

Le Chéile Mentoring Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2023

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Le Chéile Mentoring Company Limited by Guarantee REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	James Doorley Margaret Rogers Brian McDonald Sarah Judge Andrew Bray Darina Sexton (Resigned 27 June 2023) Olivia Keaveney (Resigned 27 June 2023) Ronan McLoughlin (Appointed 27 June 2023) Carin Bryans (Appointed 27 June 2023) Claire Walsh (Appointed 27 June 2023) Deirdre Macklin (Appointed 27 June 2023) John Balfe (Resigned 25 September 2023) Mary Byrne (Appointed 24 October 2023) Maria Molloy (Resigned 5 December 2023) Mairead Seymour (Appointed 5 December 2023)
Chairperson	James Doorley
Company Secretary	Margaret Rogers
Charity Number	CHY17621
Charities Regulatory Authority Number	20066000
Company Number	424299
Registered Office	Tivoli Training Centre 24 Tivoli Terrace South Dun Laoghaire Co. Dublin
Auditors	Azets Audit Services Ireland Limited 3rd Floor 40 Mespil Road Dublin 4
Bankers	Allied Irish Bank 126 Capel Street Dublin 1 Co Dublin Ireland

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

The Directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2023.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The Directors of the company are also charity trustees for the purpose of charity law and under the company's constitution are known as members of the board of trustees. In this report the Directors of Le Chéile Mentoring Company Limited by Guarantee present a summary of its purpose, governance, services, achievements, and finances for the financial year 2023.

The company is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the organisation has implemented its recommendations where relevant in these financial statements.

The company is limited by guarantee not having a share capital.

Vision, Mission, and Strategy

Le Chéile Mentoring's work is guided by its mission, vision, and values. Our vision is 'For every young person at risk, the right supports at the right time, to make the most of their lives'.

Le Chéile Mentoring is a national volunteer mentoring and family support service, working with young people and their families, where the young person is involved in or at risk of offending. The charity recruits, trains, and supports volunteers from local communities around Ireland who mentor and provide a supportive relationship for the young person or parent.

Le Chéile Mentoring works to make positive changes in the lives of young people and their families, through the provision of Mentoring, Family Support and Restorative Justice Services. We primarily provide these services to young people on probation with the Probation Service. We also work with young people referred by Crosscare, Oberstown, Archways and Waterford and South Tipperary Community Youth Service.

Strategic plan 2020 - 2023

In 2023 the Directors were committed to service delivery and organisational development in pursuit of the 4 goals set out in the Strategic plan as follows:

1. We will deliver quality services to young people and their families.
2. We will enhance and develop our services to meet new and changing needs.
3. We will increase public awareness of Le Chéile Mentoring.
4. We will ensure proper governance, effective management, and staff and volunteer development.

Structure, Governance and Management Structure

Le Chéile Mentoring is registered with the Charities Section of the Revenue Commissioners and has a registered charity number: CHY 17621. Le Chéile Mentoring is governed by a Memorandum and Articles of Association.

Le Chéile Mentoring is a charitable company limited by guarantee, without a share capital. It is a corporate entity with its own legal identity separate from its members and is regulated the same way as other companies under the Companies Acts. The main difference from other types of companies is that it is limited by guarantee, has members rather than shareholders and has no share capital.

The Board of Directors met eight times during 2023. Meetings were held in person and remotely as required. None of the members of the Board received any remuneration for their Board roles.

Le Chéile Mentoring recognises that sub-committees are an effective and efficient way of maximising participation by Board members in the work of the organisation. In 2023, the Board of Directors had in place a HR Finance Sub-Committee, a Governance Sub-Committee and a Communications and Fundraising Sub-Committee. During 2023 the Finance and HR Sub-Committee met seven times, the Governance Sub-Committee met five times and the

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

Communications and Fundraising Sub-Committee met once.

Furthermore in 2023, the Board also established a Strategic Plan Steering Sub-Committee, which is a time limited sub-committee established for the purpose of overseeing and monitoring the development of the next Strategic Plan 2024-2027.

Recruiting and Appointing New Trustees

The Board would like to thank the four Directors who resigned during 2023 after many years of service. They were Darina Sexton, Olivia Keaveney, John Balfe, and Maria Molloy.

Le Chéile Mentoring has in place a procedure for the recruitment and selection of Directors, which is set out in the Board handbook. The existing Directors on the advice of the Governance Sub-committee, identify gaps in skills, experience, and diversity when appointing new Directors. On appointment all new Directors receive induction training and documentation to familiarise themselves with the company's operations, management, and governance structure.

In 2023, the Board welcomed six new Directors to the Board. They are Carin Bryans, Ronan McLoughlin, Claire Walsh, Deirdre Macklin, Mary Byrne and Mairead Seymour.

Management structure

Le Chéile Mentoring is managed by a CEO, who is overseen by the Board of Directors. The Board of Directors are responsible for decisions regarding the governance of the organisation, organisational policy, and strategic decisions that affect the organisation. Implementation of Board policy and strategy is delegated to the CEO and the Senior Management Team. The CEO informs the Board of operational decisions through regular CEO Reports to the Board.

The Senior Management Team consists of the CEO, two Regional Managers, and the Accounts and Corporate Services Manager. In 2023, there were twenty three employees who supported the organisation's objectives according to their job descriptions.

Review of services and achievements

2023 was another successful year for Le Chéile Mentoring. The services provided to young people and their families which are delivered by a team of staff and volunteers are summarised below.

1. Mentoring

Youth Mentoring is a one-to-one relationship-based support which provides a positive role model to a young person. Volunteer mentors help young people improve their self-esteem, work on relationships and communication skills, and address antisocial behaviour. Depending on the needs of the young person, staff will assist with issues such as homelessness, substance abuse, and advocating for other services.

Parent mentoring helps parents/carers develop their own parenting skills and gives support with parenting issues. Parent mentoring gives a non-judgmental time and space outside the family home to parents under pressure.

2. Family Support Programmes

Le Chéile Mentoring supports parents and links parents to locally available parenting programmes such as Strengthening Families Programme, and Parenting Together programme for parents/carers experiencing child to parent abuse.

Family Support Interventions are tailored supports designed for each individual family's needs and complement the mentoring sessions. Family support interventions aim to improve communications within the family and promote the importance of family relationships. Examples include family mediation or a family meal.

Strengthening Families Programme: Le Chéile Mentoring coordinates and funds Strengthening Families Programme (SFP) on behalf of the Probation Service, providing support to local steering committees. SFP is an evidence-based whole family skills training programme, designed to work with families experiencing high levels of stress, including families with drug and alcohol issues.

3. Restorative Justice

Le Chéile's Restorative Justice service works with people who have been affected by crime (offenders, victims, families and communities) to repair the harm caused. We use a number of different approaches tailor-made to the needs of the young person and the victims. We also provide training in Restorative Justice for those working in youth justice.

Achievements

Le Chéile Mentoring has a team of over 230 trained and committed volunteers across the country. We believe in volunteer delivered mentoring and volunteers are the foundation of our organisation. The dedication and commitment of volunteers is hugely appreciated by the organisation.

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

The Directors would like to thank our employees and volunteers for their flexibility and commitment, which enabled us to deliver quality services to young people and their families. We also pay tribute to the young people and their families who engaged with Le Chéile Mentoring during this time.

Key achievements of 2023 include the following:

- Le Chéile's staff and volunteers provided mentoring and restorative justice for 178 young people and 73 parents/carers nationally. We provided 2251 mentoring sessions during 2023, which is a 24% increase on 2022 figures.
- We ran two successful volunteer recruitment campaigns, welcoming 55 new volunteers to our mentoring service.
- The mentoring initiative for parents/carers of young people in Oberstown continued to grow and develop, in partnership with Oberstown Children Detention Campus.
- In partnership with Archways, we continued to grow our mentoring service for young people as part of an integrated family support initiative, which is part of the 'Greentown' youth justice project.
- The Restorative Justice Project worked with 28 young people in Counties Limerick and Clare. At the end of 2023 we started delivering the service in County Cork. We also delivered training in Restorative Justice to 30 people.
- In September, Le Chéile Mentoring hosted our 5th National Volunteer Conference in Portlaoise. The theme was One step at a time - the transformative power of mentoring.
- 6 Strengthening Families Programmes was supported in 2023 by Le Chéile. The total amount granted to these programmes in 2023 was €30,898 (2022: 8 programmes, €39,185).
- In November, Le Chéile Mentoring hosted a conference on Restorative Justice in Limerick on the theme of Stories of restoration.
- In 2023 Le Chéile Mentoring was awarded the Quality in Mentoring Excellence award by Befriending Networks UK, which is based on the organisation demonstrating best practice quality standards in mentoring.

Financial Review

The results for the financial year are set out in the Statement of Financial Activities and additional notes are provided showing income and expenditure in greater detail.

In summary our income has increased to €1,561,406 (2022: € 1,440,906) and our expenditure also increased to €1,536,180 (2022 €1,453,438) resulting in a net surplus of € 25,227.

The level of funding has remained in line with 2022 and the small increase in income (8.5 %) is mainly due to the decrease of deferred income to 2024 in line also with the small increase of the expenditure (6%) in 2023.

Financial Results

At the end of the financial year the company has assets of €434,936 (2022 - €622,775) and liabilities of €321,340 (2022 - €534,407). The net assets of the company have increased by € 25,227.

Reserves Position and Policy

Charity funds are managed between restricted and unrestricted reserves. The Board of Directors has established a policy whereby, unless otherwise allowed or specified by the funder, all unspent funds at the end of the year from statutory and other sources, are either deferred to the following year or transferred to restricted reserves. Deposit interest earned and any unspent unrestricted donations are transferred to unrestricted reserves or deferred to the following year.

Principal Risks and Uncertainties

The Directors consider that the principal risk factor that could materially and adversely affect the organisation's ability to continue to provide services would be the cessation / reduction of funding. The company has organisational policies and structures to limit this risk and the Directors regularly review, reassess, and proactively limit the associated risks insofar as possible.

Directors and Secretary

The Directors who served throughout the financial year, except as noted, were as follows:

James Doorley
Margaret Rogers
Brian McDonald
Sarah Judge
Andrew Bray

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2023

Darina Sexton (Resigned 27th June 2023)
Olivia Keaveney (Resigned 27th June 2023)
Ronan McLoughlin (Appointed 27th June 2023)
Carin Bryans (Appointed 27th June 2023)
Claire Walsh (Appointed 27th June 2023)
Deirdre Macklin (Appointed 27th June 2023)
John Balfe (Resigned 25th September 2023)
Mary Byrne (Appointed 24th October 2023)
Maria Molloy (Resigned 5th December 2023)
Mairead Seymour (Appointed 5th December 2023)

In accordance with the Constitution, the Directors retire after three years and being eligible, offer themselves for re-election.

Margaret Rogers served as Company Secretary throughout 2023.

Compliance with Sector-Wide Legislation and Standards

The company engages proactively with legislation, standards and codes which are developed for the sector. Le Chéile Mentoring Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- Governance Code (Charities Regulator Authority)

Post-Balance Sheet Events

There have been no important events affecting the company since the year end.

Funds held as Custodian Trustee on behalf of Others

The assets held by Le Chéile Mentoring comprise of furniture and office equipment held in Le Chéile Mentoring offices.

Auditors

Pursuant to section 383 of the Companies Act 2014, the company has appointed Azets Audit Services Ireland Limited as auditor.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are Directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the Directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at Tivoli Training Centre, 24 Tivoli Terrace South, Dun Laoghaire, Co. Dublin.

24 July 2024 | 11:02 BST

Approved by the Board of Directors on _____ and signed on its behalf by:

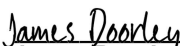
Signed by:



Brian McDonald

Director

Signed by:



James Doorley

Chairperson

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2023

The Directors are responsible for preparing the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the Directors to prepare financial statements for each financial year. Under the law the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" issued by the Financial Reporting Council. Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the net income or expenditure of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with the relevant financial reporting framework, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in operation.

The Directors confirm that they have complied with the above requirements in preparing the financial statements.

The Directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and net income or expenditure of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the Directors have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Board of Directors on 24 July 2024 | 11:02 BST and signed on its behalf by:

Signed by:

Brian McDonald

Brian McDonald
Director

Signed by:

James Doorley

James Doorley
Chairperson

INDEPENDENT AUDITOR'S REPORT

to the Members of Le Chéile Mentoring Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the company financial statements of Le Chéile Mentoring Company Limited by Guarantee for the financial year ended 31 December 2023 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", as applied in accordance with the provisions of the Companies Act 2014 and having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other Information

The Directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

INDEPENDENT AUDITOR'S REPORT

to the Members of Le Chéile Mentoring Company Limited by Guarantee

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Annual Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of Directors' remuneration and transactions required by sections 305 to 312 of the Act are not complied with by the company. We have nothing to report in this regard.

Respective responsibilities

Responsibilities of Directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 8, the Directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INDEPENDENT AUDITOR'S REPORT

to the Members of Le Chéile Mentoring Company Limited by Guarantee

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:



Keith Doyle

for and on behalf of

Azets Audit Services Ireland Limited

3rd Floor

40 Mespil Road

Dublin 4

24 July 2024 | 12:22 BST

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Le Chéile Mentoring Company Limited by Guarantee

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2023

	Notes	Unrestricted Funds 2023 €	Restricted Funds 2023 €	Total 2023 €	Total 2022 €
Income					
Donations and legacies	3.1	1,478	-	1,478	1,593
Charitable activities					
- Grants from governments and other co-funders	3.2	-	1,559,923	1,559,923	1,436,086
Other income	3.3	5	-	5	2,417
Total income		1,483	1,559,923	1,561,406	1,440,096
Expenditure					
Charitable activities	4.1	1,478	1,534,701	1,536,179	1,453,438
Net income/(expenditure)		5	25,222	25,227	(13,342)
Transfers between funds	16	25,222	(25,222)	-	-
Net movement in funds for the financial year		25,227	-	25,227	(13,342)
Reconciliation of funds					
Balances brought forward at 1 January 2023	16	46,311	42,057	88,368	101,710
Balances carried forward at 31 December 2023		71,538	42,057	113,595	88,368

The Statement of Financial Activities includes all gains and losses recognised in the financial year. All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 24 July 2024 | 11:02 BST and signed on its behalf by:

Signed by:

Brian McDonald

Brian McDonald
Director

Signed by:

James Doorley

James Doorley
Chairperson

Le Chéile Mentoring Company Limited by Guarantee

BALANCE SHEET

as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	10	1	1,100
Current Assets			
Debtors	11	52,173	54,944
Cash at bank and in hand		382,761	566,731
		434,935	621,675
Creditors: Amounts falling due within one year	12	(321,340)	(534,407)
Net Current Assets		113,594	87,268
Total Assets less Current Liabilities		113,595	88,368
Funds			
Restricted funds		42,057	42,057
General fund (unrestricted)		71,538	46,311
Total funds	16	113,595	88,368

Approved by the Board of Directors on 24 July 2024 | 11:02 BST and signed on its behalf by:

Signed by:

Brian McDonald

Brian McDonald

Director

Signed by:

James Doorley

James Doorley

Chairperson

Le Chéile Mentoring Company Limited by Guarantee**STATEMENT OF CASH FLOWS**

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Cash flows from operating activities			
Net movement in funds		25,227	(13,342)
Adjustments for:			
Depreciation		1,099	3,516
Interest receivable and similar income		-	-
		<u>26,326</u>	<u>(9,826)</u>
Movements in working capital:			
Movement in debtors		2,771	(14,883)
Movement in creditors		(213,068)	(21,590)
		<u>(183,971)</u>	<u>(46,299)</u>
Cash generated from operations		<u>(183,971)</u>	<u>(46,299)</u>
Cash flows from investing activities			
Interest received		-	-
Payments to acquire tangible assets		-	-
		<u>-</u>	<u>-</u>
Net cash generated from investment activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		(183,971)	(46,299)
Cash and cash equivalents at 1 January 2023		566,731	613,030
Cash and cash equivalents at 31 December 2023	18	<u>382,760</u>	<u>566,731</u>

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

1. GENERAL INFORMATION

Le Chéile Mentoring Company Limited by Guarantee is a company incorporated in the Republic of Ireland. The registered office of the company is Tivoli Training Centre, 24 Tivoli Terrace South, Dun Laoghaire, Co. Dublin which is also the principal place of business of the company. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

The company has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the company has varied the standard formats in that Act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6, and 15.2 of that SORP.

Statement of compliance

The financial statements of the company for the financial year ended 31 December 2023 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the company.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the company.

- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the company is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the company.

Donations and legacies

Donations, gifts, and legacies are included in full in the Statement of Financial Activities when receivable. Donated services and facilities are included at the fair value to the charity where this can be quantified. Donations in kind are included at their estimated value to the charity in both revenue and expenditure in the year of receipt. Donated facilities are included as both income and expenses at the value to the charity where this can be quantified, and a third party is bearing the cost. Where it is not practicable to measure the value of the resource with sufficient reliability the income is included in the financial period when the resource is sold. An asset is recognised only when those services are used for the production of an asset and the services received will be capitalised as part of the cost of an asset. Where it cannot be quantified the value is recognised when sold. In 2023 Le Chéile used donations received in 2022 and carried forward to 2023: The Courts Service (€1,211) and from Belmayne ETNS (€267).

Legacy income is recognised at the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor to the company that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the company. Income from government and other co-funders is recognised when the company is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the company is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the company is meeting the core objectives of a grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

-Time based conditions: whereby the company is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the company recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the company is notified of entitlement.

Income from charitable activities is mainly derived from The Department of Justice through the Probation Service. This is an annual grant paid in accordance with the terms of the funding agreement. This income is accounted for on an accruals basis and is restricted. The Department of Justice through the Probation Service provided payment in the amount of €1,127,106 in 2023 (2022: €1,132,000). This is an annual grant paid in accordance with the terms of the funding agreement (including Schedule I) for provision of services.

The Department of Justice through the Victims of Crime Office also provided restricted funding in the amount of €10,800 in 2023 (2022: €10,800). This is an annual grant paid in accordance with the terms of the funding agreement (including Schedule I) for provision of services for the Restorative Justice Project. This income is accounted for on an accruals basis and is restricted.

Other restricted income from charitable activities (grants for provision of services) are derived from Limerick City and County Council (€35,000).

Le Chéile Mentoring also receives funding from Waterford & South Tipperary Community Youth Service and Crosscare through the YDP-Funds, from Archways for the implementation of the Greentown Programme, and from Oberstown. These income streams are also accounted for on an accruals basis.

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

Capital Grants

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable or performance conditions relating to the grant have been met. In 2023, Le Chéile Mentoring did not receive any capital grant from the Department of Justice nor from other funders. We received €3,500 from Probation at the end of 2020 that was deferred to 2021 and we purchased visual equipment in 2021, and depreciated it over three years (2021, 2022 and 2023). Each year we carried forward the remaining capital grant after the depreciation. In 2023 the assets have been fully depreciated.

Intangible Income

Intangible income, which comprises donated services, is included in income at a value which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. As a Probation funded Community Based Organisation Le Chéile Mentoring avails of rent free office spaces through the Probation Service. The same arrangement is offered to us by Archways for the Whitetown Project and by Oberstown Children Detention Centre. Due to this, Le Chéile Mentoring did not incur any utility costs apart from phone and internet bills. The locations are as follows:

	Rooms available
Head Office, 24 Tivoli Terrace South, Dun Laoghaire, Co. Dublin	9
Probation Office 3rd Floor, Intreo Building, Main Street, Ballymun, Dublin 9	1
The Probation Service, Cork Street, Dublin 8	1 desk
The Probation Service, 3 Catherine St, Waterford	1
The Probation Service, St Nicholas Church, Cove St, Cork	1
Probation Service Building, Abbeyleix Road, Portlaoise, Co. Laois	1
The Probation Service, Government Offices, Kilcarn, Navan, Co.Meath	1
Unit 118, Grange Hill, Baldoyle Industrial Estate, Dublin 13	1 desk
Oberstown Children Detention Campus, Lusk, Co. Dublin	1 desk

During 2023, Le Chéile received ten free licenses from Salesforce for the use of the CRM system, four free licenses from Triangle Consulting Social Enterprise for the use of the Outcome Star ten Business Premium and twenty five Microsoft Business Basic Licenses for Office 365.

The company receives donated services in the form of Mentor volunteer hours. In 2023, the total hours given by volunteers was 2,205. Additionally, 181 hours were given to Le Chéile from Board volunteers for Board related activities .

The Directors consider that the costs involved in undertaking a valuation to ascertain a monetary value of this donated service would not be materially beneficial to the users understanding of the financial statements. The company appreciates this gesture of 'support in kind'.

Investment income

Investment income is derived from deposit interest and is accounted for on an accruals basis. This income is unrestricted.

Expenditure

Expenditure is analysed, between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the company but cannot be attributed to a specific activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Going Concern

The financial statements have been prepared on a going concern basis which assumes that the company will continue in operational existence for the foreseeable future. The validity of this assumption depends on the continued support from the Department of Justice - Probation Service to provide funds needed by the company.

The organisation is primarily funded by the Probation Service and was set up in response to directions under Children's Act 2001 to provide mentoring services to children under the age of 18 who are involved with the Probation Service.

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings, and equipment - 3 years Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the company from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

Taxation and deferred taxation

No current or deferred taxation arises as the company has been granted charitable exemption. Irrecoverable valued added tax is expensed as incurred.

Tax Clearance: Le Chéile Mentoring is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments".

Pensions

The company operates a defined contribution pension scheme for a number of employees. The assets of the scheme are held separately from those of the company. Annual contributions payable to the company's pension scheme are charged to the income and expenditure account in the period to which they relate.

3. INCOME					
3.1	DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2023	2022
		€	€	€	€
	Donations	1,478	-	1,478	1,593
		<u>1,478</u>	<u>-</u>	<u>1,478</u>	<u>1,593</u>
3.2	CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2023	2022
		€	€	€	€
	Dept. of Justice Probation Service	-	1,171,317	1,171,317	1,096,646
	Restorative Justice - Probation Service	-	39,178	39,178	35,535
	Victims of Crime Office	-	11,070	11,070	10,782
	Limerick City Council	-	35,000	35,000	29,997
	YDP Waterford	-	68,067	68,067	62,558
	YPD Dublin South	-	119,136	119,136	97,528
	Oberstown	-	38,688	38,688	44,977
	Greentown	-	77,467	77,467	58,063
		<u>-</u>	<u>1,559,923</u>	<u>1,559,923</u>	<u>1,436,086</u>
3.3	OTHER INCOME	Unrestricted Funds	Restricted Funds	2023	2022
		€	€	€	€
	Bank Interest	5	-	5	
	Other Income	1,478	-	1,478	2,417
		<u>1,483</u>	<u>-</u>	<u>1,483</u>	<u>2,417</u>

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

4. EXPENDITURE

4.1 CHARITABLE ACTIVITIES

	Direct Costs €	Other Costs €	Support Costs €	2023 €	2022 €
Mentoring Costs	1,139,281	-	146,820	1,286,101	1,208,908
FSP Costs	123,227	-	12,277	135,504	138,509
Restorative Justice Costs	98,340	-	16,234	114,573	106,021
	<u>1,360,848</u>	<u>-</u>	<u>175,331</u>	<u>1,536,179</u>	<u>1,453,438</u>

4.2 SUPPORT COSTS

	Charitable Activities €	2023 €	2022 €
Salaries	70,536	70,536	67,627
Running costs	31,598	31,598	36,762
Governance	8,588	8,588	4,743
General	30,573	30,573	42,728
Information Technology	34,036	34,036	41,695
	<u>175,331</u>	<u>175,331</u>	<u>193,555</u>

5. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2023 €	2022 €
Salaries	Time Spent	70,536	67,627
Running costs	Departments	31,598	36,762
Governance	Departments	8,588	4,743
General	Departments	30,573	42,728
Information Technology	Departments	34,036	41,695
		<u>175,331</u>	<u>193,555</u>

6. NET INCOME

	2023 €	2022 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	1,099	3,516
Auditor's remuneration: - audit services	<u>4,613</u>	<u>4,182</u>

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

7. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed (including executive Directors) during the financial year was as follows:

	2023	2022
	Number	Number
Chief Executive Officer	1	1
Regional Mentor co-ordinators	12	13
Management	3	3
Administration	2	1
Development Officers	1	1
Restorative Justice Project Officer	1	1
Project Officers	3	2
	<u>23</u>	<u>22</u>

The staff costs comprise:

	2023	2022
	€	€
Wages and salaries	1,074,442	1,017,575
Social security costs	118,159	112,300
Pension costs	9,987	9,870
	<u>1,202,588</u>	<u>1,139,745</u>

Included in employment costs is an accrual of €9,622 (2022: €9,395) in respect of untaken holiday leave at the year end.

8. KEY MANAGEMENT COMPENSATION

Key management includes the CEO, the Regional Managers and the Accounts and Corporate Services Manager. The compensation paid or payable to key management for employee services is shown below:

	2023	2022
	€	€
Gross salaries including Employer PRSI	310,632	306,407

9. EMPLOYEE BAND

Two employees received remuneration within the band of €60,000-€70,000.

One employee received remuneration within the band of €80,000-€90,000.

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

10. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Total €
Cost		
At 31 December 2022	4,616	4,616
Depreciation		
At 1 January 2023	3,516	3,516
Charge for the financial year	1,100	1,100
At 31 December 2023	4,616	4,616
Net book value		
At 31 December 2023	<u>1</u>	<u>1</u>
At 31 December 2022	<u>1,100</u>	<u>1,100</u>

11. DEBTORS

	2023 €	2022 €
Prepayments	27,771	27,251
Accrued Income	24,402	27,693
	<u>52,173</u>	<u>54,944</u>

12. CREDITORS

Amounts falling due within one year	2023 €	2022 €
Trade creditors	3,042	3,301
Taxation and social security costs	25,553	34,455
Other creditors	14,521	12,848
Accruals	14,234	13,596
Deferred Income	263,990	470,207
	<u>321,340</u>	<u>534,407</u>

13. PENSION COSTS - DEFINED CONTRIBUTION

The company operates an externally funded defined contribution scheme that covers the senior employees of the company. The assets of the scheme are vested in independent trusts for the sole benefit of those employees. Pension costs amounted to €9,987 (2022 - €9,870). Pension costs are divided between defined contribution costs of €5,894 (€5,778 in 2022) and standard PRSA costs of €4,092 (€4,092 in 2022).

Contributions totalling €3,864 (2022: €3,296) were payable to the fund at 31 December 2023 and are included in other creditors.

14. Grants and Deferred Income

Funder	Department of Justice/Probation Service
Amount Received 2023	€992,939
Deferred Income Reversal	€396,049
Deferred Income to 2024	€-217,671
Income 2023	€1,171,317

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

Department	Department of Justice/Probation Service RJ
Amount Received 2023	€36,500
Grant Due Reversal 2022	€6,148
Grant due 2023	€-3,470
Income 2023	€39,178
Department	RJ Limerick Regeneration
Amount Received 2023	€35,000
Deferred Income Reversal 2022	€-12,000
Deferred Income to 2024	€12,000
Income 2023	€35,000
Department	RJ - Victim of Crime Office
Amount Received 2023	€10,800
Deferred Income Reversal 2022	€1,303
Deferred Income to 2024	€-1,033
Income 2023	€11,070
Department	Other (Court Services)
Amount Received 2023	€0
Deferred Income Reversal	€2,376
Deferred Income to 2024	€-1,165
Income 2023	€1,211
Department	YDP Waterford
Amount Received 2023	€62,080
Grant Due Reversal 2022	€-6,415
Grant Due 2023	€12,402
Income 2023	€68,067
Department	YDP Dublin
Amount Received 2023	€73,500
Deferred Income Reversal 2022	€56,614
Deferred Income to 2024	€-10,978
Income 2023	€119,136
Department	Oberstown
Amount Received 2023	€44,000
Deferred Income Reversal 2022	€1,588
Deferred Income to 2024	€-6,900
Income 2023	€38,688
Department	Greentown
Amount Received 2023	€88,552
Grant Due Reversal 2022	€-9,280
Deferred income to 2024	€-1,805
Income 2023	€77,467
Other Income	Balmayne Etns
Amount Received 2023	€0
Deferred Income Reversal 2022	€989
Deferred Income to 2024	€-722
Income 2023	€267

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

These accrued and deferred incomes for 2023 are stated after accounting for adjustments in relation to accruals and prepayments at the year end.

15. RESERVES

	2023 €	2022 €
At 1 January 2023	88,368	101,710
Profit for the financial year	25,227	(13,342)
At 31 December 2023	<u>113,595</u>	<u>88,368</u>

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2022	39,311	62,399	101,710
Movement during the financial year	7,000	(20,342)	(13,342)
At 31 December 2022	46,311	42,057	88,368
Movement during the financial year	25,227	-	25,227
At 31 December 2023	<u>71,538</u>	<u>42,057</u>	<u>113,595</u>

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2023 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2023 €
Restricted funds					
Restricted	42,057	1,559,923	1,534,701	(25,222)	42,057
Unrestricted funds					
Unrestricted General	46,311	1,483	1,478	25,222	71,538
Total funds	<u>88,368</u>	<u>1,561,406</u>	<u>1,536,179</u>	<u>-</u>	<u>113,595</u>

The Restricted funds of 42,057 are Reserves relates to the Limerick City Council- Regeneration.

16.3 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total 2023	Total 2022
Tangible fixed assets	1	-	1	1,100
Current assets	363,396	71,538	434,934	621,675
Current liabilities	<u>(321,340)</u>	<u>-</u>	<u>(321,340)</u>	<u>(534,407)</u>
	<u>42,057</u>	<u>71,538</u>	<u>113,595</u>	<u>88,368</u>

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

continued

for the financial year ended 31 December 2023

17. STATUS

The company is limited by guarantee not having a share capital. The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one financial year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding €1.

18. CASH AND CASH EQUIVALENTS	2023	2022
	€	€
Cash and bank balances	375,029	559,003
Cash equivalents	7,732	7,728
	<u>382,761</u>	<u>566,731</u>

19. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the company since the financial year-end.

20. RELATED PARTY TRANSACTIONS

There were no related party transactions during the financial year (2022: None).

21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on

24 July 2024 | 11:02 BST

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