

Inspiring hope, believing in change

ANNUAL REPORT 2020





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“My mentor, he’s been really good to me. He’s been giving me a lot of advice. Back in the day I probably wouldn’t have listened to him, but I’ve actually listened this time and I think it’s because we have the same interests and he has experience as well, like he’s been in situations like I’ve been in, so I really listen to him. I can look up to him as well, so Le Chéile’s really helped me.”

Young Person who was mentored

”

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



Introduction from the Chairperson



I have been inspired by the stories that I have heard of mentoring sessions continuing remotely with volunteers coming up with innovative ideas and ways of connecting with one another over the phone.

On behalf of the Board of Le Chéile Mentoring, I am delighted to introduce the 2020 Annual Report.

In a year where the world was turned upside down due to the Covid-19 global pandemic, and confusion and isolation were the resounding emotions of the nation, Le Chéile's volunteers, employees, young people and parents continued to show incredible resilience and turn up day in and day out in support of one another.

I have been inspired by the stories that I have heard of mentoring sessions continuing remotely with volunteers coming up with innovative ideas and ways of connecting with one another over the phone. I am sure that every young person and parent we work with appreciated the fact that Le Chéile continued to offer support and be there in whatever way was possible. This is best demonstrated by the fact that over 2500 mentoring sessions were recorded last year, which is an amazing achievement and testament to the commitment of every volunteer.

I was delighted to review the results of the National Volunteer Survey and to find that 92% of respondents rated their experience of volunteering with Le Chéile as 'very good' or 'excellent', with very positive results also recorded in the areas of ongoing training, induction training and Coordinator support. Le Chéile will continue to work hard in maintaining this high level of satisfaction, ensuring all our volunteers feel happy and satisfied in their volunteering work.

Le Chéile's Restorative Justice Project also celebrated a huge milestone in 2020. The Project in Limerick was launched in 2010 and celebrated 10 years of working restoratively with young people across the county. Congratulations to all involved in the Project since 2010 for your energy, dedication and hard work over the years.

On a more personal note, this year marks my last as both Chairperson and Director on the Board of Le Chéile. It has been my honour and privilege to be involved over the last nine years and to play my own part in helping Le Chéile grow. I have always been inspired by the work that Le Chéile does. In my time on the Board, I have seen first-hand the enthusiasm, selflessness and dedication of each and every volunteer, the knowledge, commitment and expertise of its employees and the incredible bravery, persistence and inspiring stories of the young people and parents. I would like to thank each and every one of them for making Le Chéile what it is today.

I look forward to following Le Chéile's journey with interest and celebrating its successes and achievements in the years to come.

Louise Callaghan
Chairperson

CEO Welcome



We responded by doing everything we could to keep mentoring going, supporting young people and families in innovative ways and keeping connected with our volunteer mentors.

Like everybody, Le Chéile Mentoring experienced a year like no other in 2020. It was a tough year for vulnerable young people and for families, especially during the various lockdowns. We responded by doing everything we could to keep mentoring going, supporting young people and families in innovative ways and keeping connected with our volunteer mentors.

In spite of the challenging year that was 2020, there are many highlights which we are proud of. Over 200 young people and over 100 parents were supported through mentoring, Restorative Justice and parenting programmes. Much of our work last year was delivered remotely, via Zoom, phone calls, WhatsApp etc and we really appreciate the effort young people, parents and mentors put into making contact, developing relationships, and working together. I want to pay tribute to the staff team and the volunteer mentors for their commitment and resilience in enabling Le Chéile to provide services and to have a very successful year, in very adverse circumstances.

Volunteer training and support was a priority in 2020. Who would have thought that we could successfully carry out volunteer recruitment and induction training remotely? Our resourceful staff team did so, as well as delivering child protection training and various workshops online. The Volunteer recognition event on November 28th which included a new video with mentors explaining mentoring, was a fitting end to 2020.

Developing a new strategy was an important organisational achievement in 2020. Following a process

of consultation with young people, parents, mentors, staff and key partner agencies, the Board adopted a new Strategy for 2020 to 2023, with the theme of 'Inspiring hope, believing in change'. We are committed to delivering quality services, to developing new services to meet changing needs, to increasing public awareness of Le Chéile Mentoring and to ensuring staff and volunteer development, as well as proper governance.

Looking forward, a new Youth Justice Strategy has been adopted by government. There is much to be welcomed in the new strategy. We look forward to working with our partners in the Probation Service, Oberstown as well as community organisations in the enhancement of supports to children and young people who come into contact with the Criminal Justice System.

We are delighted to be partnering with Archways in the delivery of a new integrated approach which encompasses family support, mentoring, community development and Garda involvement. This initiative is part of the REPPP project, led by the University of Limerick, which is designed to reduce offending by children involved in organised crime networks.

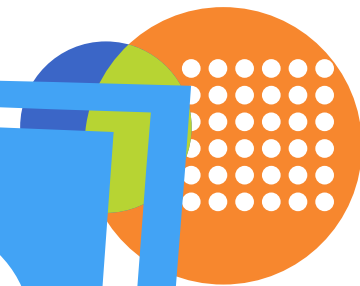
I would like to conclude by thanking every one of our staff team and our volunteer mentors for their commitment when it was needed most in 2020. A special thanks to the Board of Directors for ensuring Le Chéile governance is strong and for their continued direction and guidance.

Anne Conroy - CEO



Sometimes when you're in a bad way, you feel like you have nobody and you kind of find it hard to express yourself and stuff like that but having a Mentor there, like someone that's willing to listen and talk, it's definitely a good thing'

**Young Person
who was mentored**



Vision

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

Mission

Le Chéile Mentoring is a national, volunteer mentoring and family support service, which works with young people and their families, where the young person is involved in or at risk of offending.

Values

We believe in the potential of every young person

We are committed to a restorative approach

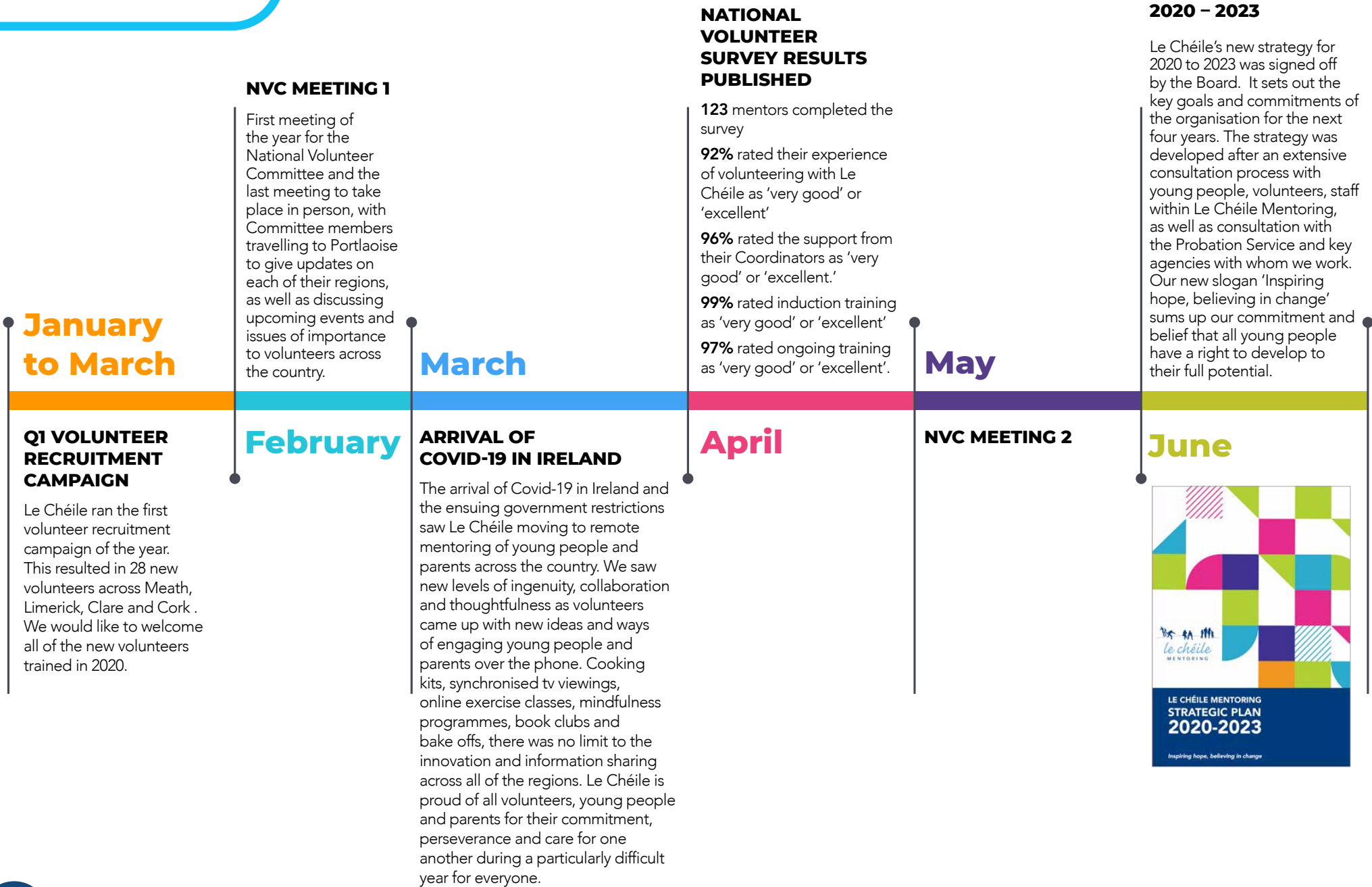
We believe in volunteer mentoring

We value partnership with young people, families and other agencies

We listen – respect – empower

We are committed to excellence in everything that we do.

2020 Timeline



September to November

Q3 VOLUNTEER RECRUITMENT CAMPAIGN

Despite the restrictions in place as a result of Covid-19, we proceeded to run our second recruitment campaign for the year with six projects in Dublin and Meath looking for new volunteers. We received a huge number of applications, even with the constraint of training being delivered online, and, in the end, we trained 21 enthusiastic and engaged volunteers from the six projects. We would like to welcome all of the new volunteers trained in 2020.



September

VOLUNTEER VIDEO

Over the course of the summer, a group of volunteers from across the country took part in a video about their experiences of mentoring with Le Chéile. The video looked at their motivations for getting involved, their personal mentoring highlight and what difference they feel mentoring has made on the lives of the young people or parents they have mentored. Thank you to each volunteer that agreed to take part.

October

NVC MEETING 3



16 – 22 November



RESTORATIVE JUSTICE WEEK AND 10 YEAR RJ CELEBRATION

In 2020, Le Chéile celebrated a special landmark of the Restorative Justice Project in Limerick. Set up in 2010, the Project celebrated its 10-year anniversary. To mark the occasion and to tie in with International Restorative Justice Week, Le Chéile hosted a special online seminar with Janine Carroll, Director of Restorative Now, and Ursula Fernee, Assistant Principal Probation Officer at Irish Probation Service. We also produced a special video with two previous participants, a young person and victim, as well as key stakeholders in the Probation Service and An Garda Síochána speaking about their experiences of being involved. We look forward to celebrating the next 10 years of Le Chéile's Restorative Justice project.

November

VOLUNTEER RECOGNITION EVENT

In November, we hosted a special online event to recognise and thank all of our volunteers who consistently worked so hard, remained so committed and went above and beyond in their role as Mentors. During the event, speakers included Olivia Keaveney, Regional Manager at Young Person's Probation; Lynne O'Connor, Consultant who completed a consultation with young people involved in Le Chéile Mentoring; and Louise Callaghan, Chair of the Board of Le Chéile Mentoring. We also recognised and thanked the 105 volunteers who have given 2, 5 and 10 years of service to Le Chéile.



Youth Mentoring

Youth Mentoring is a one-to-one relationship-based support between a volunteer mentor and a young person. Mentors act as a positive role model, advisor and friendly supporter. They offer young people support, stability, general guidance and help them make choices, as well as set achievable goals and realistic challenges. They listen, care, give advice, and

share information and life/career experience with them. They get involved with young people in various structured and planned activities and help them build self-esteem and self-confidence.

An independent evaluation of Le Chéile's mentoring found that mentoring has significant positive impacts for young people who engage

with the service, with the biggest gains made in the areas of self-confidence, hopefulness, communications, engagement in activities and, crucially, offending behaviour. The finding of a reduction in offending behaviour of 28 percent is significant given international experience.

2020 in Numbers and Outcomes for Young People



Young People Supported

Le Chéile uses Outcome Star to support the young people we work with in making positive changes in their lives. Outcome Star is a tool that allows the young people to record their progress across six different areas.

Across each of these areas, there were significant gains between the first and last session, with the greatest gains made in choices and behaviour, closely followed by hopes and dreams. Young people focus on two or three outcomes of their



Mentoring Sessions

choice, so it is not expected that they would make progress across all of the outcome areas.

The results below show the average percentage increase made by young people in each area:

Making a difference + 54%

Education and work + 60%

Hopes and dreams + 61%

Communicating + 52%

Wellbeing + 57%

Choices and behaviour + 64%



“They try to help you with the issues you’re having and show that they care about you and not what you’ve done in the past. I feel respected and know that I can talk honestly to them about whatever I’m dealing with. They always have my interests in mind and encourage me constantly.”

Young Person who was mentored

Parent Mentoring

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

Le Chéile provides mentoring for parents or carers of young people at risk of offending, on probation or in detention.

In the evaluation of parent mentoring, the most significant benefits for parents were improved self-confidence and emotional well-being

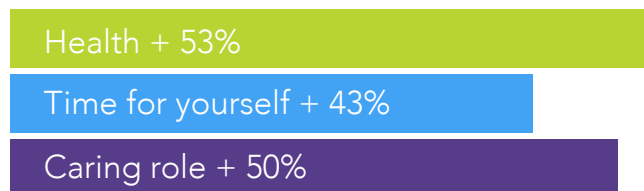
Benefits also accrued in terms of improved self-esteem, hopefulness and ability to manage stress, improved parenting skills and family relationships, and greater involvement in activities outside the home.

2020 in Numbers and Outcomes for Parents



Parents Supported

Le Chéile uses Outcome Star to support the parents we work with in making positive changes in their lives. Outcome Star is a tool that allows the parents to record their progress across seven different areas.

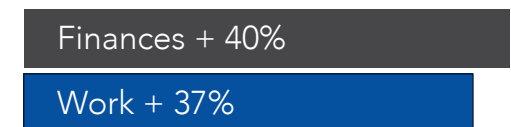
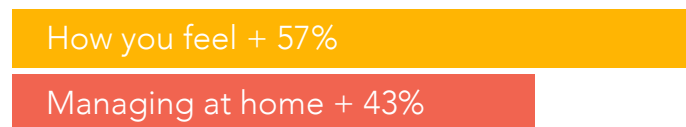


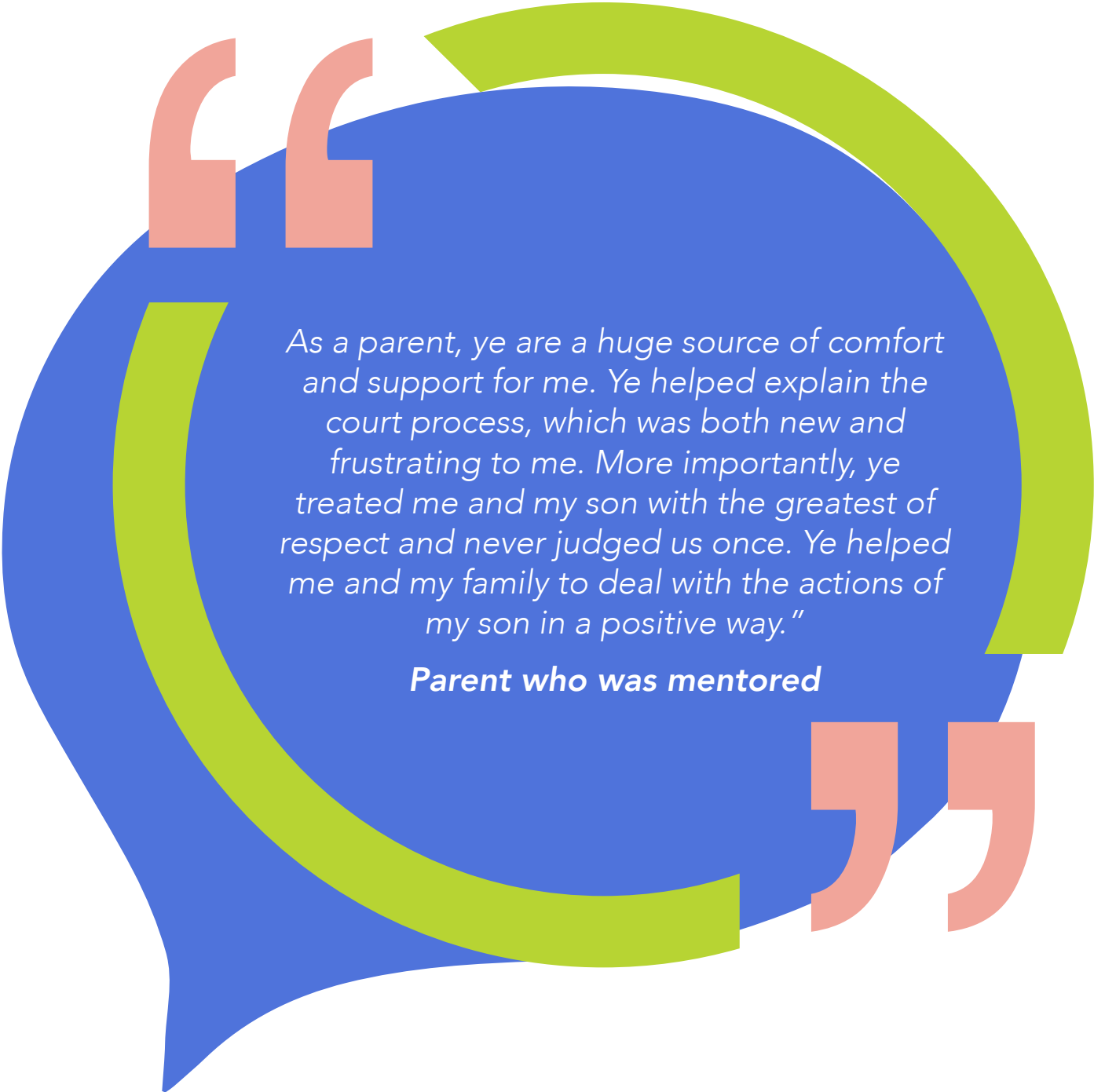
Mentoring Sessions

Across each of these areas, there were significant gains between the first and last session, with the greatest gains made in 'how you feel'. Parents focus on two or three outcomes of their choice, so it is not expected

that they would make progress across all of the outcome areas.

The results below show the average percentage increase made by parents in each area:





As a parent, ye are a huge source of comfort and support for me. Ye helped explain the court process, which was both new and frustrating to me. More importantly, ye treated me and my son with the greatest of respect and never judged us once. Ye helped me and my family to deal with the actions of my son in a positive way."

Parent who was mentored

Restorative Justice

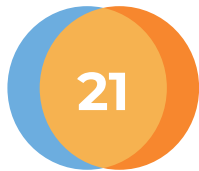
Le Chéile is committed to a restorative approach. We run a Restorative Justice Project in Counties Limerick and Clare.

Restorative Justice brings together all people affected by the crime (offenders, victims, families and communities) and focuses on repairing the

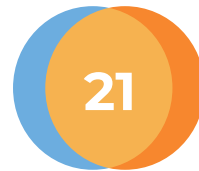
harm. We use a number of different approaches tailor-made to the needs of the young person and the victims. The project was independently evaluated in 2014 and was found to have significant benefits not only for young people but also for the families and the victims of crime.

Le Chéile also provides training in Restorative Justice for professionals. Le Chéile's mentoring incorporates a restorative ethos, and all volunteers are trained in restorative practice.

2020 in Numbers



Young People Supported



Victim Empathy Programmes



Knife Crime Programmes (Pilot Initiative)



People Trained in RJ



Victim/Offender Mediation



Reparation Projects



“People are always going to be slow to do something like this because you’re reflecting on why you got in trouble. You have to face the fact it’s always hanging over you. It’s coming online and turning up and chatting away. It’s addressing the issues you need to and making steps towards bettering yourself but very subtly and almost subconscious that you’re doing it. It’s really beneficial. So chill and normal. You think because it’s related to court and the justice system its going be strict, but you can just talk about how you’re feeling, you don’t have to lie or be something you’re not”

Young Person who completed the Restorative Justice Programme



Family Support Programmes

Le Chéile provides a range of parenting programmes and can link parents to locally available

parenting programmes, such as Parenting Together, Strengthening Families Programme, and Parenting

Plus. Due to public health restrictions, there were fewer group-based programmes run in 2020.

1. Parenting Together

Parenting Together (also known as Non-Violent Resistance Parenting) is a programme for parents and carers experiencing child to parent abuse. The programme, which can be run in a group or one to one, aims to empower and support parents in preventing and responding to controlling and violent behaviour by children and young people.

2. Strengthening Families Programme

Le Chéile coordinates and funds Strengthening Families Programme (SFP) on behalf of the Probation Service, providing support and advice to local steering committees. SFP is an evidence-based, whole family skills training programme, designed to work with high stress families, including families with drug and alcohol issues. SFP has been proven to help build communication skills, decrease risk factors in families and reduce negative behaviours in children.

3. Family support interventions

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

2020 in Numbers



Family Support Interventions



Parents/Carers on a Parenting Together Programme



Families on a Strengthening Families Programme

Case Study – Liam’s Story

Liam was 19 when he was referred by the Probation Service to Le Chéile Mentoring. His Probation Officer was concerned as his offending behaviour was connected to addiction and mental health struggles. He had spent some time living on the streets and had a history of going missing which caused great concern to his mother.

In the beginning, Liam presented as extremely nervous, but he was always very open and honest about his struggles. He was matched to a male mentor based on this mentor’s warmth and ability to put young people at ease. Liam’s attendance in the first few months was sporadic and was very much based on how his mental health was on a week-to-week basis. Their early sessions were slow to show any tangible progress, but Liam always showed respect and made an effort to let his mentor know if he wouldn’t be able to make a session.

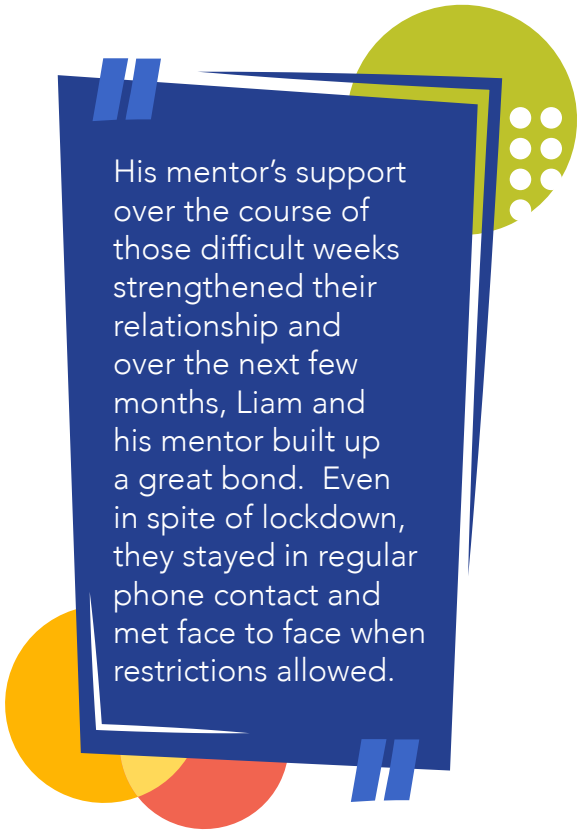
Early in the mentoring relationship, Liam’s relationship with his mother deteriorated and he became angry at her attempts to protect him from his own risky behaviour. Around that time, Liam ended up being hospitalised and received treatment for his addiction and mental health issues. His mentor stayed linked in with him during his hospital stay and offered support where he could.

His mentor’s support over the course of those difficult weeks strengthened their relationship and over the

next few months, Liam and his mentor built up a great bond. Even in spite of lockdown, they stayed in regular phone contact and met face to face when restrictions allowed.

During a face-to-face mentoring session, Liam mentioned he would like to try and complete his Leaving Certificate. Liam and his Mentor had such an honest and open relationship that he felt comfortable to talk about his options without being judged and knew that his Mentor would support and encourage him. As a result, Liam and his Mentor started working together to research education options and he applied to a local college to start studying for his Leaving Cert.

Liam made fantastic progress over the year he was matched with his mentor. He came from a place of being at risk and vulnerable to returning to education, having his addiction and mental health issues under control, enjoying a healthy relationship with his mother and having a more positive and hopeful outlook for his future. He spoke to his mentor every week without fail. His mentor supported his return to education with advice and resources. He coped remarkably well during lockdown and his dedication to connecting with his mentor says a lot about the strength of their relationship and the value he placed on it.



His mentor’s support over the course of those difficult weeks strengthened their relationship and over the next few months, Liam and his mentor built up a great bond. Even in spite of lockdown, they stayed in regular phone contact and met face to face when restrictions allowed.

Our Volunteers

Le Chéile believes in volunteer mentoring and our team of over 250 trained and committed volunteers across the country are the foundation of the organisation. Mentors provide support, guidance and encouragement to help young people and their families make positive choices and provide alternatives to offending.

Le Chéile is committed to ensuring that all volunteers feel supported and empowered

in their role as Mentors. This is facilitated and promoted through a programme of ongoing training, one-to-one support from a Coordinator, group supervision and volunteer recognition.

Le Chéile is also committed to representing the voices of volunteers in the decision-making processes of the organisation. A team of two representatives from each region across the country make up the National Volunteer

Committee. The Committee meets three times per year to share information and discuss issues of importance for volunteers.

Without the experience, commitment, kindness, and generosity of each and every volunteer, Le Chéile would not be able to have the impact we have on young people and families across the country. Thank you to all volunteers for your continued support of Le Chéile and the work we do.

2020 in Numbers



Current Volunteers



Mentoring Sessions



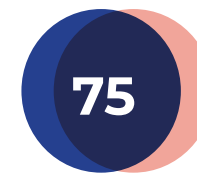
New Volunteers Trained in 2020




Volunteers with 10+ years' service



Volunteers with 5+ years' service



Volunteers with 2+ years' service



"I am really grateful for all of the training I have received from Le Chéile and feel that your approach to preparing the volunteer mentors for meeting the young people or parents is so holistic; kind, comprehensive and well planned and thought out and focused on confidence and wellness boosting."

Volunteer Mentor

Our Partnerships

Probation Service

Le Chéile's primary partnership is with the Probation Service. Funded by the Irish Youth Justice Service through the Probation Service, Le Chéile works in close partnership with the Probation Service to deliver mentoring to young people across the country who have offended and are on probation and, where appropriate, to their parents or carers.

This partnership approach works to reduce crime in communities and to offer support for young people and parents to help build their self-esteem and self-confidence and make positive decisions that can change their lives.

Garda Youth Diversion Projects


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

In Dublin, we have a strong partnership with Crosscare, while in the South-East we work closely with Waterford and South Tipperary Community Youth Service. Both the Dublin and South-East mentoring services deliver tailored mentoring to young people that have come to the attention of An Garda Síochána and to their parents where appropriate. Le Chéile works closely with colleagues in the Garda Youth Diversion Projects in the provision of this youth mentoring service.

Oberstown Children Detention Campus

Le Chéile also runs a unique parent mentoring initiative in partnership with Oberstown Children Detention Campus. Launched in 2017, the parent mentoring project for parents of children in detention is the first of its kind internationally.

It operates similarly to Le Chéile's other parent mentoring programme in that it seeks to provide support, a listening ear and build confidence in different skills that a parent may find useful in relating to their child. It ultimately aims to offer support to these parents/carers that will help them when their child is released from Oberstown.



“Le Chéile Mentoring provides young people engaged with the Probation Service and their parents, the opportunity to build relationships with positive role models. Such relationships can impact very positively on the lives of our client group and those who care for them, resulting in better lives for the young people and enhanced parenting styles for their parents. Such changes can have enduring benefits for those in receipt of mentoring and society in general.”

***Ciara O’Connor - Senior Probation Officer,
Dublin South.***

Funding

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

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

The Oberstown mentoring project was funded by Oberstown Children Detention Campus.

Le Chéile also receives funding for its two Garda Youth Diversion Projects from Waterford & South Tipperary Community Youth Service and Crosscare through the Department of Justice and Equality.

“

“I would honestly recommend Le Chéile to anyone who is struggling in any area of their lives. These people go above and beyond what is required of them - all to better your life. You can be yourself, never be judged, just listened to.”

Parent who was mentored

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Financial Report

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating an Income and Expenditure Account) for the financial year ended 31 December 2020

	Unrestricted Funds 2020	Restricted Funds 2020	Total 2020	Unrestricted Funds 2019	Restricted Funds 2019	Total 2019
	€	€	€	€	€	€
Income						
Charitable activities						
- Grants from governments and other co-funders	-	1,345,632	1,345,632	-	1,371,744	1,371,744
Other income	2	-	2	2	-	2
Total income	<u>2</u>	<u>1,345,632</u>	<u>1,345,634</u>	<u>2</u>	<u>1,371,744</u>	<u>1,371,746</u>
Expenditure						
Charitable activities	-	1,253,282	1,253,282	-	1,366,395	1,366,395
Net income/(expenditure)	<u>2</u>	<u>92,350</u>	<u>92,352</u>	<u>2</u>	<u>5,349</u>	<u>5,351</u>
Transfers between funds	10,479	(10,479)	-	7,000	(7,000)	-
Net movement in funds for the financial year	<u>10,481</u>	<u>81,871</u>	<u>92,352</u>	<u>7,002</u>	<u>(1,651)</u>	<u>5,351</u>
Reconciliation of funds						
Balances brought forward at 1 January 2020	21,829	62,338	84,167	14,827	63,989	78,816
Balances carried forward at 31 December 2020	<u><u>32,310</u></u>	<u><u>144,209</u></u>	<u><u>176,519</u></u>	<u><u>21,829</u></u>	<u><u>62,338</u></u>	<u><u>84,167</u></u>

BALANCE SHEET

as at 31 December 2020

	2020 €	2019 €
Fixed Assets		
Tangible assets	4,834	-
Current Assets		
Debtors	49,212	32,582
Cash at bank and in hand	277,783	200,418
	326,995	233,000
Creditors: Amounts falling due within one year	(155,310)	(148,833)
Net Current Assets	171,685	84,167
Total Assets less Current Liabilities	176,519	84,167
Funds		
Restricted funds	144,209	62,338
General fund (unrestricted)	32,310	21,829
Total funds	176,519	84,167

Board and Staff in 2020

Board of Directors

Louise Callaghan	Director/Chairperson
James Doorley	Director/Secretary
Margaret Rogers	Director/Vice Chairperson
Kieran O'Dwyer	Director (retired June 2020)
Richard Mc Elwee	Director
Darina Sexton	Director
Maria Molloy	Director
Ciara O'Connor	Director
Krupesh Patel	Director (from November 2020)
John Balfe	Director (from November 2020)

Staff

Anne Conroy	CEO
Claudio Marmo	Accounts & Corporate Services Manager
Andy Bray	Eastern Regional Manager (until July 2020)
Mary Daly	Eastern Regional Manager (from October 2020)
Mary Henihan	Southern Regional Manager

Ingrid Cooney	Dublin North Mentor Co-ordinator
Grace Jordan	Dublin North Mentor Co-ordinator
Marie Vanasova	Dublin South Team Leader
Cormac Ryan	GYDP Dublin Mentor Project Officer
Stephanie Power	Oberstown Mentor Co-ordinator
Allison Gordon	Cork South & West Mentor Co-ordinator
Ailbe Coleman	Cork North & East Mentor Co-ordinator
Alan Quinn	Limerick & Clare Mentor Co-ordinator
Heather Sinnott	South-East Team Leader
Jenny Croke	GYDP South-East Mentor Project Officer
Helen McCarthy	Midlands Mentor Co-ordinator
Lyndsey McCabe	North-East Mentor Co-ordinator
Joe Power	Restorative Justice Project Officer (Maternity cover)
Lorna Walsh	Restorative Justice Project Officer
Aoife Quinn	Communications & Policy Officer
Maxine Kelly	National Volunteer Development Officer
Aideen Curran	Accounts Administrator
Susan Buckley	Administrator (until February 2020)
Sharon Burrell	Administrator (from March 2020)

Notes

"My time with Le Chéile, has given me the chance to learn, not only by their training programs but also from the people you meet along the way. It is very rewarding to be able to help young adults or parents, to offer support and guidance. To see a person develop personally and want to change as the mentoring sessions progress is very rewarding."

Volunteer Mentor



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

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E: info@lecheile.ie
W: www.lecheile.ie

 @Le_Cheile  /LeCheileYouthJustice

Registered Charity No. 20066000
Company No. 424299
CHY 17621

All names and some details have been changed to protect the privacy and confidentiality of young people and families.

