

Annual Report 2014

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.

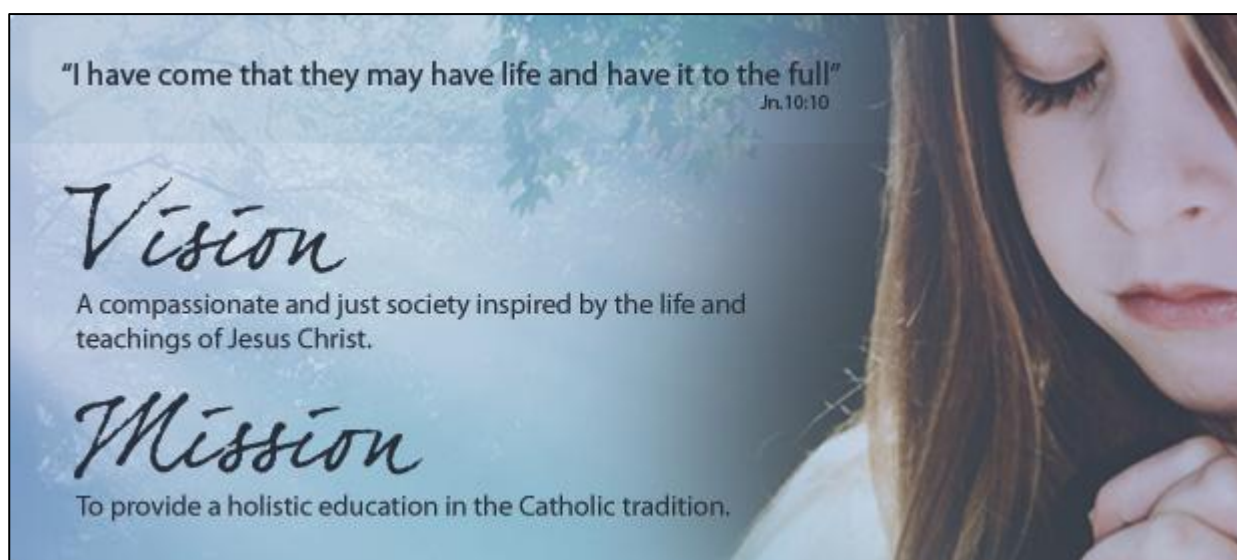
To ensure that education in the Schools is imparted in an environment where students are inspired and enabled to direct their lives in accordance with Gospel values and to contribute to the overall good of society.

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

"Most encouraging however is to see each child reach their own potential, whatever that potential might be. These improvements are perfectly consistent with our...Christian goal of helping each student to reach his/her potential in all aspects of school life" Annual Report, St Raphael's College, Loughrea.

"Catholic secondary schools form a central part of the overall voluntary sector in Ireland. The vast majority of such schools were established and initially funded by religious congregations and dioceses with a particular vision of education. In religious founded schools, the majority, the charism of the founder/foundress was the inspiration that led a particular movement to grow. Religiously professed sisters, brothers and priests staffed these schools and their presence provided a professional and human resource base on which secure foundations were laid. From the 1960s onwards large numbers of professional lay staff joined these schools and over time were employed in leadership roles. More recently, with the declining number of religiously professed personnel, many of these congregations have transferred their schools to new trustee bodies. These new voluntary organisations, with a civil and canonical identity, are now charged with giving contemporary expression to an inherited charism".

Catholic Education at Second-level in the Republic of Ireland: Looking to the Future (2014)



Board of Directors

Mr. Bernard Keeley	Chairperson
Ms. Maeve Mahon	Deputy Chairperson
Senator Ronan Mullen	
Canon Brendan Kilcoyne	
Dr Sandra Cullen	
Sr. Canice Hanrahan	
Sr. Ella McGuinness	
Sr. Joan O'Reilly	from 17/10/2014
Sr. Mary Rossiter	from 17/10/2014
Sr. Helena O'Donoghue	
Mr. John O'Donovan	
Mr. Eugene O'Sullivan	
Sr. Margarita Ryan	to 04/12/2014
Sr. Sheila Kelleher	to 12/06/2014
Mr. Brian Matthews	

Audit Committee

Mr. John O'Donovan	Chairperson
Sr. Joan O'Reilly	
Sr. Canice Hanrahan	

CEIST Staff

Chief Executive Officer

Anne Kelleher (to 19/04/2014)

Dr Marie Griffin (from 01/06/2014)

Faith Leadership and

Governance Coordinators

Dr Amalee Meehan

Catherine McCormack

Justin Brown

Tom Loughnane (to 30/09/2014)

Gerry McGuill (from 01/10/2014)

Financial Officer


Bernadette McKeown

Information and Communications Systems Manager

John Woods

Administration

Siobhán Stopes



CEIST aims, in a spirit of collaboration,
to continually invite its members to reach their potential,
in the context of a school faith community
which seeks to consciously embody a true expression
of the Reign of God as announced by Jesus Christ.

Foreword from the Chairperson for the 2014 Annual Report

On behalf of the Board of Directors of CEIST I welcome you to our 2014 Annual Report and thank you for taking time out to read it. We are pleased to present to you an outline of the work of CEIST – work which is vital for sustaining the vibrancy of our 110 schools across the network.

As a Board, we are entrusted by the Members of CEIST to ensure that the CEIST Charter becomes a lived reality in our schools on a daily basis. Our Charter demands that our schools are communities where Gospel values are upheld and promoted. We are further tasked with ensuring our schools are communities where excellence in teaching and learning prevails. These are not simple tasks!

For our work to be successful we rely on the dedication and commitment of our CEO and executive. We thank them for their commitment, energy, enthusiasm and stamina. During the course of 2014 Ann Kelleher and Tom Loughnane left us. On behalf of all that comprise the CEIST community we thank Ann and Tom for their work and commitment in fostering the values of CEIST and welcome Dr Marie Griffin to the role as CEO.

I wish to take this opportunity to thank the 880 dedicated members of Boards of Management of CEIST schools to whom we delegate the task of managing our schools. Particular thanks to the Chairpersons of our boards. Your voluntary effort is deeply appreciated and valued. You perform vital work on behalf of the Trustees.

We acknowledge that Principals and Deputy Principals operate in a very complex and challenging educational environment. Your tireless work and dedication is noticed, is appreciated and is regarded as invaluable in the promotion of our Charter. The efforts and dedication of our teachers, support staff and ancillary staff create the positive environments in our schools, where students can flourish, grow and most importantly are challenged and inspired. We thank you for your critical contribution.

You our students, you are the reason we engage in this work. You inspire all of us to work as hard as we can to ensure we create caring communities where excellence in teaching and learning prevails. The aim of our work is that you in turn have an opportunity to take your place in a just and responsible society. We thank your parents and guardians for entrusting us with your education. As a CEIST community, we are humbled and honoured to share your education journey with you.

Le gach dea-ghuí,

Bernard Keeley,

Chairperson, Board of Directors CEIST Ltd.

Introduction

It was an honour to take up the role as CEO of CEIST in June 2014. Since then, I have been learning more about the work of CEIST and getting to know at least some of the 110 schools in the Trust.

The CEIST conference was a wonderful opportunity to meet so many of our Principals and Deputy Principals and to hear about the outstanding work that is being carried out to promote ethos, including social justice initiatives, mentoring, promoting inclusivity, countering racism, discrimination and bullying, meaningful liturgies, community involvement, care and compassion. Hopefully, we will get the opportunity to support schools in that work in the years ahead.

While 2014 was noteworthy for the opening of our first new school in CEIST – Scoil na Tríonóide Naofa, Doon - the year also sadly saw the beginning of the Scoil Carmel closure. The legacy of the school's work with girls in the city area of Limerick for many generations will be acknowledged in these last years. As we evaluate the year's work we also remember those Sisters, teachers and students who passed away in 2014 and commend them to God.

I look forward to getting to know more schools in the CEIST community in 2015 and to working with them to promote Catholic education.

Dr Marie Griffin,

CEO, CEIST Ltd

This Annual Report describes the progress made in 2014 towards achieving the objectives set out in the **Strategic Plan 2012-2016**.

The strategic goals are:

Goal 1: Faith Leadership in the CEIST Community

Goal 2: Good Governance

Goal 3: Effective Systems

Goal 4: Well- Supported Leadership

Goal 5: Communications and Partnership within the Wider Education Sector

Goal 6: CEIST Team Formation

It is of note that many actions achieve a number of goals but are identified only under one in each case.

CEIST

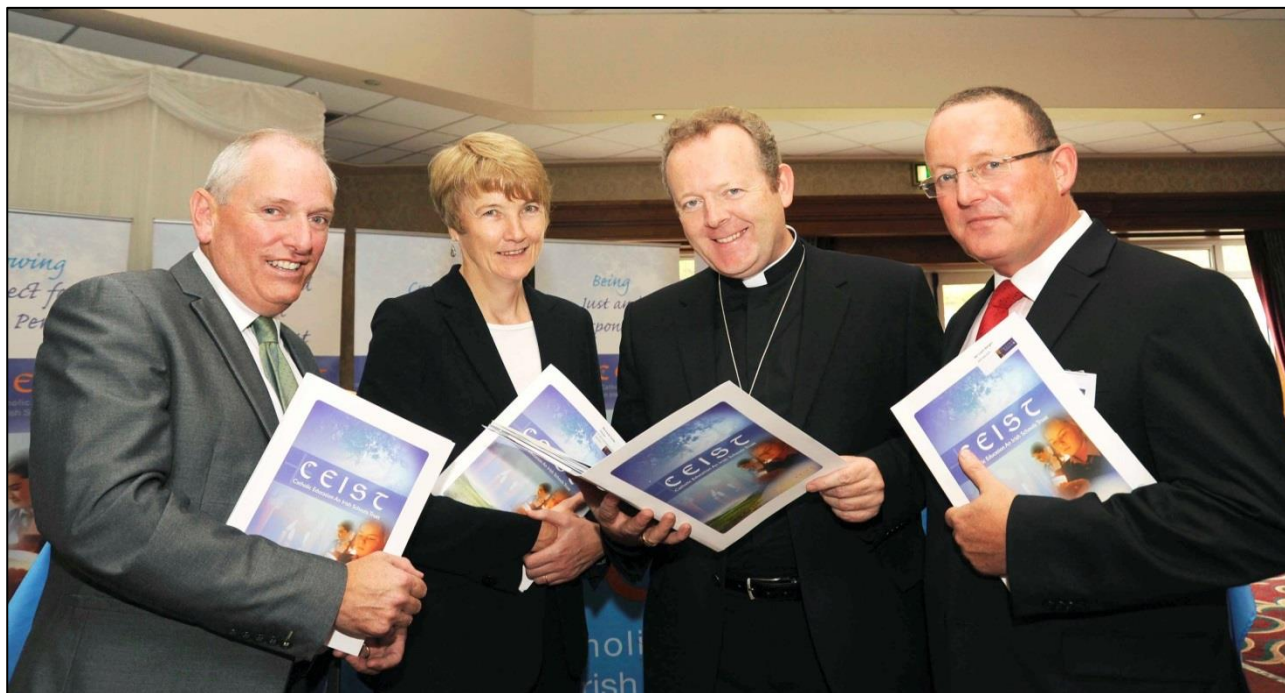
CEIST is a large organisation, having patronage responsibilities for 110 schools (15% of Irish second-level schools). In September 2014, there were 57, 565 students in our schools. That was an increase from 57, 388 students in the previous academic year, despite no First Years being enrolled in Scoil Carmel, Limerick. The following is a broad picture of the CEIST schools in the 2013/14 academic year.

CEIST schools	110	Girls only	64	Co-educational	46
DEIS	13	Non DEIS	97		
CEIST students	57,388	Girls	46,066 (80%)	Boys	11,322 (20%)

CEIST schools provide second-level education for 30% of the students in the voluntary secondary sector and over 17% of the second-level students nationally.

	No. of schools	No. of pupils
CEIST schools	110	57,388
Voluntary Secondary Schools (incl. CEIST)	374	188,791
ETB schools	254	88,247
Community & Comprehensive schools	95	56,137

Figures based on 2013/2014 academic year



Pictured above at the CEIST conference is Mr. Bernard Keeley, Chairperson CEIST Board of Directors, Dr Marie Griffin, CEIST CEO, Archbishop Eamon Martin and Mr. Liam Bergin, Educena CEO.

As a Catholic school, we diligently observe the liturgical year. All year groups had a mass at the beginning of the school year. Mass for first years was celebrated... The parents, the Sisters and the Leaving Cert prefects, who are cairde to the first years, were invited to this Mass. It is a very important occasion as it reinforced the Catholic ethos of the school and also welcomed the first years and their parents into our school community. Parents and students came back to the school afterwards for refreshments. The students planted an oak tree to mark their new beginning in HRC. Holy Rosary College, Mountbellew, Annual Report.

Goal 1: Faith Leadership in the CEIST Community

(a) CEIST Conference

The Ninth Annual Education Conference was held in the Hodson Bay Hotel, Athlone, Co. Westmeath on Thursday, 25th & Friday, 26th September, 2014. The theme for this year's conference was ***Living the message of Pope Francis in CEIST Schools.***

Ninety Eight of our one hundred and ten schools were represented at the conference. Workshops dealt with Mindfulness (Fr. Jim Purcell), Emerging LGBT Issues (Millet & Matthews), Tablet Devices for schools (John Woods) and Disciplinary and Grievance Procedures (Margaret O' Gorman, Eversheds). Participants at the Conference identified ways in which they were living out the message of Pope Francis in schools and what they could do into the future.

(b) Ethos in-service in schools

Eight ethos in-service sessions were presented to schools during 2014. CEIST staff also presented on ethos at the Diocese of Elphin 'Religious Education Going Forward' conference and an ethos input to teachers of Religious Education in all Catholic second level schools in the dioceses of Kildare and Leighlin, Ossary, Ferns, and Waterford & Lismore.

(c) Ethos resources

Sample prayer services were sent to all CEIST schools for the opening of the school year. Ethos/RE resources are available on the CEIST website and were regularly updated in 2014.



Pictured above are students from Presentation Secondary School, Clonmel on their Lenten Pilgrimage to St. Patrick's Holy Well, Clonmel, Co. Tipperary.

Goal 2: Good Governance

(a) Board of Management Renewals

During 2014, thirty-three Boards of Management were appointed in CEIST schools. A total of thirteen new Chairpersons and thirty-nine new Trustee Board members were required. CEIST appreciates all the work done by each member of the Boards as the schools could not operate without their contribution.

Filling Boards of Management is proving ever more difficult, particularly in some parts of the country. It may be possible in the future to link membership of Boards of Management of Catholic schools to initiatives such as Catholic Schools Week, to invite faithful members of the community to express an interest in serving their local school and families in this way. Some such invitation will be necessary to ensure that Boards can be filled into the future.

(b) Senior Management Appointments

In 2014, sixteen Principals and twenty-two Deputy Principals were appointed in CEIST schools. CEIST personnel were involved on the interview panels for all appointments. It was agreed in 2014 that CEIST personnel will lead the appointment process and Chair the selection panel where requested. For some small schools, the costs associated with a senior appointment process (advertising etc.) can be prohibitive. In a small number of schools, it was necessary to readvertise the positions because of a dearth of applicants. For this reason, training for leadership was identified as a priority for 2015.

“Everything that we do, all that we stand for, comes back to that wonderful desire of Jesus - that we may have life and have it to the full! We all play our part in making that vision a reality for the young people in our care - we do our best, as your Charter puts it: to light the fire of faith, hope and love in their lives; to give them minds that are inquisitive for learning, to nourish in their hearts a hunger for wisdom and an instinct for compassion, to spark in them a spirit that is restless for justice”.
(Archbishop Eamonn Martin, speaking at the CEIST Conference, September 2014).

(c) CEIST Training

CEIST carried out training in 2014 for members of the CEIST school communities:

1. Induction of new Principals and Deputy Principals, August & October 2014. Governance, Finance & Ethos
2. Principals' Training (in association with ALLIANZ), September 2014. Health & Safety
3. Board of Management Training (in association with JMB) November 2014. Governance, Finance & Ethos
4. Board of Management Training for new Boards. October-December 2014. Governance & Ethos
5. Chairpersons' Day. October 2014. Governance & Medical issues.
6. Caretakers' Training (in association with ALLIANZ), October 2014. Health & Safety
7. Finance Sub-Committees, Financial Management Training

Goal 3: Effective Systems

(a) Effective Financial Systems

The key responsibilities of the CEIST finance function include:

1. Managing and reporting on the financial affairs of CEIST Limited
2. Assisting and supporting the 110 CEIST schools in developing and monitoring best practice in financial management consistent with the Joint Managerial Body (JMB) and CEIST guidelines
3. Monitoring the financial well-being of all CEIST schools and ensuring that remedial financial action is taken, when required, by schools Boards of Management
4. Reviewing the Annual Financial Budgets of all CEIST schools together with reviewing the Annual Financial Accounts of the schools
5. Reviewing and assessing all Capital Expenditure Proposals submitted by CEIST schools prior to they being considered by the CEIST Board and if necessary the Board of the Educena Foundation

A number of small schools are finding it increasingly difficult to operate within funds because of recent reductions in the capitation fee paid by the State. The establishment by each Board of a Finance Sub-committee was identified as a priority in 2014. No significant internal control issues arose from the audit of the CEIST Limited Financial Statements in respect of the year ended 31st December 2014.

Licence Fees

All CEIST schools pay a licence fee on an annual basis to the Trust and did so in 2014.

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 these budgets in respect of the school year commencing on the 1st September be submitted to the CEIST Education Office by the previous 31st March each year for review by the Trustees. There was a marked improvement in the quality of information provided in the budgets in respect of the 2014/15 school year.

Annual School Accounts

The FSSU (Financial Support Services Unit of the Joint Managerial Body (JMB)) 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”

In order to comply with the above timescale, CEIST requirements are that a copy of the school's Annual Financial Accounts for the year ending the previous 31st August be submitted to the CEIST Education Office by the 1st November each year for review by the Trustees. Some schools are challenged by this timeframe.

Approval of Capital Expenditure

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

All Capital Expenditure including, Summer Works Schemes, and expenditure above the permitted financial levels, 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 CEIST approval in relation to school capital works prior to such works being initiated. Applications should be made on the appropriate form which is then brought to the CEIST Board for consideration and to the Educena Foundation Board where applicable. In 2014, there was a marked improvement in the compliance rate of schools completing the appropriate application forms (Appendices V, VI & VII) seeking permission from the Trustees to carry out capital works at their schools. A log of school property queries & requests for additions/repairs/improvements is maintained for the attention of the CEO of both CEIST and Educena for appropriate action.

Monitoring of schools in financial difficulty/showing early symptoms of potential stress

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;

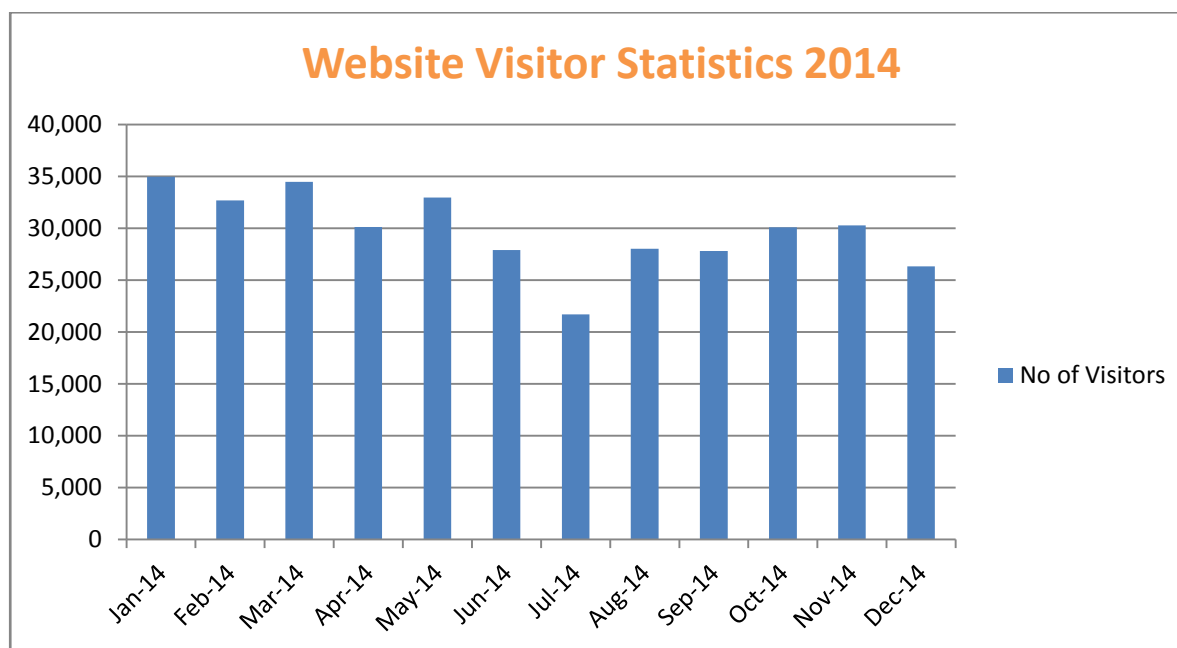
- Reduction in pupil numbers in some schools, mainly as a result of the changing demographics in the areas in which they are located
- Schools experiencing a reduction in pupil numbers due to competition from other schools
- Overspends on school capital works
- Poor financial management and financial reporting to the Board of Management

In order to monitor our schools that show symptoms of financial stress we prepare a Red/Amber/Green (RAG) Analysis of all 110 CEIST schools (this uses the Red, Amber and Green indicators of a traffic light to visually highlight issues). The RAG Analysis is a working document and is updated quarterly on receipt of information from schools. The RAG Analysis is reviewed and discussed in detail by the CEIST Audit Committee, the CEIST Board of Directors and finally the Joint Finance Sub Committee of CEIST and the Educena Foundation. 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 a more stable financial position. Procedures to ensure better controls are recommended to be put in place at school level where necessary.

(b) Information and Communication Technology (ICT)

CEIST Website

The CEIST website continues to serve as a very important medium in building community with our 110 schools and wider CEIST community. It is primarily being used to promote the “good news” from our schools and it also of course provides the latest updates from the Trust.



In the past year (2014), there was a total of **357, 243** visitors to the CEIST website, resulting in an average of **29, 770** visitors per month. The highest number recorded during the past year was in January (**34, 958**). Issues were unfortunately encountered during the past year with usage of the content management system and also a lack of autonomy in making structural changes to the website. These issues resulted in long delays to adding articles to the site and lack of control with regards to making structural changes to “refresh” the appearance of the website. Thus, it is planned to move to a new platform (WordPress) and create a new refreshed website in 2015.

CEIST E-News

Our monthly e-newsletter is used to supplement our website and it has proved quite popular with our schools as a vehicle for profiling their latest news. We currently distribute the e-news to 1, 200 subscribers on the last working day of each month. The e-news is hosted on the same platform (Fraynetwork) as the website; hence similar issues were identified in the past year with lack of autonomy in adding sections and difficulties with mailing to our subscribers as it was going to their spam box. It is thus planned to design a new e-news template and e-mail to subscribers with free software called Mailchimp in 2015.

CEIST E-Portal

The E-Portal (<http://forms.CEIST.ie>) is our online portal that CEIST schools use to submit their statistical returns. We pre-populated the online statistical form with previous year's data to save schools time in completing for this term (2014-15) and it has proved popular with schools as they now have an online repository of their statistical data where they can also print a full report in PDF if they so wish. The online portal is connected to a back-end database which we use to query statistical data on our schools and produce ad-hoc reports.

Twitter

This social media platform that we use has gone from strength to strength during 2014 and we have at the time of writing 1, 058 followers. It has proved invaluable in directing more people to our website and greatly assisted in building relationships with Parents, Staff, other Trusts and educational networks.

CEIST ICT Infrastructure

The CEIST firewall was upgraded and renewed for a further 3 years. Our VOIP phone system has resulted in significant savings and we continue to avail of the free “Google Apps for Education” for our email and office apps.

School ICT Initiatives

A pilot project was completed with the installation of cloud computing platform, Microsoft Office 365, with two of our Sligo schools, St Mary's College, Ballysadare and Coláiste Mhuire, Ballymote. Our thanks to Seamus Ryan of H2 consulting who was asked to work on the project with the two schools and carry out training for staff in using the platform. The office 365 platform provides free email with standard school address for all students/staff and a SharePoint portal for uploading and accessing subject resources by staff and pupils from anywhere on any device. We plan to hold workshop(s) for schools who may be interested in implementing Office 365, where issues and benefits from the pilot project could be provided by the two schools involved.

School Visits – ICT

A number of schools looked for advice with regards implementing IT initiatives in their schools such as Google Forms, Twitter/Facebook, Tablet Devices, Microsoft Office 365, Google Apps for Education, Cloud Printing, etc. with visits carried out to schools in some cases to survey IT setup and make recommendations in moving to next stage of development.



Pictured (on left) at the launch of the CSP publication are Principal Gwen Brennan of Presentation Warrenmount with sixth year students. Pictured on right are students from Presentation College Carlow who were declared the overall winners of the F1 in Schools Technology Challenge 2014.

Goal 4: Well-supported Leadership

Contact with Schools

The CEIST team work regularly with school senior management to:

- (i) Collate, contact and respond to board of management minutes, annual reports and school correspondence.
- (ii) Seek information where necessary on the financial status of the school, keeping the CEIST Financial Officer informed, contributing to the RAG analysis and developing links with the Financial Services Support Unit (FSSU).
- (iii) Progress and facilitate school buildings/extensions/amalgamations.
- (iv) Promote technology as a means of disseminating data and information intra-school and between schools and Trust.
- (v) Meet Senior Management and Staff around Trustee issues
- (vi) Represent the Trust perspective at Whole School Evaluations: Management, Leadership & Learning (WSE/MLL). There were thirteen WSE/MLL evaluations in CEIST schools in 2014.

“The report from St. Joseph’s, Lucan noted that a ...“Good relationship with the trustee body CEIST was evident. It has provided training for members of the board. The CEIST representative at the meeting between the evaluation team and the board was very informed about and supportive of recent initiatives in the school”.

- (vii) Represent CEIST at School Ceremonies to promote ethos.



CEIST held an Induction Day for our recently appointed Principals and Deputy Principals on the 12th of August 2014, which was kindly hosted by Scoil Chríost Rí, Portlaoise. Pictured above are the newly appointed Principals and Deputy Principals with CEIST staff.

Goals 5: Communications and Partnership within the Wider Education Sector

(a) Significant schools re-structuring has taken place during the year, the most noteworthy being:

- The opening of Scoil na Trionóide Naofa in Doon, Co. Limerick, by Minister Jan O'Sullivan on November 7th, 2014. This is the first new school (an amalgamation of three local post primary schools) to be opened under CEIST patronage.
- Commencement of a process with the Management of Mean Scoil Mhuire and Presentation Galway to amalgamate the two schools onto the Presentation site in September 2016.
- Engagement with Galway Roscommon ETB on a consultation process to consider the amalgamation of Scoil Mhuire, An Spidéal and Coláiste Cholmcille, Indreabhán.
- The commencement of the process of 'winding down' in Scoil Carmel, Limerick. This school is to close in August 2016. No new first years were enrolled in 2014.
- Engagement in the Steering Group for the establishment of a Community School in Skibbereen, Co. Cork to include Mercy Heights Secondary School, which is under CEIST patronage.
- Engagement with ERST around their proposal for James' Street CBS to become a co-educational school and schooling in Callan, Co. Kilkenny.
- Engagement with the Department of Education and Skills about ongoing property matters including the lease for the new PPP building for St. Joseph's Tula and a site for a new school for St. Joseph's, Rush, Co. Dublin.

(b) Engagement with the wider national and international school community has also taken place:

- Engagement with the Sisters of Mercy and the Presentation Sisters, South West Province in discussions about CEIST assuming the Patronage responsibilities in the congregations' Community Schools.
- Building relationships with Catholic agencies such as other Trusts, the Catholic Schools Partnership, the JMB and the Association of Trustees of Catholic Schools (ATCS).
- Working with the Financial Support Services Unit (FSSU): The good working relationship that CEIST has developed and continuously strives to build on with the FSSU has resulted in a coordinated approach to attending to schools facing financial difficulties. The FSSU offers School Board of Management Training and Budget Workshops, many of which are attended by CEIST personnel.
- CEIST staff members continue to be involved in the management and delivery of the Masters in Christian Leadership in Education (MACLE), run in Mary Immaculate College, Limerick and Marino College, Dublin.
- CEIST engagement with the Alliance for Catholic Education, Notre Dame University, to develop links with the wider international Catholic school community and avail of the ACE expertise.

Goal 6: CEIST Team Formation

In order to build a cohesive Faith Leadership & Governance (FL&G) team as a ministry of influence in schools and the wider community, living the values of the CEIST Charter, the team

- strives to maintain quality of work practices.
- endeavours to develop expertise in core areas of relevance
- aims to model ethos in action in all dealings with schools and school staff

Fr Joe Merkt (from the Archdiocese of Louisville and an author on the subject of Lay Ministry) led a day-long session for CEIST staff on September 30th. The session focused on the sharing of individual influences and inspiration. Fr. Joe also suggested mapping the feedback from the CEIST Annual Conference against the CEIST values. This proved a very useful exercise and led to the CEIST Team prioritising the identification of Quality in Teaching and Learning as a value in their work with schools in 2014/15.

“The staff is a key strength to the school. Its members are diligent and show a high level of dedication to the students and to the school. This was very positively endorsed by the students and by the parents during the evaluation. The ancillary staffs make highly-valued contributions to the school also”.
Presentation Secondary School, Galway, WSE-MLL report



Pictured above (on image to left) is Minister for Education and Skills, Jan O’Sullivan unveiling the plaque with the new name of the school, Coláiste Nano Nagle, in Sexton Street, Limerick, with Chairperson, Lelia Fitzgerald and school Principal, Marion Cummins.



Pictured above (on image to right) are students from Sacred Heart Secondary School, Clonakilty, who were awarded the Amber Flag by IGC and Suicide Aware.

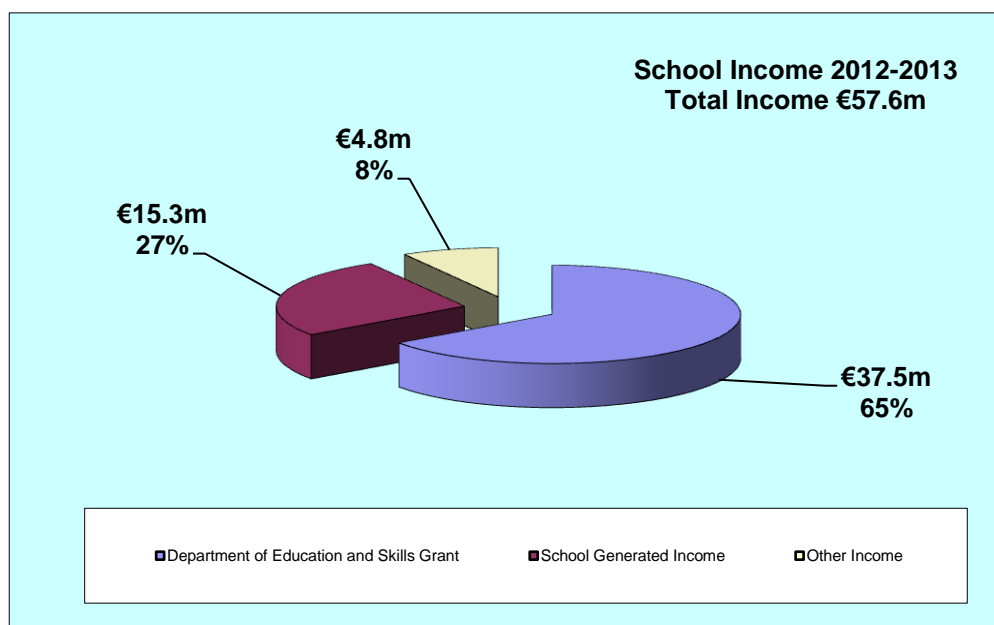
CEIST - 2014 Financial Performance

Financial Summary

As in prior years CEIST's income is largely comprised of Licence Fees which each CEIST school pays in respect of each pupil in their school together with funding received from The Educena Foundation. In addition, "other" income is received which comprised mainly of income from the CEIST Annual Conference, sponsorship income and other miscellaneous income. The main administrative expenses of CEIST include employee costs, depreciation, rent and management charges, cost of CEIST Annual Conference, travel and subsistence.

	2014	2013
	€'000	€'000
<u>Income</u>		
Educena Funding	466	490
Licence Fees	281	287
Annual Conference	35	30
Sponsorship	42	6
Miscellaneous Income	<u>8</u>	<u>12</u>
	<u>832</u>	<u>825</u>
<u>Expenditure</u>		
Employee Costs	595	600
Depreciation	37	37
Rent and Management Charges	41	41
Annual Conference	29	35
Travel and Subsistence	45	43
Other Costs	<u>118</u>	<u>115</u>
	<u>865</u>	<u>871</u>
(Excess) of Expenses over Income	<u>(32)</u>	<u>(46)</u>

Analysis of CEIST School Income:



In comparing total income 2012/13 with total income 2011/12 for the 110 CEST schools, the following is noted:

- Total School Income has decreased from €62m to €58m
- Department of Education & Skills Grants have increased from 61% to 65% of total income
- School Generated Income has decreased from 31% to 27% of total income
- Other Income at 8% is in line with the previous year

Schools Requiring Financial Attention

An analysis of the previous year's (2012/13) financial results for CEIST schools was undertaken.

The report included:

- Schools that generated a net cash deficit in the year
- Analysis of school income
- Specific Cost Analysis

The findings of the ESRI Report "*Governance & Funding of Second-level Schools in Ireland*" clearly provides an explanation for the increasing financial strain on schools within the voluntary sector.

While the FSSU section of the JMB has a primary role in oversight and assistance to schools regarding their financial health, we collaborate in offering support to the Boards and have requested that each of these schools carefully review their costs to identify any savings that can be made or any opportunities to increase income. We recognise that it is becoming increasingly difficult to make ends meet. CEIST is working closely with all schools facing financial difficulties.

CEIST Conference Address by Archbishop Eamon Martin

There was very positive feedback to the address of our keynote speaker, Archbishop Eamon Martin, Archbishop of Armagh who spoke about the message of Pope Francis for schools. Archbishop Martin noted that Pope Francis is determined to put the 'joy' back into the vocabulary of our faith. Pope Francis published what some people are calling his 'manifesto', *Evangelii Gaudium* (The Gospel of Joy) where he mocks our tendency towards 'joyless' Christianity. Christians, he said, must not be like 'mummies in a museum'. An evangeliser must never look like someone who has just come back from a funeral!. Pope Francis has no time for the kind of 'defeatism' which turns us into 'disillusioned pessimists- or "sourpusses" as he calls them. He insists that we not allow ourselves to be 'robbed of hope'.

"Our Catholic schools have a vital role to play in developing a 'creative apologetics' (EG 132) which will help our young people to present and explain to their world a 'consistent ethic of life', and, as the first letter of Peter puts it: "a reason for the hope that is within us" (1Pet 3:15). We must aim to send our pupils out 'in the service of love', emboldened with the Gospel of Joy, to change the world. We must help and encourage them to say a resounding 'Yes' to a culture of Life and 'No' to the creeping culture of death and destruction". I recommend that we continually ask ourselves a number of key questions regarding our mission 'ad intra':

- * What opportunities are we providing for pupils and our teachers to grow in the love of God?
- * To what extent is the spirit-filled praise and worship of God a central feature of the life of our school?
- * Do our pupils, through their religious education and other curriculum opportunities have the chance to gain a mature understanding of their faith which will equip them to dialogue in an adult manner about what it is they believe?

Archbishop Martin commended the CEIST "Joining the Dots" programme and ended with a story: "To conclude I would like to share with you my experience of meeting Pope Francis this time last year. I was in Rome with a group of newly ordained bishops and Pope Francis spoke to us about the role of the Bishop as shepherd of his diocese. Much of what he said might also be true of school leaders who in many ways are the shepherds of their schools. He said often a shepherd has to be ahead of his flock, bringing them on and identifying the way forward. At other times a shepherd has to be behind the flock, driving them on, looking out for the strays who are being left behind. And then Pope Francis brought a smile to our faces when he added that most of the time, a shepherd has to be in the middle of his sheep, 'getting to know the smell of his sheep!'".



Pictured above Mr. Fionnbarr Walsh (father of the late Donal Walsh) from Co. Kerry raising the CEIST Flag at Sancta Maria College in Louisburgh Co. Mayo. Included in the photo is Ms. Pauline Moran, School Principal, Michael Davitt, Deputy Principal and a group of students from the school