



LE CHÉILE **ANNUAL
REPORT 2010**

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Letter from the Chairperson

Letter from the Chairperson



This is the second occasion on which it has been my privilege to write a report as Chairperson of Le Chéile. I am pleased to be able to report that Le Chéile continues to deliver first class services, on an excellent value for money basis to all our service users and stakeholders, these are referred to in detail in the Chief Executive Officer's Report.

At a time when we are facing one of the biggest expenditure challenges Ireland has faced in many years, the task for the Board will be to minimise the impact on service delivery, and to prove that, in the face of cuts, we can provide the best value for money, strong innovation and flexible service delivery.

We must continue to reach the most disadvantaged young people and their families and maintain our commitment to those individuals and families we support. Le Chéile has a proud history but also an impressive record in service delivery; we need to add to our culture of resilience and creativity to ensure we continue our sterling work in the coming years.

This year has also seen our Board membership increase and I would like to thank each Board Member for their commitment, dedication and professionalism. We have already seen the benefits which new Board Members have brought to the table, through particular business acumen, specialist skills and knowledge base.

The strength of Le Chéile is in its people and their endeavours to work alongside young people and families in crisis to achieve change and positive outcomes. None of this would be possible without the expertise of the staff and volunteers.

The Board are greatly indebted to the Chief Executive, Alison O'Reilly for her leadership, vision and the contribution she makes, not only to Le Chéile, but also to the wider justice, voluntary and community sectors.

Finally, may I say that I believe that it is the uniqueness of Le Chéile, the commitment of all the individuals associated with the organisation and the caring attitude and determination to succeed which will carry us through the turbulent times ahead. I am proud to be associated with Le Chéile and to help continue the excellence of its work.

Denise Mac Dermott

Denise Mac Dermott Chairperson





Letter from the CEO

Letter from the CEO



2010 has been both an exciting and challenging year for Le Chéile. In a year of increased funding cuts, we have succeeded in not only maintaining services but also in producing significant developments in our range of services and quality provision.

Some of the highlights of the year include:

- » The piloting of our new Restorative Justice Initiative in Limerick which offers a victim-sensitive response to criminal offending. This initiative is receiving extensive support from all agencies across Limerick as well as the Young Person's Probation Team who have been a huge driver for the project.
- » The development of an Outcomes Measurement Tool for Youth Mentoring which is currently being piloted around the country. This tool will allow us to measure the impact that mentoring is having on young people through looking at eight key outcome areas.
- » The development of our communications with the production of a training and information DVD for use with new mentors, probation officers, judges and anyone interested in Le Chéile. We also re-launched our website which has been redesigned to take account of the significant developments in our services over the past years.
- » While 2010 has been a challenge in terms of retaining volunteers as a result of the recession, we recruited a further 55 new volunteers in 2010 and I'm delighted to say that in a recent volunteer satisfaction survey 88% of volunteers rated their experience of volunteering with Le Chéile as excellent or very good.

- » The provision of Youth Mentoring to 149 Young People nationwide
- » The provision of Parent Mentoring to 45 Parents nationwide

As always, I would like to take this opportunity to thank my management team, staff, interns and all of the volunteers who work tirelessly to provide such life changing services for young people and families.

Alison O'Reilly

Alison O'Reilly CEO





Youth Mentoring

“Le Chéile continues to provide a worthwhile and dynamic service to young people and parents involved in the Probation Service”.

Rachel Lillis, Senior Probation Officer, Dublin

Youth Mentoring

Le Chéile offers a Youth Mentoring service to young people involved with the Probation Service, this is a volunteer led one-to-one service, where Mentors act as a role model, advisor and friend to a young person. This service is offered to young people aged 12-18 who are under a *Mentor (Family Support) Order* or where mentoring is a condition of a Probation Bond. Mentors meet with young people approximately 2-4 times per month for up to for up to 2 years and engage them in pro-social activities and setting achievable goals for the young person in the following areas:

1. Offending
2. Pro-Social Attitudes & Behaviour
3. Personal Development
4. Education & Training
5. Communication Skills
6. Positive Lifestyle Choices
7. Relationships
8. Meaningful Use of Time

Mentors are matched with young people based on a number of criteria such as shared interests, personality, etc. The initial focus for the Mentor is on building a non-judgmental trusting relationship with the young person from which they go on to set and achieve goals together. Mentoring relationships are monitored frequently by the Mentor Co-ordinator at regular case reviews to ensure that goals are being set and met by the young person.

Where was the service offered in 2010?

This service was offered in the Dublin North and South, Cork, Waterford (including Clonmel and New Ross), Limerick (including Clare) and the Midlands region (covering Laois, Offaly, Kildare, Kilkenny and Carlow).

Working with Juvenile Liaison Officers in Waterford

In 2010, Le Chéile piloted the extension of the mentoring service in Waterford to the Juvenile Liaison Officer Team.

These young people are considered to be a slightly lower risk in terms of their

level of offending to date, however the cases in which Le Chéile are engaged, often present with complex social and family issues. Working with the JLO team has been a very positive development for Le Chéile in Waterford, promoting interagency work and allowing us the opportunity to work with young people before they enter the court system.

Youth Mentoring Statistics 2010

	CORK	DUBLIN NORTH	DUBLIN SOUTH	LIMERICK	MIDLANDS	SOUTH EAST	TOTAL
No of Young People worked with	31	38	29	16	18	17	149
Total No of Mentoring Sessions	307	243	227	194	193	188	1,352
Total Number of Mentoring Hours	590	498	567	413	370	454	2,892

Youth Mentoring Case Study

John, 17, was referred by his Probation Officer to the Le Chéile Youth Mentoring Service in January 2010. John has been coming through the Children's Court since the age of 13 and his offences at the time of referral included assault, criminal damage, passenger in a stolen vehicle and Public Order offenses. His Probation Officer stated that his offending behaviour was mainly linked to drug and alcohol use and that John had been out of formal education since the age of 13 and presented with learning difficulties and low IQ.

John was referred to Le Chéile to help sustain an education/training programme which the Probation Officer felt would give John daily structure and routine. He also presented with low self-esteem and his Probation Officer was of the opinion that mentoring would help improve his sense of self, and he would benefit from mixing in new circles and being introduced to new activities and skills.

"From my initial meeting with John, I felt that as he presented as a withdrawn young person that lacked self-confidence and guidance, he would benefit most from an outgoing Mentor.

I matched John with a female mentor who is very outgoing and bubbly but quite grounded and focused in both her personal and professional capacity. I was of the opinion that she would compliment John's personality and assist him strive to the best of his potential.

Initially I had some reservations about John and whether he would fully engage in the project. However, he has exceeded all expectations. John has positively engaged with Le Chéile and is meeting regularly with his mentor to date. He and his mentor have built up a great rapport and have mutual respect for one another. John has succeeded in securing a place on a Training Course and is volunteering with a local Youth Service and plans to go on and qualify as a Youth Worker. John and his mentor have engaged in a wide range of activities from playing games of pool to visiting museums.



They have also taken Cookery and Pilates classes. He is very interested in cooking and has discovered from doing the classes that he has a great flare for it."

To the best of Le Chéile's knowledge, John has picked up no new charges since his involvement with the project and he has completely turned his life around. He now acknowledges his past behaviour and thinks restoratively about the people he may have hurt as a result of past actions. John still openly admits that he drinks and smokes cannabis on occasion, however, he states he would not misuse to the extent he used to. Where at first he presented as a withdrawn, shy young lad with no focus or structure to his life, John now presents as a very mature, caring and confident young man with a very bright future ahead of him!

Lyndsey McCabe,

Mentor Co-ordinator





Parent Mentoring

"I couldn't get out of the rut, I don't think I could have done it without my mentor and my son's mentor".

'Mandy', Parent Mentee



Parent Mentoring

Parent Mentoring is a one to one support relationship provided to parents of young offenders, where the parent is matched to their own volunteer Parent Mentor for 6-24 months. The goal of Parent Mentoring is to provide support to the parent in managing their child's behaviour and in improving the parent's own life, through helping them with employment, training, etc. Parent Mentors are usually parents themselves who understand how difficult it is to manage challenging behaviour in children and to keep lines of communication open with teenage children. Mentoring sessions happen 3-4 times per month for approximately 1-2 hours at a time.

Childcare is provided for parents to overcome barriers to participation for the parent. Mentoring sessions take place in the community and usually involve talking over a coffee or lunch. Parent Mentoring is monitored by the Le Chéile Co-ordinator at regular case reviews where goals are reviewed through our outcomes tracking system.

Where was the service offered in 2010?

This service was offered in the Dublin North and South, Cork, Waterford (including Clonmel and New Ross), Limerick (including Clare) and Midlands region (covering Laois, Offaly, Kildare, Kilkenny and Carlow).



Parent Mentoring Statistics 2010

	CORK	DUBLIN NORTH	DUBLIN SOUTH	LIMERICK	MIDLANDS	SOUTH EAST	TOTAL
No of Young People worked with	4	7	5	14	8	7	45
Total No of Mentoring Sessions	11	46	100	209	93	125	584
Total Number of Mentoring Hours	28	108	254	431	204	231	1,256



looked into and they talked of going to neighbouring cities for a change.

Mandy is still in the process of re-building her own life, with her son moving on from mentoring to support from other organisations. They now have two separate lives, not overly depending or controlling of each other's lives.

Mandy can see a life for herself, saying "sometimes you do too much for kids and you don't realise you stop them from developing". As much as she wanted a lot of these changes, she has found it scary also; her job was looking after her son, dealing with lots of problems, be that his drinking, his ADHD related behaviour, his offending. She is finding it difficult to re-build the life she wants and agrees she needs a push. We have extended the mentoring for six months to allow us to support Mandy pushing herself through and getting a course, or training or a job and a new circle of friends and re-building family relationships which broke down when in the middle of the storm both Mandy and her son have come through.

Heather Sinnott,
Mentor Co-ordinator



"I see a more confident Mandy. She has come on in leaps & bounds. I saw at first hand her son being abusive towards her in the office. Mandy did not back down to him, she held her ground. I think this is an improvement on how Mandy would have handled it a year or so ago ... I am happy for mentoring to continue as I feel Mandy does still need that gentle push for herself and a Mentor can do this."

Tom O'Brien,
Probation Officer



Strengthening Families Programme

“Le Chéile is a professional service who in partnership with Young Persons Probation have developed innovative ways of working with young people involved in offending behavior.”

*Rosemary Fox,
Senior Probation Officer, Cork*

Strengthening Families Programme

Strengthening Families is a 14 session family skills training programme for families developed by Dr Karol Kumpfer and associates at the University of Utah. SFP has been proven to help build communication skills, family and behaviour management. The Strengthening Families Programme is designed to allow parents and their children build new, healthy parent/child communication skills that build up positive relationships within families. These new skills assist and reduce high risk behaviours that may lead to substance misuse, depression, violence and aggression, involvement in crime and school failure in 12-17 year old children. The SFP curriculum includes three courses (parent skills training, teen skills training and family life skills training) taught in 14 two hour periods. All the groups are run by facilitators who have trained in SFP and who have experience of working with children and families in the community.

“You know that what was happening to you was happening to others, so you weren't alone”

In 2010, Le Chéile's focus in Strengthening Families was on funding 10 SFP's nationally and on supporting organisations through running Strengthening Families Programmes by providing them with policies and procedures, supporting the steering committees, etc.

A Strengthening Families reunion for a region in the North East was held in 2010 at which a number of questions were asked in relation to the families' experience of the programme.

The parents reported to be happy with the length, layout and timing of the course and found the sessions on Drugs and the way it was taught to be very good, along with the Consequences & Limit Setting sections and how important it is to praise their children.

All parents said that following the programme they were more aware of the issues affecting young people and of techniques to use in dealing with them and bonded with other participants; the atmosphere and the feeling of being welcomed each week was something that they really enjoyed. All participants stated that they would recommend the SFP to a friend.

The results of SFP evaluations suggests that families are making major strides in improving their interaction patterns, which appears to be resulting in smaller but impressive changes in the children. These behavioral changes in increasing Parental Supervision and reducing risky behaviors in the children, such as overt aggression and improving social skills and competencies should, according to tested theories of the etiology of adolescent substance abuse, results in less substance abuse and delinquency in as the youths develop.

"I was shy for the first few sessions, but I opened up after that"

Training

In 2010 Le Chéile was also directly involved in the funding and running of 8 sets of two day trainings and trained 215 professionals in the Strengthening Families Programme.

"It was a lovely experience"

Two of our staff are also both qualified as Train the Trainers in Strengthening Families and all Le Chéile staff and selected Mentors have been trained in Strengthening Families in order to integrate services, better serve Probation and their clients and to provide a holistic service of family support.

Statistics

SFP PROGRAMMES 2010	NO OF PROGRAMMES	FAMILIES REFERRED	JUSTICE REFERRALS (INCL PROBATION)
2010 (funded)	12	128	72
2010 (non-funded)	16	150 (approx)	22



A Family Is This...

by Makenzee Ryan

To be a part of a family like mine is so divine
where love is shown hurt is shared
our love for each other is never impaired
we talk, we laugh, we cry
but we are a family
and we do it all together
for as a family
we do it all as one
you hurt one, you hurt all
and as a family unit, we will all stand tall
for we are family
a family full of strength
a family full of love
a family no one can touch
that's why I love my family so much.

**Poem read by parent on SFP
Graduation night 2010**

"It was
people
empowering
each other"

"It was a
chance to
open up"

"I hated
walking out
the door and
leaving each
week"

"I'd go again
if I could"



Restorative Justice Initiative

“Le Chéile is very much in tune with YPP’s holistic and child centred approach to youth justice work and tailors it’s range of services accordingly. This flexibility and responsiveness is Le Chéile’s key strength. The development of the Restorative Justice Initiative demonstrates Le Chéile’s versatility and it’s commitment to innovation. This unique and pioneering project is proving to be an invaluable resource for Limerick city.”

*John Brosnahan,
Senior Probation Officer, Limerick YPP*

Restorative Justice Initiative

In 2010, Le Chéile was asked to pilot a Restorative Justice Initiative for young offenders in the Limerick Region.

This initiative which is funded by the Limerick Regeneration Committee will seek to replicate and extend the methods used in family conferencing, victim offender mediation and reparation to bring about effective change amongst young offenders whilst building bridges with victims, other groupings within specific neighbourhoods and the wider community, and thereby improve and enhance social cohesion and community safety.

Restorative Justice, is a victim-sensitive response to criminal offending, which, through engagement with those affected by a 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.

This in turn contributes to the development of social cohesion and harmony within the community and reduces the incidence of youth crime and anti-social behaviour, reduces fear of crime and promotes community safety.

The Le Chéile Restorative Justice options provided for young offenders are:

Restorative Conference: Where supporters, as well as the victim and offender, meet together in a conference with a trained Le Chéile worker and Probation Officer. Outcome agreements will be set with the offender around what they can do to address the harm done. Reparation, and also involvement in a rehabilitative programme to address the underlying causes of the offending behaviour, may be agreed.

Victim Offender Mediation:

Where the victim and offender, helped by a facilitator, communicate with one another. This may be a direct meeting or if preferred by either the victim or the offender, indirectly, with the facilitator acting as "go between" in a "shuttle mediation". Questions may be asked, information exchanged and an agreement reached.

Victim Impact Panel: Victim impact panels provide a forum for crime victims to tell the offenders and/or the panel members about the impact of the crime on their lives and on the lives of their families, friends and neighbours.

Reparation: This is the process of redressing the harm done to the victim while holding the offender accountable for his/her actions. The main emphasis during this process is on relationship building, reconciliation and on building an agreement around desired outcomes between victim and offender.



Restorative Justice Case Study

Stephen is a 17 year old boy who is the eldest in his family and has one younger sibling. His father left when he was younger and has been estranged from the family ever since and is also connected with a local gang. There has also been a very traumatic family bereavement in recent times.

The young person is a quiet lad, with low self-esteem who doesn't open up and can appear tense, withdrawn and frustrated. He has low literacy levels and a learning disability yet is currently doing his Leaving Certificate.

He is very good at art and is happy to show off some of his work to those who are interested. He recently committed the offence of car theft and has been assessed as being suitable for a restorative intervention. His mother is very upset over the whole incident and feels that the young person has just got caught up with a wrong crowd of late.

A review was carried out with the young person and his parent after the RJ Model was completed. The purpose of this was to review the work that has been completed to date and to set out a RJ plan for the next stage of the young person's involvement with Le Chéile's Restorative Justice Project.

The young person talked about how he *"learned not to rob any more cars as he could've hurt someone"* and *"hadn't really thought about how dangerous it was but knows now"*. He identified the most positive thing for him in engaging with the RJ Project was that it keeps him out of trouble stating: *"I was nervous starting off because I didn't really understand what was expected but it's grand now"*. When reflecting on what he would have liked to have done differently in relation to his past behaviour he stated: *"I definitely don't want to get into any trouble again and the Guards aren't hassling me any more either which is great so I'm not going to do anything to bring myself to their attention again"*.

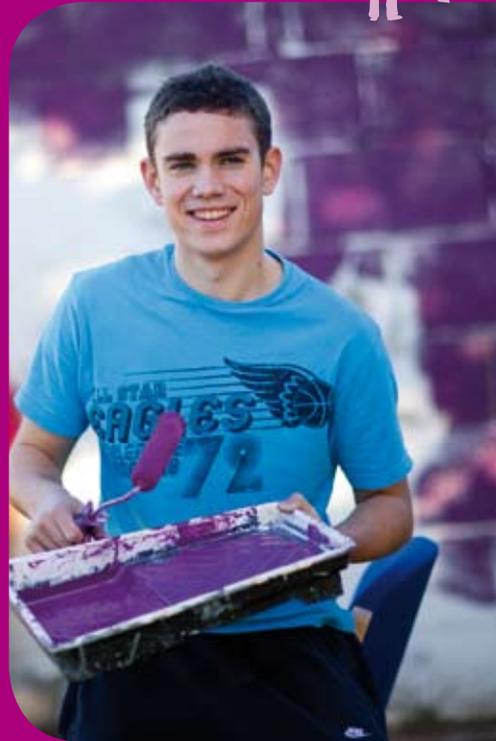


Stephen engaged with the RJ Project very well according to the project workers and always did what was expected of him. The most positive thing was his writing the letter of apology to the victim which seemed to be a real eye opener for the young person and watching his empathy grow as he learned how to take responsibility for his own actions.

The parent of the young person informed the project that he spoke very highly of the project worker and learned a lot from the RJ Empathy sessions and has started to pull back from the group of friends he was hanging out with before and he is staying out of trouble.

The Probation Officer spoke of how proud he was of the progress the young person was making and acknowledged all the hard work that he had put in and encouraged him to put the effort back into attending his education programme regularly.

Mary Henihan,
Restorative Justice Co-ordinator





Volunteering & Internships

Volunteering & Internships

Recruitment

Le Chéile recruited 55 volunteers from all around the country for mentoring and restorative justice projects in 2010. At the end of 2010, Le Chéile had a total of 155 of volunteers involved with the organisation.

Unfortunately 2010 was a difficult year for Le Chéile in terms of retention of volunteers, 49 volunteers left the service during 2010. The reasons given by volunteers were primarily as a direct result of the economic recession in the country, with many volunteers having to move county or country or having excessive pressures or illnesses which meant they could no longer give their time to volunteering. All of those who completed exit questionnaires praised Le Chéile for the service it provides and the level of support and recognition given to volunteers.

87.9%

of respondents rating their overall experience of volunteering with Le Chéile as 'very good' or 'excellent'.

New Volunteer Statistics 2010

REGION	2010
Cork	-
Dublin North	11
Dublin South	8
Limerick	15
Midlands	11
South-East	10
TOTAL New Volunteers	55

Volunteer Satisfaction Survey

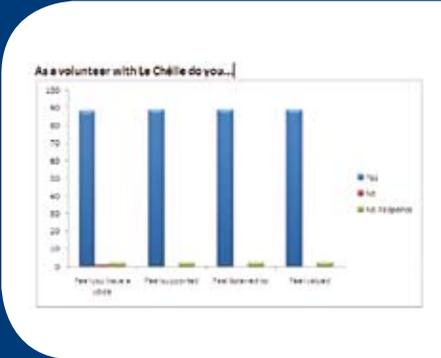
Le Chéile conducted a satisfaction survey of our volunteers for the period of 2010. This survey aims to ensure that volunteers feel supported and recognised in their role and that volunteers have an opportunity to be heard. The survey was sent to all of our volunteers and 91 responded. The results from the Volunteer Satisfaction Survey were overwhelming positive:

An large majority of volunteers feel that they are supported, listened to, valued, and have a voice in Le Chéile. Comments from the survey about volunteering with Le Chéile were overwhelmingly positive, with respondents particularly commenting about the high level of support and training they receive, and the enjoyment they get from volunteering with Le Chéile. A full breakdown of the results can be found on our website at www.lecheile.ie

Face of Le Chéile

In June 2010, Le Chéile asked for our volunteers to be our Face of Le Chéile 2010, to give a real picture of what it's like being a part of our organisation. Their photos appeared in our website as the face of our volunteering section, and they've shared their stories about their experience with Le Chéile, some of which are included here.

92.3%
of respondents rating support from their co-ordinator as 'very good' or 'excellent'.





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

There are many challenges, but I think a big one when mentoring is remembering not to bring work home and getting too attached. You have to make sure the boundaries are in place at all times. Also, 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.

For anybody starting a new match, I would advise them to be patient. It can be hard starting off, but the young person or parent is in the same position. Be yourself and enjoy the experience. Share your experience with the rest of the group in supervision. It's amazing the little tips you can get from others which work with your mentee. It's important to enjoy the mentoring experience, and believe that even small changes can have a huge impact on the mentee's life. If you fail, 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 seeing her complete her Junior Cert.

Cathy Leonard,

Youth Mentor, Dublin



I read an advertisement for Le Chéile in a local newspaper. I really enjoy being part of such a fantastic team of volunteers and, more importantly, working with young people and collaborating in such fun and meaningful experiences.

For anyone starting a match, the best advice I can give is to 'be nervous, be real, be yourself'. Expect the expected; your eyes will be opened. Have fun! In terms of any difficulties, the first couple of weeks can be a challenge. Getting to know a complete stranger can be daunting, but a relationship is built in small steps.

When mentoring, it's important to be oneself, be open, have fun and have healthy relationship boundaries. It is also important to model good behavior and encourage a Mentee.

The best moment for me in my match was watching my Mentee learn to drive and eventually passing his driving test. What a great achievement. Pride is the word that comes to mind.

Peter Maguire,

Youth Mentor Dublin

Internships

In 2010, Le Chéile welcomed a number of interns into the organisation to gain practical experience and insight into the running of a professional children's organisation. Here is the story of one intern Adelle Helen who has been working in our Cork office for the past 8 months.



An Intern's Experience

I began my internship with Le Chéile's Cork office in November 2010 and the internship thus far has been one of the best experiences of my life. Le Chéile has offered great support and supervision to me as an intern. I have been offered a lot of training, been involved with many aspects of many of Le Chéile's programmes and projects. I am always giving new challenges to learn more and gain new skills in a variety of areas. Alongside these opportunities I have been given extensive advice, support and supervision.

Le Chéile has also not just been concerned with my professional development but also my personal development. One example being that just before I started the internship, I passed my driving test but had never driven in the city and was nervous about doing so but my Co-ordinator encouraged me and we drove to meetings using my car.

Since the beginning of this internship, Le Chéile has given me the opportunity to be involved in many of its programmes and projects. In November, I completed the two day intensive Strengthening Families Programme training and in January of 2011, I was given the opportunity to

be involved in a Strengthening Families programme as a trainee facilitator with the parents group. The main facilitators very supportive to me through out the programme. They helped me developed my group works skills and were supportive and encouraging of ideas that I had for the group, such as adapting the handouts so that they were more reader friendly as well as introducing some video clips to enhance the session.

I have also been involved with mentoring. My Co-ordinator and I ran a recruitment campaign for mentors. I was the contact person for people who were interested in volunteering with Le Chéile in Cork. I answered their questions and booked people into various information evenings. I helped facilitate these information evenings. I booked all the prospective volunteers in for interviews. I have just completed co facilitating the volunteer training course for the 13 new young person and parent mentors and am now looking forward to learning about processing mentors expenses and shadowing on supervision nights with the new mentors!

Throughout the internship, Le Chéile has encouraged and enabled me to partake in many training courses. One

training which Le Chéile offered to its interns was the Parents Plus training with John Sharry. This training was then followed by the Cork office rolling out a pilot Parents Plus programme for parents of young people involved with the probation service. I shadowed this six week programme. As well as shadowing the sessions, I was involved in the organising of the programme. I helped create the information leaflet for referrals, made reminder calls to the parents, created the attendance sheets and did the ice breaker at the start of every session.

Le Chéile has given me the best foundation in terms of best practice that I can take with me into my future career. I am very grateful to Le Chéile for every opportunity, and there has been many! I look forward to taking all the experience, knowledge and skills I have gained and developed through this internship into my Masters and future career.

Adelle Helen,
Intern, Le Chéile Cork



Other Developments

Other Developments

Youth Mentoring Outcomes Measurement Tool

In 2010, Le Chéile underwent a consultation process with staff, volunteers and clients of the youth mentoring service to try to pinpoint the areas of greatest potential for change as a result of mentoring.

This consultation process provided us with very valuable information from which we developed our Outcomes Measurement Tool. The measurement tool identifies eight key areas for potential improvement for the young person as a result of mentoring namely:

1. Offending
2. Pro-Social Attitudes & Behaviour
3. Personal Development
4. Education & Training
5. Communication Skills
6. Positive Lifestyle Choices
7. Relationships
8. Meaningful Use of Time

The Outcomes measurement tool is based on the wheel of change and scores the young person from 1-10 based on their place in the wheel of change e.g. pre-contemplation, contemplation, preparation, action, maintenance.

We began to pilot this outcomes tool in late 2010 and further developed our online case management system to allow us to track and measure these outcomes. It is envisaged that a review of the outcomes tool will take place in 2011.

New Le Chéile Office Opens in Tivoli Centre

Le Chéile celebrated the official opening of our head office in July with the Minister for Justice and Law Reform Dermot Ahern, T.D. in attendance. The Tivoli Training Centre is a new purpose built centre, containing a training centre for young people involved with the Probation Service, a drug and alcohol addiction project and the Le Chéile project.

Minister Ahern spoke about the benefits of community-based organisations working in partnership with the Probation Service, noting that “through our combined efforts we can and will make a difference in the lives of people in the community.”

The Le Chéile staff had the opportunity to meet with members of the local community groups and Probation Service representatives. Many members of local community groups attended as did members of the Probation Service, enjoying a tour of the new building and the music of the Garda Band.

Le Chéile Training & Promotional DVD

Le Chéile produced a training and information DVD in March 2010. This promotional and training DVD will be used to promote Le Chéile to judges, probation officers and other interested parties and to show the work of Mentoring to all new Mentors as part of the induction training.



This DVD which includes interviews with a number of our Mentors, Young People and Parents, gives people an insight into the work of the mentoring service, the processes involved and the impact of the service on both Mentees and Mentors alike. A 2 minute intro from the DVD is also viewable from the homepage on the Le Chéile website at www.lecheile.ie

Website

In late 2010, Le Chéile relaunched its website, with new and improved sections dedicated to all Le Chéile's services. All our services now have detailed information for referral agents, clients and volunteers. A news section has been added with the latest information on recruitment around the country and other items of interest.

For potential volunteers, there's a new dedicated section on volunteering with Le Chéile, outlining what's involved in volunteering as a mentor, victim impact panel member, or restorative justice volunteer. For existing volunteers, a photogallery was created to capture their training days and social events, as well as making all newsletters available for download.

Visitors to the website can see a short video about Le Chéile's Mentoring Project to get an idea of how mentoring works and what it can achieve.

The website is a user-friendly experience for all our stakeholders . Prospective volunteers can now see all volunteering opportunities, as well as a chance to learn more about volunteering with us through our case studies and our recruitment and training section.

Referral agents can access all information they need relating to services available to their clients, with the referral procedure and aims of the services outlined. Using the website, young people and parents now can get a clear picture of the service they have been recommended to, and what is involved when they participate.



Financial Review

Financial Review

Le Chéile Mentoring Project Limited

(Company Limited by guarantee and not having a share capital)

INCOME AND EXPENDITURE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2010

	CONTINUING OPERATIONS	
	2010	2009
	€	€
Income	1,343,991	627,877
Expenditure	<u>(1,331,392)</u>	<u>(1,192,323)</u>
Surplus/(deficit) on ordinary activities before interest	12,599	(564,446)
Other interest receivable and similar income	<u>3,966</u>	<u>924</u>
Surplus/(deficit) on ordinary activities before taxation	16,565	(563,522)
Tax on surplus/(deficit) on ordinary activities	<u>-</u>	<u>-</u>
Retained surplus /(deficit) for the year	<u>16,565</u>	<u>(563,522)</u>

BALANCE SHEET AS AT 31 DECEMBER 2010

CONTINUING OPERATIONS		
	2010	2009
	€	€
Fixed assets		
Tangible assets	24,632	46,098
Current assets		
Debtors	28,849	28,435
Cash at bank & in hand	302,052	537,171
	<u>330,901</u>	<u>565,606</u>
Creditors: amounts falling due within one year	<u>(204,418)</u>	<u>(473,163)</u>
Net current assets	<u>126,483</u>	<u>92,443</u>
Total assets less current liabilities	151,115	138,541
Capital grants deferred	<u>(3,992)</u>	<u>(7,983)</u>
Net assets	<u>147,123</u>	<u>130,558</u>
Income & expenditure account	<u>147,123</u>	<u>130,558</u>
Reserves		
Members' Funds	<u>147,123</u>	<u>130,558</u>



Board of Management & Staff 2010

Board of Management 2010

Denise Mac Dermott Chairperson

Maria Lindell Company Secretary

Alison O'Reilly CEO

Brian Dack Member

Margaret O Connor Director

Jessica Ryan Director

John Corcoran Director

Sarah Barrow Member

Anna Rynn Member



Le Chéile Staff 2010

Alison O'Reilly	CEO
Seán Kinahan	Regional Manager – South West
Julia Alexander	Regional Manager – East
David Harrison	Accounts & Corporate Services Manager
Carol Maricle	National SFP Co-ordinator
Fidelma Connolly	Mentor Co-ordinator – Cork
Ingrid Cooney	Mentor Co-ordinator – Dublin
Marie Vanasova	Mentor Co-ordinator – Dublin
Lyndsey McCabe	Mentor Co-ordinator – Dublin
Siobhán Abbott	Mentor Co-ordinator – Limerick Region
Helen McCarthy	Mentor co-ordinator – Midlands
Heather Sinnott	Mentor Co-ordinator – South East
Mary Henihan	Co-ordinator - Restorative Justice Project
Sarah Butler	Project Worker – Restorative Justice Project
Mary Davis	Policy and Communications Officer
Claire Carroll	Office Administrator – Head Office
Rele Aliu	Accounts Assistant – Head Office
Jacinta Higgins	Accounts Assistant – Head Office
Louise McCormick	FAS Office Administrator – Cork
Grace Taafe	CE Accounts Assistant – Head Office
Sarah Kells	CE Office Administrator – Head Office

A huge thank you to all of our volunteers, staff and board members for your commitment and energy throughout 2010 and to the staff of the Probation Service who continue to support and champion our projects around the country. **Thank you!**



le chéile

Le Chéile Head Office

24 Tivoli Terrace South,
Dun Laoghaire,
Co. Dublin

Tel 01 214 4350

Email info@lecheile.ie

www.lecheile.ie