Twitter to advertise CEIST events and management posts available in schools and the CEIST office.

CEIST schools will continue to be challenged to provide educational opportunities for all students, including those who are disadvantaged, marginalised or have special educational needs.

- In 2017, the Department of Education and Skills published a new DEIS (Delivering Equality of Opportunity In Schools) Plan. The DEIS Plan 2017 sets out the Department's vision, for education to more fully become a proven pathway to better opportunities for those in communities at risk of disadvantage and social exclusion. The 13 CEIST schools with DEIS supports, prior to 2017, retained that status and two extra schools were added. One school, not included in the new DEIS Plan has appealed that decision.
- A number of CEIST schools, including Ardscoil na Tríonóide, Athy, Our Lady's Secondary School Templemore and St Joseph's Secondary School Spanish Point began building new ASD units to better include those students on the autistic spectrum.



Mick O'Connell presents first place in the 2017 National Life Advocate Awards to Emma Dinneen of St Brigid's Secondary School, Killarney. The annual essay-writing competition aims to encourage research and critical-thinking on human rights and right to life issues. In 2017, students were asked to discuss the words of Dr Martin Luther King Jnr who said: "Our lives begin to end the day we become silent about the things that matter".

CEIST schools will continue to be provided with varied opportunities to promote their ethos.

- An Induction Course for new Principals was held on August 10th, 2017, covering Governance, Finance & Ethos
- An Induction Course for new Deputy Principals was held on August 18th, 2017 covering Governance & Ethos
- Two 'Leadership in a Catholic School' courses were run by CEIST during 2017; one in Galway in the Spring and one in Emmaus, Dublin in August. Both courses filled (40 participants) immediately. Input included Leading a Faith School, Spirituality, Understanding your Personality and Leading through the lens of the CEIST Gospel values.
- The CEIST award was presented in CEIST schools to those students who, in 2017, best lived the CEIST values in their schools.

CEIST schools will be engaged in, or have completed, the first cycle of the CSP process “Understanding and Living the Ethos in a Voluntary Catholic Secondary School.”

- This was delayed in most schools in 2017 because of the ASTI industrial action and the lack of teacher meeting time in schools.

CEIST schools will allocate the directed time and emphasis to Religious Education (RE).

- CEIST schools return an annual statistics online form to CEIST. One of the questions concerns the provision of two hours per week of RE, as outlined by the Irish Episcopal Conference and CEIST. This statistics form is discussed as part of the annual formal school visit carried out in each CEIST school by CEIST Faith, Leadership and Governance Coordinators. A small number of schools were found to be below the required time provision for RE in 2017 but had begun the process of addressing the situation.



Sacred Heart Secondary School, Clonakilty, Co. Cork, students (Laura Walsh, Maebh McCarthy, Natasha Sutton and Caoimhe Ní Sulleabháin) won the All-Ireland Concern Debating competition in the Helix, DCU in May 2017. The students from Clonakilty opposed the motion that "The Trump Presidency was a blessing in disguise for Africa".

Objective 2

CEIST will ensure that robust and respectfully operated systems of governance are in place.

A Memorandum of Understanding relating to operational matters will be agreed and put in place between CEIST and EDUCENA.

- Following the tenth anniversary celebrations that took place in October 2017, CEIST and EDUCENA began discussions to develop a Memorandum of Understanding on operational matters at both Board and Executive levels. This process will be completed in 2018.

An agreed reporting mechanism from the Executive to the Board will be reviewed annually.

- The new agreed reporting mechanism under the Strategic Plan 2017-2020 was used during 2017.

CEIST office operational management systems will be regularly reviewed and updated.

- In 2017, CEIST began the process of updating the Trust website to meet the ever-changing needs of schools and other stakeholders. The aim is to make the website more accessible and to ensure easy access to school information and news as well as to the wealth of resources available for teachers.

CEIST will continue to promote excellent corporate governance.

- In 2017, the CEIST Board of Directors held ten meetings (January 26th, February 16th, March 2nd, April 6th, May 3rd, June 8th, August 23rd, September 28th, November 9th and December 14th). The August meeting included in-service training and took place over August 23rd and 24th.
- The AGM of the Company took place on May 3rd, 2017. (The Chairperson and CEO of CEIST held two informal meetings during 2017 with CEIST Members to appraise them of the ongoing work of the Trust.)
- The CEIST Audit Committee held nine meetings during 2017.

Strategies will be devised to support the viability of schools in financial difficulty, in areas of demographic challenge and/or economic hardship.

- In 2017, CEIST engaged with a number of schools experiencing financial difficulty. With the assistance of EDUCENA, financial support was provided, operational support and advice was provided to Finance Subcommittees and Boards of Management and there was regular engagement with school accountants and Principals to identify areas for cost savings etc.
- Some schools experienced financial difficulties or face the prospect of financial difficulty. We have identified the following as being the most common reasons for CEIST schools finding themselves in difficulty from a financial viability perspective;
 - Reduction in pupil numbers in some of our inner city schools, mainly as a result of the changing demographics in the cities in which they are located.
 - Schools experiencing a reduction in pupil numbers due to competition from other schools.
 - Overspends on school capital works.
 - Poor financial management and financial reporting to the Board of Management.
- In order to monitor our schools that show symptoms of financial stress, updated reports on current schools in financial difficulty and schools showing symptoms of potential stress is presented regularly to the CEIST Audit Committee. These reports are reviewed and discussed in detail by the CEIST Audit Committee, the CEIST Board of Directors and finally the Joint Finance Sub Committees of CEIST and EDUCENA. Schools identified as being “at risk” are monitored closely. CEIST works with these schools to encourage an increase in income and decrease in expenditure so that they might return to financial viability.

CEIST will continue to foster an environment of trust and respectful communication with its schools.

- The CEIST Executive is grateful to schools for their continued engagement, hospitality and assistance in so many ways throughout 2017.
- CEIST Coordinators attended all meetings of Inspectors with Boards of Management before and after the 6 Whole School Evaluations in CEIST schools in 2017. Many of these evaluations highlighted the living ethos in CEIST schools.

"The board places high value on a holistic education programme and ensuring a Catholic ethos", (Greenhills).

"The CEIST charter is evident in all aspects of school life and the whole-school community demonstrates a sense of pride in the traditions of the school" (Loughrea).

"The very strong ethos of the school, driven by the very effective board of management and senior management team, has led to a clear student-centred focus where the holistic development of each student is to the fore" (Milltown).

CEIST will continue to ensure that Boards of Management understand and fulfil their responsibility and accountability to the Trust.

- Annual School Budgets

Article 15(c) of the *Articles of Management for Catholic Secondary Schools* sets out that the school Board of Management should prepare a budget each year and submit same to the Trustees. It is a CEIST requirement that the budgets in respect of the school year commencing on the 1st September be submitted to the CEIST Education Office. The deadline for submission of annual school budgets to the Trustees is the 31st May each year.

- Annual School Accounts

The FSSU Guidelines state that:

"When the Trustees/Patron is satisfied with school's accounts, a Declaration signed by the Trustee/Patron is sent to the Board of Management which is then forwarded to the JMB Financial Support Services Unit together with a copy of the final accounts by the end of January at the very least"

The deadline for submission of the school's Annual Financial Accounts is 1st December each year for review by the Trustees.

- Approval, by CEIST, of all Capital Expenditure by CEIST Schools

Article 27 of the *Articles of Management for Catholic Secondary Schools* states:

- (a) Any extension, improvement or replacement of school building requires Trustee approval
- (b) Hire purchase/lease agreements, bank loans, overdrafts or any other loan may not be arranged without prior Trustee approval
- (c) All Capital Expenditure including Summer Works Scheme, and expenditure above the permitted level (€2,500 per 100 pupils (once off per annum)), must be approved separately by the Trustees.

Through continuous training, schools continue to be made aware of their obligation under Arts. 27 & 28 of the Articles of Management to seek CCEIST approval in relation to school capital works prior to such works being initiated. Applications should be made on the Appendix V form, which is then brought to the CCEIST Board for consideration and, where applicable, to the EDUCENA Board.

There continues to be an improvement in the compliance rate of schools completing the application form seeking permission from the Trustees to carry out Capital Expenditure at their schools. A log of school property queries & requests for additions/repairs/improvements is maintained for the attention of the respective CEOs of both CCEIST and The EDUCENA Foundation for appropriate action.

- In October 2017, 32 new Boards of Management were appointed to CCEIST schools. As always, finding committed and available Trustee nominees can be challenging. CCEIST is indebted to all those members of Boards of Management who give of their time, expertise and experience for the benefit of the students in CCEIST schools. To assist the Boards, CCEIST engages in training by means of the following:
 - Board of Management Training (in association with AMCSS (Association of Management of Catholic Secondary Schools)/ JMB (Joint Managerial Body). November 2017 covering Governance, Finance & Ethos
 - Board of Management Training for new CCEIST Boards. October-December 2017 covering Governance & Ethos
 - Chairpersons' Day. October 26th, 2017 covering Governance & Human Resources. (Principals were also invited).

CCEIST will continue to ensure that there is regular and robust reporting on finance and relevant school matters from schools to the Executive.

- In 2017, support was offered to schools by the CCEIST Finance Manager and School Coordinators in the area of financial reporting. The reduced number of Accountants now working with CCEIST schools also helps to ensure that there is more consistent and timely reporting.

CCEIST will embed the practice of formal school visits.

- In the 2016-2017 school year, every school received a formal school visit from the school Coordinator. Trustee matters, including the school's ethos in practice were discussed at each visit.

CCEIST will continue to support school Boards of Management in the appointment of leaders personally committed to the Catholic ethos and characteristic spirit of CCEIST schools.

- In 2017, CCEIST supported Boards of Management in the appointment of 11 new school Principals, two of those in an acting capacity. 43 new Deputy Principal appointment processes were also supported by the CCEIST team, four of those in an acting capacity. The great increase in the number of Deputy Principal positions arose because the Department of Education and Skills adopted new criteria whereby a second Deputy Principal was appointed to a school with over 699 pupils and a third to any school with over 900 pupils.
- 11 CCEIST schools now have three Deputy Principals and a further 14 schools have two Deputies. In all processes the competency of "Leadership in a Faith School" was integral to the process.

Objective 3

CEIST will be proactive in building relationships that will further the provision of Catholic Education in Ireland.

CEIST will enhance professional relationships between CEIST & CEIST stakeholders and will continue to provide ethos in-service opportunities for CEIST schools.

- In 2017, in-service was provided for Religious Education teachers in February in Athlone and Thurles. 101 RE teachers attended between the two days.
- On March 14th 2017 the Student Leadership Conference took place in St Patrick's campus, DCU. Over 250 students from CEIST schools attended, with 70 accompanying teachers. The Conference was opened and blessed by Archbishop Diarmuid Martin and addressed by Paralympian second-year student from Colaiste Íosagáin, Portarlinton, Nicole Turner. Students attended workshops on the topic of "Laudato Si" and their own leadership initiatives in schools. The conference was addressed in the afternoon by Minister for Education and Skills, Richard Bruton T.D.
- In 2017, the Alliance for Catholic Education (ACE) began work with three CEIST schools in Co. Kerry on a two year school culture and ethos initiative. Teams from the three schools attended a workshop in early August and have been working with the staff in their respective schools since then.

CEIST will, as a provider of faith-based education at second-level, have clarified and established its identity as an authoritative voice for Catholic education.

- This is ongoing work and will continue to receive attention by the Board and Executive of CEIST.

CEIST will have a role in commenting publicly on issues that impact on CEIST schools.

- The CEO spoke at a conference organised by the Alliance for Catholic Education 'Looking Forward: A public conversation on the future of Catholic Schools in Ireland', which took place at the Notre Dame – Newman Centre, Dublin. It was chaired by former government secretary and now deacon Rev. Dermot McCarthy.

CEIST will continue to cultivate greater cohesiveness within the wider Catholic education community.

- In 2017, CEIST engaged in discussion with Mary Immaculate College, Limerick on the provision of an accredited short course for aspiring leaders in CEIST schools. This course can be provided in different locations around the country and credits earned can be used for further study.
- Following his work with the Working Group established by the Catholic Education Services Committee to develop a Plan for the future of Catholic second-level education in Ireland, Mr Bernard Keeley, Chairperson of CEIST, was appointed to the Implementation Group to put the plan into action. The work of this group is intended to establish the future cohesion of the Catholic education sector at second-level and provide for a unified voice on management and trustee matters.
- The CEIST CEO is a member of the board of the Association of Trustees of Catholic Schools, an organisation that represents the interest of Trustees of Catholic schools in Ireland.

- The CEIST CEO was also appointed to the Catholic Schools' Partnership at the end of 2017. The Catholic Schools Partnership (CSP) is an association established by the Irish Bishop's Conference and the Conference of Religious of Ireland. It was formally launched in 2010 to, inter alia, foster coherence in Catholic Education at a national level.

CEIST will continue to approach other agencies in a spirit of trust and willingness to share information and expertise.

- During 2017, as part of its involvement with ATCS and otherwise, CEIST worked with other Trust bodies and education providers. For example, CEIST continues to cooperate with ERST (Edmund Rice Schools Trust) and Clare Limerick ETB to provide a new Community School in Ennistymon. CEIST is also working with ERST to provide for increased cooperation between their respective schools in Callan, Co. Kilkenny.
- The CEIST CEO is a member of the trustees of Mary Immaculate Teacher Education College.
- In 2017, the CEIST CEO was involved in the recruitment of a CEO for the Catholic Schools Trustee Service of Northern Ireland.

CEIST will continue to work to minimise unnecessary duplication of reporting and training through enhanced cooperation with other education agencies.

- CEIST meets a number of times each year with AMCSS (Association of Managers of Catholic Secondary Schools)/ JMB (Joint Managerial Body) to ensure that there is no duplication of service provision or requests to schools. The CEIST Board of Directors met formally with the Chairperson and CEO of AMCSS/JMB in August 2017.
- CEIST also met with the Centre for School Leadership (CSL) to discuss how training for aspiring senior leaders could include a specific ethos element.

Presentation Secondary School, Ballyphehane, Co. Cork celebrating 50 years

A community Mass was held in Presentation Secondary School, Ballyphehane on Tuesday 21st November to celebrate the work of the Presentation Sisters in Ballyphehane over the last 60 years. The Presentation Primary School is celebrating 60 years while the Secondary School celebrates 50 years. 22 Presentation Sisters attended the Mass, as well as Dr. Marie Griffin of CEIST.. Presentation Sisters, staff of both schools, retired staff, parents, past pupils and parishioners enjoyed refreshments in the school afterwards.



Pictured at the Ballyphehane celebrations:

Ms. Gillian Murphy (Deputy Principal), Dr. Marie Griffin CEIST, Dr. Frank J. Steele (Chairperson, BOM), Ms. Nicola Barrett (Principal)

St. Raphael's College, Loughrea Centenary Celebrations



On Friday 8th December 2017, St. Raphael's College, Loughrea brought a fitting end to their year of Centenary events with the official opening of their new school extension with a celebratory Mass celebrated by the Bishop of Clonfert Diocese John Kirby. 300 people, made up of invited guests, students, teachers and principals both past and present alike, along with some local residents attended. The Mass was clearly a celebration of how far the school has come in just 100 years. An opening hymn from the school choir of 'Shout to the Lord' set the tone of the Mass. During the Mass, attendees were also treated to the first ever performance of a piece of music which was specially commissioned to celebrate the centenary of the school. "Silver Lake" which was composed by Gerry Miley and James Wickham was performed by the composers and a selection of talented student musicians.

School principal, Mr. John Hardiman, opened the service, delivering a speech that spoke of his pride in being part of such a special day for St. Raphael's College. Other key speakers on the day including Marie Griffin, the CEO of CEISCT, Mattie Quinn, on behalf of the school's Board of Management and Anna Griffin, editor of the anticipated Centenary book which is a great record of the school over the last 100 years.

On a day where there could have been dozens of choices to officially open the new school, Mr. Hardiman selected a person extremely close to the school and someone who has come to be respected by both staff and students equally. Sr. Anne Farrell is a past pupil, worked in St. Raphael's in both teaching and chaplaincy roles and currently maintains a pastoral position in the school. Sr. Anne was considered the perfect person to officially cut the ribbon, uniting the extensive past and exciting future of St. Raphael's College, Loughrea.

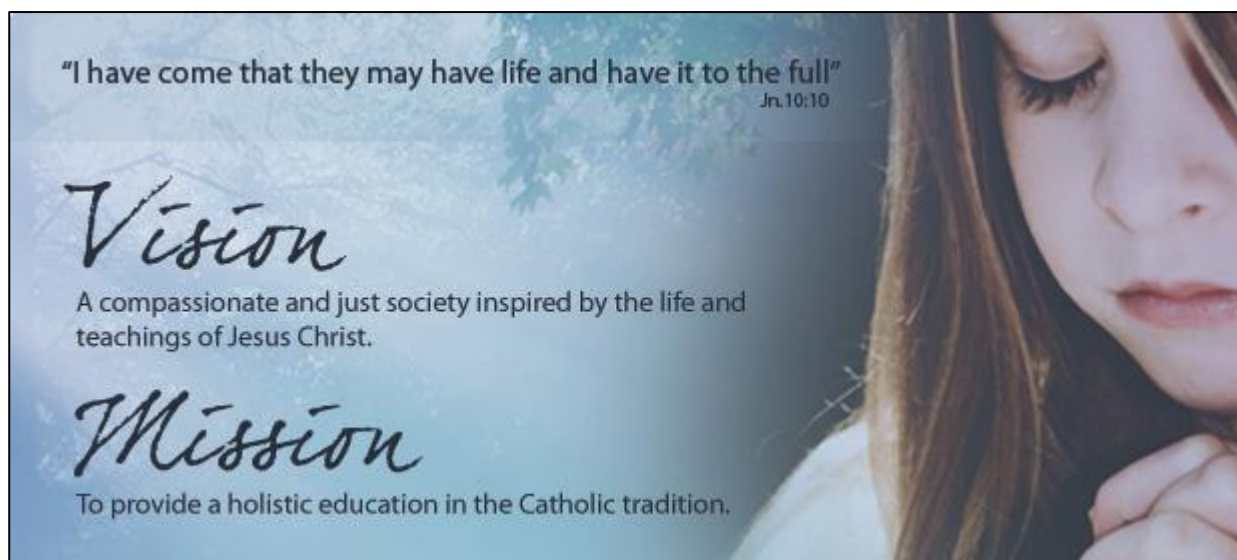
CEIST - 2017 Financial Performance

The CEIST Financial Statements for the Year Ended 31st December 2017 are prepared in accordance with The Companies Act 2014 and FRS 102.

Financial Summary

| | 2017 | 2016 |
|---|--------------------|--------------------|
| | €'000 | €'000 |
| <u>Income</u> | | |
| EDUCENA Funding | 558 | 549 |
| Licence Fees | 292 | 291 |
| Sponsorship/Donations | 35 | 20 |
| Miscellaneous Income | <u>30</u> | <u>27</u> |
| | <u>915</u> | <u>887</u> |
| <u>Administrative Costs</u> | | |
| Employee Costs | 630 | 628 |
| Depreciation | 17 | 12 |
| Rent and Management Charges | 25 | 21 |
| Travel and Subsistence | 57 | 50 |
| Website Development IT Costs | 24 | 18 |
| Rationalisation of Schools | 11 | 74 |
| Student Conference/Training/Publications/Awards | 26 | 19 |
| Ethos Development | 13 | 0 |
| Other Costs | <u>115</u> | <u>96</u> |
| | <u>921</u> | <u>918</u> |
| (Excess) of Expenses over Income | <u>(6)</u> | <u>(31)</u> |

No internal control issues arose from the audit of the CEIST Company Limited by Guarantee Financial Statements in respect of the year ended 31st December 2017.



Board of Directors

| | |
|------------------------|--------------------|
| Mr Bernard Keeley | Chairperson |
| Ms Maeve Mahon | Deputy Chairperson |
| Mrs Anne McDonagh | |
| Sr Canice Hanrahan | to 03/05/2017 |
| Canon Brendan Kilcoyne | |
| Sr Ella McGuinness | to 03/05/2017 |
| Senator Rónán Mullen | to 03/05/2017 |
| Sr Helena O'Donoghue | |
| Mr John O'Donovan | |
| Ms Freda Nolan | |
| Mr Eugene O'Sullivan | |
| Sr Mary Rossiter | |
| Mrs Anne McDonnell | from 23/05/2017 |
| Mr Donal Cronin | from 23/05/2017 |
| Mr David Cox | from 23/05/2017 |

Audit Committee

| | |
|--------------------|-----------------|
| Mr John O'Donovan | Chairperson |
| Sr Canice Hanrahan | to 03/05/2017 |
| Ms Freda Nolan | |
| Sr Mary Rossiter | from 13/10/2017 |

CEIST STAFF

Chief Executive Officer

Dr Marie Griffin

Faith Leadership and Governance Coordinators

Dr Amalee Meehan to 03/11/2017

Catherine McCormack

Justin Brown to 14/08/2017

Gerry McGuill

Gerry Watchorn from 12/09/2017

Colin Roddy from 07/11/2017

Finance Officer

Bernadette McKeown

Information and Communications Systems Manager

John Woods to 26/05/2017

David Conway from 19/06/2017

Administration

Rosemary Greene

Caritas College Ballyfermot 50 Year Anniversary



2017 marked 50 years of Caritas College providing quality Catholic secondary education for girls in Ballyfermot. To mark the occasion, Mass was celebrated by Archbishop Diarmuid Martin in the school hall on October 1st. In attendance were members of the Community of the Daughters of Charity who founded the school in 1967, following the national introduction of free post-primary education. Past and present priests of the parish, pupils, parents, members of staff and board of management, and many others from the local community were in attendance.

The school choir and a group of past pupils sang and alumni and teachers spoke of the positive impact Caritas College has had on the lives of our students through the years. Afterwards all were invited to tour the school and view the exhibits on display to mark the occasion. One particular favourite was the recreation of a typical Dublin home from 1967.

The evening concluded with a reception in the all-purpose area where all gathered to reminisce, and five principals, past and present, Sr. Claire Sweeney, Ms Sandra Doyle, Sr. Loretto Kelly, Ms Adrienne Whelan and Sr. Phyllis Lee cut the anniversary cake (Pictured).

