



*le chéile*

MENTORING

**ANNUAL  
REPORT  
2018**



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# Welcome from the Chairperson

I am delighted to introduce the 2018 Annual Report, in my second year as chairperson of Le Chéile Mentoring.

It has been a busy year for the Board of Le Chéile Mentoring, with much progress being made towards ensuring that the governance of the organisation meets best practice standards. We welcomed the introduction of the Charities Governance Code of the Charity Regulator, and have made significant progress in meeting those standards. We adhere to SORP accounting standards and have reviewed our company structure.

Le Chéile's Strategy for 2015-2018 'Inspiring Change, Transforming Lives' was up for review at the end of the year. This allowed the Board some time to reflect on the highlights and achievements of the past three years. It also offered an opportunity to look forward and put plans in place for future proofing the organisation. With an impending review of the Irish Youth Justice Service and Youth Probation Policy planned, it was decided that Le Chéile should adopt a Bridging Strategy in the interim. This was put in place and continues to build upon the original objectives and ambition of the previous strategy.

I would like to acknowledge our primary funders, the Probation Service/Irish Youth Justice Service. We value the partnership with the Probation Service and our joint interest in achieving best outcomes for the young people we support. However, it has to be said that it is increasingly challenging for Le Chéile to maintain the quality and quantum of its services in the context of increasing costs of service delivery, while funding has remained static for the past six years.

It has been a pleasure to work with my fellow Board members and play a part in ensuring that Le Chéile Mentoring continues to develop and fulfill its mission. I want to thank our Board members, our staff team, and the many volunteer mentors who share one thing in common, a commitment and belief in the young people and their families with whom we support.

**Louise Callaghan**  
Chairperson



# CEO's Reflections

Welcome to the Le Chéile Mentoring 2018 Annual Report. Le Chéile Mentoring is a community-based volunteer mentoring and family support service that works with young people involved in or at risk of offending and their parents. I am delighted to report that in 2018 our staff and volunteers worked with 217 young people and 74 parents/carers, which is an increase on 2017 numbers.

The young people we work with have experienced many challenges, including family breakdown, homelessness, substance abuse, experience of being in care, early school-leaving. In Le Chéile Mentoring, we put the young person first and the offender second. Our vision is that *young people will get the right supports, at the right time, to make the most of their lives*. We believe in the potential of young people, being non-judgmental, and utilising a strengths-based approach to help them figure out goals they'd like to achieve for themselves.

In this Annual Report, there is information about our core services i.e. youth and parent mentoring, the progress made in supporting parents in Oberstown, as well as the parenting programmes which we have run. Our Restorative Justice project in Limerick/Clare continues to flourish, with 31 young people being supported and 22 people being trained in 2018.

One of the highlights of 2018 was the National Volunteer Conference held in Portlaoise. The theme was 'Building resilience, being mindful of trauma'. It was an amazing day attended by volunteer mentors and staff from all of our nine regions. The importance of understanding the impact of childhood trauma and taking a trauma informed approach, the value of relationships, encouraging resilience and hope, resonated with the Le Chéile approach to mentoring.

Looking forward, we welcome the review of the Youth Justice Strategy which is underway and the development of a new strategy. We hope the new strategy will result in mentoring being available nationwide, for all young people that need it. We look forward to developing new approaches, in partnerships with statutory and community organisations.

I want to acknowledge our partnership with the Probation Service and the strong working relationship which exists at national and regional level. I also want to acknowledge our co-working with Oberstown Children Detention Campus, An Garda Síochána, Crosscare, Waterford & South Tipperary Community Youth Service.

Finally, I want to thank my colleagues on the staff team in Le Chéile Mentoring and the volunteer mentors, many of whom have volunteered with Le Chéile for over five years. Their resilience and contribution is built on the foundations made by our staff team, who are so committed to the young people and families with whom we work. I want to thank Louise Callaghan, chairperson of the Board and all of the Board members who provide direction and support for the work of Le Chéile Mentoring.

**Anne Conroy**  
CEO





# 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 Mentoring is a community-based volunteer mentoring and family support service, which works with young people involved in or at risk of offending and their parents



## 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.



# About Le Chéile Mentoring

Le Chéile Mentoring works to make positive changes in the lives of young people who offend and their families through the provision of mentoring, family support and restorative justice services. We provide tailored and flexible services with young people at the core. We work in partnership with the Probation Service and other agencies to reduce the level of crime in the community.

Le Chéile recruits, trains, and supports volunteers from local communities around Ireland who act as positive role models and provide a supportive relationship for young people and parents. Each week, mentors and mentees meet to work together on goals, supporting the young person or parent in their community.

Le Chéile is active in counties Dublin, Kildare, Offaly, Laois, Meath, Waterford, Wexford, Tipperary, Limerick, Clare, Kerry, Cork, Carlow.

As well as our core service of youth mentoring for 12-21 year olds, we also deliver a number of other services that focus on parent and family support. Our full list of services include:

## 1. Youth Mentoring

## 2. Parent Mentoring and Family Support

- a. Parent Mentoring
- b. Strengthening Families Programme
- c. Family Support Interventions
- d. Parenting Programmes

## 3. Restorative Justice



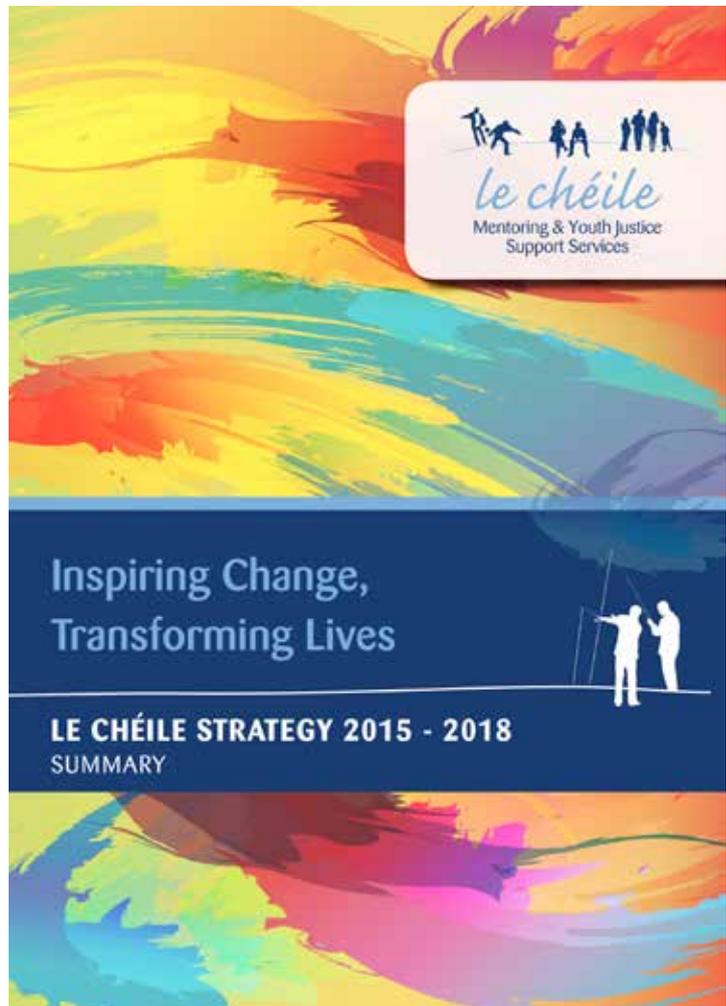
# Inspiring Change, Transforming Lives – Le Chéile Strategy

Le Chéile Mentoring is committed to the continued growth and evolution of the organisation. In 2015, on the 10th anniversary of Le Chéile being founded, 'Inspiring Change, Transforming Lives', Le Chéile's Strategy for 2015-2018 was adopted.

This document set out the vision, mission, and values of the organisation with a focus on four key objectives:

1. Develop the quality and effectiveness of Le Chéile's mentoring and family support services for young people at risk in the justice system.
2. Provide greater access to Le Chéile services so that more young people may benefit.
3. Develop Le Chéile to ensure the effective achievement of its mission and strategic objectives.
4. Communicate and promote the value of Le Chéile as a distinct and leading service in working with young people in the justice system.

Reflecting on the activity of the past three years, there have been many developments and achievements, including two new GYDP mentoring projects in Dublin and Waterford, as well as the establishment of an innovative new programme of parent mentoring with Oberstown Children Detention Campus. In that time, Le Chéile has been re-accredited with the approved provider standard for safe and effective practice in mentoring and befriending. Le Chéile's mentoring service was independently evaluated and found to be an effective model for working with young people who have offended. Le Chéile also hosted the first two National Volunteer Conferences for all volunteers from across Ireland in 2016 and 2018.



At the end of 2018, the Irish Youth Justice Service had indicated their intention to complete a review of youth justice strategy. The Board of Le Chéile decided to extend the current strategy to enable Le Chéile to take account of any changes in government policy.

A Bridging Strategy 2019 was developed to progress and continue to build on some of the original objectives of the 'Inspiring Change, Transforming Lives' strategy. Le Chéile still stands by the original vision and mission statement.

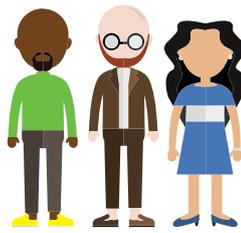
# 2018 in Numbers

217



Young people worked with

74



Parents worked with

3100



Total number of hours mentoring

31



Young people engaged in the Restorative Justice Project

+230



Volunteer Mentors

79



Families on a Strengthening Family programme

6



Parenting programmes run





# National Volunteer Conference



Vivian Geiran, Director of the Probation Service in Ireland, speaks to attendees

On Saturday 29th of September, Le Chéile hosted our second ever National Volunteer Conference.

We built the conference around the central theme of 'Building Resilience, Being Mindful of Trauma'. The day focused on developing skills that our volunteer mentors could use in their one-to-one mentoring sessions to help the young people or parents they work with become stronger and more resilient.

In the morning, Dr Tony Bates gave the keynote address about the importance of positive mental health. As the founder of Ireland's National Centre for Youth Mental Health, Jigsaw, Dr Bates gave a riveting talk about his work and the current state of mental health supports and provisions in Ireland.

Following Dr Bates' speech, there was a screening of the acclaimed documentary, *Resilience - The Biology of Stress and the Science of Hope*. The film, directed by James Redford, focuses on the impact of Adverse Childhood Experiences (ACEs) and the need for trauma informed care.

After lunch, there were a series of workshops that focused on developing skills in different areas relevant to mentors' work. These included:

- Jane Mulcahy, PhD Candidate (UCC): Toxic stress, the brain, coping strategies, and the power of relationships.
- Kim Dempsey, Training Manager (Pieta House): Why Pieta House developed the Resilience Academy School Programme.





Attendees on the day



Panellists Philip James, Jane Mulcahy, Melissa O'Neill, Tony Bates, and Andy Bray.



Margaret Rogers (Board of Le Chéile), Vivian Geiran (Director of the Probation Service) and Anne Conroy (CEO of Le Chéile)

- Lorna Walsh, Restorative Justice Project Worker (Le Chéile): How a Mentor's Empathy Can Help A Mentee Process Shame Effectively.
- Melissa O'Neill, Family Support Worker (Portlaoise): ACE's, Imprisonment and the Solihull Approach.
- Philip James, Clinical Nurse Specialist (HSE): Green and blues - cannabis, tablets and young people.

The day then led to a particular highlight when a young person who previously had a mentor gave a speech about the impact Le Chéile had on her life, and how her mentor helped her

through some very difficult times. This was followed by one of our current mentors who talked about his experiences with Le Chéile and some of the achievements he's made through volunteering.

Finally Vivian Geiran, Director of the Irish Probation Service, honoured our volunteers by opening the awards ceremony recognising those that have given two, five and ten years of dedicated voluntary service to the organisation. Without our volunteers we wouldn't be able to do the work we do, changing lives in communities across the country. In 2018 alone, our volunteers gave over 3,000 hours to mentoring sessions, which is an achievement worth celebrating.





# News and Updates

## Le Chéile Mentoring – a new brand identity.

In 2018, Le Chéile decided to change our name and logo.

Formerly known as ‘Le Chéile Mentoring and Youth Justice Support Services’, it was felt that this title was a bit of a mouthful and wasn’t being used either formally or informally as a result.

The objective was to find a name which retained Le Chéile’s core identity, but could be used to differentiate from other organisations with “Le Chéile” in their title.

Staff and the Board of Management were consulted on options for alternative titles in



mid-2018. Eventually, it was decided that “Le Chéile Mentoring” better encapsulated the organisation’s core service, while allowing staff, volunteers, media and the general public to easily and clearly refer to the organisation and its work.

The logo has been updated to reflect the new change and is being rolled out in full throughout the organisation.

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## Le Chéile and Gaisce in Partnership.

Le Chéile is delighted to announce the development of its partnership with Gaisce. Gaisce, or ‘great achievement,’ is a self-development programme for young people between the ages of 15-25 and has been in existence since 1985. Traditionally offered to young people in Transition Year or University, Gaisce have been working hard to bring this amazing experience to young people in the youth justice arena, including those in Oberstown Children Detention Campus.

Le Chéile’s ambition is to encourage young people to challenge themselves and register for their Bronze Award while mentoring with us. The Bronze Award takes 26 weeks to achieve, and comprises four challenges: get involved in your community, take up or develop a sport, acquire or develop a skill, and take part in an adventure journey.



Our Mentors play a key role in introducing the Award to the young person they mentor and supporting them through their journey. Our National Volunteer Development Officer, Maxine Kelly, is the administrator for the programme and the lead support for Mentors working with young people engaged in the Award.

The Award is recognised by employers and colleges nationally, which helps build a strong CV, but more importantly, the Award helps young people build their self-esteem and to believe they can achieve great things if they dare to dream big.



## National Restorative Justice Week 2018

The International Restorative Justice Week took place all over Europe and beyond between the 18th and 25th of November 2018.

To mark the occasion, Le Chéile's Restorative Justice Project, along with Limerick Restorative Practices Project, organised and facilitated a full schedule of events for the week. The aim of the events was to introduce Restorative Justice (and its sister philosophy, Restorative Practice) to as wide an audience as possible.

Highlights from the week included:

- Coffee with a Cop. This gave members of the public an opportunity to get a free coffee and chat with a member of the Gardaí to ask any questions they might have.
- A mock restorative justice conference. The conference addressed bullying and conflict between two teenagers and the affect it had on their families. The aim of the conference was to resolve the conflict without aggression and/or court involvement.



Tomas Hardiman, Lorna Walsh, Dr. Marie Keenan, and Joe Power at "The Meeting" screening

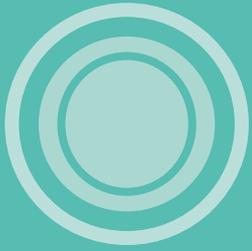
- A one-off screening of 'The Meeting' film. The film portrays the real-life restorative justice meeting between Ailbhe Griffith (who plays herself in the film) and her attacker. This was followed by a 40 minute Q&A facilitated by Lorna Walsh, Le Chéile's Restorative Justice Project Officer, with Tomas Hardiman, the film's producer, and Dr. Marie Keenan, Restorative Justice practitioner, who was central to the real-life story.

## Move to e-vetting

In 2018, Le Chéile updated its candidate screening processes for staff and volunteers.

This operational change now sees Garda Vetting being carried out electronically through e-vetting. The process is also now being centrally coordinated from within Le Chéile, as the National Volunteer Development Officer and the Policy and Communications Officer are now Liaison Persons for the organisation.

This change allows for a quicker turnaround time, as the National Vetting Bureau aim to complete the disclosure process within 5 working days. This means Le Chéile can now train and vet new volunteers much quicker, allowing them to start mentoring much sooner.



# Youth Mentoring

Mentors help young people improve their self-esteem, relationships, communications skills, and address their anti-social behaviour.

Volunteer Mentors are matched with a young person and mentoring sessions usually take place once a week for two to three hours per session. The average case length of most mentoring relationships is 18 months.

The focus of mentoring sessions is re-integrating young people into activities, supports and services within their local community, with the overall aim of reducing the risk of future offending behaviour.

*Generally I meet my mentor most weeks for around 2 hours. We usually go for food in the evening and talk about what is going on. – Young Person*



*I think the mentoring has been better than I expected. – Young Person*

## Le Chéile's Partnership with the Probation Service

Funded by the Irish Youth Justice Service through the Probation Service, Le Chéile works in close partnership with Probation to deliver youth mentoring to young people across the country who offend or are at risk of offending.

This partnership approach works to reduce crime in communities across the country and offer alternative support to young people by helping them make positive decisions that can change their lives.

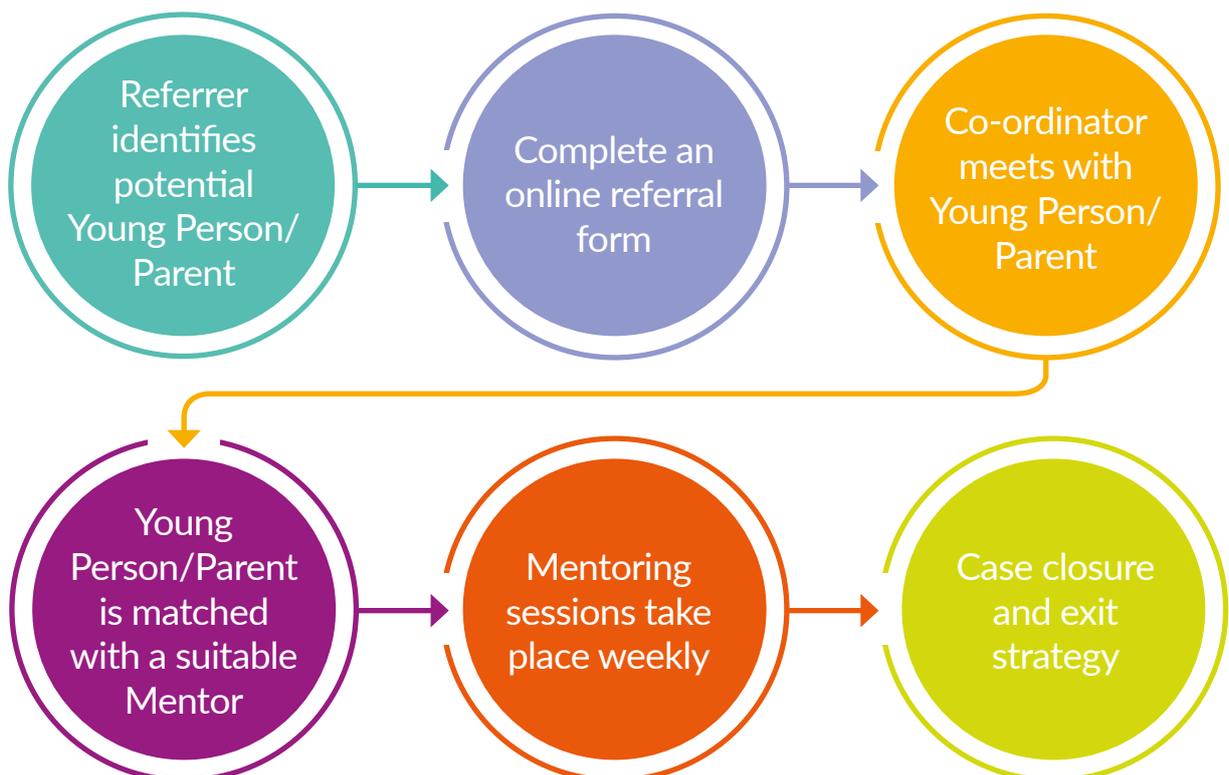
Probation Officers refer young people to Le Chéile that they believe would benefit from mentoring. The principle of 'One Good Adult' positions the volunteer Mentor as a strong and reliable relationship for each young person.

## Profile of the young people we work with

The young people we work with come from a variety of backgrounds with the common feature being they have either committed an offence or are at risk of committing an offence.

In general, we work with young people aged 12-21, with 17 as the average age. Often, the young people have led difficult and chaotic lives, and present with a number of different vulnerabilities or issues requiring support. Therefore, a one-size-fits-all approach to mentoring does not work as the complexity of some cases require an individualised and tailored approach.

The emphasis of mentoring is placed on building a strong relationship between Mentor and young person that is fully supported by Le Chéile's Coordinators/Project Officers and additional supports where necessary.





*I always leave the meeting feeling better and glad we met up. – Young Person*



## Youth Mentoring in Numbers

145



Young people mentored

1243



Youth mentoring sessions

## Mentoring Partnerships with GYDPs

Although most of the young people we work with are referred through the Probation Service, we also run two separate projects as part of the National Garda Youth Diversion Projects or GYDP under the Irish Youth Justice Service.

In Dublin, we have forged a partnership with Crosscare, and in the South East, we work closely with Waterford and South Tipperary

Community Youth Service. Both the Dublin and South-East mentoring services deliver tailored mentoring to young people that have come to the attention of An Garda Síochána. Le Chéile works closely with colleagues in the Garda Youth Diversion Projects in the provision of this youth mentoring service.



Jigsaw youth mental health training



JLO coffee morning in Dublin





## David's Story

David was 18 when he received his first criminal charge. At the time, he had recently left school, just before he was due to sit his Leaving Certificate. He had been struggling to continue his education whilst being homeless, due to no support or ties with any of his family. His mental health was at an all-time low, and he was heavily reliant on cannabis. His family break down occurred prior to his cannabis use and this seems more to have been a coping mechanism.

At 20, David came to court and was assigned a Probation Officer. When he began to discuss his struggles of an unstable family life and ongoing issues with mental health, the Probation Officer suggested Le Chéile's mentoring service. She described to David the non-judgemental, volunteer support system Le Chéile offered to young people and parents. David was initially hesitant, as he had heard similar promises from social workers who left him when he needed them most. However, despite his apprehensions, he still agreed to meet the local Le Chéile Coordinator before being matched a few weeks later to his mentor, Pete.

Pete was not what David had expected his mentor to be like but the pair developed a good mentoring relationship. They met for about two hours every week to try different cafes and restaurants around town, which was a good way for them to get to know each other and encourage David to attend his sessions. Though David admits that he was sometimes tempted to skip out on his meetings after a tough week, Pete, his Probation Officer, and Le Chéile's Coordinator were always patient and supportive, offering him the help he needed to keep him on track. As a result, David stated that he would always "leave the meeting feeling better, and glad [he went]."

Over time, the mentoring sessions developed into something more than just weekly updates and trying new foods. Pete was working to link David in with a variety of supports to enable him to meet his goals. Some of these included support in exploring options once he had completed his LCA at YouthReach, applying for a passport, help in getting a laptop for school work, a gym membership to help keep him focused, and much more. The most important of all these supports was knowing someone was there for David, listening, giving their time, and willing to follow through on support.

Today, David feels more positive about the future, though at times he can still become overwhelmed. His mentor, Probation Officer, YouthReach manager, and Le Chéile co-ordinator, help bring things back to small, manageable steps. On completion of the LCA, David is planning to move onto either a PLC course or possibly a CE scheme. His ultimate goal is to go to university, have his own settled life with a house, family, and a job.

***We met for lunch together, which made it more informal and easy going, rather than a quick meeting in an office. – Young Person***





# Parent Mentoring and Family Support

Parent Mentoring in Le Chéile has two different strands. The first and most frequent is for parents/carers of young people who have offended and the second is for young parents who are on probation themselves.

## What is parent mentoring?

Parent mentoring supports parents by helping them to identify and develop their own parenting skills while giving support with parenting issues. Parents of young people are referred by the Probation Service or by Oberstown (see overleaf). Participation is completely voluntary, however most parents are willing to give it a try and there is a very high take up rate.

It operates in a similar way to youth mentoring, whereby a parent is matched with a volunteer mentor based on shared interests. The emphasis during mentoring sessions is on increasing confidence, reducing stress, and providing support through a positive, non-judgemental, peer relationship.

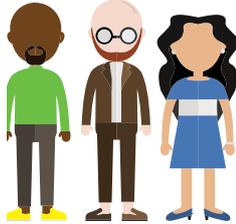
*I don't know how we'd have managed without them [Le Chéile], what way we'd come out the other end.*  
– Parent



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## Parent Mentoring in Numbers

74



Parents mentored

623



Parent mentoring sessions

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### Mentoring partnership with Oberstown Children Detention Campus

Le Chéile also runs a unique parent mentoring initiative in partnership with Oberstown Children Detention Campus.

Piloted since 2017, the Parent Mentoring project for parents of children in detention is the first of its kind internationally.

It operates similarly to Le Chéile's other parent mentoring programme in that it seeks to provide support and a listening ear while building confidence in different skills that a parent may find useful in relating to their child.

*It [mentoring] saved my life. – Parent*

Ultimately, the initiative aims to offer support to the parents/carers that will help them when their child is released from Oberstown.

A review of parents, mentors and staff involved in the project showed improvements in parents' self-confidence, emotional well-being, hope, and family relationships.



Volunteers from Dublin and Meath attend a tour of Oberstown



# Parent Mentoring Case Study



## Beth's Story

Beth worked part-time and lived with her family. This included Paul, her 18 year old son, who was on probation. Paul's Probation Officer suggested to Beth that she may benefit from Le Chéile's mentoring service, as it could help support both her and her family.

Beth agreed to give it a go, and stated during the first meeting with her mentor that she felt her life was chaotic. She felt that she was at everyone's beck-and-call and was exhausted. She also stated that Paul was very lazy, selfish, and "spoilt", and she was constantly being drawn into conflict with her adult children.

It was agreed that Beth would meet with her mentor once a week. It became apparent to her mentor that Beth had a very kind and caring nature, however, she had no awareness that she needed to care for or have boundaries for herself.

According to Beth, Paul neither went to school nor work, and he spent a lot of time in the house. Even though he received social welfare, he didn't contribute to the running of the home or didn't help in any way. He also often asked his mum for more money and persisted until he got it. Beth always gave in but felt very resentful.

Through the mentoring process and with the support of her mentor, Beth considered her relationship with her son and realised that she had never asked him to help in the home or take any responsibility for anything. She realised that she was treating him like a child by doing everything for him and giving in to his demands.

Beth wanted to change things and her opportunity arose when Paul wanted to buy new clothes for a friend's party and asked his mum for money. Beth did some role play with her mentor, and came up with an assertive response to her son's requests. Although Paul persisted with his request for one full week, Beth was resilient. Despite being exhausted, she felt a huge sense of relief and achievement that she stood her ground.

During the course of the mentoring, Beth realized that rather than try to change the behaviour of others, she could only control her own responses. Beth reconsidered her way of communicating and learned that she didn't need to meet anger with anger, and could choose to respond calmly.

She decided that not only would she stop giving her son money, she would expect Paul to pay toward the household bills. She also began to ask Paul to help with the chores. She was surprised at how cooperative he had become, and found that as she continued to institute boundaries, Paul's confidence seemed to improve, as did their relationship.

Beth also began to feel she had control of her life and that, rather than running from pillar to post to sort out the issues of her adult family, she loved doing things for herself, including going to the theatre with her mentor. She loved having a weekly outing, and developed a different perspective on her life. She has since joined the local library and started to attend a community support group that she was always aware of but never had the confidence to attend.

By the end of the mentoring journey, Beth had enrolled in an adult education course, and was determined that she would influence Paul to return to some form of education or get a job.

*I have rediscovered my strengths and abilities and confidence. I felt people are spending time on me – so I must be good and worthwhile.*

– Parent

*They were patient, compassionate, kind, supportive and always looking for signs of my improving sense of self and wellness and happiness. – Parent*

## Strengthening Families Programme

Le Chéile coordinates and funds Strengthening Families Programmes on behalf of the Probation Service, and works in partnership with SFP steering groups at a local level. In 2018, five programmes were supported.

Strengthening Families is a 14-session, evidence based, family skills training programme which works on communication skills, addressing and decreasing risk factors in families, and promoting protective factors. It's designed to give parents and their children the opportunity to create positive family relationships and assist in reducing the risk of young people developing adverse behaviours.

## Family Support Interventions

Le Chéile offers a tailored and individualised support in the form of 'Family Support Interventions.' These interventions complement the role of mentoring and benefit not just the young person, but also the parent/carer and wider family.

Family support interventions aim to improve communications and family relationships. Examples of family support interventions have included family mediation, a family meal or family outing.

## Parenting Programmes

Le Chéile provides a range of parenting programmes and can link parents to locally available parenting programmes, such as Parenting Plus, Strengthening Families Programme, and Non-Violent Resistance Parenting Programme.

The Non-Violent Resistance Parenting Programme is for parents experiencing child-to-parent violence. Referrals are made by the Probation Service and other justice and family support agencies. The programme is run in group sessions to allow parents/carers to share their personal experiences, and draw strength from others to prevent violence in the home. On occasion, the programme is run with individual parents who are unable to attend the group programme.

*Le Chéile threw me a lifeline - the simple 'How are you doing?' texts, the taking me out, the time devoted to me, the gift of feeling alive again - will not be forgotten. – Parent*

# Restorative Justice

Le Chéile's Restorative Justice Project was set-up in 2010 to address the needs of youth offenders, victims, and communities in Limerick City. It is run in partnership with the Probation Service, An Garda Síochána, Limerick City & County Council and Support After Crime Services.

The project aims to restore community values by involving the young people who have caused harm, the victims and the community. The process looks at the needs of the victim, while holding the youth accountable for the damage and provides possible restoration.

Le Chéile's Restorative Justice Project is advised by the Restorative Justice inter-agency group, which meets throughout the year to discuss issues and objectives of the Project and ensure it is continually improving.

Delivery of training in Restorative Justice and Restorative Practices is central to Le Chéile's mission statement. Therefore, educating volunteers, staff and the wider public in the benefits of using restorative practices is a key focus each year. In 2018, Le Chéile delivered Restorative Justice training to 22 professionals and volunteers across the country.

## Restorative Justice Programmes can include:

- Victim Empathy Programme
- Reparation
- Victim/Offender Mediation
- Victim Impact Panels
- Restorative Conference

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## Restorative Justice in Numbers

31



Young people engaged in  
Restorative Justice in 2018

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## Jerry's Story

Jerry is a 16 year old who was referred by his Probation Officer to participate in a Victim Empathy Programme (VEP) as part of Le Chéile's Restorative Justice Project. Jerry misused cannabis on a very regular basis and had begun hanging around with a bad crowd. By the time of his referral to the project, he had several charges appearing before the court including assault and theft.

Jerry acknowledged his part in the offences, but struggled to fully accept responsibility. Upon assessment and various discussions, it was decided that he would be invited to engage in a voluntary programme, exploring how his offending behaviour impacted those around him, including his victim, family, community and, not to mention, the impact on himself, also.

Jerry was apprehensive in the beginning as he was mistrusting and struggled to articulate himself in discussions. With Jerry's input, Le Chéile's RJ Officer tailored the programme towards his individual needs, which made it feel more personal for Jerry. Jerry was able to identify areas for development, such as controlling strong emotions, managing time, and living a crime-free life. As Jerry built a relationship with the RJ Officer, he gained confidence in discussion and engagement, and was regularly praised for his honesty. Over the course of the programme, issues of guilt and shame over his actions were very evident. Jerry placed significant trust in his friends due to issues within the family.

As part of the VEP, Jerry wrote a reparation letter of apology to the victim of his assault. Preparation sessions allowed him to think about what he wanted to say to the victim and why. Jerry wrote a heartfelt letter, one he felt great pride in. "The letter I wrote to the victim. I meant every bit. I thought about saying it to

the fella and it all started coming out". This was a very meaningful piece of work for Jerry.

Nearing the end of the programme, Jerry was more and more focused on achieving the goals that he had set out in the beginning. His scores in his Outcome Assessment (Justice Star) had improved and he had scored higher in his empathy assessments also. He was engaging with other services more positively, being more responsible with his communication to other professionals, and significantly improved his time-keeping. When asked if Jerry planned on staying on the right path, his response was, "Definitely. I don't hang around with those people anymore, as when we started hanging out, I started getting charges. I'm keeping it simple now". In the final meeting with Jerry, he said that the programme "was grand actually" and that he was feeling positive about himself and his life moving forward.





# Our Volunteers

Le Chéile's volunteers represent the foundation of the organisation. Without them, the service would not be able to make such a difference in communities across the country nor in the lives of so many young people and parents.

With over 230 volunteers who have been specially recruited, vetted, and trained as volunteer mentors, they have given a combined total of 3,100 hours to mentoring sessions in 2018.

This hard work deserves recognition, which is why Le Chéile always aims to acknowledge the expertise, passion, and diligence that our volunteers bring to the role.

The organisation does this by providing on-going supervision, training, and conferences. This ensures that our volunteers are recognised and respected for the invaluable work that they do, as well as guaranteeing they are trained to the highest standard to support them in their role as Mentors.

*I have been volunteering for almost ten years now and still find it to be both rewarding and fulfilling when you see the positive influence adopted by the person you are matched to.*

– Volunteer Mentor



*Overall I am very grateful for this opportunity and highly recommend to anyone that wants to be a mentor within their community. – Volunteer Mentor*

## Volunteer Induction Training

In 2018, the Volunteer Induction Training went through a full-scale review. With consultation from staff who deliver the training programme, a number of revisions were made to the core content, along with a complete redesign of the manual. This reflects Le Chéile's commitment to ensuring that the training is always up-to-date and reflects any legislative, social, or policy changes.

In 2018, there were 89 new volunteers trained by Le Chéile. This included new mentors from Dublin, Meath, Waterford, South Tipperary, Limerick, Clare, Offaly, Laois, Kildare and Cork.

When volunteers commence their induction training, they complete an intensive programme of seven varied modules that aim to equip them with the skills necessary for being a mentor and working with vulnerable young people. These modules are:

1. Introduction to Le Chéile
2. Communications
3. Being Matched
4. Policy and Procedure
5. Child Protection
6. Issues and Values
7. Outcomes, Goals and Review

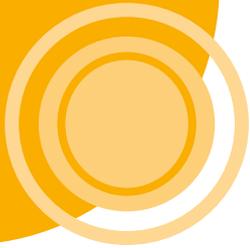
## Ongoing training and volunteer development

On top of the induction training, regular refresher training is hosted in different locations throughout the year. This additional training creates opportunities for volunteers to meet with their fellow mentors and develop or

enhance certain skills that may be useful in mentoring. Some of this additional training is highlighted below.

- In Dublin, the GYDP project hosted a coffee morning for JLO's to come and meet with mentors and for both parties to find out a bit more about GYDP mentoring.
- In June, volunteers from Dublin attended a workshop on addiction training.
- Volunteers were invited to a site visit at Oberstown Children Detention Campus in July to learn more about the centre and to hear about how the parent mentoring programme was working there.
- In August, the ex-Governor of Mountjoy Prison, John Lonergan, spoke to volunteers about his experiences of working with offenders.
- SafeTALK training was delivered to volunteers. SafeTALK is a half day alertness training that prepares participants to identify persons with thoughts of suicide and connect them to suicide first aid resources.

*I find Le Chéile a really good organisation to volunteer for, as they are very appreciative of my work, and I feel very supported by my coordinator. – Volunteer Mentor*



## National Volunteer Committee

The National Volunteer Committee is a forum for volunteers to participate in the discussion and development of Le Chéile. It is a two-way, information-sharing platform between volunteers and Le Chéile.

The Committee is made up of two volunteer representatives from each mentoring service, the National Volunteer Development Officer, the Communications and Policy Officer and the CEO.

Le Chéile wants to thank Jacqui Burton (Chair) and Tina Russell (Vice-Chair), as well as all of the Committee Members for their invaluable input over the course of the year, which has helped shape our work.



National Volunteer Committee

*As a mentor for five years, I have come to the conclusion that the people we work with are unfortunate in their life and with a little encouragement they seem to blossom. Discussing this with other mentors, we all agree that this makes us feel we have achieved something for ourselves and is good for our mental health. There is disappointment at times but I still think we have contributed something positive to these mentees as well and that they still remember some of the advice that is given. I really enjoy helping people who were not so fortunate in life, so thank you Le Chéile for giving me this opportunity –  
Volunteer Mentor*

*I enjoy it so much and feel like I am helping someone through a tough time - just being able to have someone to listen to you helps. – Volunteer Mentor*



## Volunteers from all of the regions enjoying their Christmas meals





# 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, Limerick City and County Council and Commission for Support of Victims of Crime.

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



## Statement of Financial Activities

### LE CHEILE MENTORING COMPANY LIMITED BY GUARANTEE

#### STATEMENT OF FINANCIAL ACTIVITIES

#### FOR THE YEAR ENDED 31 DECEMBER 2018

	Appendix	Note	Unrestricted Funds €	Restricted Funds €	2018 Total Funds €	2017 Total Funds €
<b>Incoming Resources</b>						
<i>Incoming Resources from Charitable Activities</i>						
Government, Institutional funding and other grants		<b>2</b>	-	1,348,408	1,348,408	1,303,350
<i>Investment income</i>		<b>6</b>	2	-	2	6
<b>Total Incoming Resources</b>	<b>I</b>		2	1,348,408	1,348,410	1,303,356
<b>Resources Expended</b>						
<i>Charitable Activities</i>						
Total Costs		<b>4</b>	-	1,346,820	1,346,820	1,335,279
<b>Total Resources Expended</b>	<b>I</b>		-	1,346,820	1,346,820	1,335,279
<b>Net Incoming/(Outgoing) Resources</b>			2	1,588	1,590	(31,923)
<b>Total Funds Brought Forward</b>			14,825	62,401	77,226	109,149
<b>Total Funds Carried Forward</b>	<b>14</b>		14,827	63,989	78,816	77,226



## Balance Sheet

### LE CHEILE MENTORING COMPANY LIMITED BY GUARANTEE

#### BALANCE SHEET

AS AT 31 DECEMBER 2018

	Notes	2018		2017	
		€	€	€	€
<b>Fixed assets</b>					
Tangible assets	10		-		1,610
<b>Current assets</b>					
Debtors	11	28,250		19,238	
Cash at bank and in hand		209,714		204,451	
		<u>237,964</u>		<u>223,689</u>	
<b>Creditors: amounts falling due within one year</b>	12	<u>(159,148)</u>		<u>(148,073)</u>	
<b>Net current assets</b>			<u>78,816</u>		<u>75,616</u>
<b>Net assets</b>			<u>78,816</u>		<u>77,226</u>
<b>The Funds of the Charity</b>					
Unrestricted reserves	14		14,827		14,825
Restricted reserves	14		63,989		62,401
<b>Total Charity Funds</b>	14		<u>78,816</u>		<u>77,226</u>



# Board and Staff in 2018

## Board of Management

Louise Callaghan	Director/Chairperson
James Doorley	Director (Appointed 29 January 2018)/Company Secretary
Kieran O'Dwyer	Director (Appointed 23 July 2018)
Margaret Rogers	Director (Appointed 23 July 2018)/Vice Chairperson
Richard McElwee	Director (Appointed 23 July 2018)
Darina Sexton	Board Member
María Molloy	Board Member
Ciara O'Connor	Board Member (Appointed 31 August 2018)
Isaac Boss	Director (Resigned 23 July 2018)
Margaret O'Connor	Director (Resigned 29 January 2018)
Brian Santry	Board Member (Resigned 12 March 2018)
Mary Trainer	Board Member (Appointed 12 March 2018 and Resigned 31 August 2018)

## Staff

Anne Conroy	CEO
Claudio Marmo	Accounts & Corporate Services Manager
Andy Bray	Eastern Regional Manager
Mary Henihan	Southern Regional Manager
Seamus Kerans	Acting Southern Regional Manager
Ingrid Cooney	Dublin North Mentor Co-ordinator
Marie Vanasova	Dublin South Team Leader
Fidelma Connolly	Cork South & West Mentor Co-ordinator
Allison Gordon	Cork South & West Mentor Co-ordinator (from July 2018)
Lorraine O'Donovan	Cork North & East Mentor Co-ordinator
Ailbe Coleman	Cork North & East Mentor Co-ordinator (from July 2018)
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
Lorna Walsh	Restorative Justice Project Officer
Aoife Quinn	Communications & Policy Officer
Maxine Kelly	National Volunteer Development Officer
Izabela Lodziewska	Accounts Administrator
Susan Buckley	Administrator
Jenny Croke	GYDP South East Mentor Project Officer
Danielle McCann	GYDP Dublin South Mentor Project Officer
Ronan O'Malley	Oberstown Co-ordinator

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

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**Le Chéile Mentoring**  
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 @Le\_Cheile  
 /LeCheileYouthJustice

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