



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

Address: SpIRE, 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 2022

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
Director and Treasurer	Dr Michael O'Sullivan
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
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Chairperson's Foreword 2022
Dr Bernadette Flanagan, PBVM
Chairperson Board of Trustees

Because of the internet and other technologies, life moves at a very fast pace today. We're constantly adapting and learning new ways to do things – as well as expecting innovation from those who have the opportunity to explore new frontiers of knowledge in academic settings. SpIRE appreciates the power of research to bring new insights and approaches to the long term and new challenges which face society. In this context the research project of the MA participants each year is an essential contribution to positive change in society. The MA dissertations for each year are listed on the website <https://spiritualityinstitute.ie/research> and are available for review in the library. These dissertations are often at the frontiers of knowledge, such as exploring the implications of the new science of kindness for those in leadership roles today.

In recognition of the significance of research for identifying innovative responses to today's challenges that SpIRE was delighted to collaborate in the establishment of fully accredited Research Centre for the study of spirituality at what was then Waterford Institute of Technology. The first gathering of SpirSoP (www.wit.ie/spirsop) was held in November 2021. Through what is now a university-recognised research group it will be possible to apply to the diversity of research funds which are available to forward critical research at this time.

The seventh cohort of MA in Applied Spirituality students was admitted in September 2022. The annual conferring ceremony for the outgoing group was a casualty of the corona virus, yet again. In 2022 recruitment of a postdoctoral scholar has been a priority. A Marie Skłodowska-Curie Application entitled, "To be at Home in the World: Soul Friendship, Inner Development, and Sustainable Development" was prepared during Summer 2022 with the hope of having a colleague exploring the potential for anamcharadas interventions in services for homeless people. The Peter McVerry Trust has agreed to be a partner in the research, should the application be successful.

Good governance continues to be a priority. All aspects of Policies and Procedures were professionally reviewed by an external consultant. While a very high level of compliance with standards was found, a number of areas for improvement were identified and will be worked on over the next eighteen months. 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 very generous sponsorship of the Presentation Sisters (North East Province), the Order of Discalced Carmelites and the All Hallows Trust, have provided the financial support to enable SpIRE to grow, to support students in need, and to commence research.

I congratulate all who collaborate with SpIRE in successfully delivering MA and PhD studies. I express my gratitude to Kathleen Lyng CHF, to Margie Kennedy and to Lisa Power for their practical support of SpIRE's Vision and Mission through Library, Secretarial and hospitality

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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 supported by our academic collaborator (Waterford Institute of Technology up to 1st May and now) South East Technological University to be proactive in seeking research funding. Ad multos annos.



Director's Foreword 2022
Dr Michael O'Sullivan, SJ
Trustee / Director and Treasurer
of SpIRE

COVID continued to impact activities in 2022, although not as much as previously.

May 1st was a big day for SpIRE. The South East Technological University (SETU) consisting of Waterford Institute of Technology (WIT) and the Institute of Technology Carlow came into being and as a result MA and PhD studies in applied spirituality were now being offered at a technological university for the first time in Ireland. SpIRE was delighted to have played a major role in bringing these studies to the new university and provides a first-class specialist library in the discipline, in Dublin, where it hosts and supports such university studies. It was also delighted to have played an innovative role in the Spirituality in Society and Professions (SpirSoP) Research Group of SETU, which is the first group of its kind in an Irish university and which is led by the Chair of SpIRE.

As a result of the creation of the new university, graduation day for the 2021-22 MA students was changed to 11 January 2023. On that day 10 students graduated with an SETU MA in Applied Spirituality, 4 with a Postgraduate Diploma in Applied Spirituality, and two with a Postgraduate Certificate. 4 more completed all the requirements to graduate except the dissertation which they deferred to 2023. Many of SpIRE's members are also SETU programme staff, and two of them, the Director and the Chair, largely wrote the programme for WIT/SETU and were very involved in leading it through the approval process.

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 redesigned website, which went live on 1 December 2021, is a key source of dissemination of news about SpIRE's activities. See <https://spiritualityinstitute.ie>

The election of the Director as the VP/President-Elect of the global Society for the Study of Christian Spirituality in Denver, USA was also a powerful acknowledgement of SpIRE's standing in the field as was the selection of the Chair to give a presentation on contemplative approaches for the study of spirituality at a global spirituality studies event at Columbia University, NY. The Director has also been working during 2022 as the lead organiser and Chair for the 7th biennial

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conference of the International Network for the Study of Spirituality (INSS - <https://spiritualitystudiesnetwork.org/CONFERENCE-2023>) which will take place at SETU in May 2023 and which is being supported by SpIRE. It is the first time that the INSS conference will be held outside the UK.

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 2023. 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, counselling, and chaplaincy.

An NHS 2021 study of the provision of spiritual care during the COVID crisis in the UK found no central strategy for the provision of spiritual support. 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.

In order to serve the journey of life in its spiritual dimension and connection, SpIRE aims to develop contemplative and critically informed spirituality guides, reflective practitioners, spirituality theoreticians, and skilled researchers. It will give effect to its

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

² Papadopoulos I, R. Lazzarino, S. Wright, P. Ellis Logan, and C. Koulouglioti, "Spiritual Support During

COVID-19 in England: A Scoping Study of Online Sources", *Journal of Religion & Health* [August 60(4), 2021]:2209-2230; doi: 10.1007/s10943-021-01254-1; Epub Apr 19, 2021. Erratum in: *J Relig Health*, May 2021: PMID: 33871782; PMCID: PMC8054506.

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aims through education, research, training, consultancy, publishing, and networking. The networking will involve collaboration with similar initiatives and entities in Ireland and beyond.

enlightened, empowered, just, compassionate, kind and sustainable world.

In this document, the Trustees of SpIRE present their Statutory Report and the Accounts for the year ending 31st December 2022. These reports are an intrinsic aspect of fulfilling the vision of making the resources of spirituality available for creating a more

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.

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DELIVERY OF MA in APPLIED SPIRITUALITY

The MA in Applied Spirituality, awarded by South East Technological University (SETU), takes place in Milltown Park, Milltown Road, Dublin D06 W9Y7 (image above). The current programme obtained accreditation in 2016 from what was then the Waterford Institute of Technology (WIT) making it the first time in Ireland for an Institute of Technology to accredit a postgraduate programme in applied spirituality. The first version of the programme ran at Milltown Institute, Dublin from 2001 (NCEA, HETAC, NUI) and moved to All Hallows College (DCU) in 2010.

SpIRE hosts and supports the programme which has the unique benefit of the internationally-leading SpIRE library for applied 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 2022-23 class with the programme leadership team, Noelia (Programme Leader), Michael (Programme Director/Leader from 2005-2021), and Bernadette (first Programme Director), and the Library Resource Coordinator, Kathleen. The class includes a Tanzanian, a Ugandan, a returned Irish missionary from South Africa, a returned Irish health-care worker from Canada, a returned Concern development worker, and a Croat.

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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 2022 included:



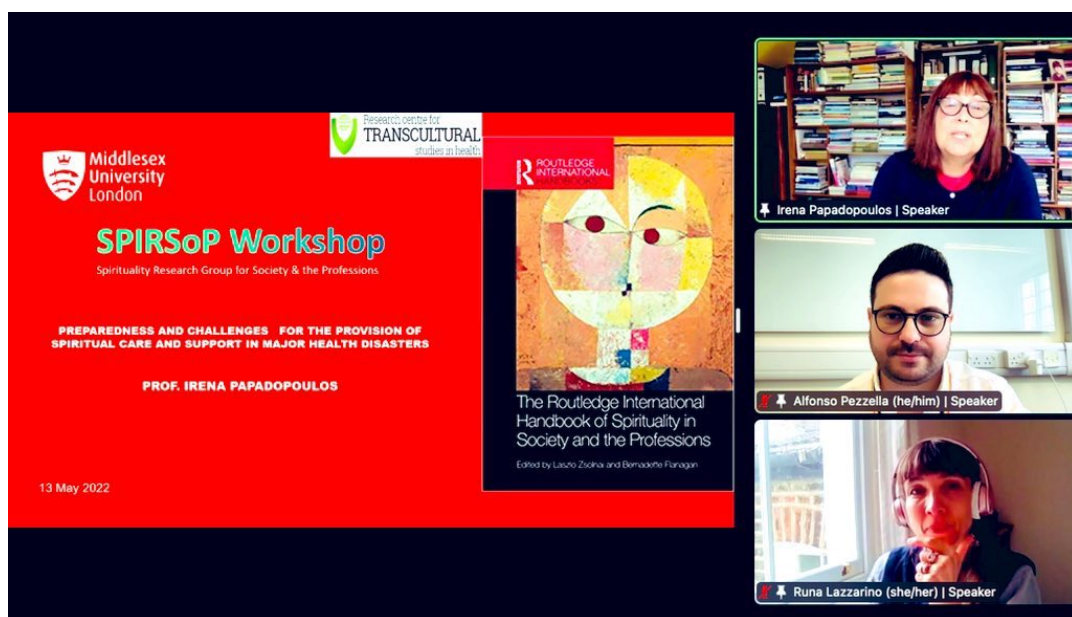
- Collaboration in the establishment and development of a fully accredited Research Group for the study of Spirituality in Society and the Professions (SpirSoP) at what was then Waterford Institute of Technology, and since 1st May 2022, in conjunction with the Institute of Technology Carlow, is South East Technological University (SETU).

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- A public lecture on '**Reading the Poetry of Gerard Manley Hopkins, SJ as a Spiritual Practice**' by Rev Dr Frank McAloon, SJ, Fordham University, NY, 130 people from different parts of the world attended the event online on World Poetry Day, 21 March 2022;



- A **seminar** led by Professor Irena Papadopoulos of Middlesex University in May with members of the spirituality in Society and the Professions research group (SpirSoP) of the South East Technological University (SETU), which includes members of SpIRE. The seminar was about a 2021 NHS study carried out by Prof Papadopoulos and colleagues **about the provision of spiritual care during the COVID crisis in the UK**. The study found no central strategy for the provision of spiritual support. **No similar study has been undertaken in Ireland.**



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- The first public lecture in the new South East Technological University. It was given by the Director of SpIRE on 9 June and the title was '**Spirituality in the University**'.



SpIRE leaders and associates, MA students and graduates, SETU faculty at the Director's Emeritus Lecture in SETU, 9 June 2022



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- The publication in June of the Director's '**The Foundational Influence of Early Spiritual Experiences in Childhood on Adulthood**', in *In The Divine Presence: Essays in Honour of Kees Waaijman, Acta Theologica*, Supplementum 33, 190-206.
- The launch of ***Spiritual Accompaniment and Marginalisation in the Vincentian Tradition: An Exploratory Study*** by Dr Maire Eibhlís NicUaithuas, DC The book was launched by Dr Paul Houston Blankenship, Seattle University on June 16.



- The creation of a **spirituality studies book club**, led by the Director, with participants from faculty and PhD spirituality students of SETU, and members of SpIRE;
- Tara Travers and Liz Murray, SpIRE associates who avail of the SpIRE Library to support them in their PhD studies in spirituality, were awarded Government of Ireland postgraduate **scholarships** in 2022;

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- The publication in July of the book, ***Spirituality and Addiction***, edited by Dr Bernadette Flanagan and Dr Noelia Molina from SpIRE (see above). It is a reprint of the Special Issue that was published in *Religions*. It includes articles which discuss the long-standing recognition of diverse connections between spirituality and addiction, and emerging discussions regarding the spiritual dimensions of addiction treatments. The overall focus is on the overlaps between the journey into addiction and the spiritual journey, in recognition that addictive craving and the seeking of ultimate meaning may be intimately connected. The multiplicity of forms which addiction can assume in contemporary society is respected. The publication is very favourably reviewed by Prof Thomas Plante in *Journal for the Study of Spirituality*, 12/2, 2022.

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Presenters at the inaugural Joint School Symposium from the Schools of Humanities and School of Education and Lifelong Learning Postgraduate Symposium at SETU, Waterford Campus on 14 June with judges Prof Sally Shortall and Dr Declan Doyle

<https://www.wit.ie/news/testimonials/first-joint-school-postgraduate-research-symposium-takes-place>



Tara Travers was awarded for best oral presentation for her PhD project in progress, **'Hunger for Food, Hunger for Life: The Inner Spiritual World of Women who have Overcome Eating Disorders'** at the inaugural event above. She is a member of the SpIRE library, which supports her research.

Tara is a graduate of the MA in Applied Spirituality, when the programme was offered at All Hallows College, Dublin City University before it became a programme of South East Technological University (SETU).

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Andrea Hayes (centre), MA in Applied Spirituality graduate of what is now the South East Technological University (SETU), chaired the **TU Presidents Panel** at World Skills Ireland, 14 Sept 2022. Prof Veronica Campbell, the first President of the new University (SETU), is on the far left.



INTERNATIONAL ACADEMIC COLLABORATIONS

INTERNATIONAL NETWORK FOR THE STUDY OF SPIRITUALITY (INSS)

www.spiritualitystudiesnetwork.org

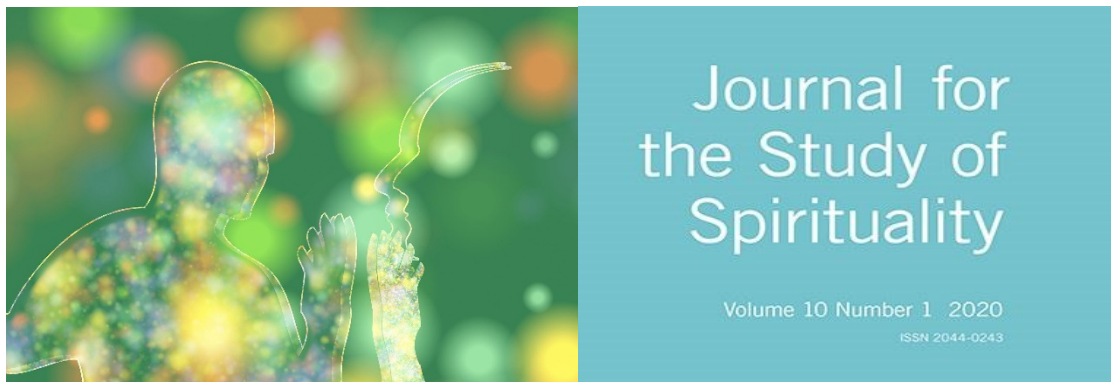


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**INSS International Conference on 'Spirituality, Critical Reflection, and Professional Practice
in an Uncertain World'**

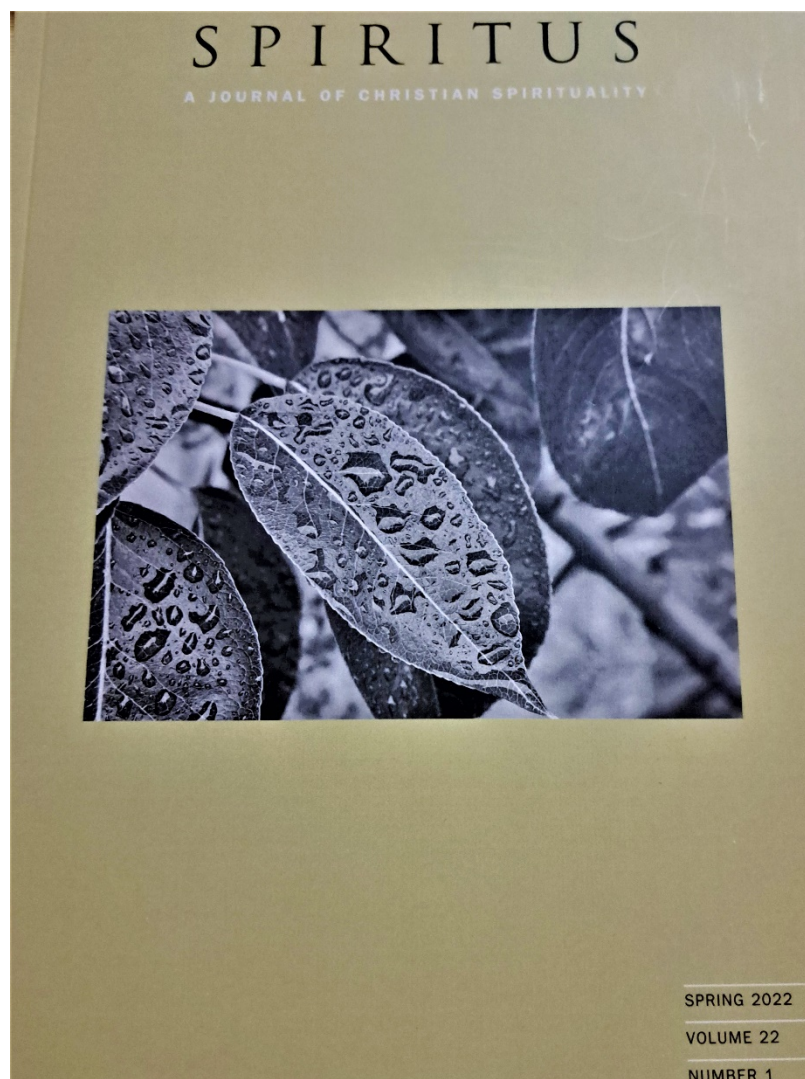
The Director of SpIRE, who is also a member of the Board of Directors of the International Network for the Study of Spirituality (INSS) and the Links Coordinator of INSS with other organisations engaged in spirituality studies around the world, is the lead organiser and Chair of the 7th biennial international conference of INSS (formerly the British Association for the Study of Spirituality). The title of the conference is 'Spirituality, Critical Reflection, and Professional Practice in an Uncertain World' and it will take place in the South East Technological University, Waterford from May 16-18, 2023, making it the first time for the conference to be held outside the UK. Planning for the conference began in January of 2022. Abstracts have already been received from 25 countries. As well as the Director of SpIRE, the Chair of SpIRE, and the Programme Leader of the MA in Applied Spirituality are members of the Academic Committee that reviewed the abstracts. Michael, who also serves on the Editorial Board of INSS' prestigious *Journal for the Study of Spirituality*, will also give one of the keynotes at the conference (see <https://spiritualitystudiesnetwork.org/CONFERENCE-2023>)

A reception will be held during the conference to celebrate Dr Cheryl Hunt's more than 12 years as Founding Editor in Chief of the journal and to welcome the new Co-Editors in chief, Prof Linda Ross and Prof Wilf McSherry.



Society for the Study of Christian Spirituality (SSCS)

The global 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 previously served on the Society's Governing Board. In November, in Denver, the latter was elected Vice-President and President-Elect of the Society and thus became the first Jesuit, first Irish male, and third European to be elected to these posts by his peers in the more than thirty years of the Society's history (See <https://spiritualityinstitute.ie/new-leader-of-christian-spirituality/>). He had also previously served on the Steering Committee of the Christian Spirituality Group of the American Academy of Religion, the Promotions Committee of the Society, the International Relations Committee of the Society, of which he is a founder, and he continues to serve on the Editorial Board of the Society's journal, *Spiritus*, a world leading academic journal for the study of Christian spirituality.



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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>

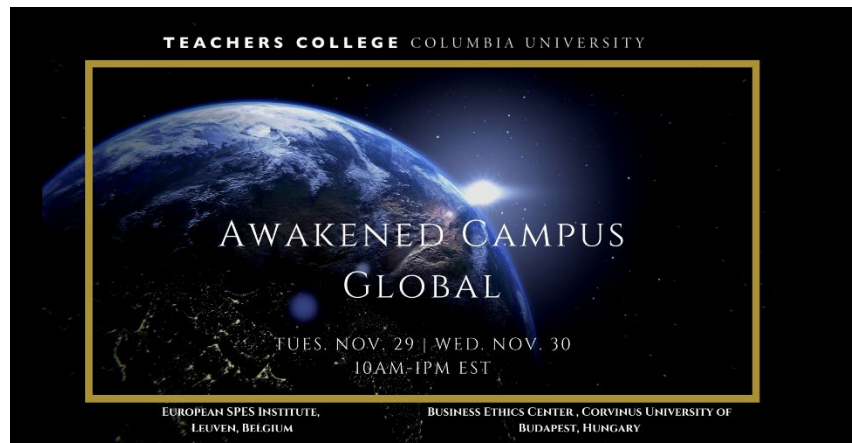
During 2022 the Director continued as a Research Fellow of the University of the Free State of South Africa where SPIRASA is based.

The Center for Contemplative Leadership (CCL), Princeton Theological Seminary



The Center for Contemplative Leadership (CCL) in the US believes in the robust integration of deep spiritual roots with the wider work of liberative justice in the world. SpIRE sponsors a few of CCL's activities and members of SpIRE participate in them.

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It was a great recognition for the work of SpIRE that the Chair was invited to make a presentation at the Awakened Campus event at Columbia University, New York about the approach SpIRE is taking to developing spirituality studies / awakened awareness in a university setting. On Nov 29 / 30 the Awakened Campus Global Conference convened leading thinkers from universities around the world to respond to the discovery and application of a scientific, evidence-based, spirituality response to the global crisis in mental health. Over 240 higher education professors from 57 countries participate in the Awakened Awareness Working Group, each of whom (in different contexts) is seeking to foster holistic learning and develop a sustainability mindset.



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The Chair of SpIRE was the first speaker at the 13th International Religious Tourism and Pilgrimage Conference in Vilnius, 29 June – 2 July. She discussed **how pilgrimage can be used for leadership training/mentoring programmes**. Fascinating aspect of pilgrimage!

She was also a member of the panel discussion at the 7th International Spirituality in Healthcare Conference at Trinity College Dublin on 16 June.



Trinity College Dublin
Coláiste na Tríonóide, Baile Átha Cliath
The University of Dublin

SRIG2022 7th International Spirituality in Healthcare Conference
The Spiritual Dimension: Cultivating Care through Research, Education and Practice

Panel Discussion: 'Advancing spiritual care needs in healthcare'



Prof Arndt Büsing
University of Witten/
Herdecke



Dr Stephen J. Costello
Viktor Frankl Institute of
Ireland



Prof Bernadette Flanagan
(SpIRE) / Waterford Institute
of Technology



Dr Patrick A. Palmieri
Universidad Norbert
Wiener



Prof Fiona Timmins
University College Dublin



Dr Jean Watson
Watson Caring
Science Institute

Thursday 16 June 2022



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Prof Stefania Palmisano, Italy (centre) on a visit to SpIRE, with its Director and Chair



SpIRE collaborated with SETU for an event in May with Professor Tove Giske (below) from the Faculty of Health Studies, Bergen, Norway. She delivered a presentation on **“Ways to overcome the challenges of integrating spirituality into health care”**.

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2022 Redesigned Website



The redesigned SpIRE website (<https://spiritualityinstitute.ie>), of which the Director is the administrator, and which went live on 1st December 2021, gives helpful information about some of SpIRE's activity and resources and is a key resource for disseminating SpIRE's influence in the national and international field of spirituality studies and practice. The resources include a YouTube channel, videos, and podcasts, as well as the online catalogue of its specialist library.

DEVELOPMENT OF SpIRE ACADEMIC LIBRARY

During 2022 the SpIRE Library, which was created in 2019, continued to update its holdings. The Chair, Bernadette, 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/>



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LIBRARY RESOURCES at SpIRE

The specialist library service delivered by SpIRE is managed by a volunteer graduate of the MA in Applied Spirituality 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 7,500 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 substantial initial book donation of the Irish Jesuits, with a contribution by the Irish Vincentians to the collection after the MA in Applied Spirituality and PhD studies in spirituality ceased at All Hallows College when the College was sold to DCU. Today a modest per capita from South East Technological University for registered students of the MA in Applied Spirituality and the exceptionally generous annual donation of the Presentation Sisters, North East Province enable the stocks to grow in line with the ever new fields of research in spirituality which are developing: e.g., trauma-informed spirituality, spiritual needs of neurodiverse person, and kindness as a spiritual practice. Fr Tom Layden, SJ chairs the library board: <https://spiritualityinstitute.ie/spire-library/>

The Library Project Coordinator provides MA students and designated library users with introduction, orientation, and support at the following times:

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• OPENING HOURS

- **WEEK ONE of the MA in September: 8.30am-5.30pm** (8.30-8.55am; 10.50-11.05am; 1.00 – 1.55pm; 15.50-16.05; 5.00-5.30pm for MA borrowers)
- Library Assistance during the other weeks when MA modules are offered:
 - **Wed: 10am-4.15pm** (10-11am; 11.30-12.30; 2 – 4pm for MA borrowers)
- **Thurs & Fri: 8.30am-5.30pm** (8.30-8.55am; 10.50-11.05am; 1.00-2.10pm; 4.05-4.15; 5.00-5.30pm for MA borrowers)
- **Sat: 8.30-4.30pm** (8.30-8.55am; 10.50-11.05am; 1.00-2.10pm; 4.05-4.15pm for MA borrowers)
 - Library Assistance in Weeks when MA modules are not offered:
 - **Tues, Wed, Thurs: 10-am-4.00 /4.15pm** (closed for lunch: 1-2pm)
- Managing issuing and returning of items to the collection
- Organising the display and shelving of library resources
- Participating in the ongoing training in library software
- Supporting photocopying / scanning / printing services
- Collecting recommendations for purchases;
- Tagging and displaying newly acquired library stock
- Managing the ordering and binding of journals
- Overseeing health and safety policies and procedures in the Library
- Collaborating with WIT online library services in making recommendations to MA students
- Attending Library Operations meetings.
- Providing information regarding all passwords used on computer, internal system, telephone, photocopier and secured documents to the MA Programme Director.
- Collaborating with SETU online library services in making recommendations to MA students.

VOLUNTEERING AT SpIRE

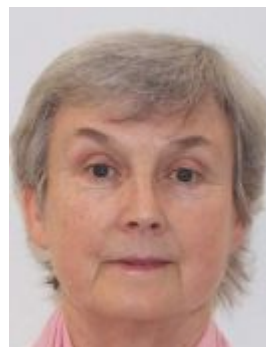
Margie Kennedy and Lisa Power are graduates of the MA in Applied Spirituality. Margie is the volunteer Secretary to the Board of Trustees and Lisa is the volunteer Hospitality Coordinator.



Margie



Lisa



Katheen

Spirituality Institute for Research and Education (SpIRE)

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FINANCIAL REVIEW

INCOME - WHERE WE GET OUR INCOME

Income received in 2022 was €106,800.00 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 2022 which supports the unique specialist SpIRE library and other projects. The Chair of SpIRE is a Presentation sister.



SpIRE acknowledges the financial and non-financial support of the Irish Jesuit Province. SpIRE's activities, including its unique library, are based at the Jesuit Centre, Milltown Park, Dublin. The Director of SpIRE is a Jesuit priest.



SpIRE acknowledges the generous annual donation by the Discalced Carmelites which was critical in getting SpIRE underway financially.



SpIRE acknowledges the generous bursaries awarded to SpIRE by All Hallows Trust in 2021 and 2022 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.

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

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EXPENDITURE - HOW WE SPEND OUR INCOME

Expenditure in 2022 totalled €62,790.41 of which:

Library equipment costs were €4,084.13;

Library expenses (books and journals) were €14,734.79;

IT costs were €4,546.16;

Sponsorship for MA students was €16,395.99;

International Book Project was €7,250.00

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.**

Some SpIRE Activities 2022⁴

DATE	TOPIC
January	MA in Applied Spirituality Research Training
Feb	SpirSoP and SpIRE Reading Club series of seminars commenced
March	Dr Frank McAloon, SJ, Fordham University, NY gave an online public lecture for World Poetry Day.
April	Start of collaboration with the International Network for the Study of Spirituality (INSS) to hold an international conference on 'Spirituality, Critical Reflection, and Professional Practice in an Uncertain World' in what became the South East Technological University (SETU) in May; Participation in and sponsorship of the online event 'Prayer as Resistance: Contemplative Practices as Liberative Justice' at Centre for Contemplative Leadership (CCL), Princeton Theological Seminary, NJ.

⁴ The COVID-19 virus continued to restrict our ability to run events and we had to adjust what we intended to do accordingly. This table shows what did take place in 2022.

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May	<p>Launch of <i>Spirituality and Addiction</i> book by Dr Wendy Dossett, University of Chester, and SpirSoP/SpIRE event with PhD spirituality students about their research;</p> <p>Collaboration with SETU for an event with Professor Tove Giske, from the Faculty of Health Studies, Bergen, Norway. She delivered a presentation on “Ways to overcome the challenges of integrating spirituality into health care”;</p> <p>Seminar with Professor Irena Papadopoulos of Middlesex University on the need for spirituality research about spiritual care in the light of COVID 19.</p>
June	<p>Emeritus Lecture by the Director on ‘Spirituality in the University’ in SETU;</p> <p>Online launch of <i>Spiritual Accompaniment and Marginalisation in the Vincentian Tradition: An Exploratory Study</i> by Dr Maire Eibhlís NicUaithuas, DC The book was launched by Dr Paul Houston Blankenship, Seattle University;</p> <p>The Chair was a member of the panel discussion at the 7th International Spirituality in Healthcare Conference at Trinity College Dublin;</p> <p>She was also the first speaker at the 13th International Religious Tourism and Pilgrimage Conference in Vilnius.</p>
September	<p>7th Intake to MA in Applied Spirituality in collaboration with SETU. WIT and the Institute of Technology Carlow became the new South East Technological University (SETU) on 1 May 2022.</p>
November	<p>Participation by the Director and the Chair of SpIRE and the MA Programme Leader at the annual meeting of the Society for the Study of Christian Spirituality (SSCS) - in conjunction with the American Academy of Religion (AAR) – in Denver, Colorado.</p> <p>The Director was ratified as the Vice President and President-Elect of the Society; the Chair serves on the Steering Committee of the Christian Spirituality Study Group of the AAR; and the MA Programme Leader serves on the Board of Directors of SSCS.</p>

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SSCS Board of Directors in Denver, 20 Nov 2022; Michael O'Sullivan (VP/President-Elect) & Noelia Molina (Board Member) are nn 4 & 5 from the top left



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Bernadette Flanagan, Past-President, Michael O'Sullivan, President-Elect, Bo Karen Lee (Princeton), President, and Noelia Molina, member of the Board of Directors, global Society for the Study of Christian Spirituality, Denver, USA, Annual General Meeting, November 2022.



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ESTEEM for Work of SpIRE

Some testimonies about the 2021-22 MA in Applied Spirituality degree

Bernadette

The MA was one amazing journey! It was eye opening and an outstanding self- discovery process. Very inspiring course, it helped me not only to understand the subject deeper, but also helped me to bring my creativity and spiritual values back to everyday experience, daily practice. Wonderful, inspiring, lectures, given by very high-quality authentic lecturers, led by the superb Leadership team: Michael, Bernadette, and Noelia. With Blessings and Gratitude.

Lisa

The learning and skills I acquired in this course will sustain me for a lifetime. The course exceeded my expectations and I will be always grateful to the directors and staff for their passion, guidance and support. It was wonderful to appreciate the subject of spirituality from so many perspectives. As the course proceeded there was a clear realization of how the various modules weaved together to bring about an insightful and expanded way of perceiving, not only my true self, but how everything interconnects and belongs.

Thomas

The M.A in Applied Spirituality has been both the most challenging and the most transforming year of my life. The entire experience let something emerge from within me that has changed my experience of myself, others and life itself. The nature of the programme, the personal and professional nature of all staff and what I found to be incredibly valuable - was the embodied nature of all the staff in what they were teaching. This made the learning environment so much more natural, more open, and a freedom for curiosity and group learning. This year has grounded me and given me a direction with a purpose for myself in my own life, going forward. Thank you to everyone involved.

John

I seemed to arrive in Milltown just when I needed it most. I might describe it as propitious or even providential in that regard. I very much enjoyed the excellent teaching delivered by the tutors and the camaraderie, collaboration, and support of my classmates which all combined to create a wonderful learning environment and experience. I found that the programme provided the right mix of academic rigour and creative freedom to allow me explore the nature of spirituality in a highly personal way. It is a very demanding course but at the same time a very expansive space in which to undertake this life-enhancing journey.

Savina

The MA in Applied Spirituality Course was a life changing and enriching experience. I feel extremely blessed to have had this opportunity. The modules opened my mind, challenged my

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thinking and deepened my awareness. I am forever grateful to the management team Michael, Bernadette and Noelia. Thanks also to Kathleen in the library and all the lecturers for their encouragement, support and ongoing kindness.

Miriam

The MA in Applied Spirituality programme proved to be a source of abundant blessings. It offered rich insights, fresh perspectives and deeper understanding and acceptance of self and others. It breathed energy and joy into my spirituality. The enthusiasm and warmth of lecturers and fellow students fostered trust and openness which I personally found to be very liberating. The experience will both support and challenge me in times to come. It is a demanding course that requires commitment, but the fruits it offers are pearls of great price.

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 Co-Founder and Director of the Spirituality Institute for Research and Education in Ireland (SpIRE) and of the Spiritual Capital Ireland Centre which SpIRE superseded. He is a Research Fellow at the University of the Free State, South Africa, Vice-President and President Elect of the global Society for the Study of Spirituality, and a member of the Board of Directors of the International Network for the Study of Spirituality and its Links Coordinator with organisations engaged in spirituality studies across the world. He has degrees in Social Science and Philosophy, and four degrees in theology up to PhD level, as well as training and experience in spiritual accompaniment, counselling, and community development. He is Emeritus Senior Lecturer at South East Technological University (SETU) and was the Programme Director/Leader of the MA in Applied Spirituality in three different higher education institutions over a period of 16 years. He was also during some of that time Programme Director of the Higher Diploma in Applied Spirituality at Milltown Institute (NUI) and Head of Theological Studies and of the Depts of Systematic Theology and Moral Theology at All Hallows College (DCU).

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 Promotions Committee of SSCS, and was a founding member of the International Relations Committee of SSCS and of the Steering Committee of the Christian Spirituality Study Group of the American Academy of Religion. He has also served on the Leadership Board of the Centre for the Academic Study of Christian Spirituality at the University of Zurich and he currently serves on the Editorial Board of both *Journal for the Study of Spirituality* and *Spiritus*, two of the leading international journals for the study of spirituality.

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).

E-mail: spiremos@gmail.com

Skype: [mfos1151](https://www.skype.com/user/mfos1151)

Linkedin: <http://www.linkedin.com/in/michaelfosullivan1>

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 South East Technological University 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

Spirituality Institute for Research and Education (SpIRE)

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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:

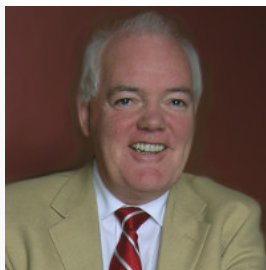
Conduct a regular review that includes an assessment of:

- *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.

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

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

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 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 the South East Technological University (SETU) 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 process, spiritual accompaniment literature, and also supervises MA dissertations. She has wide experience giving workshops in spirituality and researching spiritual and religious issues in Ireland.

Spirituality Institute for Research and Education (SpIRE)
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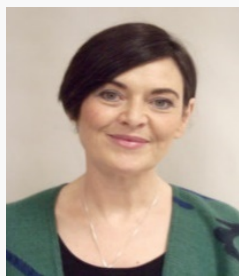


Dr Noel Keating

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.



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,

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2022

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 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.

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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.

Spirituality Institute for Research and Education (SpIRE)
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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

Spirituality Institute for Research and Education (SpIRE)
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ORGANISATIONAL CHART



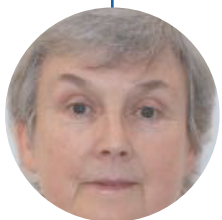
TRUSTEES



VOLUNTEERS



DIRECTOR



LIBRARY
COORDINATOR



HOSPITALITY
COORDINATOR



SECRETARY



ACTIVITIES
ADVISORY
TEAM



PUBLIC
ENGAGEMENT