



*le chéile*

Mentoring & Youth Justice  
Support Services

# ANNUAL REPORT

## 2016



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Le Chéile is funded by the Irish Youth Justice Service through the Probation Service, as part of Ireland's European Structural and Investment Funds Programmes 2014-2020, which is co-funded by the Irish Government and the European Union.

# Welcome from the Chairperson

I'm pleased to introduce the 2016 Annual Report of Le Chéile Mentoring & Youth Justice Support Services.

2016 marked a number of firsts for Le Chéile, in which we continued to develop our services and ensure that those who are referred to Le Chéile receive the best possible support.

This year saw Le Chéile hold our first National Volunteer Conference in September 2016. 'Inspiring Change, Transforming Lives' was an opportunity to bring together our volunteers to recognise and thank them for their part in supporting the young people and parents with whom we work. I was heartened and inspired by the considerable enthusiasm and dedication of Le Chéile's volunteers which was evident throughout the day. I was delighted we were joined by speakers from the Probation Service, Oberstown Children Detention Centre, the Garda Youth Diversion programme and Senator Lynn Ruane. I was particularly impressed by the large number of mentors who have been volunteering with Le Chéile for 5 and 10 years.

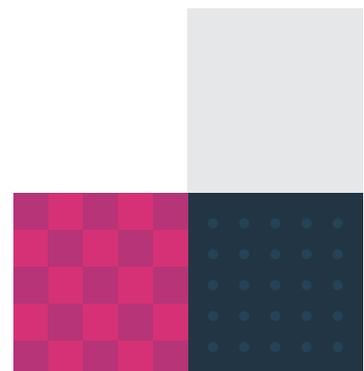
The Board of Le Chéile is committed to excellence in governance. The skills and expertise of the Board was further strengthened this year with new additions to the Board. Le Chéile is compliant with SORP accounting standards and the requirements of the Charity Regulator. I would like to thank the Board for their continuing dedication and contribution to Le Chéile.

2016 was a year of great progress in Le Chéile and our Annual Report highlights key developments and case studies which give an insight into our work.

Finally I would like to pay tribute to all our staff and volunteers whose commitment, expertise and belief in the potential of the young people and families with whom we work is making real and positive changes in their lives.



**Margaret O'Connor**  
Chairperson



# CEO's Reflections

At Le Chéile we are constantly trying to improve the quality of the services we provide to young people who are involved with the justice system and their families. The aim is to improve the outcomes for young people and in doing so, reduce offending and contribute to safer communities.

2016 included a number of significant developments towards these aims. One of the highlights was the independent evaluation carried out by Dr Kieran O'Dwyer, which reviewed the effectiveness and outcomes of Le Chéile mentoring. The evaluation provided a valuable opportunity for young people, parents, volunteers, staff, as well as the Probation Service and other stakeholders to give their views. The evaluation highlighted the effectiveness of Le Chéile mentoring in reducing youth offending and in increasing positive outcomes for young people.

We continue to work in partnership with the Probation Service and in 2016 we provided mentoring for 147 young people on probation and 46 parents or carers referred by the Probation Service. This partnership approach is critical to the effectiveness of mentoring and the tailor-made approach to supporting young people and their families.

We also provided a Restorative Justice service in Limerick/Clare and North Kerry and worked with 19 young people as well as the local community. We provided Restorative Justice training for professionals and volunteers within Le Chéile, the Probation Service and other agencies.

During 2016 I had the pleasure of meeting many of our volunteer mentors and I was continually amazed and impressed by their commitment and enthusiasm. The first National Volunteer Conference held in September 2016 was a great occasion and demonstrated the geographic reach of Le Chéile, with 12 counties represented. The quality of Le Chéile's volunteer mentors is intrinsically linked to the support of Le Chéile staff and their commitment to the young people and families with whom we work.

Another highlight was increasing access to mentoring for more young people, which is part of our Strategy 'Inspiring Change, Transforming Lives'. By the end of 2016 we had recruited 2 new staff and entered into agreements with Crosscare in Dublin, and Waterford and South Tipperary Community Youth Service to pilot mentoring for young people who have come to the attention of the Gardaí. The roll-out of this service is a key priority for 2017.

We began working with Oberstown Children Detention Campus to pilot mentoring for parents of young people in detention. This is a very innovative service internationally and will provide community based mentoring for parents over the next two years.

Finally a huge thank you to my colleagues in Le Chéile, our staff, the nearly 200 volunteers and the Board of Le Chéile for their tireless work and for contributing to the Le Chéile Vision, *for every young person at risk - the right supports at the right time, to make the most of their lives.*



**Anne Conroy**  
CEO



# Our Vision, Mission and Values

## Vision

For every young person at risk – the right supports at the right time,  
to make the most of their lives.

## Mission

Le Chéile is a community-based volunteer mentoring and family support  
service, which works with young people involved in or at risk of offending.

## Values

We listen – respect – empower.

We are non-judgemental and believe in the potential of every young person.  
We work collaboratively with young people, families and other agencies. We  
use a restorative practice ethos. We deliver quality services.



# 2016 In Numbers



147

Young People Mentored



46

Parents Mentored



3,266 Total Number of Hours Mentoring

19

Young People Engaged with the Restorative Justice Project



5

Strengthening Families Programmes Supported



5

Parenting Programmes Run







ANNUAL REPORT 2016  
**MENTORING**

# Mentoring

## Working in Partnership with the Probation Service

For over a decade, mentoring young people on probation has formed the core of Le Chéile's work and is available in Dublin, Cork, Limerick, Waterford, Tipperary, Kildare, Laois, Offaly and Meath, as well as parts of counties Clare and Kerry.

Le Chéile's mentors work with young people who offend or are at risk of offending, or their parents/carers. We have nearly 200 volunteers around the country who are fully trained, vetted and supported by Le Chéile.



“The stability of the person meeting them every week...just have a chat about everything. I think that is what works well really.”

Probation Officer

## Award for Le Chéile Cork

In 2016 Le Chéile's Cork Mentoring service was recognised for our contribution to community and voluntary life in Cork City. The award was presented by the Lord Mayor Chris O'Leary during the award ceremony at a reception at City Hall to honour their part in creating more engaged and inclusive community in Cork.



## Confederation of European Probation Awards

Le Chéile was one of two Irish runners up in the Confederation of European Probation Awards held in Romania. The awards scheme reflects CEP's vision to promote “the best possible interventions to reduce re-offending and the impact of crime,” and it is encouraging to see social inclusion initiatives like mentoring are being recognised on a European level.

“[My Mentor] made me realise that I'm something, I'm not worth nothing like... Told me not to be throwing my life away, that I was worth something at the end of the day...”

Youth Mentee

## Mentoring Young People in Detention

Le Chéile, in partnership with the Probation Service and Oberstown Children's Detention Campus, commenced an initiative to mentor young people in detention. Where a young person who is being mentored enters detention, Le Chéile can continue mentoring with the mentor visiting the young person while in Oberstown. We also take new referrals where a young person will be released in the near future. Mentoring in detention aims to keep young people connected, support them in their new situation, and prepare them to transition out of detention.

The pilot's success has kept young people engaged in activities and goals both in and out of detention. Volunteers are supported throughout the process by their co-ordinator.

Towards the end of 2016, we also entered into a partnership with Oberstown to pilot mentoring for parents of young people in detention. In this service, over the next two years we will be providing local community-based mentoring for parents in this new and innovative service.

“It's persistent when other services may have come and left... and being there in very difficult times.”

Parent

## The Outcomes Star™ - Measuring Progress

In 2016 Le Chéile fully adopted the Outcomes Star™ model to measure youth and parent progress through the mentoring or restorative justice process.

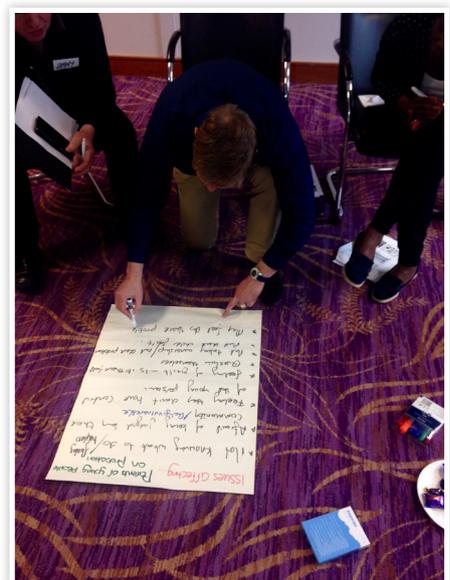
Outcomes Star™ is an evidence-based tool for measuring and supporting change, designed to be used in collaboration with service users. It is innovative in that it does not simply measure the severity of an issue, but how motivated and supported a person is to address this. By adopting an internationally used and validated tool like the Outcomes Star™, Le Chéile continues to adhere to best practice for assessing both the needs and progress of the people with whom we work.

“I did get into college with mentoring - they helped me do that.”

Youth Mentee

## Evaluating the Mentoring Service

Le Chéile is committed to using programmes and approaches that have been proven to result in better outcomes for children and young people and in 2015, Le Chéile commissioned an external evaluation and Social Return on Investment (SROI) study of the effectiveness and outcomes of our mentoring service. Dr. Kieran O'Dwyer of KC Consulting carried out the evaluation throughout 2016, which included a literature review and extensive consultation with young people, parents, mentors, Le Chéile staff, the Probation Service and other agencies with an interest in mentoring.



# Mentoring in Numbers



147

Young People Mentored



46

Parents Mentored



1,219

Youth Mentoring Sessions



615

Parent Mentoring Sessions



3,266

Total Number of Hours  
Mentoring



# Youth Mentoring

Youth mentoring is a one-to-one relationship-based support that provides a positive role model to a young person, aged between 12-21. Mentors are a reliable person in someone's life, a trusted advocate, and a friendly support to help the young person make the most of their lives. Young People are referred to mentoring by their Probation Officer.

Key objectives in youth mentoring are to reduce offending behaviour and support the young person to achieve their full potential as individuals. Mentors and young people work on areas such as choices and behaviour, making a difference, hopes and dreams, well-being, communicating, and education and training. Together the young person, their Probation Officer, Mentor and the Le Chéile co-ordinator, set goals for the match based on these areas.



☺ ***“That stability of meeting that person every week and having somebody that they can go and meet and talk to.”***

Probation Officer

## Working in Partnership with Garda Youth Diversion Projects

In 2016, Le Chéile has expanded our service to reach more young people in the justice. We are now working with Crosscare in Dublin and Waterford and South Tipperary Community Youth Service to pilot mentoring for young people who have come to the attention of the Gardaí and are participating in their local Garda Youth Diversion Projects (GYDP).

These new services mark a commitment to working not just with young people who offend, but are at risk of offending, as laid out in our strategic plan. The projects are funded through the Dormant Accounts Fund.

New staff members Janice Hickey and Danielle McCann are running the two new projects, and completed recruitment for volunteers in both regions to work as mentors for young people. The rollout of this service is a key priority for 2017.

☺ ***“Maybe there should be a service put in place for younger kids, before they get in trouble. If I had something like this... I’m not saying that it would have worked but I might not have ended up in trouble.”***

Youth Mentee



# Youth Mentoring - Mike's Story -

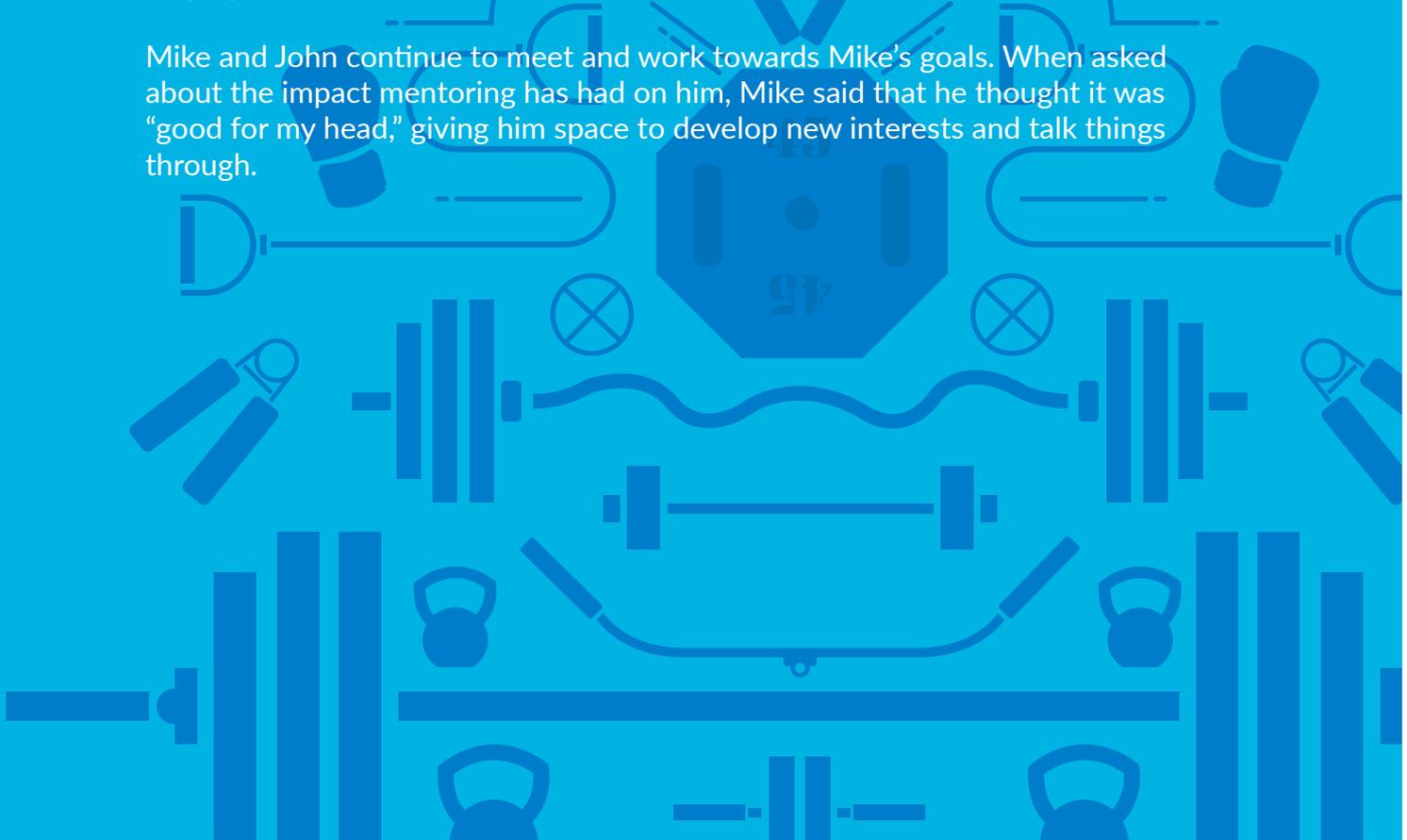
Mike was referred to Le Chéile after a conviction for Assault and Theft. His Probation Officer felt that he would benefit from a positive adult role model in his life, as he was shy and anxious in adult company, often displaying low self-esteem. She was also concerned that he had no hobbies or interests and would easily be led back into re-offending.

Mike was matched with John, an easy-going and warm mentor. While Mike was reluctant to engage initially, John's persistence paid off and he and Mike slowly built a strong mentoring relationship. Mentoring sessions helped build Mike's self-esteem, with John offering support and praise of Mike's achievements, and helping Mike identify his hopes and dreams.

Mike has said that he previously found it difficult to sit down to talk about an issue and look at it from different aspects. Mike now says that from meeting with John he has learned how to break down problems and issues and look at them in a methodical way in an effort to solve them, while before mentoring, he would have thought the issue was too complicated and ignored it.

Through the mentoring, Mike and John looked at exercise and fitness as a possible area of interest for Mike. Mike took to this interest and now uses the gym daily. With John's encouragement and support, Mike's also undertaken some short courses for the construction industry, and recently secured part-time employment in this area as a result.

Mike and John continue to meet and work towards Mike's goals. When asked about the impact mentoring has had on him, Mike said that he thought it was "good for my head," giving him space to develop new interests and talk things through.



# Parent Mentoring

Many parents and carers of young people who offend can feel isolated and that they have little support to manage their child's challenging behaviour. Parent mentoring offers a listening ear and practical support in managing their child's offending behaviour.

With their mentor, parents may choose to work on some goals such as health, work, finances, how you feel, the caring role, time for yourself, and managing at home.

“The role of parent mentoring is to ensure that there is an environment good enough where a child can actually strive for better.”

Probation Officer



“I'm much calmer now. It was great to have the mentor to confide in.”

Mentee



# Parent Mentoring - Martin's Story -

Martin was referred to parent mentoring by his grandson Adam's Probation Officer as he needed extra support around Adam's offending and challenging behaviour. Adam had recently been sent to Oberstown and this had taken a toll on Martin both physically and mentally.

Martin was Adam's primary carer and Martin said when meeting Le Chéile first that he couldn't see any positives in his life, he felt hopeless and not confident to provide for Adam. He told Le Chéile that "it was hell in recent weeks, I was worried sick about him."

Meeting with Le Chéile, Martin said that he wanted to feel able to cope with the situation and Adam's offending. He stated he needed to "be strong and be here for [Adam] as he has nobody else." Together with his mentor Seán, he set a goal to build a routine to feel better and take more control of his life. Martin and Seán met on a weekly basis and their mentoring sessions typically consisted of meeting for a long walk, coffee and a chat. As part of his goals for his health, Martin started to go to the gym on a regular basis again and he reported at a mentoring review meeting that the mentoring "really saved his mental health."

Over his time in the project, Martin has engaged very well. Martin felt that he has learned how to live again, he no longer felt guilty for Adam's behaviour, and has established stronger boundaries in his role caring for Adam. Martin says it has improved his relationship with Adam. Martin continues to go to the gym and walks on a regular basis and 6 months after completing mentoring, he feels much more positive about his relationship with his grandson. Martin told Le Chéile that felt that he'd achieved a lot over the time with his mentor Seán: "I'm myself again - I matter!"





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# RESTORATIVE JUSTICE



# Restorative Justice

**19** Young People Engaged with the Restorative Justice Project

**68** Participants in Restorative Justice Trainings

Restorative Justice is a “victim-sensitive response to criminal offending, which through engagement with those affected by crime, aims to make amends for the harm that has been caused to victims and communities and which facilitates offender rehabilitation and integration into society.” (National Commission on Restorative Justice, 2009).



We use five restorative models in our work with young people.

1. **Victim Empathy Programme:** Meeting weekly with the Le Chéile project worker, this programme helps a young person to develop empathy and to understand the impact their actions had on themselves and others, and how they can put things right.
2. **Reparation Contract:** The young person agrees to try to repair the harm done, including working on a project for the victim or community.

3. **Victim / Offender Mediation:** The victim and young person meet either directly or with a facilitator acting as a 'go-between.' The victim has a chance to tell how the offence affected them, and the young person can learn of the impact of their actions.
4. **Victim Impact Panels:** A Victim Impact Panel provides a forum for crime victims to tell young people who offend about the impact of their personal experience of crime on their lives and on the lives of their families, friends and neighbours.
5. **Restorative Justice Conference:** This meeting involves the offender, victim, facilitator, and family members, friends and community representatives. This is an opportunity for the victim to be directly involved in the process, showing the young person the impact their actions had on the victim, their family and the wider community.

All young people, victims and family members who engage with the RJ project are supported by trained staff before, during and after the process. The Restorative Justice Project is funded by the Probation Service and Limerick City & County Council.

### Promoting Restorative Justice

In addition to working one-to-one with young people in the restorative justice service, Le Chéile has also been active in promoting the benefits of restorative practice in the wider community, hosting monthly 'Teas it Out' coffee mornings to bring together the local community in Limerick. Nearly 50 participants have attended these mornings. Le Chéile also presented at the 'Restorative Connections' Conference in Dundalk, promoting restorative practice across the island of Ireland.

The project piloted our first Victim Empathy Programme group in 2016 with four young people on probation. This is a group approach to the one-to-one programme, encouraging young people to process their empathy and shame with other young people.

Le Chéile continued to promote restorative practice across our whole organisation, with 'Mentoring Restoratively' training delivered to Le Chéile volunteer mentors.



# Restorative Justice

## - Jack's Story -

Jack was referred for a Victim Empathy Programme (VEP) by the Probation Service after he was charged with Threatening and Abusive Behaviour. It took several attempts to engage Jack as he was very anxious about the process.

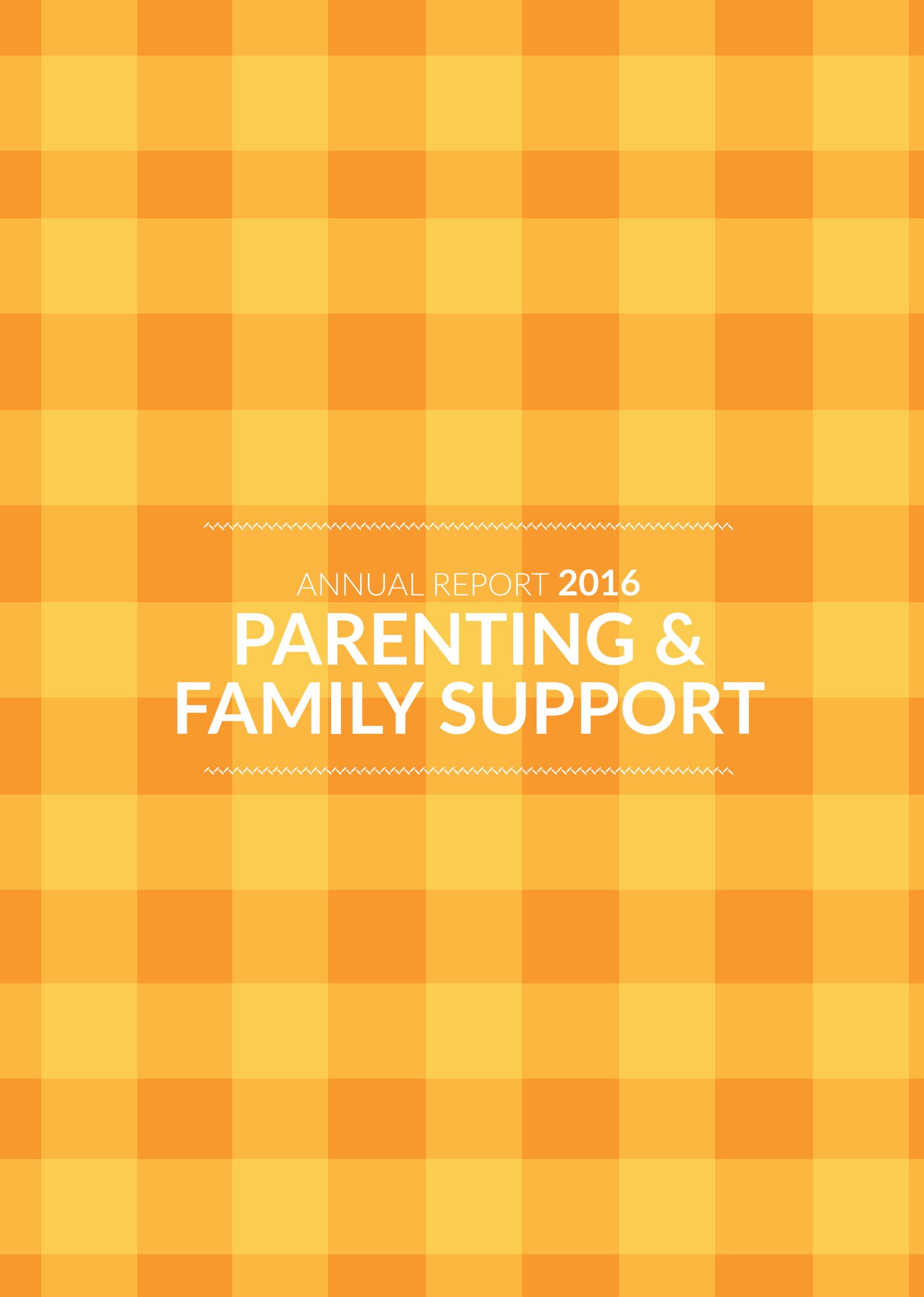
In the beginning of the programme Jack refused to speak about his offences, in part due to the shame he felt. As the relationship progressed and Jack became more comfortable, he opened up and the programme provided him with an opportunity to process the shame he felt in a safe environment. Some of these sessions included: thinking about my crime, why people do the right thing, criminal damage and empathy. Throughout the programme Jack engaged very genuinely and honestly. It was clear that he thought a lot about what was talked about during the sessions, as often he would refer back to the previous week's topic. Towards the end of the programme he began to show empathy for the victims of his crime and stated in one of the sessions that *"I wouldn't like what I did to the victims to happen to my mother or family."*

At a review with Jack, Mum and his Probation Officer, other restorative models were discussed. It was agreed that a Restorative Conference with the victim in Jack's offences would be the most beneficial avenue for all parties concerned. Jack wholeheartedly agreed to enter into the process as he was genuinely remorseful for what he had done and wanted to repair the good relationship he once had with the victim.

Before a conference happens, preparation sessions are carried out with both Jack and the victim. This preparation process allows for questions and answers from both victim and young person about what's involved. The restorative conference was then held between Jack and the victim. Both parties found the conference beneficial stating that they felt it went really well and that they felt better after it. The victim stated that *"It was a really positive experience. It gave me a different insight instead of focusing on how he feels, asking how I feel. You think you know how you feel until someone sits you down and asks you."*

Both Jack and the victim agreed that a meal together would help repair and rebuild the good relationship they once had. The feedback was very positive as the victim stated in a follow up call that Jack apologised again for the hurt he had caused.

Jack's engagement with multiple models of restorative justice shows how the process can be tailored to each young person so that they (and the victim) can have the best possible outcome.



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**PARENTING &  
FAMILY SUPPORT**

# Parenting & Family Support

In addition to mentoring for young people and parents, Le Chéile also facilitates a number of additional programmes and services to support young people. By providing these additional targeted supports, Le Chéile offers families an opportunity to work on issues affecting the whole family, which in turn helps the young person.

“I’ve learned things that have helped with my own children but also with my grandchildren.”

Parent Mentee



## 5 Strengthening Families Programmes Supported

### Strengthening Families Programmes

On behalf of the Probation Service, Le Chéile provides support to Strengthening Families Programmes, administering funding and providing training. The Strengthening Families Programme (SFP 12-16 yrs) is a 14 session family skills training programme for families developed by Dr. Karol L. Kumpfer and associates at the University of Utah in 1982.

SFP is proven to help build behaviour management and family skills. It is designed to give parents and their children the opportunity to learn new, healthy communication skills that create positive relationships within families. These new skills also assist and reduce the risk of young people becoming involved in negative behaviour like offending.

Two Site Coordinator workshops were held during 2016; one for the SFP National Council member organisations in Dublin in May and the other in Cork in November, launching the new Site Coordinator Manual and other resources, which were well received.



Le Chéile is also involved in training facilitators to the programme. The two day SFP Facilitator Training was held in February with 22 participating on the training. This training was facilitated by Rosemary Fox, Senior Probation Officer in Cork and Le Chéile Coordinator Lorraine O’Donovan.

## Family Support Interventions

While mentoring focuses mainly on the development of the mentee, Le Chéile also offer a tailored and individualised support in the form of 'Family Support Interventions.' These interventions compliment the role of mentoring and benefit not just the mentee but also the parent/carer and wider family. Family support interventions aim to improve communications and family relations. Examples of FSI have included family mediation, a family meal or family outing.



# 5 Parenting Programmes Run

## Parenting Programmes

Le Chéile parenting programmes are run in addition to linking parents to local parenting supports. In 2016, Le Chéile continued to run the Non-Violent Resistance programme, taking referrals from the Probation Service and other justice and family support agencies.

Non Violent Resistance (NVR) is an innovative approach developed to target aggressive, violent, controlling, and risk taking behaviour in young people. Le Chéile initiated this programme in Limerick to meet a growing unmet need encountered among parents we worked with. Running this intervention in a group setting has ensured that parents can share experiences and encourage each other to practice the techniques. It can help develop a support network that will stop violent and destructive behaviours both in and out of the home.

This year NVR was also run on an individual basis to meet the needs of parents who were unable to participate in the group NVR programmes.

 *“Now I have plans for the future, [for] all my kids.”*

Parent



# Parenting & Family Support - Mary's Story -

Mary was first referred to Le Chéile's Non Violent Resistance programme. Mary's teenage son was heavily involved in drug taking and had become violent and abusive towards Mary, resulting in him becoming isolated from the whole family. Mary successfully completed the ten-week programme and gained a lot of confidence and knowledge in responding to and managing her son's behaviour.

It was suggested that Mary might benefit from further support from Le Chéile's parent mentoring service. Mary was delighted to accept the offer of further support. The co-ordinator decided to match her to Julia who was one of the more experienced mentors.

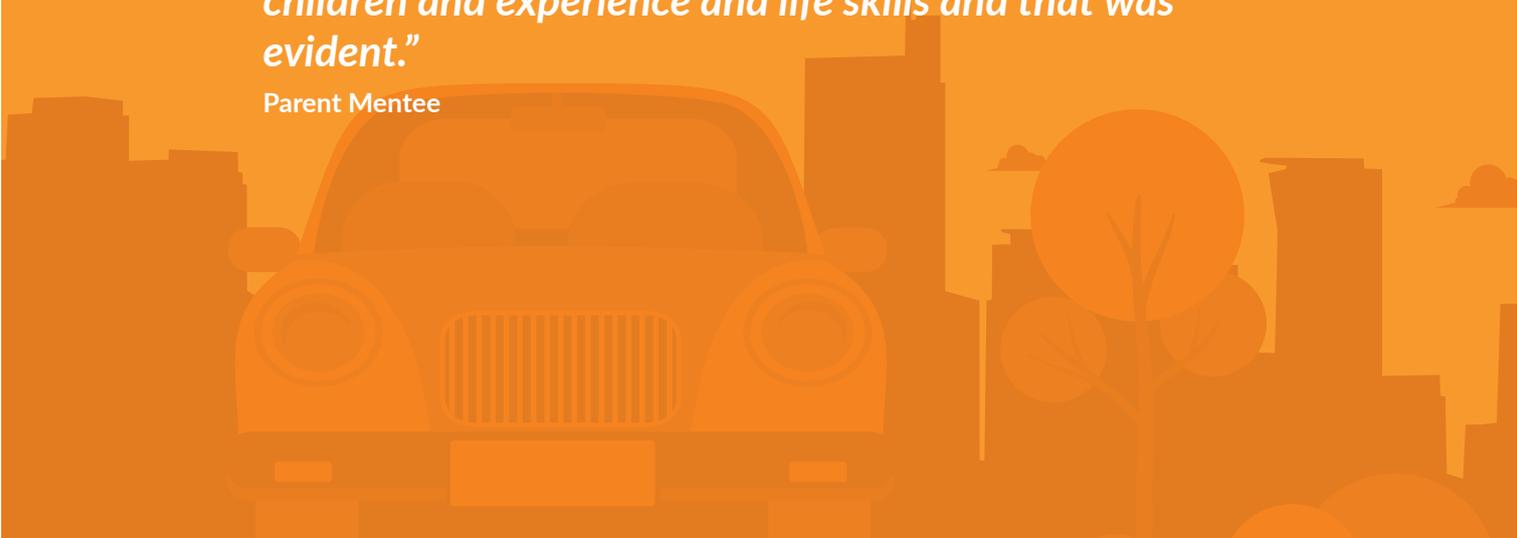
At their introductory meeting Mary and Julia decided to work on some personal goals, in addition to supporting her in maintaining the skills learnt at the NVR programme. Personal goals identified included learning to drive and saving for a trip abroad. When Mary was going through tough times with her son she said that meeting Julia "kept me going and was the only thing I had to look forward to in the week."

Julia was also familiar with the Non-Violent Resistance programme having been briefed on it by Le Chéile and so could consistently reinforce the strategies of the programme when she met Mary weekly.

As of today, Mary's son is doing well in a rehab programme. Mary drives to work every day and last year she went to visit a friend who lives abroad. She has told countless other services that it is her mentor that helps her feel really supported and keeps her focused and on track. Mary's case shows the benefits of Le Chéile's wraparound service where the mentoring complimented and supported the Non Violent Resistance Programme.

☞ ***"She's been great...she wasn't just anybody, she had children and experience and life skills and that was evident."***

Parent Mentee





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# OUR VOLUNTEERS

# Our Volunteers

Volunteers are a key strength of the Le Chéile mentoring process, with young people and parents highlighting again and again how important it is that their mentor is a volunteer who is giving up their time for them, and is “there because they want to be there.”

Le Chéile’s volunteers come from all ‘walks of life’ and backgrounds. No two mentees

are the same, or need the same type of person to support them. Five volunteer recruitments took place in 2016, with both youth and parent mentors trained.



☺ *“They’re not there for themselves and to have their paperwork correct at the end of the month. They’re there to help me.”*

Mentee

## Supporting and Developing Volunteers’ Skills

In addition to induction training, individual support and group supervision, Le Chéile supports volunteers with ongoing training and upskilling. Some of the ongoing training delivered to volunteers in 2016 included:

- Traveller Culture Awareness training by the Traveller Visibility Group
- ‘Mentoring Restoratively’
- Domestic Violence Awareness
- Mindfulness
- Motivational Interviewing Techniques
- IIRP Restorative Practices
- SafeTALK – suicide alertness programme
- Talk by John Lonergan, former Governor of Mountjoy Prison
- Talk on the Probation Service
- Visit to the Midlands Prison



## Le Chéile’s National Volunteer Committee

The National Volunteer Committee (NVC) was established so that volunteers could contribute to the decision-making process in Le Chéile. It ensures that the views and opinions of volunteers on

issues can be shared within the whole of Le Chéile and is an important way for the organisation to develop and improve.

The 2016 NVC had a busy year, with a major role in the running of the National Volunteer Conference, which it had proposed as a way to bring volunteers from all Le Chéile regions together. It also produced the 'Le Chéile Guide to Mentoring', a booklet of practice advice and quotes for new mentors.

### **'Inspiring Change, Transforming Lives,' the 2016 National Volunteer Conference**

Le Chéile hosted our first National Volunteer Conference in September 2016. 'Inspiring Change, Transforming Lives' brought together experts from all areas of youth justice. Volunteers heard from speakers including Superintendent Collette Quinn of the Garda Youth Diversion Programme, Senior Probation Officer Darren Broomfield, and Pat Bergin, Director of Oberstown Children's Detention Campus. Senator Lynn Ruane, who stressed the importance of every child benefiting from a mentor, delivered the keynote speech. A former Mentee and a volunteer Mentor also shared their own experience of mentoring and Le Chéile.



The conference was an opportunity to bring together all our volunteers from all regions and services to celebrate Le Chéile's achievements since we began in 2005.

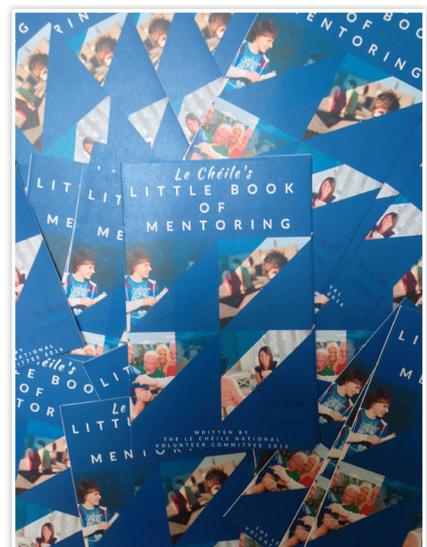
We recognised our mentors for their commitment to Le Chéile, with a presentation of awards for 2, 5 and 10 years of volunteering. The conference was a reflection of the shared values all Le Chéile and our volunteers hold in believing that young people have the power to make positive changes in their lives, and that their past choices does not determine their future.

 ***"She just had a way about her that'd you'd take to straight away."***  
Mentee

### **Le Chéile's Little Book of Mentoring**

This year, Le Chéile's National Volunteer Committee created 'Le Chéile's Little Book of Mentoring'. This booklet was written as a resource for all mentors, particularly new volunteers or those about to be matched, and is a compilation of tips, wisdom and quotes gained from the experience of mentors on the mentoring journey.

From what to expect at beginning of a match, to self-care and making the most of supervision, the book brings together advice from mentors who have been matched with young people and parents, and is a valued additional support for our volunteers by our volunteers. The booklet is available to all Le Chéile mentors.



# Mentoring & Me

## - Cathy, Volunteer Youth Mentor -

I found out about Le Chéile from a volunteering website a few years ago. Volunteering with Le Chéile is a very uplifting and fulfilling experience. I've made many a friend through volunteering and enjoy all the new activities and skills I learn. They are skills I can use in everyday life. I've found it's helped me grow as a person.

For anybody starting a new match, I would advise them to be patient. It can be hard starting off but the young person is in the same position. Be yourself and enjoy the experience. Share your experience with other mentors in your group supervision. It's amazing the little tips you can get from others which will work with your mentee.

Seeing so much potential in a young person that they cannot see in themselves can be hard, but with time this can be worked on.

It's important to enjoy the mentoring experience and I believe that even small changes can have a huge impact on the mentee's life. If you fail, try, try, try again – it's worth it in the end.

There are many high points, but one of the biggest is seeing my young person's confidence grow and seeing her mature into a fantastic young adult and complete her Junior Cert.



# Financial Report

## Funding

Le Chéile is funded by Irish Youth Justice Services through the Probation Service, as part of Ireland's European Structural and Investment Funds Programmes 2014-2020, which is co-funded by the Irish Government and the European Union.

Le Chéile's Restorative Justice Project receives joint funding from the Probation Service and Limerick City and County Council.

The Garda Youth Diversion Project Mentoring Projects are funded by the Dormant Accounts Fund.

Additional grants and funding were received in 2016 from the Commission for Support of Victims of Crime, JP McManus Fund, the Loreto Foundation Fund, and the HSE National Lottery Fund.

“That was all [Mentor], me going back to education, he broke his back trying to get me in places.”

Youth Mentee



# Statement of Financial Activities

For the year ended 31 December 2016

|   | Unrestricted<br>Funds<br>€ | Restricted<br>Funds<br>€ | Total Funds<br>2016<br>€ | Total Funds<br>2015<br>€ |
|---|----------------------------|--------------------------|--------------------------|--------------------------|
| <b>Incoming Resources</b>                             |                            |                          |                          |                          |
| <i>Incoming Resources from Charitable Activities</i>  |                            |                          |                          |                          |
| Government, Institutional funding and<br>other grants | -                          | 1,246,083                | 1,246,083                | 1,186,589                |
| <i>Investment Income</i>                              | 11                         | -                        | 11                       | 23                       |
| <b>Total Incoming Resources</b>                       | <b>11</b>                  | <b>1,246,083</b>         | <b>1,246,094</b>         | <b>1,186,612</b>         |
| <b>Resources Expended</b>                             |                            |                          |                          |                          |
| <i>Charitable Activities</i>                          |                            |                          |                          |                          |
| Total Costs   | -                          | 1,239,543                | 1,239,543                | 1,174,058                |
| <b>Total Resources Expended</b>                       | <b>-</b>                   | <b>1,239,543</b>         | <b>1,239,543</b>         | <b>1,174,058</b>         |
| <b>Net Incoming (Outgoing) Resources</b>              | <b>11</b>                  | <b>6,540</b>             | <b>6,551</b>             | <b>12,554</b>            |
| <b>Total Funds Brought Forward</b>                    | <b>14,808</b>              | <b>87,790</b>            | <b>102,598</b>           | <b>90,044</b>            |
| <b>Total Funds Carried Forward</b>                    | <b>14,819</b>              | <b>94,330</b>            | <b>109,149</b>           | <b>102,598</b>           |



# Balance Sheet

As at 31 December 2016

|                                  | 2016             |                | 2015             |                |
|----------------------------------|------------------|----------------|------------------|----------------|
|                                  | €                | €              | €                | €              |
| <b>Fixed Assets</b>              |                  |                |                  |                |
| Tangible assets                  |                  | 3,221          |                  | -              |
| <b>Current Assets</b>            |                  |                |                  |                |
| Debtors                          | 18,391           |                | 21,040           |                |
| Cash at bank and in hand         | <u>195,101</u>   |                | <u>211,853</u>   |                |
|                                  | 213,492          |                | 232,893          |                |
| <b>Creditors: amount falling</b> |                  |                |                  |                |
| Due within one year              | <u>(107,564)</u> |                | <u>(130,295)</u> |                |
| <b>Net current assets</b>        |                  | <u>105,928</u> |                  | <u>102,598</u> |
| <b>Net Assets</b>                |                  | <u>109,149</u> |                  | <u>102,598</u> |
| <b>The Funds of the Charity</b>  |                  |                |                  |                |
| Unrestricted reserves            | 14,819           |                | 14,808           |                |
| Restricted reserves              | <u>94,330</u>    |                | <u>87,790</u>    |                |
| <b>Total Charity Funds</b>       |                  | <u>109,149</u> |                  | <u>102,598</u> |



# Our Board and Staff in 2016

## Board of Management

|                   |                   |
|-------------------|-------------------|
| Margaret O'Connor | Chairperson       |
| Isaac Boss        | Vice Chairperson  |
| Louise Callaghan  | Company Secretary |
| Anna Connolly     | Member            |
| Margaret Rogers   | Member            |
| Darina Sexton     | Member            |
| Brian Santry      | Member            |
| James Doorley     | Member            |

## Staff

|                    |  |
|--------------------|--|
| Anne Conroy        | CEO                                      |
| Claudio Marmo      | Accounts & Corporate Services Manager    |
| Andy Bray          | East Regional Manager                    |
| Mary Henihan       | South Regional Manager                   |
| Ingrid Cooney      | Dublin North Mentor Co-ordinator         |
| Marie Vanasova     | Dublin South Team Leader                 |
| Fidelma Connolly   | Cork South & West Mentor Co-ordinator    |
| Lorraine O'Donovan | Cork North & East Mentor Co-ordinator    |
| Alan Quinn         | Limerick Mentor Co-ordinator             |
| Heather Sinnott    | South East Team Leader                   |
| Helen McCarthy     | Midlands Mentor Co-ordinator             |
| Lyndsey McCabe     | North East Mentor Co-ordinator           |
| Leanne Keely       | Restorative Justice Project Worker       |
| Mary Davis         | Communications & Policy Officer          |
| Maxine Kelly       | National Volunteer Development Officer   |
| Izabela Lodziewska | Accounts Administrator                   |
| Janice Hickey      | GYDP South East Mentor Project Officer   |
| Danielle McCann    | GYDP Dublin South Mentor Project Officer |



## - David's Story -

David had been placed on 'adjourned supervision,' with the court deferring his sentence on condition that he complied with the supervision of his Probation Officer and tackle the causes of his offending. His Probation Officer referred him to Le Chéile, who matched him with mentor Ian.

David and Ian got along great, achieving goals set out by David, Le Chéile and his Probation Officer. He focused on his interest in fitness, joining a local gym. He decided to leave school and pursue a PLC Engineering course since school had always been a bit of a struggle. The PLC course worked well for him, with no behavioural issues arising as would have in school. Le Chéile were able to offer support with Maths study in the run up to exams, which he was most grateful for. Always a hard worker, picking up summer jobs, he saved for a car, and again, Ian and Le Chéile were able to support David in working towards the driver theory test and getting his provisional license.

As a result of David's excellent progress with the Probation Service and Le Chéile, David received a 'No Conviction Recorded' in court. Now, having no criminal record, David looks forward to securing an apprenticeship and a bright future.



***"We clicked and I liked that I could be honest with her."***

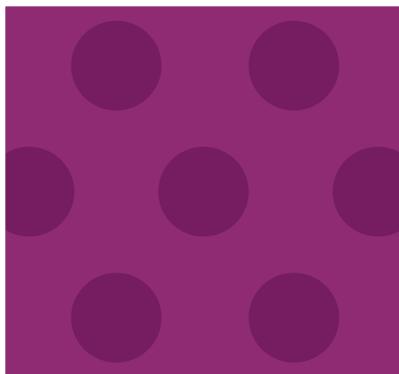
Youth Mentee





Le Chéile Mentoring & Youth Justice Support Services is an approved provider of Mentoring under the Mentoring and Befriending Foundation UK.

*All names and some details in case studies have been changed to protect the privacy of young people and families.*



**Le Chéile**  
**Mentoring & Youth Justice Support Services**

Tivoli Training Centre, 24 Tivoli Terrace South,  
Dún Laoghaire, Co. Dublin.

Registered Charity No. 20066000  
Company No. 424299  
CHY 17621



  
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