



Charitable Object: The promotion of spirituality by providing education, research and community service for the public benefit

Address: c/o Irish Jesuit Provincialate,

Milltown Park, Milltown Road, Dublin D06 W9Y7

Trustee Report and Financial Statements

Including

Table of Activities related to SpIRE purposes

For the year ended 31st December 2021

Spirituality Institute for Research and Education (SpIRE)

TRUSTEES AND OTHER INFORMATION

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Spirituality Institute for Research and Education (SpIRE) TRUSTEES AND OTHER INFORMATION

Trustees	Sr. Anne Marie Dixon Dr. Bernadette Flanagan Dr Ruth Harris Dr. Michael O'Sullivan
Chairperson	Dr Bernadette Flanagan
Secretary	Sr Anne Marie Dixon
Charity Number (CHY)	22374
Charity Regulatory Authority Number (CRN)	20204471
Principal Address	SpIRE, C/o Irish Jesuit Provincialate, Milltown Park, Milltown Road, Dublin D06 W9Y7, Ireland
Telephone	087.4140694
Website	www.spiritualityinstitute.ie
Accountants	Crowleys DFK Unlimited Company Chartered Accountants 16-17 College Green, Dublin D02 VO78 +353 1 679 0800 w: www.crowleysdfk.ie
Bankers	AIB, Ranelagh, 40/42 Ranelagh, Dublin 6, D06 VY5869/71 BIC: AIBKIE2D National sort code: 93-10-39 Account Type (SpIRE) (bank spelt it as SPIRE) IBAN: IE20AIBK93103926652017
Solicitor	Cormac Ó Ceallaigh & Co 388 North Circular Road, Phibsborough, Dublin 7

Spirituality Institute for Research and Education (SpIRE)
TRUSTEES' REPORT
for the year ended 31 December 2021



Chairperson's Foreword 2021
Dr Bernadette Flanagan, PBVM
Chairperson Board of Trustees

In 2015, the Sustainable Development Goals provided us with a comprehensive plan for moving towards a sustainable world by 2030. The seventeen goals cover a wide range of issues that cry out for attention. Progress in realising the goals has been slow. Then in 2019 a new insight emerged regarding activating the goals. Inner Development Goals must go hand in hand with the outer goals. This inner/spiritual dimension demands that we question the nature of self, our relationships with each other, with the Earth our ways of life, and our sources of meaning. It is against this background that SpIRE continues to grow and develop its outreach to all those concerned about building more authentic organisations, more committed social outreach and more caring professional practice.

The sixth cohort of MA in Applied Spirituality students was admitted in September 2021. The annual conferring ceremony for the outgoing group was a casualty of the corona virus for the second time. In 2021 recruitment was extended to doctoral applicants. A WIT President's co-fund scholarship was successfully obtained for exploring the spiritual needs of young women with eating disorders; a South East Regional Development scholarship was secured to explore the development of family-friendly pilgrim walks at the sites of early Irish saints; and a third self-funded project commenced to explore the place of contemplative prayer in bible-based Protestant traditions. Support from the All Hallows Trust will enable research into the provision of Spiritual Care post-COVID.

Good governance continues to be a priority. The Handbook of Policies and Procedures has been updated; the first iteration of the Good Governance Code was provided to the Charity Regulator and a new trustee – Dr Ruth Harris- has joined the Board in 2021. SpIRE is enormously grateful to the Irish Province of the Society of Jesus who provide a beautiful home for SpIRE activities in Milltown Park. The generous sponsorship of the Presentation Sisters (North East Province) and the Order of Discalced Carmelites, have provided the financial support to enable SpIRE to grow, to supporting students in need, and to commence research.

I congratulate all who collaborate with SpIRE in successfully delivering the MA. I express my gratitude to Kathleen Lyng CHF, and to Margie Kennedy for their practical support of SpIRE's Vision and Mission through Library and Secretarial volunteer services. I am very appreciative of the commitment of the Advisory Committee who support SpIRE's vision and mission in public events, publications and conferences. It has been heartening too to be called forward by our academic collaborator (Waterford Institute of Technology) to lead the development of a Research Centre for Spirituality in Society & the Professions. Ad multos annos.

Spirituality Institute for Research and Education (SpIRE)
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Director's Foreword 2021
Dr Michael O'Sullivan, SJ
Trustee / Director and Treasurer
of SpIRE

2021 was, of course, the second year of COVID-19, which restricted SpIRE's activities. Nevertheless, there were high quality achievements in a number of areas.

11 students graduated with the MA in Applied Spirituality, and one graduated with a Postgraduate Certificate. 2 more completed all the requirements to graduate except the dissertation which they deferred to the following year. While the MA is a Waterford Institute of Technology programme, and a WIT award, it is hosted and supported by SpIRE in Dublin, many of whose members are also programme staff, and two of whose members largely wrote the programme for WIT and were very involved in leading it through the approval process. The 2020-21 class included a surgeon, a GP, and a senior nurse and so was well prepared to deal with COVID. For the first time, also, an MA class in the programme included a member from New Zealand.

Feedback from the MA graduates is further evidence of the impact of SpIRE in developing and disseminating the value of spirituality study, research, and practice for lived experience and the professions. See <https://spiritualityinstitute.ie/ma-applied-spirituality/> and the 'Esteem for Work of SpIRE' page in this report.

SpIRE's new website went live on 1 December 2021. Many new features have been added such as a YouTube channel, videos, podcasts, and a LinkedIn page. See <https://spiritualityinstitute.ie>

Significant international contributions by SpIRE in 2021 included the major role it played in the sixth biennial conference of the International Network for the Study of Spirituality, which was held online in June 2021, and in the international series on Spiritual Capital organised by the Spiritual Capital and Moral Injury Institute in Madrid and Washington. The Chair gave one of the four keynotes at the INSS conference, for which the Director was a lead organiser, and the Director gave the opening presentation in the series on Spiritual Capital.

Significant SpIRE contributions to research dissemination included the launch of SpirSoP, the Spirituality in Society and the Professions Research Unit at what is now the South East Technological University (SETU) under the leadership of the Chair; the Director's article in *Spiritus* on "Jesus' Spirituality of Authentic Subjectivity and COVID-19's Shadow Pandemic"; and the online lunch-time talk to staff and graduates on her research with the Kutchi Kohli people by Sr Anita Akiani from Pakistan, a graduate of the MA in Applied Spirituality.

Behind much of SpIRE's visible work are its generous sponsors to whom we are very grateful.

We honour all those who contributed so enthusiastically in different ways to the life and development of SpIRE during the past year, and look forward to another great year in 2022 despite the ongoing challenges of COVID-19. Míle buíochas to all.

INTRODUCTION

The Spirituality Institute for Research and Education (SpIRE) was established in 2015 to serve the spiritual seeking of people. It emphasises the value of the academic study of spirituality in higher education, and the phenomenon of 'spirituality and'.

'Spirituality and' refers to the relationship between spirituality and the manifold areas of lived experience. These areas include healthcare, management, leadership, disability, social concern, ecology, aging, and social media, etc. The interface between spirituality and such areas are all signs of a new spiritual consciousness across the globe.

This global spiritual awakening is moving people to seek spiritual resources for issues about the meaning of life. The issues arise in a range of settings such as work, family, relationships, life-transitions, and concerns regarding human, societal, and planetary wellbeing.

A report of the British Royal Society for Arts has argued that "we need the spiritual to play a greater role in the public realm, because it highlights the importance of connecting personal, social and political transformation."¹ Current trends in Irish society demonstrate the growing recognition of the place of spirituality in areas such as addiction services, health care, community development work, and chaplaincy.

A 2021 study of the provision of spiritual care during the COVID crisis found no central strategy for the provision of spiritual support (UK – Ireland probably similar). Spiritual support for dying patients, their families and health care staff, had to be drastically reduced, both in quality and quantity, and what could be provided had to be adapted to different technological devices. The provision of Spiritual Care into the future is a critical issue for spirituality research at this time².

Even in the business world, the need for "soul" days is seen as a means of countering excessive stress and the pressures of executive management, and spirituality can also make a difference to the values of a company and the way it functions. Religious institutes and clergy members of diverse churches are also aware of the increasing importance of receiving training in an open and sound spirituality.

Funeral directors and tour guides are also seeking training in spiritual practice for their different services.

In this document, the Trustees of SpIRE present their Statutory Report and the Accounts for the year ending 31st December 2021. These reports are an intrinsic aspect of fulfilling the vision of making the resources of spirituality available for creating a more just, compassionate, kind and sustainable world.

¹ Jonathan Rowsom, *Spiritualise: Revitalising Spirituality to Address Twenty-First Century Challenges*, British Royal Society of Arts, 2014, p.8.

² Papadopoulos I, Lazzarino R, Wright S, Ellis Logan P, Koulouglioti C. Spiritual Support During COVID-19 in England: A Scoping Study of Online Sources. *J Relig*

Health. 2021 Aug;60(4):2209-2230. doi: 10.1007/s10943-021-01254-1. Epub 2021 Apr 19. Erratum in: *J Relig Health*. 2021 May 12: PMID: 33871782; PMCID: PMC8054506.

Spirituality Institute for Research and Education (SpIRE)
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OBJECTIVES OF THE CHARITY

The Charities Act 2009 lists as 'charitable purpose' the following four objectives:

- **The prevention or relief of poverty or economic hardship**
SpIRE provides bursaries to students in need.
- **The advancement of education**
SpIRE hosts and delivers an MA in Applied Spirituality, serves PhD students in spirituality, runs a specialist library, and members serve on various international educational boards in the field of spirituality studies.
- **The advancement of religion**
SpIRE provides public lectures on Spirituality & the Professions and spiritual guidance.
- **Any other activity that is of benefit to the community**
SpIRE supports publication of research findings in the field of spirituality studies and provides a consultancy service.

Mission:

The promotion of spirituality by providing education, research and community service for the public benefit at Milltown Park, Milltown Road, Dublin D06 W9Y7.

Spirituality Institute for Research and Education (SpIRE)
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DELIVERY OF MA in APPLIED SPIRITUALITY

The MA in Applied Spirituality, awarded by Waterford Institute of Technology (WIT), takes place in Milltown Park, Milltown Road, Dublin D06 W9Y7 (image above). The programme obtained WIT accreditation in 2016, making it the first time in Ireland for an Institute of Technology to accredit a postgraduate programme in applied spirituality.

SpIRE hosts and supports the programme. The Director of SpIRE, Dr Michael O'Sullivan, SJ, passed on the role of Programme Leader for the MA in September 2021 to Dr Noelia Molina. Noelia's PhD on the subject of Spiritual Awakening & Motherhood was supervised by Dr Bernadette Flangan @ All Hallows / DCU. The MA programme has the unique benefit of an internationally-leading library in the field of spirituality studies. The MA is also served by a very experienced and distinguished team of lecturers, research supervisors, and spiritual accompaniers. The photo below shows the 2020-21 class with the programme leadership team at the front: Noelia (incoming Programme Leader), Michael, and Bernadette.



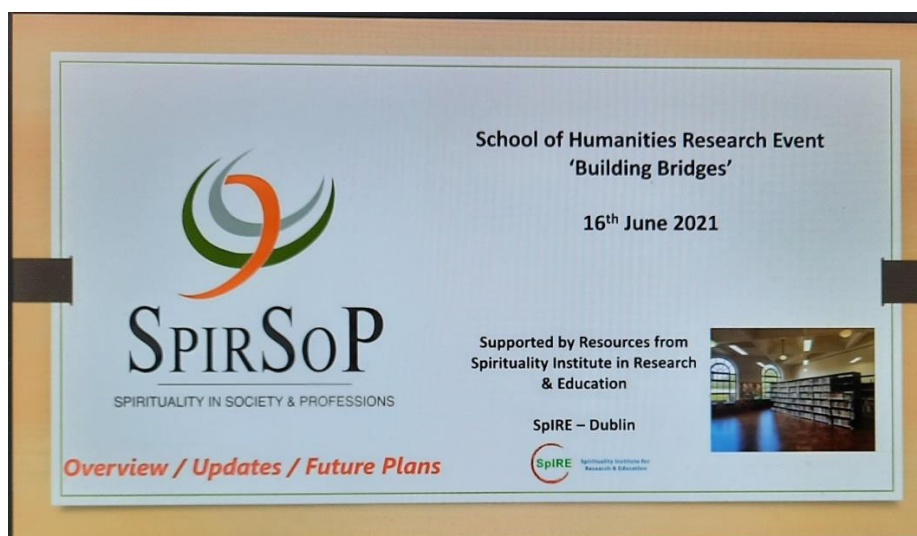
Spirituality Institute for Research and Education (SpIRE)
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for the year ended 31 December 2021

ADVANCEMENT OF RESEARCH / PUBLICATIONS

Initiatives taken by members of SpIRE to advance research and publications in the field of the academic study of applied spirituality during 2021 included:

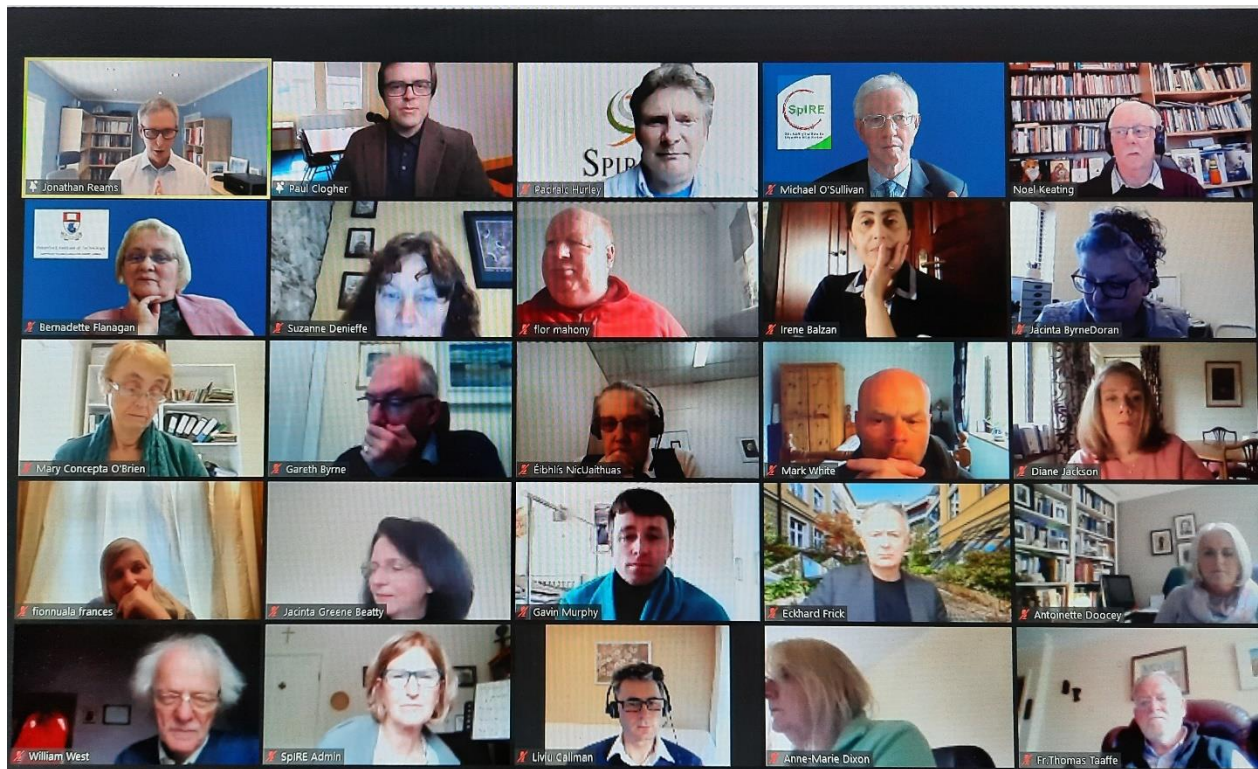
- The article by Michael O'Sullivan, "Jesus' Spirituality of Authentic Subjectivity and COVID-19's Shadow Pandemic," *Spiritus* 21/1 (Spring 2021): 898-105;
- Anita Maryam Mansingh's online talk on her book *Exploring Indigenous Spirituality: the Kutchi Kohli Christians of Pakistan - A Journey of Creativity and Adaptation*;
- the online presentation by Michael, "Spiritual Capital and Authentic Subjectivity" in the international series of presentations on Spiritual Capital. https://youtu.be/u3D_xISVs;
- the online SpIRE – WIT Dept of Nursing and Healthcare event, 'Spirituality in Healthcare Today', with Prof Philip Larkin, Lausanne;
- the keynote presentation by Bernadette Flanagan and parallel papers by others connected with SpIRE at the online biennial conference of the International Network for the Study of Spirituality held in conjunction with York St John University in June 2021. <https://www.youtube.com/watch?v=Gks8aSyllg4>

Launch of SpirSoP: www.wit.ie/spirsop



Over 80 academics and professionals attended the launch of Spirituality in Society and the Professions (SpirSoP) at a webinar at Waterford Institute of Technology on 21 May 2021. SpirSoP is the first spirituality research group to be established in an Institute of Technology in Ireland.

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021



The screen shot above shows some of the participants during the online launch of SpirSoP

The launch also marked the 20th anniversary of the MA in Applied Spirituality programme, which has been delivered as a WIT programme in Dublin since 2016. The event was co-organised by the Spirituality Institute for Research and Education (SpIRE), which hosts and supports the MA in Dublin. The unique research group is the brainchild of Dr Bernadette Flanagan, Chair of SpIRE, and member of the MA programme leadership team. The guest speaker was Dr Jonathan Reams, Associate Professor at the Department of Pedagogy and Lifelong Learning, Norwegian University of Science & Technology, who gave a talk entitled 'Soul Space for Adaptive Leadership'. See also, <https://www.jesuit.ie/news/new-research-unit-for-spire-wit/>

As the WIT/ITC journey towards establishing the Technological University of the South East progressed in 2021 various events took place to build collaboration. The **Research Brown Bag** lunchtime talks provided a platform for research groups to get to know each other, share ideas, and identify possible collaborations. SpirSoP presented its work as part of the Humanities Cluster of Research Groups at WIT on 22nd April. The established Humanities Research Groups are:

Analysing Social Change: Co-Directors – Drs Jennifer O'Mahony & John O'Brien

Crime & Justice: Co-Directors – Drs Niamh Maguire & Geraldine Cleere

Spirituality in Society & the Professions: Co-Directors – Drs Bernadette Flanagan, Paul Clogher, Padraic Hurley

Spirituality Institute for Research and Education (SpIRE)

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Collaboration with Dept of Nursing and Healthcare in the WIT School of Health Sciences



Dr Sara Kennedy (Head of Dept), Dr Paula Lane and Geraldine Purcell (WIT Dept of Nursing & Healthcare) planned with Bernadette, Noelia and Elizabeth (SpIRE) to explore the idea of Spiritual Care. Spiritual Care attends to dimensions of the human person beyond what can be supported by excellent clinical care alone. These dimensions include questions of personal meaning, purpose, enduring connections and ultimate worth. While spiritual care is more than a technical skill, it takes time and practice to develop a language for reflective / spiritual exploration (not to be confused with religion). Both sides recognised the possibility for making connections across our shared interests could have many forms: including seminars with internationally acclaimed speakers, focusing on specific themes, (e.g. Soul Pain and the path of healing post Covid), organising joint workshops on related themes, developing a research investigation / funded MA on related topics, facilitating staff to take the MA in Applied Spirituality, developing organisation links with SpirSoP and other spirituality research groups in other institutions, developing a Special Purpose Award in Spiritual Care etc. An inaugural event between both partners took place on 15 June 2021.

Spirituality in Healthcare Today

9.30	Introductions: Sara Kennedy; Noelia Molina; Elizabeth McCrory
10.00	KEYNOTE: Philip Larkin, Professor of Palliative Care Nursing at University of Lausanne & author of <i>Compassion: The Essence of Palliative and End-of-Life Care</i>
10.45	Reflection: Sandra Murnane, 4th year Intellectual Disability nursing student at WIT & Phil Brennan (Waterford Camino) Introduction by Michael O'Sullivan
11.15	Feedback – Paula Lane & Geraldine Purcell 11.30 end: Bernadette Flanagan

Spirituality Institute for Research and Education (SpIRE)

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In June 2021 Bernadette gave a keynote, 'The Research Revolution: Emerging Discourses in Spirituality Studies', at the International Network for the Study of Spirituality online conference. Her keynote is available at:

https://www.youtube.com/watch?v=s1sOn6fjg14&list=PL6UJkjiDpjpbNHWI_DrgcSopf1t2huBxO&index=2&t=6s



One of the world's leading journals for the study of Christian spirituality, *Spiritus*, published Michael O'Sullivan's "Jesus' Spirituality of Authentic Subjectivity and COVID-19's Shadow Pandemic," in its 2021 spring issue.



Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

In November 2021 Michael was appointed as the Waterford Institute of Technology's (WIT) first ever Emeritus Lecturer. Professor Willie Donnelly, President of WIT, paid tribute to Michael, noting that the award recognises the national and international impact of not only his work but also his support and inspiration of current and future generations of spirituality scholars. "His contribution to spirituality studies will continue for many years to come as Emeritus Lecturer, as

will his legacy to the field," said Professor Donnelly. The School of Humanities said Michael has made "an invaluable contribution to scholarship in spirituality across the globe, and he holds many leadership positions in this academic field".



Photo: George Goulding (WIT)

In the same month Michael gave the first lecture in an online lecture series run by SCMLi, the Spiritual Capital and Moral Leadership Institute, based in Madrid and Washington. According to the organisers "This learning series of lectures showcases the work of renowned scholars and expert practitioners from across the world".

https://youtu.be/u3D_xIS_Vs ; <https://www.youtube.com/watch?v=GG1AxFj5NZs&t=26s>



Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

Dr Ruth Harris, SpIRE trustee, Dr Noel Keating, SpIRE Advisory Committee, and Dr Brian Dooney, MA in Applied Spirituality Programme responded.

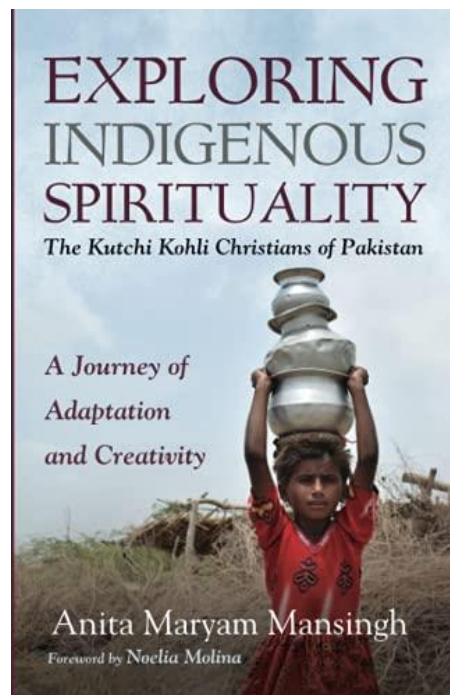
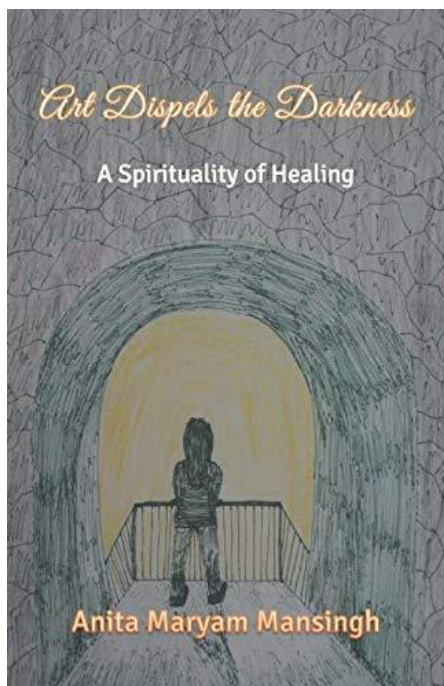


Reimagining Capital: An International Learning Series exploring the intersection between spirituality, science, culture business, leadership and governance. During each session in the series attendees heard from and interacted with the presenter, who then interacted with a panel. Each session was free to join. Other presenters included Prof Chris Baker, William Temple Professor of Religion & Public Life (UK) and Prof David Palmer, Hong Kong Institute for Humanities & Social Sciences.

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MA Graduate's Publication

Anita Maryam Mansingh's online talk on her book *Exploring Indigenous Spirituality: the Kutchi Kohli Christians of Pakistan - A Journey of Creativity and Adaptation* took place on 30 November 2021. Anita is a graduate of the MA in Applied Spirituality from Waterford Institute of Technology. Her book came from her MA studies and the fact that the Kutchi Kohli are her people. Dr Noelia Molina supervised the research. Anita has previously published *Art Dispels the Darkness: A Spirituality of Healing*, where she reflects on the connection between art and spirituality as part of the processes of healing and growth. She is a Presentation sister and lives in Newfoundland, Canada. The photo shows her with members of her family in Pakistan.



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PhD candidate and PhD graduate present at the online European Conference on Religion, Spirituality and Health in May 2021

Designed by Whova



European Conference on Religion, Spirituality and Health

May 27 - May 28
Virtual



Liz Murray

Speaking at
Landscape Spirituality as a spiritual resource for Healthcare Staff

Dalkey Counselling and Psychotherapy Services

Designed by Whova



European Conference on Religion, Spirituality and Health

May 27 - May 28
Virtual



Éibhlís NicUaithuas

Speaking at
Spiritual Accompaniment and Marginalisation in the Vincentian Tradition: An Exploratory Study

PhD
Waterford Institute of Technology, Waterford,

In 2021 **All Hallows Trust** awarded SpIRE two bursaries for MA students who will do their dissertations within the taught MA in Applied Spirituality on a spiritual care theme in relation to the impact of COVID.

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

INTERNATIONAL ACADEMIC COLLABORATIONS

INTERNATIONAL NETWORK FOR THE STUDY OF SPIRITUALITY (INSS)
www.spiritualitystudiesnetwork.org



INSS International Conference on Spirituality in Research, Professional Practice and Education

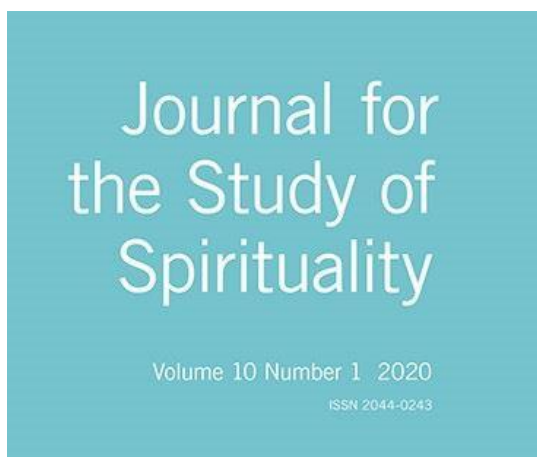
The Director was a member of the planning, organising, and scientific committees for the online international conference of the International Network for the Study of Spirituality (INSS – <https://spiritualitystudiesnetwork.org/>) in association with York St John University, England, on 'Spirituality in Research, Professional Practice, and Education, 7-8 June 2021. A quarter of the delegates to the conference came from Ireland and the Director held a special session with them during the conference. The Chair of SpIRE gave one of the four keynote papers, and the Director, MA programme leader, and other members of SpIRE gave short papers. The conference also celebrated 10 years of the INSS journal, *Journal for the Study of Spirituality* (JSS). The Director was appointed to the editorial board of the journal in 2021.

The screenshot below shows some of the members of the Irish delegation at the session Michael convened for Irish delegates during the INSS conference. The Irish delegation made up one quarter of the delegates in attendance from different countries.



Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

During 2021 the Director of SpIRE, Rev Dr Michael O'Sullivan, SJ was appointed to the editorial board of the *Journal for the Study of Spirituality*, the journal of the International Network for the Study of Spirituality (INSS) which evolved out of the British Association for the Study of Spirituality. He was also appointed Links Coordinator between INSS and other similar organisations around the world that are engaged in spirituality studies. He also serves on the Board of Directors of INSS.



Society for the Study of Christian Spirituality (SSCS)

The Society for the Study of Christian Spirituality (SSCS) exists to promote research and dialogue within the community of persons interested in the field of spirituality. The SSCS is ecumenical and interdisciplinary, encouraging the application of diverse critical approaches to the study of spirituality. The Chair of SpIRE is a past-president of the Society and is the first ever Irish president, and she and the Director have previously served on the Society's Governing Board. The Director has also served on the Steering Committee of the Christian Spirituality Group of the American Academy of Religion and on the Promotions Committee of the Society. The Director continued to serve during 2021 as a founding member on the International Relations Committee of the Society for the Study of Christian Spirituality, and on the editorial board of the Society's journal, *Spiritus*, a world leading academic journal for the study of Christian spirituality.



The Spirituality Association of South Africa (SPIRASA), a venture of the Centre for Spirituality Studies, promotes the academic study and practice of spirituality.

Facebook <https://www.facebook.com/spirasa.org>

During 2021 the Director continued as a Research Fellow of the University of the Free State of South Africa where SPIRASA is based.

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

Redesigned Website

The redesigned SpIRE website (<https://spiritualityinstitute.ie>), of which Michael is the administrator, went live on 1st December 2021. It gives helpful information about some of SpIRE's activity and resources. The resources include a YouTube channel, videos and podcasts.



DEVELOPMENT OF SpIRE ACADEMIC LIBRARY

During 2021 the SpIRE Library, which was created in 2019, continued to update its holdings with the purchase of over 500 new books. Bernadette Flanagan, and the Library Coordinator, Kathleen Lyng, also continued the work of creating a spirituality cataloguing system for the whole collection. The direct weblink to the online catalogue is <https://spirelibrary.spiritualityinstitute.ie/>



Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2021

VOLUNTEERING at SpIRE

The specialist library service delivered by SpIRE is managed by a volunteer graduate of the MA in Applied programme. Sr Kathleen Lyng is a Holy Faith sister and former Principal of St Brigid's primary school, Greystones, Co. Wicklow.



SpIRE is distinguished by providing access to the premier library collection in Europe of over 7,000 books and associated journals for the study of contemporary and applied spiritualities. This collection has been carefully built over the past 30 years primarily through the funding of the Irish Jesuits; with a contribution by the Irish Vincentians to the collection being made after the MA in Applied Spirituality closed at All Hallows College and a modest per capita from Waterford Institute of Technology for registered students of the MA in Applied Spirituality. The Library Project Coordinator provides supports such as:

- Participating in the ongoing training in library software
- Tagging and displaying newly acquired library stock
- Managing the ordering and binding of journals

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- Collaborating with WIT online library services in making recommendations to MA students
- Orientation / support at the following times:

Opening Week of MA in [Sept](#): 8.30-4.00/4.30 pm and until 6pm on Tues, Wed, and Thurs of that week

Library Assistance during the other Weeks when MA modules are offered:

Wed: 10-11am; 11.30-12.30; 2 – 4pm

Thur, Fri, Sat: 8.30-8.55am; 10.50-11.05am; 1.00-2.10pm; 4.05-4.15; 5.00-5.30pm, and (5.30-6.30pm on Fridays)

Library Assistance in Weeks when MA modules are not offered:

Tues, Wed, Thurs: 10-11am; 11.30-12.30; 2.00 – 4.00pm

Margie Kennedy, a graduate of the MA in Applied Spirituality, is the volunteer Secretary to the Board of Trustees.



Spirituality Institute for Research and Education (SpIRE)
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FINANCIAL REVIEW

INCOME - WHERE WE GET OUR INCOME

Income received in 2021 was €86,300 and all of it was in the form of donations.³ SpIRE is very grateful for the great generosity of the Presentation Sisters North East Ireland, the Irish Jesuits, the Discalced Carmelite Anglo-Irish Province, and All Hallows Trust.



SpIRE acknowledge the very generous donation by the Presentation Sisters North East Ireland in 2021 which supports the unique specialist SpIRE library and other projects.



SpIRE acknowledges the generous bursaries awarded to SpIRE by All Hallows Trust in 2021 to sponsor two students to do MA studies in applied spirituality in 2022/2023 & 2023/24. A condition of the scholarships is that the successful applicants focus their respective dissertations in the taught MA on spiritual care in relation to the impact of COVID. The four research projects will be sponsored to be edited into a publication in 2024/2025, together with some staff research.

EXPENDITURE - HOW WE SPEND OUR INCOME

Expenditure in 2021 totalled €59,769 of which:

Library equipment costs were €7,065;

Library expenses (books and journals) were €21,528;

IT costs were €3,985;

Sponsorship for MA students was €9,250.

³ €93,876 income in the form of cash at bank and in hand was brought forward from 2020.

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STRATEGIC OPERATIONAL PRIORITIES of SpIRE

1. Preserve and develop a specialist library collection for spirituality studies at Milltown Park.
2. Communicate effectively by implementing an effective use of social media platforms, a website, and an online newsletter;
3. Ensure planning, monitoring, and evaluation by having systems in place to strengthen programme, fiscal, and operations management;
4. Mobilize the funds in support of these strategic priorities through collaboration with benefactors and receipt of entrance fees for SpIRE events.

SpIRE Activities 2021 – COVID-19⁴

2021	TOPIC
January	Issue Call for Abstracts for Conference entitled: <i>Irish Pilgrim Paths: Marketing Indigenous Spiritual Tourism</i> . Date: Friday, 20th March 2020 Time: 10:00 - 16:15. Venue: Tourism & Leisure Education Building, Cork Road Campus, Waterford Institute of Technology.
March	Marketing 100 attendance places at Conference entitled: <i>Irish Pilgrim Paths Marketing Indigenous Spiritual Tourism</i> Preparation of Resource Materials for 100 attendees at the Conference Delivering the Conference
April	Evaluation of Feedback from Conference entitled: <i>Irish Pilgrim Paths Marketing Indigenous Spiritual Tourism</i>
May	Contributing to the 7th European Conference on Religion, Spirituality and Health at University of South Denmark, Odense.
June	Healthcare Conference: Trinity College Dublin & Pre-conference workshop: Contribute to the 6th International Conference of the International Network for the Study of Spirituality (INSS - on the theme of Spirituality in Research, Professional Practice & Education, June 1-3. The conference had to be held online due to COVID
September	5 th Intake to MA in Applied Spirituality in collaboration with WIT
November	5 th Intake to MA in Applied Spirituality in collaboration with WIT Contribute to the annual conference of the Society for the Study of Christian Spirituality (SSCS)

⁴ The COVID-19 virus greatly restricted our ability to run events. Here is the table of what was in mind for 2021.

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ESTEEM for Work of SpIRE

Some testimonies about the 2020-21 MA in Applied Spirituality award).

"The year engaged in the MA was transformative in every way. It opened my heart, my eyes, and my mind, and has created a wealth of exciting opportunities for me. It has empowered me to find my voice and evoked a desire to find my purpose and my place in this world. This program meets you wherever you are and assists you in tailoring it to your own unique journey. I could not recommend it enough".

"I am both happy, and sorry, that time passes and the programme will end... this has been a great programme!"

"Deep appreciation and gratitude to you, Bernadette, Noelia, Kathleen, all our lecturers, my class colleagues, and everybody else, past and present, that made possible and enhanced this great learning and transformative experience!"

"For those who might be interested in the M.A. program in Applied Spirituality I could say that I embarked on this journey in September and I highly recommend it to anybody interested in the field of spirituality".

"This MA programme has been a wonderful experience, hat I will always remember with pleasure and gratitude".

"The WIT MA in Applied Spirituality is a unique programme that I highly recommend for theoretical, practical, and research reasons. It opens new ways of understanding the human condition, nurtures one's soul, enhances one's spiritual development/intelligence, and offers the possibility to do dissertation research on a chosen topic of interest. I was equally impressed, by the SpIRE team's genuine kindness and dedication to students. If spirituality is of interest to you as a third level education programme, that could contribute to both personal and social transformation, this is a unique and excellent choice. I would like to express my appreciation and gratitude to each and all that have made possible and/or contributed to the wonderful, challenging and fulfilling experience".

"As the year comes to an end I would like to take the opportunity to express my heartfelt appreciation and gratitude for all your kind support. Your personal kindness and academic teaching have been inspirational, and your supervisory guidance and patience have been invaluable. I treasure the learning and the overall experience as your student".

"There has been so much new learning, cognitive and experiential. That been said my current feeling is that I am deeply grateful for a rich and challenging experience of new learning which I am certain will be life enhancing".

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"I am grateful at many levels for having had the opportunity to do the course this year. I admire the work you and your colleagues have invested in creating this inclusive opportunity for a diverse group of people to explore spirituality".

"I feel extremely grateful to have had a life enhancing year of academic and experiential learning. I feel very blessed to have encountered so many people who shared their gifts and expertise with the class in a warm and caring environment".

"Thanks to Dr. Michael O'Sullivan, Programme Director, the embodiment of authenticity in his teaching and in the work he, and his colleagues, put in to providing extensive resources and a supportive and hospitable learning environment during this year in which the Covid pandemic made the task more difficult".

Great memories. The MA in Applied Spirituality embraces both cognitive and experiential components. You will engage deeply in the academic study of the field of spirituality. You will become familiar with the prominent academicians in the field, and become adept at reading and assimilating this literature. In addition, the degree requires academic essay writing, with appropriate citations and bibliography. As such, the degree develops the skill set applicable to the academic pursuit of liberal arts or social science studies.

The degree also embraces a powerful transformative component. Rather than studying a topic merely at arms-length, the student is immersed in and transformed by the material. I would recommend any applicant begin or deepen their contemplative practice in the months leading up to the degree. The first major essay requires deep interior practice, beginning a year-long journey of reading and assimilating the material, and then engaging with this material on an interior level.

"Overall, the degree is a remarkable experience of spiritual growth. Regardless of one's faith background, the pursuit of beauty, truth, intelligibility, goodness and love internalizes a foundation for purpose and meaning-making".

"In signing for the course in Applied Spirituality, I supposed it would involve the study of people, their hopes, fears and higher values. It was all that and much more. I hoped to get fresh stimulus for my work as a pastoral caregiver. In that, too, I wasn't disappointed. Wholly unexpected, however, was a new depth to my existing spiritual routine, a new hunger to pray, meditate, draw, paint, write and work for peace. New friends were yet another bonus. Of course, it was hard work: anything worthwhile is. I was stretched, challenged and shaped by turn, under the gracious guidance of Michael O'Sullivan, Bernadette Flanagan, Noelia Molina, Anne-Marie Dixon, David Halpin, Padraic Hurley, Brian Dooney and Amanda Dillon. Thank you all, for your guidance and good sense. Thank you too for your creative responses, in the many situations that called for one, always with kindness and with humour".

"After reflecting on the experience of pursuing a masters in applied spirituality over the last 12 months I would say that it has been a significant grace filled time and experience in my life. The

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evidence I present to support my latter claim is that throughout the 12-month course I have felt enthusiasm, joy and a confidence early on that I would be able to succeed in doing the masters.

Also, I felt comfortable in the environment of spirituality study as the course progressed. I also believe it has been a growth full and transformative experience for me. My hope going forward as a result of a formal exposure to spirituality study and teachings and the new learning that occurred is that further personal transformation and expansion of consciousness can occur more gently by me being more aware of and less resistant to the wisdom and guidance of the spirit in me and honouring my authentic self-more".

"it was a gift to be present on the program. Thank you, Michael, for all your communication, guidance and effort. I am deeply thankful".

"Thanks to all of the Programme team for a transformative year. Access to my spiritual interiority is much easier now, a cloud has been cleared. Every blessing to all involved".

"I arrived to the MA with a lot of theory from prior learning and soon the tables were turned. Self-reflection that transcends navel gazing is a big component. Spirituality is explored as an academic subject. The amorphous or squishy, squashy side of the subject is given a practical and applicable dimension. A Master's in Applied Spirituality is a rare phenomenon in contemporary Ireland. Your life will be enriched by it and by osmosis the lives of others".

DATA PROTECTION at SpIRE

Scope of Policies and Procedures

The policies and procedures which have been developed cover both personal details and sensitive data, held in relation to data subjects, by SpIRE. The policy applies equally to personal data held in manual and automated form.

All Personal Details and Sensitive Personal Data will be treated with equal care by SpIRE. Both categories are equally respected as Personal Data in SpIRE's policies and procedures, unless specifically stated otherwise.

This Handbook of Policies and Procedures provides for the following:

- I. A Subject Access Request procedure
- II. The Data Retention and Destruction Policy
- III. A Data Loss Notification procedure
- IV. A sample Fair Processing Notice (for conferences and public events)
- V. A matrix of data categories, with reference to the appropriate data retention period for each category

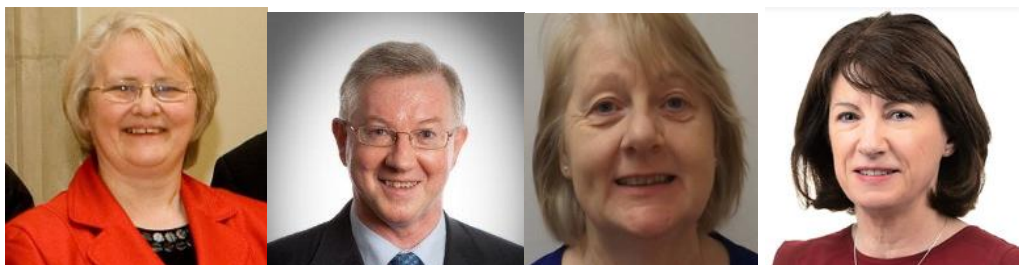
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GOVERNANCE STRUCTURE of SpIRE

SpIRE is a Trust. It moved from three to four Trustees in 2021 with the addition of Dr Ruth Harris. The Trustees are ultimately responsible for the policies, activities and assets of the charity. They meet at required times to review developments and make decisions. The Trustees are:



Bernadette Flanagan

Michael O'Sullivan

Anne Marie Dixon

Ruth Harris

Dr Bernadette Flanagan, PBVM

Bernadette Flanagan, Chair and co-founder of SpIRE, completed her PhD in Humanities (Spirituality) at the Milltown Institute, Dublin. Since that time she has become an Associate Professor in Spirituality and led the development of MA and professional doctoral studies in spirituality in Ireland. She has consulted to a wide range of organisations in Ireland and overseas on dimensions of spiritual education, spiritual care and spiritual practice in such fields as healthcare, education, relational wellbeing, aging; addiction and leadership.

Side by side with her expanding disciplinary expertise, Bernadette has had a distinguished career as a manager and leader in third and fourth level education in Ireland. She has held such roles as President (Acting), Deputy President, Vice-President for Academic Affairs, Registrar, Head of Department and Director of Research. In these roles she has developed quality systems, administration systems, strategic plans, implementation plans, teaching & learning strategies and institution-wide research activities. She has had responsibility for line managing staff and negotiating partnerships, as well as validation and accreditation for more than 30 programmes ~ NFQ LEVELS 6 – 10 ~ with various agencies (NCEA / HETAC, NUI, CCE, MIE, UW, DCU). Her expertise has been called on by a wide diversity of academic bodies in Ireland.

Having served on the Governing Board of the prestigious global Society for the Study of Christian Spirituality and the Nominations Committee of the Society she was elected the first Irish President of that Society in November 2017. She is also a member of the advisory board of *The Way* journal.

Email: bflanagan@spiritualityinstitute.ie

Amazon: <http://www.amazon.com/Bernadette-Flanagan/e/B00H2VGQ7Q>

ORCID: <http://orcid.org/0000-0002-1688-6569>

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Rev Dr Michael O'Sullivan, SJ

Michael O'Sullivan is the Director of SpIRE, Programme Leader of and lecturer and research supervisor in the MA in Applied Spirituality, and a Research Fellow at the University of the Free State, South Africa. He has degrees in Social Science and Philosophy, and four degrees in theology up to PhD level. He also has training and experience in spiritual accompaniment, counselling, and community development. He ceased being MA programme leader in August 2021.

He has worked in South and Central America and East Africa. He lived for thirteen years with Fr Peter McVerry and a few other Jesuits among socio-economically disadvantaged people. They lived in a tower block of flats in Ballymun, Dublin before it was demolished. Having worked originally as a specialist in liberation theology and feminist theology, he has dedicated himself since the early years of this millennium to the development of spirituality as an applied academic discipline. He has served as a member of the Governing Board of the global Society for the Study of Christian Spirituality (SSCS) and of the Steering Committee of the Christian Spirituality Study Group of the American Academy of Religion. He currently serves as a founding member of the International Relations Committee, and the Promotions Committee, of the SSCS, the Leadership Board of the Centre for the Academic Study of Christian Spirituality at the University of Zurich, the Executive Board of Directors of the International Network for the Study of Spirituality (INSS), which evolved out of the British Association for the Study of Spirituality (BASS), the editorial board of *Spiritus*, the journal of SSCS, and the *Journal for the Study of Spirituality*, the journal of INSS. He is co-founder of the Spirituality Institute for Research and Education in Ireland (SpIRE) and of the Spiritual Capital Ireland Centre which SpIRE superseded. He ran the leading international MA in Applied Spirituality for sixteen years up to August 2021. Professor Arthur Holder's citation is one of many that shows his standing in this field of applied academic study and practice:

Dr. Michael O'Sullivan, SJ has established himself as a leading figure in the academic field of Christian Spirituality. Through his teaching, writing, public speaking, and administrative service he has inspired colleagues and students not only in Ireland but throughout the world. Tireless in his efforts to build networks of collaboration among people of different nationalities, denominations, and scholarly disciplines, (Professor Arthur Holder, Dean and Vice President for Academic Affairs, and John Dillenberger Professor of Christian Spirituality, Graduate Theological Union Berkeley, CA; and past President of the international Society for the Study of Christian Spirituality and former Co-Chair of the Steering Committee of the Christian Spirituality Study Group of the American Academy of Religion).

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ORCID: orcid.org/0000-0003-0215-9536

YouTube: 'A Jesuit with the People' (2018); 'Authentic Interiority and the Study of Spirituality' (2018); 'Spiritual Capital' (2014)

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Sr Anne Marie Dixon, OSU

Anne-Marie Dixon has a background in theology, sociology, education, counselling, and spiritual guidance. Having taught in the Voluntary and Community Sectors at Second Level she went on to become a Lecturer in the Pastoral Department and Department of Spirituality, Milltown Institute (National University of Ireland), and a Visiting Lecturer in the Department of Spirituality, All Hallows College (Dublin City University). At All Hallows College she was a member of the MA in Applied Spirituality Board, delivered MA modules on spiritual autobiography, awareness and attentiveness skills, and integration process, and supervised MA dissertations. She continues in some of these roles for the Waterford Institute of Technology (WIT) MA in Applied Spirituality that SpIRE hosts and supports in Dublin. She is an accredited psychotherapist (MIAHIP, MIACP, Reg. ICP) working in private practice. She is also an accredited cross professional supervisor, an MIACP accredited supervisor, and a member of the Board of Directors of the Supervisors Association of Ireland (SAI). She was a member until 2020 of the Board of Directors of the All Ireland Spiritual Guidance Association (AISGA). An Ursuline Sister, Anne Marie is a member of the Congregation's Leadership team,

Gmail: dixonannemarieosu@gmail.com

Skype: [anne-mariedixon](#)

Dr Ruth Harris

Ruth Harris studied languages and literature at UCC and at the University of Lille (France) and has a PhD in Psycholinguistics from the School of Education in TCD. She completed the MA in Applied Spirituality at the Milltown Institute in 2007 undertaking a research project on the topic of bereavement following suicide which was later published as a chapter in *Spiritual Capital* (O'Sullivan & Flanagan, 2012). She delivered a number of guest lectures and workshops at the Milltown Institute in subsequent years.

Ruth is a senior lecturer at TU Dublin in the School of Humanities and specialises in the areas of Applied Linguistics, Intercultural Communication, Diversity and Equality, and Research Methods. Her research interests include Linguistic and Cultural Diversity, Migrant Integration, Transformative Learning and Contemplative Pedagogies. She has been involved in special interest groups on assessment in third level education, including most recently in Authentic Assessment, and acted as external examiner on the MA in Applied Spirituality from 2017 to 2020.

Ruth sees opportunities for integrating her studies in spirituality with her academic work, in particular in conveying the dignity of the human person, the importance of social justice, and the need to adopt anti-racist approaches and policies in contemporary Irish society. She sees contemplative pedagogies as a means to enable students to connect more deeply with themselves and their learning, to question their assumptions and in the process uncover issues of unconscious bias and become more empathetic and inclusive. She also considers that undertaking research in Humanities can be an opportunity for Transformative Learning for students and is currently investigating the role of the supervisor in this process.

Email: Ruth.Harris@tudublin.ie

Board of Trustees Review Report & Recommendations
Oct 2021

In August 2021 The Board of Trustees of SpIRE commissioned a Board review with Lucy Franks Consulting www.lucyfranksconsulting.com. The purpose of the review was to evaluate the functioning of the Board with specific reference to the requirements of the Charities Governance Code where it states the requirement to:

Conduct a regular review that includes an assessment of:

- *The effectiveness of your board as a whole, office holders and individual charity trustees;*
- *Adherence to the board code of conduct; and*
- *The structure, size, membership and terms of reference of any sub-committees.⁵*

Aside from the Governance Code requirement, such a review is consistent with best practice in supporting the Board in an external evaluation of their overall effectiveness. It helps to identify key strengths and areas in need of attention or development.

The Review took place during September 2021 and was made available to the trustees in October 2021. The sixteen recommendations were an item of extended reflection at the Board of Trustees meeting in November 2021 and will continue to inform the work of the Board in the coming years.

⁵ Charities Governance Code, §5:13, p.23

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The operational aspects of delivering the Strategic Plan are supported by a voluntary Advisory Committee. The members of the Advisory Committee are:



Prof Michael Howlett

Michael Howlett has a doctorate in Theology, and a PhD in English. He is Professor Emeritus and retired Head of Department of Applied Arts at Waterford Institute of Technology (WIT), Waterford, Ireland, where he also lectured in Theology and Religious Studies, and offered the Interdisciplinary Seminars. His research interests lie in the interacting relationships between literature, society, spirituality and religion, and he has published in Irish and European theological journals. As well as serving on the SpIRE Advisory Group he is a member of the Social Justice Ireland board and its Academic Advisory committee. Michael's interest in spirituality developed when he was working with youth services and parish renewal more than thirty years ago. Following this experience, he began a study of Patrick Kavanagh for his theology doctorate in which he focused on the Human Being in Kavanagh's poetry. This work led him to appreciate the fundamental spiritual dimension of human beings, a conviction which was further strengthened in a doctoral study of James Joyce's writings. For Michael, spirituality is a core value and starting point and lies at the heart of religion and of pastoral and social renewal.



Dr Noelia Molina

Noelia Molina is a psychotherapist, lecturer and researcher. Her primary background was in Biomedical Sciences and Molecular Pathology. She worked for 17 years as a Medical Scientist (accredited by The Academy of Clinical Science and Laboratory Medicine in Dublin) in various laboratory disciplines in Dublin. Having worked in private practice as an accredited psychotherapist (NAPCP) for 13 years, she has specialised in maternal mental health and had run therapeutic maternal groups.

She has been engaged in spirituality studies for more than a decade now. Having studied for an Adult Diploma and a Higher Diploma in Spirituality at the Milltown Institute, she went on

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to complete a PhD in Spirituality at All Hallows College, Dublin City University, where she investigated the transition to motherhood as spiritual process. Her book based on her dissertation has been published by Routledge. At All Hallows College (Dublin City University) she delivered MA modules in Contemplative Psychology and Spiritual Autobiography. In August 2021 she became Programme Leader of the MA in Applied Spirituality which is accredited by Waterford Institute of Technology and hosted and supported by the Spirituality Institute for Research and Education (SpIRE) in Dublin. She teaches spiritual autobiography, awareness and attentiveness skills, spiritual accompaniment skills, research modules and also supervises MA dissertations. She has wide experience giving workshops in spirituality and researching spiritual and religious issues in Ireland.



Dr Noel Keating

Noel was awarded a doctorate for his research into the child's experience of meditation and his paper "Children's Spirituality and the Practice of Meditation in Irish Primary Schools" was published in the *International Journal for Children's Spirituality* in December 2016. His book *Meditation with Children: A Resource for Teachers and Parents* was published by VERITAS in December 2017. He progressed to the PhD after successfully completing the taught Masters in Applied Christian Spirituality at All Hallows College, Dublin City University, with a research interest in meditation with children, particularly how children experience its spiritual fruits.

Noel is voluntary National Coordinator for Christian Meditation in Ireland and he coordinates their *Meditation with Children Project*, involving 35,000 children who meditate as a whole-school practice in over 150 primary schools across Ireland. He offers in-service, free of charge, to school staffs who are interested in introducing meditation to children. Noel also works with teachers at second-level and lecturers at third-level who are interested in introducing teenagers and young adults to the practice of meditation.

He spent 40 years in the education sector in Ireland as a second-level teacher and principal and as Education Officer with the Presentation Sisters in Ireland. He is author of *Mission Integrity: Having Faith in Our Schools*, which explores how trustees and schools may reflect together on the challenge of remaining faithful to their vision and mission. His most recent book is *Meditation with Children – A Resource for Teachers and Parents*. Noel and Alana Levandoski in Canada have created a CD of music, song, and reflections inspired by the book.

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Dr Bernadette Masterson

Bernadette Masterson obtained her PhD in Medical Humanities from All Hallows College, Dublin City University in 2016. Her chosen topic, spiritual awakening in chronic illness, has been close to her heart for many years and her research, utilising a psycho-spiritual approach, uniquely highlights ways in which chronic illness may foster opportunities for ongoing awakening to deeper levels of consciousness. Her dissertation has been published as a book by Peter Lang. She supervises research dissertations in the MA in Applied Spirituality, She is also a trained spiritual director,

Bernadette completed a four-year training in psychosynthesis, leading to an MA from London's Institute of Psychosynthesis/University of Middlesex in 2001. Psychosynthesis is a transpersonal psychology founded by Italian psychoanalyst Roberto Assagioli, a contemporary of Freud and Jung. Its framework holds that humans are essentially spiritual beings having a human experience, and contain within them a drive to become whole. Every personal challenge presents an opportunity for psychological and spiritual growth

Bernadette's first degree was a BA in Irish and English, followed by a Higher Diploma in Education, at University College, Galway, in 1981. She worked in London for many years in broadcast journalism. She produced reports from the Middle East on human rights issues, such as the refugee crisis in Jordan (interviewed King Hussein) following the Gulf War in 1991, sanctions in Iraq, and territorial disputes in Yemen. Her reports were screened by international broadcasters including the BBC, Channel 4 and RTE. She was co-founder/director of an independent TV production company for nearly 10 years, managing 15 employees including film crews and broadcast facilities in central London.



Dr Elizabeth McCrory

Elizabeth McCrory received her BA, MA and PhD from University College Dublin and MBA from Warwick University, UK. She developed an interest in spirituality through her work both in the public health services and private business sector and has studied spirituality for 10 years. She runs workshops and seminars on a variety of topics including: Meditation, Spiritual

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Autobiography, Parenting, Spirituality and long-term illness, Death and Dying and Women in transition.

She completed her training as a Clinical Psychologist and worked in the General Medical Services in Ireland before moving to the UK where she undertook an MBA and worked as Human Resources Director for Coopers & Lybrand. She then returned to Ireland and worked as Human Resource Director at Coopers & Lybrand, PA Consulting and KPMG.

She is an experienced clinical psychologist and psychotherapist with a special interest in Chronic Pain. Her clinical practice covers a diverse range of issues including adolescent issues, emotional problems, health challenges, relationship issues and life crises. She combines psychotherapy with contemplative practices; the focus is on helping clients to archive wholeness through connecting with their deepest True Self.

Elizabeth's corporate work focuses on developing potential through transformational growth promoting Executive & Leadership Development, Team Development, Employee Engagement and Coaching



Dr Anne Kennelly

Anne Kennelly has a background in education, arts administration and is a psychodynamically trained art therapist. Having qualified as a Primary school teacher, she went on to work in arts administration in Siamsa Tíre (The National Folk Theatre of Ireland). While there, she developed a community arts education project entitled, "Hidden Voices from the Dark" which focused on illuminating the voices of people with sight loss in the community.

Following studies for an MA in Education, she then taught on a number of adult education programmes with Kerry ETB, contributing appreciably to the organisation's work in inclusive education and adult literacy. Combining her experience in adult education with her community arts work, she completed an Education Doctorate at NUIM in 2013 with a thesis entitled, "An áit in a bhfuil t'anam is ann a thógas do chosa tú (Your feet will always take you to the place of your soul): A study of transformation through indigenous ways of knowing in a County Kerry community". This study highlighted how learning through the lens of imagination as opposed to a more technical and rational one only, allows for experiences of soul which, in turn, facilitates an experience of learning as living; thus challenging modernist approaches to education.

In 2007, she qualified as an art therapist, in Vancouver Art Therapy Institute. She is a professional member of IACAT and delivers experiential workshops in art therapy to students of mental health nursing at the MTU, Tralee. From 2016 to 2018, she taught the Education module on the MA in Education and Wellbeing of the Older Person at Mary Immaculate College, University of Limerick. She is also a graduate of the MA in Applied Spirituality and became a member of the SpIRE Advisory Committee in 2021.

RISK MANAGEMENT

In line with the requirement for Trustees to undertake a risk assessment exercise and report on the same in their annual report, the Trustees have looked at the risks that SpIRE currently faces and have reviewed the measures already in place, or needing to be put in place. To ensure effective risk management the SpIRE Library is fully insured by the Jesuit Provincialate, at Milltown Park, where it is located. The Trustees have identified five key areas where risks may occur:

- Governance and management.
- Operational.
- Financial
- Reputational
- Laws, regulations, external and environmental

Governance and management require that all the Trustees receive appropriate training. By being a member of The Wheel, Ireland's association of community & voluntary organisations, charities & social enterprises the Trustees have access to timely relevant training.

Operational risks include those risks inherent in the charity's activities, particularly the delivery of the MA in Applied Spirituality Programme and public talks. The provision of a licence by the Society of Jesus to SpIRE for use of the facilities at Milltown Park means that a stable operational location for SpIRE activities has been secured.

Financial risks include those which could arise as a result of poor budgetary control, inappropriate spending, poor accounting, non-compliance with laws and regulations and poor risk assessment in the delivery of public events. An agreed annual budget sets the parameter within which spending will occur, and it is regularly reviewed.

Reputational risks include possible damage to the charity's ethos and reputation by contributing to unethical research, publishing with vanity publishing houses and failing to observe the standard quality assurance systems of higher education. A commitment to peer feedback and review mitigates this risk.

Laws, regulations, external and environmental risks include the consequence of non-compliance with laws and regulations. This is mitigated by ongoing training in Wheel seminars.

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STATEMENT OF TRUSTEE RESPONSIBILITIES

The role of Trustees collectively is:

- Defining the mission statement, ethos and constitution of the organisation
- Developing a high ethical standard within the organisation and ensuring that everyone involved acts with integrity at all times
- Encouraging a culture of openness, responsiveness and accountability
- Developing a strategic plan
- Safeguarding the organisations' assets
- Monitoring the efficient use of resources
- Financial planning, including liaising with fund providers and identifying new sources of funding
- Encouraging the best possible service provision in line with the constitution of the organisation
- Ensuring compliance and keeping up-to-date with changes
- Setting the risk capacity for the organisation
- Communicating with stakeholders and the public – and being open and accountable

- Clearly defining the role of board members – including distinguishing between the role and responsibilities of the Director and the role of the Chairperson
- Ensuring that key positions such as chairperson, vice-chairperson and treasurer are always filled
- Adequately planning for succession and ensuring handovers take place
- Consulting with specialists, as appropriate
- Regularly reviewing and assessing SpIRE's performance, and utilising the results to instigate positive change and innovation

- Developing a strategic plan for SpIRE, as well as monitoring and evaluating this plan annually with the Director. The performance of SpIRE will also be assessed and monitored against the strategic plan and KPI's
- Managing operations effectively and efficiently, while also ensuring compliance with legislation and corporate governance requirements so that sustainability is not jeopardized.
- Ensuring that entries on the CRA's Register of Charities is up to date and that the Annual Report / Accounts is submitted in a timely manner
- Adopting the Governance Code for Community and Voluntary Organisations
- Ensuring that all board members are fully aware of the responsibilities associated with their role and receive adequate training opportunities

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ORGANISATIONAL CHART

