

DIALOGUE FOR DIVERSITY

ANNUAL REPORT

1 APRIL 2022 TO 31 MARCH 2023

Introduction

Dialogue For Diversity runs several projects: Community Support for ex-prisoners, Dialogue Between Divided groups, ACRE (Active Communities Restoring the Earth).

We aim to reduce prejudice and to build respect between different groups through promoting understanding and empowerment. Our projects cover the four Universal Apostolic Preferences adopted in 2019 by the Society of Jesus:

- Accompanying marginalised people
- Working with young people
- Care of our common home
- Using the discernment process of the Spiritual Exercises of Ignatius in each of these.

1. Community Support

Community Support is a volunteer project that offers support and encouragement to newly released prisoners.

Mentors

We have 5 mentors. Nothing could happen without them. Their continued commitment and enthusiasm makes it possible to support our ex-prisoners. As each of them freely admits they get more out of volunteering than they give. Supervision is really important for all of us, and our monthly meetings, as well as one-to-one support meetings are a great help. Mentoring is not easy: it can be frustrating when people do not answer calls at pre-arranged times, and slip back to old ways. Nonetheless, volunteers all said that they found their work very fulfilling, and were often moved by the way mentees struggle against big odds to make sense of their lives. We have found that offering regular meetings to mentees is very important. Learning is constant.

Impact

Support is really important for many coming out of prison as they reintegrate into society. Sometimes this is because they have served a long sentence, and both they and the wider society have changed a lot. Sometimes it is because they need ongoing support for addiction or other issues. All the mentees at different times have expressed appreciation for the support they received.

We made 265 visits to individuals in this period. This is twice the number we covered last year. Some of these were by phone. We find this works well with men that we had previously met and built a relationship with. But face-to-face visits remain our normal way of meeting.

Mentees: We supported 13 individuals on a regular basis. 3-4 others are now able to manage on their own. However, we reengaged with two who asked for further support. In the case of one of these he needed support because of a family bereavement. Two men went back to prison. In each case this was for historical cases, and we will continue to support them inside. Another friend died during this period. We were able to support him in his final illness and this was important.

Another suffers constantly from craving for alcohol. He knows this will lead him to take drugs, and in turn this will lead to him assaulting someone. It has been a struggle for him, but during this period he managed – just about. He needs intensive psychiatric support, and is now beginning to get this.

Another long term prisoner is still moving through a protracted process outside prison before he is deemed fully released. We had hoped last year that by now this would have been fully completed. However, he has now moved from Burren House in Belfast (where long-termers are often sent as part the release process) to a hostel.

Relations with other bodies

We continue to have a good relationship with Probation and are now getting more referrals than we can accept. We have an on-going relationship with Methodist Social Services who help with offering deposits on flats. Mentees also engaged with Prison Fellowship, Extern, AA, and other groups. We continue to have excellent relations with prison staff in Maghaberry.

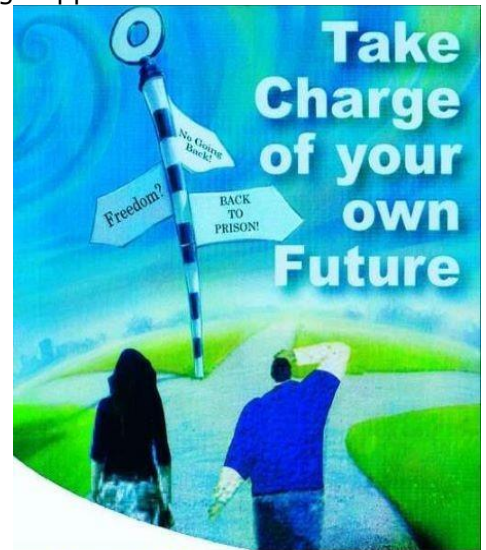
Funding

We continue to rely on the Assets Recovery Community Scheme for funding, and we very much appreciated the help we have been given by all in Resettlement in Maghaberry with this.

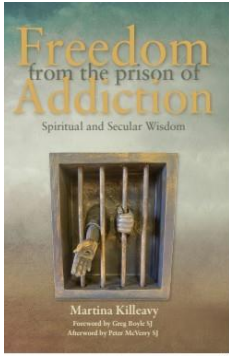
The project makes a real difference to a number of isolated men. We are very conscious that any progress that mentees make is first and foremost due to their own efforts to deal with the multiple issues that many face. We also see ourselves as one of several organisations, voluntary and statutory, that are together offering support and encouragement. Supporting prisoners is important also because it helps to reduce crime. This in turn reduces the terrible trauma that many experience when they suffer crime.

2. Other prison work

CHAPLAINCY



Hope, Help & Encouragement



Brian Lennon and Martina Killeavy started again to give a modified, short version of the Spiritual Exercises in Maghaberry prison. This had been curtailed because of Covid. Getting going again was difficult as new staff knew nothing about it. (There is a fairly large turnover of staff). Martina also produced a book based on the process: *Freedom From The Prison of Addiction: Spiritual and Secular Wisdom*. This was done in conjunction with the Jesuit Centre For Faith and Justice (who also help out on the management committee of our ACRE climate project) and we are very grateful to them.

Copies are available on our web site:
<https://buy.stripe.com/9AQ7t7dongyEa2s9AB>

3. Dialogue Project

During this period we ran a very successful programme with residentials, two seminars, and three site visits. There were 18 participants from working class communities with opposing political identities in Newtownabbey, Newry and Cherry Orchard in Dublin.

There was a big change in relationships from the beginning to the end of the programme. Several of those in the South spoke of their anxiety meeting Northerners, many for the first time. They all said they knew nothing about the North, especially about Loyalists. Most had never been North before and they never talked about it on a daily basis. Yet they would all vote for a United Ireland. At the end of the process one changed her mind: she no longer thought doing so would bring peace at this stage. Others were open to finding ways to accommodate British Unionist identity. However, they all thought that Northerners saw the South as it had been in the 1950s and had no idea how much it had changed.

Many of the Northerners were surprised to hear how much the South suffered from social problems, and how little they knew or talked about the North. Loyalists remained closed to the idea of a United Ireland. Some asked what would Republicans get in a United Ireland that they did not already have. To this Republicans said they would get their country back – an echo of one of the big arguments in the UK in favour of Brexit. But Republicans also said that they would respect Unionist identity in a United Ireland. Loyalists did not accept the NI Protocol because it drew a line down the middle of their country.

A day seminar led by Katie Hayward (QUB) on the Protocol was important because although participants had firm positions for and against the Protocol most knew almost nothing about it. At the end of the seminar they realised that it was much more complicated than they had thought.

John Barry (QUB) gave us a seminar on the Climate Disaster. This was important both because of the shocking situation he outlined and also because many participants found they were united on the issue.

We had three site visits: to Newtownabbey, Newry and Cherry Orchard. These were the highlight of the process. It was important that they took place towards the end because time had been given for relationships to develop. In each area people were able to tell their story in a way that was different from the dialogues in an hotel. They were also able to see the great local community work that people are doing, and this was encouraging.

Some of the outcomes of relationship building can be seen in the following photos taken towards the end of the project:



Anonymous gives a very good rendition of a well known Orange tune



Kilmainham Jail in Dublin



Loyalist teaches Lambeg drum to Republican



Climate Garden in Cherry Orchard

And from the following comments in the WhatsApp group:

- Wonderful memories made thank you so much
- Emer (from Dublin) gave a brilliant rendition in Ulster Scots
- Great photos, thanks all for a lovely couple days
- Thanks for a lovely time I really enjoyed it
- Thanks everyone really enjoyed site visits, chats, music n company
- Wilma you hugged a provo that's the virus you got
- I really enjoyed spending time together, they do say problems shared are problems halved so lets keep sharing
- Thank you all was lovely to meet you, I really enjoyed the time I spent with you and loved the learning experience. I hope to see you all again soon, and thank you for your kindness

The process showed yet again that serious dialogue between deeply divided groups can lead to understanding, and this can lead to new partnerships. An unexpected outcome was that ACRE – our climate project – was invited to link with a strong Loyalist area in Newtownabbey.

5. ACRE (Active Communities Restoring the Earth)

The **ACRE** (*Active Communities Restoring the Earth*) Project was set up in 2020 to encourage and support local groups to restore the earth, with an initial seed grant from the Irish Jesuits. It is a response to the urgent need for visible, ground level action around the climate disaster. ACRE reflects our individual and collective responsibility to care for our common home, highlighted by Pope Francis in *Laudato Si'* (2015).

Ciarán McLarnon joined us in January 2022 and has made efforts to create an overarching network between community, schools and public bodies. The major project completed during last year was the planting of the Pocket Forest in Barcroft Community Gardens in Newry. This was our first physical green-space project. It has been the flagship of ACRE's approach to collaborative climate action. Part of ACRE's ethos is that we help to set up projects like these, which on completion are wholly owned and managed by the local community.

Building on the successful Newry Project, Ciarán McLarnon used his musical skills, especially with the ukulele, as a way into local community groups. This has been a key engagement tool

for Ciarán as he has worked across Newry, Armagh and Newtownabbey, and has been very successful in fostering positive links with different groups.

In *Phase 1* of our work we encouraged local groups by helping them with funding applications, suggesting new projects to them, and making links between them and experts and statutory agencies. So far we have helped in raising an estimated £56,230 for different groups.

ACRE is now becoming known as a project that can help while at the same time ensuring that the ownership of these projects lies with the local groups. Groups are contacting us to see how we can work together.



Left: St Mary's
Below: Don't Box Me In

We have worked in several primary schools by teaching the ACRE song (which was composed by Ciarán) and getting them to play it on ukuleles. On several occasions the children have asked to revise the song, and then come up with a dance choreography to accompany it. This has been a great way to draw out what they already know about climate issues, to teach them new data, and to get them enthusiastic about responding positively to the climate catastrophe. You can see an example of this work in this video, which was with DBMI (Don't Box Me In), a group that brings together children of mixed abilities:

https://www.dropbox.com/s/q48v1btc8946jpi/ACRE_%20Video%20draft%201.mp4?dl=0

In *Phase 2* of our work we focus in greater depth on one project. Plans are now developing for this in a Loyalist area in Antrim, Ballycraigy Housing Estate. They have a large plot of land and want to know how best to develop it for the climate. We will link them with academics to work out the best approach and then accompany them as they seek to develop this. At the end we will measure the climate impact that has been made. This work has only become possible because of links made with the group through the DFD Dialogue Project.



We have also put efforts into our social media presence with our [Twitter](#), [TicTok](#) and [Facebook](#).

Appendix Two: Dialogue For Diversity Approved Accounts

1 April 2022 to 31 March 2023

Company Registration No. N1609868 (Northern Ireland)

DIALOGUE FOR DIVERSITY

ANNUAL REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023
COMPANY INFORMATION

FOR THE YEAR ENDED 31 MARCH 2023

Directors

Thomas Layden

Roma Carlisle

Fr Gerard Clarke

Fr Terence Patrick Howard

Yvonne Jennings

Company Number N1609868 (Northern Ireland)

Registered Office THE COMMUNITY CENTRE FAO BRIAN LENNON
DOBBIN STREET ARMAGH N. IRELAND BT61 7QQ

Accountants O'Connor & Co Unit 1 49 Keady Road Armagh BT60 3NW

(COMPANY NO: N1609868 NORTHERN IRELAND)

DIRECTORS' REPORT

The directors present their report and accounts for the year ended 31 March 2023.

Directors

The following directors held office during the whole of the period:

Thomas Layden

Roma Carlisle

Fr Gerard Clarke

Fr Terence Patrick Howard

Yvonne Jennings

Statement of directors' responsibilities

The directors are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Company law requires the directors to prepare accounts for each financial year. Under that law, the directors have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently;
 - make judgements and estimates that are reasonable and prudent;
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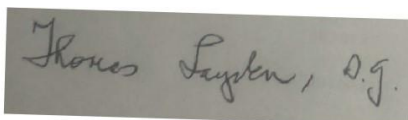
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

Small company provisions

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Signed on behalf of the board of directors



Thomas Layden

Director

Approved by the board on: 20 June 2023

ACCOUNTANTS' REPORT

Accountants' report to the board of directors of Dialogue for Diversity on the preparation of the unaudited statutory accounts for the year ended 31 March 2023

In order to assist you to fulfil your duties under the Companies Act 2006, we have prepared for your approval the accounts of Dialogue for Diversity for the year ended 31 March 2023 as set out on pages 6 - 9 from the company's accounting records and from information and explanations you have given us.

This report is made solely to the Board of Directors of Dialogue for Diversity, as a body, in accordance with the terms of our engagement. Our work has been undertaken solely to prepare for your approval the accounts of Dialogue for Diversity and state those matters that we have agreed to state to them, as a body, in this report. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Dialogue for Diversity and its Board of Directors as a body for our work or for this report.

It is your duty to ensure that Dialogue for Diversity has kept adequate accounting records and to prepare statutory accounts that give a true and fair view of the assets, liabilities, financial position and profit of Dialogue for Diversity. You consider that Dialogue for Diversity is exempt from the statutory audit requirement for the year.

We have not been instructed to carry out an audit or a review of the accounts of Dialogue for Diversity. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory accounts.



O'Connor & Co

Unit I

49 Keady Road
Armagh
BT60 3NW
20 June 2023

INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2023

	2023
Turnover	53,709
Administrative expenses	(39,734)
	<hr/>
Operating profit	13,975
	<hr/>
Profit on ordinary activities before taxation	13,975
Tax on profit on ordinary activities	
	<hr/>
Profit for the financial year	13,975

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2023

	2023
	Notes
Fixed assets	
Tangible assets	45,201
<i>Current assets</i>	
Debtors	5 919
Cash at bank and in hand	28,663
	<hr/>
	29,582
Creditors: amounts falling due within one year	6 (2,035)
	<hr/>
<i>Net current assets</i>	<i>27,547</i>
	<hr/>

Total assets less current liabilities	32,748
Creditors: amounts falling due after more than one year	7 (3,000)
Net assets	29,748
Capital and reserves	
Profit and loss account	29,748
Shareholders' funds	29,748

For the year ending 31 March 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section IA - Small Entities.

The financial statements were approved by the Board of Directors and authorised for issue on 20 June 2023 and were signed on its behalf by

Thomas Layden

Director

Company Registration No. N1609868

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Statutory information

Dialogue for Diversity is a private company, limited by shares, registered in Northern Ireland, registration number N1609868.

The registered office is THE COMMUNITY CENTRE FAO BRIAN LENNON, DOBBIN STREET, ARMAGH, N. IRELAND, BT61

7QQ.

2 Compliance with accounting standards

The accounts have been prepared in accordance with the provisions of FRS 102 Section IA Small Entities. There were no material departures from that standard.

3 Accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below and have been consistently applied within the same accounts.

Basis of preparation

The accounts have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets.

Presentation currency

The accounts are presented in E sterling.

Tangible fixed assets and depreciation

Tangible assets are included at cost less depreciation and impairment. Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

4 Tangible fixed assets	Plant & machinery
Cost or valuation	At cost
At 1 April 2022	5,201
	<hr/>
At 31 March 2023	5,201
	<hr/>
Depreciation	-
At 31 March 2023	<hr/>
Net book value	
At 31 March 2023	5,201
	<hr/>
5 Debtors	2023
<i>Amounts falling due within one year</i>	
Trade debtors	919
	<hr/>
<i>6 Creditors: amounts falling due within one year</i>	2023
Trade creditors	2,035

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

7 Creditors: amounts falling due after more than one year	2023
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Other creditors

3,000

8 Average number of employees

During the year the average number of employees was 1

**DETAILED PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 MARCH
2023**

This schedule does not form part of the statutory accounts
2023

Turnover

Sales

11

Fees

53,698

53,709

Administrative expenses

Wages and salaries

21,391

Pensions

1,011

Travel and subsistence

6,315

Rent

8,811

Telephone and fax

502

Stationery and printing

144

Subscriptions

30

Bank charges

7

Insurance

997

Sundry expenses

13

Accountancy fees

480

Advertising and PR

33

39,734

Operating profit **13,975**

Profit on ordinary activities before taxation **13,975**

Appendix Two

**Dialogue for Diversity Income and Expenditure Account For the
Year Ended 31 March 2023**

2023

£

Income

	No A/c	1No A/c	2No A/c	3Sainburys Monzo	Total
ARCS Grant					0
Ardagh Packaging	25,000				25,000
Developing Healthy Initiatives	640				640
Ark Housing	500				500
Book Sales		311			311
CRC Grant			2,218		2,218
Department of Foreign Affairs: Reconciliation Fund			19,680		19,680
Jesuits Irish Province	2,619				2,619
Jesuits in NI					0
Donation			0		0
FSD		2,740			2,740
Jesuits Grant					0
	28,759	3,051	21,898		53,708

Less Expenditure

Employee Costs	21,391				21,391
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Employee Pension	1,011					1,011
Employee Expenses	179					179
Volunteer Expenses		3781	2,355			6,136
Food & Travel						0
Facilitation		30				30
Membership Fees						0
Cherry Orchard						0
Insurance		997				997
Rent		1,324				1,324
Room Hire	0	125	5,690	1,064	607	7,486
Office Supplies						0
Advertising	33	144				177
Accountancy	480					480
Legal Fees						0
Bank Fees		12			-5	7
Companies House Fee		13				13
Telephone		502				502
	23,094	6,928	8,045	1,064	602	39,733
Net Surplus/(Deficit)	5,665	-3,877	13,853	-1,064	-602	13,975