

Le Chéile Mentoring Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2025

Company Number: 424299
Charity Number: CHY17621
Charities Regulatory Authority Number: 20066000

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Le Chéile Mentoring Company Limited by Guarantee

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors	James Doorley (Resigned 22 July 2025) Andrew Bray (Resigned 22 July 2025) Brian McDonald Sarah Judge Claire Walsh Carin Bryans Ronan McLoughlin (Resigned 21 April 2026) Mary Byrne Mairead Seymour Catherine Bond Deirdre Macklin (Appointed 22 July 2025 and resigned 9 June 2026) Patrick Marshall (Appointed 21 April 2026) Jacqueline Flynn (Appointed 21 April 2026) Lorna Stafford (Appointed 21 April 2026) Sean McHale (Appointed 21 April 2026)
Chairperson	Carin Bryans
Company Secretary	Mary Byrne
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 2025

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 2025.

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 2025.

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

Our Vision

Our vision is that every child and young person, Le Chéile Mentoring works with, will be supported and empowered to realise their hopes and dreams.

Our Mission

Le Chéile Mentoring is a national, volunteer mentoring, restorative justice and family support service, which supports children, young people and their families, where the child or young person is involved in or at risk of offending. We provide tailored supports, in partnership with other organisations, working along-side children, young people and their families, to enable them to reach their potential now and into the future.

Strategic Plan 2024 – 2028

This strategy sets out three priority objectives as follows:

1. Enhance the quality of mentoring, restorative justice and family support for young people and their families.
2. Expand services within the Youth Justice System in partnership with other agencies.
3. Grow Le Chéile Mentoring's Services beyond the Youth Justice System in partnership with other agencies.

There are four pillars which underpin the strategy and are critical to its successful implementation.

The four pillars are:

1. People
2. Finance
3. Operations
4. Communications

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 2025. 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. During 2025 the Finance and HR Sub-Committee met eight times, the Governance Sub-Committee met three times and the Strategic planning Sub-Committee met three times.

Le Chéile Mentoring Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Recruitment and appointment of new trustees

The Board would like to thank the two Directors who resigned during 2025 for their contribution to Le Chéile and dedicated service. They were James Doorley and Andy Bray.

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 July 2025, the Board welcomed Dee Macklin's reappointment to the Board.

Management structure

Le Chéile Mentoring is managed by the 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 2025, there were twenty five employees employed.

In September 2025, there was a change of CEO. The Board would like to thank Anne Conroy, now retired, in her capacity as CEO and for her contribution to Le Chéile and dedicated service of more than 10 years. The Board would also like to welcome Laura Walsh as the new CEO of Le Chéile Mentoring.

Review of services and achievements

2025 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.

We provide Family Support Interventions which 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. Volunteers are supported and supervised by a staff team.

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.

Le Chéile Mentoring Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

Key achievements of 2025 include the following:

- We celebrated our 20 year anniversary at the National Volunteer Conference in Portlaoise; "Empowerment in Mentoring - 20 years of meaningful conversations". The conference was a fantastic event with key note speakers, workshops and the opportunity for volunteers and Mentors to learn and network with one another as well as celebrating our 20 years together.
- We worked with 323 individuals, consisting of 186 Youth Mentoring places, 74 Parent Mentoring places and 63 Restorative Justice places (compared to 291 individuals worked with in 2024).
- Our annual Restorative Justice conference took place; "Empathy in Action - Restorative Justice and the human side of harm", chaired by Dr Ian Marder and for the first time, an opening address by Minister of State for the Department of Justice, Niall Collins TD. The conference was a huge success, with 130 professionals from across Ireland in attendance.
- The Le Chéile Mentoring National Volunteer Committee (NVC) met 3 times, providing a hugely valuable source of input, insight and guidance to the organisation. We welcomed Caroline Keane, a volunteer in Dublin South as the new Chairperson for the NVC.
- We ran 10 successful volunteer recruitment campaigns, welcoming 81 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 provided mentoring for young people and parents as part of an integrated family support initiative, which is part of the 'Greentown' youth justice project.
- We welcomed new staff to the full-time team, including 2 Mentor Coordinators in Galway and Cork/Kerry, a Communications and Information Coordinator and a new Chief Executive Officer. We also said goodbye to, and thanked the outgoing Chief Executive Officer, Anne Conroy who had been with Le Chéile for more than a decade.
- We welcomed a new Chair of the Board, Carin Bryans at the 2025 AGM and Vice Chair, Catherine Bond. We thanked James Doorley, former Chairperson, and Andy Bray for their many years of service on the Board.
- We were invited to contribute to the EU COPPER project which promotes the active engagement of citizens, civil society and social partners in the social inclusion of people that commit crimes, ensuring that we all play our role as key guarantors of a common European culture of rule of law, common values, democracy, freedom, security and prosperity. A longstanding Le Chéile Mentor attended a seminar in Lisbon and the CEO attended a final conference at the Hague with Probation colleagues to celebrate the completion of the project.
- Le Cheile took part in the Women's mini marathon in June for the first time. Two staff and 3 volunteers raised a total of €2,450.

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 €1,715,457 (2024: €1,518,370) and expenditure also increased to €1,724,620 (2024: €1,530,224) resulting in a net deficit of € 9,163.

The level of funding has increased in respect to 2024 and the increase in income (13%) is mainly due to two new projects run in 2025 and a marginal increase (3%) in the yearly streamlined allocation of funding, in line also with the increase of the expenditure (12.7%) in 2025.

Financial Results

At the end of the financial year the company has assets of €878,142 (2024: €553,585) and liabilities of €785,565 (2024: €451,843). The net assets of the company have decreased by € 9,163.

Financial Position

The negative net movement for 2025 of € 9,163 is the result of the release of Limerick City Council restricted reserves accumulated in previous years.

Le Chéile Mentoring Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

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, that could materially and adversely affect the organisation's ability to continue to provide services would be the cessation / reduction of funding.

77% (2024: 77%) of the organisation's funding is received from the Probation Services. Therefore, the organisation is exposed to a funding concentration risk if this funding were to be removed or materially reduced. A reduction would affect the charity's ability to continue to offer services.

In response to this risk, the Directors are seeking to diversify its funding sources. By way of other mitigations, 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 (Resigned 22 July 2025)
Carin Bryans
Catherine Bond
Mary Byrne
Brian McDonald
Sarah Jane Judge
Andrew Bray (Resigned 22 July 2025)
Ronan McLoughlin (Resigned 21 April 2026)
Claire Walsh
Mairead Seymour
Deirdre Macklin (Appointed 22 July 2025 and resigned 9 June 2026)
Patrick Marshall (Appointed 21 April 2026)
Jacqueline Flynn (Appointed 21 April 2026)
Lorna Stafford (Appointed 21 April 2026)
Sean McHale (Appointed 21 April 2026)

In accordance with the Constitution, Directors shall hold office for three years from the date of their appointment at the end of which they shall be eligible for re-appointment for one or more further terms of three years each but having served their maximum term of office of nine consecutive years shall not be eligible for re-appointment until one year after their retirement as a Director.

Compliance with Sector-Wide Legislation and Standards

The company engages proactively with relevant legislation, standards and codes of practice. 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)
- Children First Act 2015

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

The auditors, Azets Audit Services Ireland Limited, continue in office in accordance with section 383(2) of the Companies Act 2014.

Le Chéile Mentoring Company Limited by Guarantee
DIRECTORS' ANNUAL REPORT
for the financial year ended 31 December 2025

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.

Approved by the Board of Directors on 14/07/2026 and signed on its behalf by:



Brian McDonald
Director



Carin Bryans
Chairperson

Le Chéile Mentoring Company Limited by Guarantee DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

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.

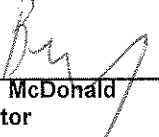
The Directors confirm that they have complied with the above requirements in preparing the financial statements.

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 14/07/2026 and signed on its behalf by:


Brian McDonald
Director


Carin Bryans
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 2025 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 2025 and of its deficit 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 scepticism 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.

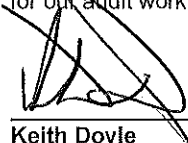
We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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.



Keith Doyle
for and on behalf of
Azets Audit Services Ireland Limited
3rd Floor
40 Mespil Road
Dublin 4

14/7/26.....

Le Chéile Mentoring Company Limited by Guarantee

STATEMENT OF FINANCIAL ACTIVITIES

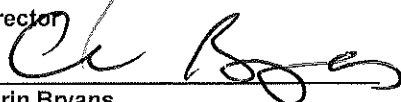
(Incorporating an Income and Expenditure Account)
for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total 2025 €	Total 2024 €
Income					
Donations and legacies	3.1	2,249	-	2,249	354
Charitable activities					
- Grants from governments and other co-funders	3.2	-	1,713,189	1,713,189	1,517,997
Other income	3.3	19	-	19	19
Total income		2,268	1,713,189	1,715,457	1,518,370
Expenditure					
Charitable activities	4.1	(2,249)	(1,722,371)	(1,724,620)	(1,530,224)
Net income/(expenditure)		19	(9,182)	(9,163)	(11,854)
Transfers between funds	16	10,500	(10,500)	-	-
Net movement in funds for the financial year		10,519	(19,684)	(9,163)	(11,854)
Reconciliation of funds					
Balances brought forward at 1 January 2025	16	82,057	19,684	101,740	113,595
Balances carried forward at 31 December 2025		92,577	-	92,577	101,740

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 14/07/2026 and signed on its behalf by:


 Brian McDonald
 Director


 Carin Bryans
 Chairperson

Le Chéile Mentoring Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	10	9,365	1
Current Assets			
Debtors	11	27,581	23,918
Cash at bank and in hand	18	841,196	529,665
		878,142	553,585
Creditors: Amounts falling due within one year	12	(785,565)	(451,843)
Net Current Assets		92,577	101,740
Total Assets less Current Liabilities		92,577	101,741
Funds			
Restricted funds	16	-	19,684
General fund (unrestricted)	16	92,577	82,057
Total funds	16	92,577	101,741

Approved by the Board of Directors on 14/07/2026 and signed on its behalf by:


Brian McDonald
Director


Carin Bryans
Chairperson

Le Chéile Mentoring Company Limited by Guarantee

STATEMENT OF CASH FLOWS

for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		(9,163)	(11,854)
Adjustments for:			
Depreciation		4,682	-
		<u>(4,481)</u>	<u>(11,854)</u>
Movements in working capital:			
Movement in debtors		(3,663)	28,255
Movement in creditors		333,721	130,503
		<u>325,577</u>	<u>146,904</u>
Cash flows from investing activities			
Interest		-	-
Payments to acquire tangible assets		(14,047)	-
		<u>311,530</u>	<u>146,904</u>
Net cash generated from investment activities			
		<u>311,530</u>	<u>146,904</u>
Net increase in cash and cash equivalents		311,530	146,904
Cash and cash equivalents at 1 January 2025		529,665	382,761
Cash and cash equivalents at 31 December 2025	18	<u>841,195</u>	<u>529,665</u>

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

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 2025 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

for the financial year ended 31 December 2025

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 2025 Le Chéile received donations from: The Courts Service (€250) and from private donation (€4,415). The unused balance of these and previous years donations has been carried forward to 2026 (€5,447).

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 €1,348,160 in 2025 (2024: €1,313,160). 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 Cuan also provided restricted funding in the amount of €13,500 in 2025 (2024: €13,500). 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.

Le Chéile Mentoring also receives restricted funding from Waterford & South Tipperary Community Youth Service (€73,500) and Crosscare (€130,000) through the YDP-Funds, from Archways (€66,500) for the implementation of the Greentown Programme, from Oberstown (€73,875), from St Stephen Green Trust (€11,000), from Community Safety Fund (€ 75,000). These income streams are also accounted for on an accruals basis.

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

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 2025, Le Chéile Mentoring received a capital grant from the Department of Justice (Probation) for the amount of € 14,050 for the purchase of the new server which will be depreciated it over 3 years (2025, 2026 and 2027). Each year we will carry forward the remaining capital grant (2025 € 9,368) after the depreciation (2025 € 4,682). Le Chéile did not receive any capital grant from other funders.

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 13, Burnell Court, Mayne River Street, Northern Cross, Malahide Road	1 desk
Oberstown Children Detention Campus, Lusk, Co. Dublin	1 desk

During 2025, 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 2025, the total hours given by volunteers was 2,860. Additionally, 251 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.

continued

Tangible fixed assets and depreciation

Fixtures, fittings, and equipment - 3 years Straight line

Debtors

Cash at bank and in hand

Taxation and deferred taxation

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

3.	INCOME				
3.1	DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Donations	2,249	-	2,249	354
3.2	CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Dept. of Justice Probation Service	-	1,323,424	1,323,424	1,130,661
	Restorative Justice - Probation Service	-	13,311	13,311	39,337
	Cuan	-	-	-	13,518
	St Stephen Green Trust	-	10,620	10,620	9,236
	Community Safety Fund Galway	-	34,418	34,418	180
	YDP Dublin - Crosscare	-	127,224	127,224	122,830
	YDP Waterford- WSTCYS	-	69,236	69,236	72,165
	Limerick City Council	-	-	-	-
	Oberstown	-	68,919	68,919	65,757
	Greentown	-	66,037	66,037	64,312
		-	1,713,189	1,713,189	1,517,996
3.3	OTHER INCOME	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Bank Interest	19	-	19	19
		19	-	19	19

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Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

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4. EXPENDITURE

4.1 CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2025	2024
	€	€	€	€	€
Mentoring Costs	1,134,215	-	182,069	1,316,284	1,275,041
FSP Costs	123,303	-	16,465	139,768	151,448
Restorative Justice Costs	223,244	-	45,324	268,568	103,734
	<u>1,480,763</u>	<u>-</u>	<u>243,857</u>	<u>1,724,620</u>	<u>1,530,223</u>

4.2 SUPPORT COSTS	Mentoring	Family Support	Restorative Justice	2025	2024
	€	Programmes	€	€	€
		€			
Salaries	54,356	4,806	14,783	73,944	70,278
Running costs	36,074	2,755	12,466	51,295	37,828
Governance	4,359	405	593	5,357	16,006
General	44,706	4,382	11,820	60,908	28,329
Information Technology	42,574	4,117	5,662	52,352	31,169
	<u>182,069</u>	<u>16,465</u>	<u>45,324</u>	<u>243,857</u>	<u>183,611</u>

5. ANALYSIS OF SUPPORT COSTS

	Basis of Apportionment	2025	2024
		€	€
Salaries	Time Spent	73,944	70,278
Running costs	Departments	51,295	37,828
Governance	Departments	5,357	16,006
General	Departments	60,908	28,329
Information Technology	Departments	52,352	31,169
		<u>243,857</u>	<u>183,611</u>

6. NET INCOME

	2025	2024
	€	€
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	4,681	-
Auditor's remuneration:		
- audit services	4,613	4,613

Le Chéile Mentoring Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2025

7. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed during the financial year was as follows:

	2025 Number	2024 Number
Chief Executive Officer	1	1
Senior Management	3	3
Regional Mentor co-ordinators	13	12
Administration	2	2
Development Coordinator	1	1
Restorative Justice Coordinator	2	1
Project Officers	3	3
	<u>25</u>	<u>23</u>

The staff costs comprise:

	2025 €	2024 €
Wages and salaries	1,189,290	1,070,252
Social security costs	132,313	117,810
Pension costs	10,625	10,196
	<u>1,332,228</u>	<u>1,198,259</u>

Included in employment costs is an accrual of €16,381 (2024: €18,688) 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:

	2025 €	2024 €
Gross salaries including Employer PRSI	<u>331,954</u>	<u>316,891</u>

The directors serve on the board in a voluntary capacity and received no fees or remuneration for their time spent carrying out these duties.

Travel expenses for the amount of €216 have been reimbursed to the Directors in 2025 (2024: €0).

9. EMPLOYEE BAND

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

Two employees received remuneration within the band of €80,000-€90,000.

Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2025

10. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Total €
Cost		
At 1 January 2025	0	0
Additions	14,047	14,047
At 31 December 2025	<u>14,047</u>	<u>14,047</u>
Depreciation		
At 1 January 2025	0	0
Charge for the financial year	4,681	4,681
At 31 December 2025	<u>4,681</u>	<u>4,681</u>
Net book value		
At 31 December 2025	<u>9,365</u>	<u>9,365</u>
At 31 December 2024	<u>1</u>	<u>1</u>

11. DEBTORS	2025	2024
	€	€
Prepayments	27,581	23,918
	<u>27,581</u>	<u>23,918</u>

12. CREDITORS	2025	2024
Amounts falling due within one year	€	€
Trade creditors	5,494	4,609
Taxation and social security costs	31,866	28,090
Other creditors	4,710	13,366
Accruals	21,240	23,300
Deferred Income	722,254	382,478
	<u>785,565</u>	<u>451,843</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 €10,625 (2024 - €10,196). Pension costs are divided between defined contribution costs of €4,337 (€6,071 in 2024) and standard PRSA costs of €6,288 (€4,125 in 2024).

Contributions totalling €759 (2024: €3,395) were payable to the fund at 31 December 2025 and are included in other creditors.

Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS

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for the financial year ended 31 December 2025

14. Grants and Deferred Income

Funder	Department of Justice Probation Service - Mentoring
Amount Received 2025	€1,409,089
Deferred Income Reversal	€160,636
Deferred Income to 2026	-€358,977
Income 2025	€1,210,747
Funder	Department of Justice Probation Service - Restorative Justice
Amount Received 2025	€107,995
Deferred Income Reversal	€106,000
Deferred Income to 2026	-€106,000
Income 2025	€107,995
Funder	Department of Justice Probation Service - Restorative Justice New Projects 2026
Amount Received 2025	€160,000
Deferred Income Reversal	€0
Deferred Income to 2026	-€160,000
Income 2025	€0
Funder	Department of Justice Probation Service - Capital Grant
Amount Received 2025	€14,050
Deferred Income Reversal	€0
Deferred Income to 2026	-€9,368
Income 2025	€4,682
Funder	Cuan - Restorative Justice
Amount Received 2025	€13,500
Deferred Income Reversal	€1,015
Deferred Income to 2026	-€1,205
Income 2025	€13,310
Funder	YDP Waterford - WSTCYS
Amount Received 2025	€72,083
Deferred Income Reversal	€1,939
Deferred Income to 2026	-€4,786
Income 2025	€69,236
Funder	YDP Dublin - Crosscare
Amount Received 2025	€122,457
Deferred Income Reversal	€8,762
Deferred Income to 2026	-€3,995
Income 2025	€127,224

Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

continued

Funder	Oberstown
Amount Received 2025	€73,875
Deferred Income Reversal	€9,519
Deferred Income to 2026	-€14,474
Income 2025	€68,919
Funder	Greentown - Archways
Amount Received 2025	€66,500
Deferred Income Reversal	€5,992
Deferred Income to 2026	-€6,456
Income 2025	€66,037
Funder	St Stephen Green Trust
Amount Received 2025	€11,000
Deferred Income Reversal	€10,764
Deferred Income to 2026	-€11,143
Income 2025	€10,620
Funder	Community Safety Fund Galway
Amount Received 2025	
Deferred Income Reversal	€74,820
Deferred Income to 2026	-€40,402
Income 2025	€34,418
Funder	Private Donations
Amount Received 2025	€4,415
Deferred Income Reversal	€998
Deferred Income to 2026	-€5,093
Income 2025	€320
Funder	Balmaine ETNS
Amount Received 2025	€0
Deferred Income Reversal	€368
Deferred Income to 2026	-€219
Income 2025	€149
Funder	Court Services
Amount Received 2025	€250
Deferred Income Reversal	€1,665
Deferred Income to 2026	-€135
Income 2025	€1,780

These accrued and deferred incomes for 2025 are stated after accounting for adjustments in relation to accruals and prepayments at the year end.

Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

continued

15. FUNDS

	2025 €	2024 €
At 1 January 2025	101,740	113,595
Deficit for the financial year	(9,163)	(11,854)
At 31 December 2025	<u>92,577</u>	<u>101,740</u>

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	71,538	42,057	113,595
Movement during the financial year	10,519	(22,373)	(11,854)
At 31 December 2024	82,057	19,684	101,740
Movement during the financial year	10,519	(19,684)	(9,163)
At 31 December 2025	<u>92,577</u>	<u>-</u>	<u>92,577</u>

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Restricted	19,684	1,713,189	(1,722,373)	(10,500)	-
Unrestricted funds					
Unrestricted General	82,057	2,268	(2,249)	10,500	92,577
Total funds	<u>101,740</u>	<u>1,715,457</u>	<u>(1,724,624)</u>	<u>-</u>	<u>92,577</u>

In 2024, the restricted fund of 19,684 are reserves relating to the Limerick City Council – Regeneration.

Le Chéile Mentoring Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

continued

16.3 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted	Unrestricted	Total 2025	Total 2024
Tangible fixed assets	9,365	-	9,365	1
Current assets	776,200	92,577	868,777	553,585
Current liabilities	<u>(785,565)</u>	<u>-</u>	<u>(785,565)</u>	<u>(451,843)</u>
	<u>-</u>	<u>92,577</u>	<u>92,577</u>	<u>101,740</u>

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

	2025 €	2024 €
Cash and bank balances	833,425	521,128
Cash equivalents	7,771	7,752
	<u>841,196</u>	<u>528,880</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 (2024: None).

21. APPROVAL OF FINANCIAL STATEMENTS

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

14/07/2026