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

Trustees	Sr. Anne Marie Dixon Dr. Bernadette Flanagan Dr. Michael O'Sullivan
Chairperson	Dr Bernadette Flanagan
Secretary	Sr Anne Marie Dixon
Charity Number	22374
Charity Regulatory Authority Number	20204471
Principal Address	Jesuit Provincialate, Milltown Park, Milltown Road, Dublin D06 V9K7, Ireland
Telephone	087.4140694
Website	www.spiritualityinstitute.ie
Accountants	Anne Brady McQuillans, Crowleys DFK 16-17 College Green, Dublin D02 +353 1 679 0800 w: www.crowleysdfk.ie
Bankers	AIB, Donnybrook, Dublin 4 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



Chairperson's Foreword 2019
Bernadette Flanagan
Chairperson Board of Trustees

The worst discrimination which people can suffer is the lack of spiritual care - Pope Francis

When I look back over the past five years since the first seeds for SpIRE were sown, I am amazed at the level of change that has taken place. The fourth cohort of MA in Applied Spirituality students has been admitted and a PhD student completed her research journey.

A major change occurred in 2019 when SpIRE, due to a generous donation by the Jesuits, was able to establish a specialist library of over 5,000 volumes for the academic study of spirituality. As Trustees, we are the persons ultimately exercising control of the charity. While we can delegate tasks to an excellent Advisory Committee and two volunteers, we are ultimately responsible for ensuring that SpIRE is true to its Vision, Values and Mission as a registered Charity. We must also ensure that SpIRE advances its charitable purpose, behaves with integrity, leads people, exercises control, works effectively and is accountable and transparent.

The Charities Regulatory Authority designated 2019 as a "year of learning". The Trustees have begun studying the principles of good governance, reviewing its actions and identifying the evidence of compliance, one principle at a time. This will facilitate the Board's reporting of its compliance as part of the annual reporting to the Charities Regulatory Authority.

I thank the Society of Jesus which has made a home for SpIRE, its library and academic activities at its Provincialate in Milltown Park. The generous sponsorship of the Presentation Sisters, the Order of Discalced Carmelites, Mercy Sisters, Dominican Sisters, Ursuline Sisters, Missionaries of the Sacred Heart Fathers and Marist Fathers have provided financial support which has been a very significant factor in enabling SpIRE to develop and in supporting students with financial needs.

I congratulate all who collaborate with SpIRE in lecturing, research supervision and spiritual accompaniment. 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 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. While much has changed, even in a short few years, it is heartening to know that the underlying spirit and focus of SpIRE remains energetic and clearly focused.

Spirituality Institute for Research and Education (SpIRE)
TRUSTEES' REPORT
for the year ended 31 December 2019



Director's Foreword 2019
Michael O'Sullivan SJ
Trustee / Director of SpIRE

2019 was a great year for SpIRE with high quality achievements in a number of areas.

One area of achievement was the number of MA graduates and one PhD graduate in applied spirituality that SpIRE staff worked with. The graduates of the MA in Applied Spirituality programme that SpIRE hosts, supports, and staffs in Dublin came from Dingle to Donegal, as well as from as far away as Pakistan, Sri Lanka, and Canada. The international graduates continued a trend among MA graduates that SpIRE has worked with who have come from China, the Philippines, Bangladesh, Indonesia, India, Myanmar, Kenya, Nigeria, South Africa, Australia, the US, and the UK.

A second area of achievement were the papers given by SpIRE staff at international conferences, and the exercise of leadership roles in planning and organising international conferences and serving on international committees and boards.

A third area of achievement was the record number of publications in the field of spirituality studies in one year in Ireland by staff and associates.

Feedback from MA graduates and conference participants included in the Annual Report (see, too, <https://spiritualityinstitute.ie/>) testify to the impact of SpIRE in developing and disseminating the value of spirituality study, research, and practice for lived experience and the professions.

Deep appreciation is due to the MA in Applied Spirituality Programme Team, who, apart from the three trustees, Bernadette Flanagan, Anne Marie Dixon, and I, includes Noelia Molina, David Halpin, Jack Finnegan, Elizabeth Mccrory, Bernaette Masterson, Noel Keating, and others, who are all committed to ensuring the best learning experience, knowledge, skills development and research support for each learner.

Behind much of its visible work is SpIRE's collaboration with Waterford Institute of Technology and its fine staff in the areas of management, education, and administration.

The SpIRE Advisory Committee are a specific group that many do not see in SpIRE on a regular basis but they meet regularly to discuss the concrete support of conferences and book launches, as well as to point in new directions. We honor all those who contributed so enthusiastically to the life and development of SpIRE during the past year, and look forward to another great year in 2020..

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 recent 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 2008 report on end-of-life care in acute hospital settings, for instance, acknowledged the need for spiritual care for patients and described the challenges associated with providing it: "shortage of staff, a primary emphasis on physical care, lack of clarity over who should provide spiritual care, embarrassment and lack of awareness and training with regard to the spiritual needs of patients, particularly those belonging to an ethnic or religious minority."² 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 2019.

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

² See *End-of-Life Care for Older People in Acute and Long-term Care Settings in Ireland*, Hospice Friendly Hospitals Programme and the National Council on Ageing and Older People, 2008, p.52.

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OBJECTIVES OF THE CHARITY

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

- **The prevention or relief of poverty or economic hardship** (Examples: Scholarship Funds to Students in Need.)
- **The advancement of education** (Examples: Delivery of MA in Applied Spirituality)
- **The advancement of religion** (Examples: Public Lectures on Spirituality & Professions)
- **Any other activity that is of benefit to the community** (Examples: Publication of Research Findings)

Mission:

The promotion of Christian spirituality by providing education, research and community service for the public benefit at Milltown Park, Milltown Road, Dublin D06 V9K7

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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 V9K7. The programme began with WIT in 2016 and it was the first time in Ireland for an Institute of Technology to run and accredit a postgraduate programme in applied spirituality.

The Spirituality Institute for Research and Education (SpIRE) hosts and supports the programme. The Director of SpIRE, Dr Michael O'Sullivan, SJ, is also the Programme Leader for the MA. He and the Chair of SpIRE, Prof. Bernadette Flanagan, did a great deal of the work to write the programme having previously had leadership and design roles in the programme when it ran, firstly at Milltown Institute (NUI), and then at All Hallows College (DCU), before these colleges closed. The programme then went through the customary process of institutional approval before it could proceed as a WIT programme and award. The programme has the benefit of an internationally leading library in the field of spirituality studies, namely the SpIRE Library, which is supported by the Irish Jesuits. It is also served by a very experienced and distinguished team of lecturers, research supervisors, and spiritual accompaniers.

The photo below represents those from the 2019 graduating cohort who could attend the conferring ceremony in Waterford Institute of Technology. They came from Sri Lanka, Pakistan, Canada, the UK, a Maltese working in South Sudan, a South African-Irish citizen working in Ireland, and an Irish citizen resident in the UK. The Irish students working in Ireland come from Dingle to Donegal. Their conferring ceremony took place at WIT on Oct 30th and includes in the front row the programme leadership team, Michael, Bernadette, and Noelia.



Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2019

DELIVERY OF SPIRITUALITY CONFERENCE

The Annual Conference of the European Institute for Spirituality in Economics and Society (SPES) took place on 16-18 May 2019. The venue was the main auditorium, Waterford Institute of Technology, (WIT), Waterford, Ireland. SpIRE collaborated with SPES, which is based in Budapest / Leuven, and WIT, which hosted the conference. The subject of the conference was Spirituality in Society and the Professions. The conference attracted speakers from the US, Canada, Australia, Hungary, Belgium, Spain, Italy, Norway, the Netherlands, the UK, and Ireland.



Issues Addressed in the Conference includedL

What is the understanding of spirituality in different professions?

How do materialistic worldviews influence social practices and the professions?

What is the role of non-materialistic models in social practices and the professions?

How are professional associations making spirituality a vital perspective in their professions - medicine, law; psychotherapy, education, etc.

How can professional education be enriched by a spiritual perspective and orientation?

In which ways can “spiritualized” social practices contribute to personal and collective well-being, happiness, justice and peace?

What are the most promising interdisciplinary and cross-professional collaborations employing the spiritual perspective?

Organising Committee:

Dr Luk Bouckaert, Professor Emeritus, Catholic University of Leuven, Belgium

Dr Paul Clogher, Department of Applied Arts, Waterford Institute of Technology

Dr Bernadette Flanagan, Conference Chair and Chair of SpIRE,

Dr Michael O'Sullivan, Director of DpIRE and Programme Leader, MA in Applied Spirituality

Dr Mike Thompson, Chairman, GoodBrand, London, UK and Adjunct Professor, Peter G. Gustavson School of Business, University of Victoria, Canada

Dr Laszlo Zsolnai, Professor and Director, Business Ethics Center, Corvinus University of Budapest, Hungary and President, European SPES Institute, Leuven, Belgium

Spirituality Institute for Research and Education (SpIRE)
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ADVANCEMENT OF RESEARCH / PUBLICATIONS

During the Annual Conference of the European Institute for Spirituality in Economics and Society (SPES) which took place on 16-18 May 2019 the following publications from SpIRE members, associates and graduates were launched:

The Routledge International Handbook of Spirituality in Society & the Professions, Edited by Laszlo Zsolnai & Bernadette Flanagan. **Launcher: Michael Comyn (RTE – Radio Telefis Eireann)**

Sickness, Stigma and Spiritual Awakening: A Transpersonal Paradigm for Women with Contested Illnesses (Peter Lang Publishing) by Bernadette Masterson, SpIRE. **Launcher: David Smith (RCSI – Royal College of Surgeons Ireland)**

Spirituality in the Selfie Culture of Instagram (Wipf & Stock Publishing) by Petra Sebek, SpIRE. **Launcher: Pat Coyle (JCC – Jesuit Communications Centre)**

Spirituality, Culture, and Motherhood (Routledge) by Noelia Molina, SpIRE. **Launcher: Vivienne Brady (TCD – Trinity College Dublin)**

Meditation with Children CD Created by Alana Levandoski in conjunction with Noel Keating, SpIRE. **Launcher: Michael O'Sullivan (SpIRE, WIT, & SPES)**

The Spirituality Institute would be delighted if you could attend the launch of five items from its members.

The launches will take place on Friday, 17th May at 4.30 pm in the Auditorium, Waterford Institute of Technology, Cork Road Campus.

*RSVP by 10th May to
mosullivan@spiritualityinstitute.ie*

ESTABLISHMENT OF ACADEMIC LIBRARY

During 2019 a vacant space at Milltown Park was transformed into an academic library for the study of spirituality – a first special-purpose library of this type in the world. In total over 5,000 items were transferred physically and by catalogue. Interleaf Technology used the KOHA library software to ensure a smooth transition of the catalogue from the previous collection to the new home. They also installed the security tags on each book and self-issue system. Storage Systems,

Malahide Road provided a quality library shelving system. Finally the installation of the PrinterOn software has enabled always-on printing.



Packing up - in the Jesuit Library at Milltown Park - books for the study of Spirituality.



The empty space allocated to the Library at the Jesuit Provincialte building being sound-proofed



The books arrived in their new space; shelves are awaited to display the collection.

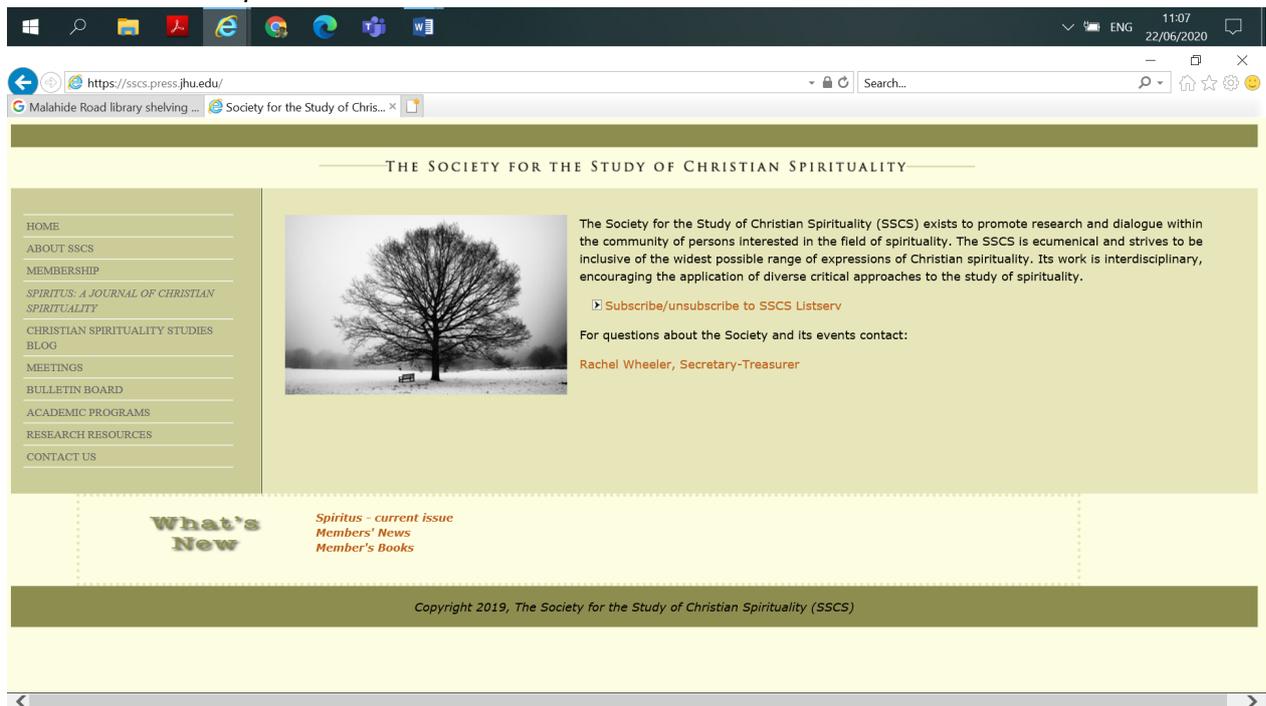


Students enjoy the library facility for their research and study

Spirituality Institute for Research and Education (SpIRE) TRUSTEES' REPORT for the year ended 31 December 2019

INTERNATIONAL ACADEMIC COLLABORATIONS

During 2019 the Chairperson of SpIRE, Dr Bernadette Flanagan held the position of outgoing President of the international Society for the Study of Christian Spirituality (SSCS) – the leading scholarly society in the world in its field. It was a great honor for SpIRE that its Chairperson has been the only Irish person and second European (after Prof Philip Sheldrake, Cambridge University UK) to hold this position, after election by her peer scholars. The Director of SpIRE is a founding member of the International Relations Committee of SSCS and of its scholarly journal editorial board – *Spiritus*.



The Director of SpIRE was a continuing member of the Board of Directors of the British Association for the Study of Spirituality during 2019. To Celebrate the 10th anniversary in 2020 of the founding of BASS a Conference entitled Spirituality in Research, Professional Practice & Education was planned.



BASS 2020
conference
De Grey Court
York St John
University

Spirituality Institute for Research and Education (SpIRE)
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VOLUNTEERING at SpIRE

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



The spirituality outreach of SpIRE is distinguished by providing access to the premier library collection in Europe of 5,500 texts 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 per capita student from Waterford Institute of Technology for registered students of the MA in Applied Spirituality.

The Library Project Manager provides the following supports:

- Providing MA students and library users with orientation / support at the following times.

Opening Week of MA: Sept 9 -13: 8.30am – 2.30pm

**Weeks when MA modules offered: Wed 10am – 4pm / Thur 10.00am – 2.30pm /
Fri 8.30am – 2.30pm / Sat 8.30am – 2.00pm**

Weeks when MA modules not offered: Wed 10am – 4/5pm

- Being present in the library during library opening hours
- Maintaining photocopying supplies
- Collecting recommendations for purchases
- 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 services
- Collecting recommendations for purchases, and procuring approved items
- Tagging and displaying newly acquired library stock
- Managing the ordering and binding of journals
- Collaborating with WIT online library services in making recommendations to MA students
- Attending the SpIRE project board meetings when appropriate and attending library board meetings
- Providing information regarding all passwords used on computer, internal system, telephone, photocopier and secured documents to the MA Programme Director.
- Registering library members

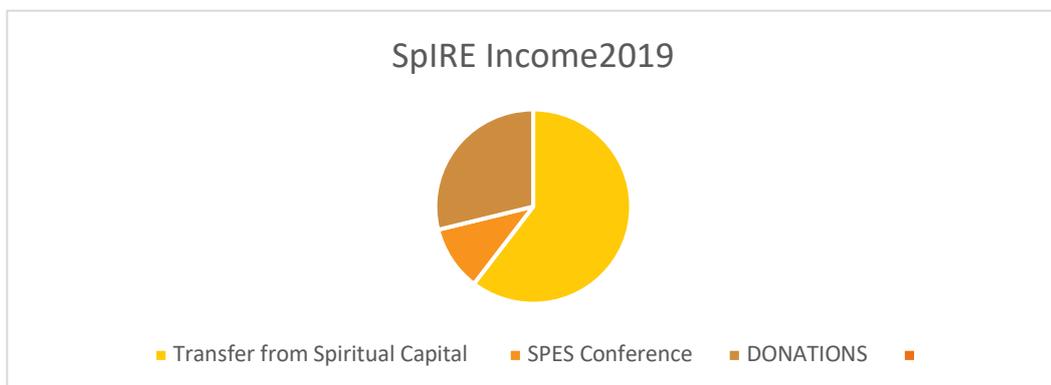
Spirituality Institute for Research and Education (SpIRE)
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FINANCIAL REVIEW

WHERE WE GET OUR INCOME

During the year, total income amounted to €111,218.96, but this figure included a once off transfer of historic funds in the form of donations from benefactors from a post office account before the SpIRE bank account was opened..

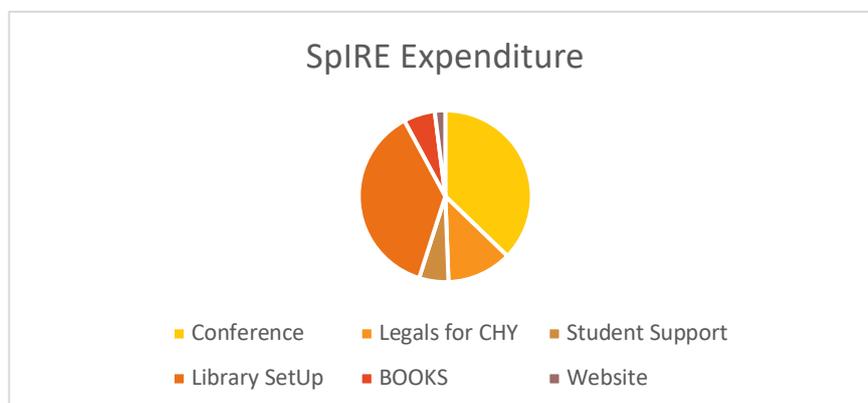
The value of the amount was €67,391.65. The sum of €11,895 was fees obtained for the SPES Conference.



EXPENDITURE - HOW WE SPEND OUR INCOME

Spirituality Institute for Research and Education (SpIRE)
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Expenditure totalled €25,533.19 with the legal costs of establishing SpIRE and the material costs of setting up the academic library being unique, once off expenditure. The costs for the SpIRE-SPES-WIT conference were fully off-set by associated income, with a small profit arising, €1,484.48



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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.

2019	TOPIC	OUTCOME
January	<i>The Wisdom of Love in the Song of Songs - Public lecture : Dr Stefan Reynolds</i>	Deferred due to weather restrictions
March	<i>Launch of 'Spirituality & Motherhood' : Dr Noelia Molina</i>	Transferred to multiple book launch at SpES conference (See p.7)
April	<i>Remembering Henri Nouwen: Public lecture, Michael Ford, broadcaster (BBC)</i>	Displaced by planning for SPES conference
May	<i>Contributing to Annual SPES Conference on theme "Spirituality in the Professions & Society": May 16-18</i>	See pp.6-8
June	<i>Contributing to the 5th International Spirituality in Healthcare Conference: Thursday 20 June 2019, TCD</i>	Displaced by tasks of setting up new SpIRE library in tight timeframe due to the sale of land at Milltown Park
August	Summer School in Applied Spirituality: 9.30 – 1.00: 3 DAYS <i>Pilgrimage: Travel for Transformation</i>	Displaced by tasks of setting up new SpIRE library in tight timeframe due to the sale of land at Milltown Park
September	4 th Intake to MA in Applied Spirituality in collaboration with WIT Masterclass on Intuitive Inquiry with Dr Rosemarie Anderson Contribute to the 3 rd Biennial SCS Conference: "The Study of Christian Spirituality & Spiritual Theology: Evolving Methodologies," Rome	18 Candidates commenced MA Speaker withdrew due to illness Preparatory planning (Dr Bernadette Flanagan) and Papers presented by Drs Bernadette Flanagan, Michael O'Sullivan, Noelia Molina.

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2020	TOPIC
January	Issue of 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 Conference entitled: <i>Irish Pilgrim Paths Marketing Indigenous Spiritual Tourism</i> Delivering Conference entitled: <i>Irish Pilgrim Paths Marketing Indigenous Spiritual Tourism</i>
April	Evaluation 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. Contributing to the 6th International Conference of the British Association for the Study of Spirituality, on theme of Spirituality in Research, Professional Practice & Education, June 1-3, York St-John University (England)
June	Healthcare Conference: Trinity College Dublin & Pre-conference workshop:
September	5 th Intake to MA in Applied Spirituality in collaboration with WIT
November	<i>Pilgrimage: Spirituality on the Move</i> Public lecture by Dr Bernadette Flanagan

ESTEEM for work of SpIRE

Some testimonies about the 2018-19 MA in Applied Spirituality in its form as a Waterford Institute of Technology (WIT) award. The MA is hosted and supported by SpIRE at the Jesuit Centre, Milltown Park, Dublin, Ireland.

"I knew from the outset that the course content would be engaging, inspiring and incredibly informative, but I underestimated the cumulative effect of the layers and layers of learning that go on not just in lectures, but also in peer learning groups, in the corridor over a cup of coffee and while reflecting on teaching and conversations in my own time. This is a life-enhancing programme."

"A wonderful year of study, reflection, discourse, wisdom and fun!"

"The M.A program has been a transformative experience for me. I not only deepened my understanding of spirituality, but also discovered an academic field full of challenges and opportunities."

"Excellent programme and process. An amazing experience of learning and reflection."

"I have a new perspective on life and spirituality."

"Buiochas for an amazing experience in spirituality!"

"It has been a wonderful and profound year. A program that enables personal growth and the search for meaning in life."

"The course has been, remains, and will continue to be rich nourishment."

"Life changing lectures with life-giving fellow students".

"It has been a real privilege and joy to be part of the MA."

Prof Celeste Snowber gave the following feedback on the SPES-SPIRE-WIT conference:

"Dear Michael and Bernadette,

As I am back in Canada I am continuing to reflect on how special my time in Ireland was at the conference. I wanted to thank you for opening up such a generative space for scholars, educators and seekers from all over the world to convene, dialogue and be inspired by one another. I am in gratitude for all your organizing, hospitality and bringing vision together. I know what a huge outpouring of energy this is. So a BIG THANKS!!

DATA PROTECTION at SpIRE

Introduction

The purpose of this document is to provide a concise policy statement regarding the Data Protection obligations of SpIRE. This includes managing appropriately obligations in dealing with personal data, in order to ensure that the organisation complies with the requirements of the relevant Irish and EU legislation, namely the Irish Data Protection Act (1988), the Irish Data Protection (Amendment) Act (2003) and the EU General Data Protection Regulation (GDPR) (May 2018).

Rationale

SpIRE is legally obliged to comply with the Data Protection principles set out in the relevant legislation. This Policy applies to all Personal Data collected, processed and stored by Spire in relation to its trustees, staff, volunteers, associates and clients in the course of its activities. All are treated equally under this Policy.

Scope

The policy covers 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 will be equally referred-to as Personal Data in this policy, unless specifically stated otherwise.

This policy includes the following:

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

Spirituality Institute for Research and Education (SpIRE)
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GOVERNANCE STRUCTURE of SpIRE

SpIRE is a Trust with three Trustees. 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

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>

Spirituality Institute for Research and Education (SpIRE)
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Rev Dr Michael O'Sullivan, SJ

Michael O'Sullivan is Director of SpIRE, 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 has also worked in 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 on the inaugural 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 British Association for the Study of Spirituality (BASS), and the editorial board of *Spiritus*, the premier journal in its field. He is co-founder of the Spirituality Institute for Research and Education in Ireland (SpIRE) and of the Spiritual Capital Ireland Centre which was superseded by SpIRE. For fifteen years now he has been running the leading international MA in Applied 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 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, she is a member of the Congregation's Leadership team,

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Skype: [anne-marietixon](https://www.skype.com/people/anne-marietixon)

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.

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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. Currently, she is a part-time lecturer in 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 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

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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,

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.

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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 achieve 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

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 requires 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.

Signed on behalf of the Trustees:-

Dr Bernadette Flanagan

Chair

Date: _____

Sr Anne Marie Dixon

Secretary

Date: _____

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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 define the role of board members – including distinguishing between the role and responsibilities of the Director and the role of the Chairperson
- Ensure that key positions such as chairperson, vice-chairperson and treasurer are always filled
- Adequately plan for succession and ensure handovers take place
- Consult with specialists, as appropriate
- Regularly review and assess its performance, and utilise the results to instigate positive change and innovation

- Develop a strategic plan for the organisation and monitor and evaluate this plan annually with the Director. The performance of the organisation should 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 jeopardised
- Ensure entry on the CRA's Register of Charities is up to date and that the Annual Report is submitted in 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

ORGANISATIONAL CHART

