

DIALOGUE FOR DIVERSITY
MINUTES of the Annual General Meeting
18 August 2021 at 4.30 p.m. by ZOOM

Present: Terry Howard (Chair), Tom Layden (Company Secretary), Roma Carlisle, Yvonne Jennings

Apologies: None

In Attendance: Brian Lennon, Brendan McPartlin.

1. **Minutes:** The minutes of the 2020 AGM were unanimously approved
Proposed: Tom Layden; seconded: Terry Howard

2. **Appointment of Directors**

Roma Carlisle and Yvonne Jennings were unanimously re-appointed as Directors for the coming year. Proposed: Terry Howard; seconded: Tom Layden

3. **Appointment of Chair**

Terry Howard was unanimously appointed Chair of the Directors
Proposed: Tom Layden; seconded: Yvonne Jennings

4. **Appointment of Company Secretary**

Tom Layden was appointed Company Secretary
Proposed: Terry Howard; seconded: Yvonne Jennings

5. **Appointment of Treasurer**

Tom Layden was appointed Company Treasurer
Proposed: Terry Howard; seconded: Roma Carlisle

6. **Appointment of Management Committee**

The following were unanimously appointed as members of the Management Committee:

- Rosemary Murray, Jarlath Fields, Roma Carlisle, Adrian Clarke
- Proposed: Terry Howard; seconded: Tom Layden

6. **Treasurer's Report**

- The accounts for the financial year which have been prepared by Pdraig O'Connor, Accountant, Armagh, were approved. A summary of the accounts are laid out below as Appendix Two.
Proposed Tom Layden, seconded Terry Howard.

7. **Appointment of Financial Overseer**

Pdraigh O'Connor, Accountant, Unit A, 49 Keady Road, Armagh BT60 3NW was unanimously appointed Financial Overseer.
Proposed: Tom Layden, seconded Terry Howard.

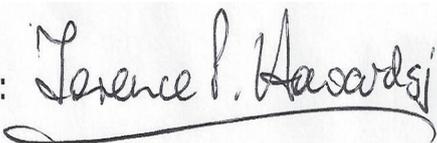
8. **Chairman's Report**

The Chairman in his comments thanked all who had taken part in the Projects for their hard work. His report is attached as Appendix One. There being no other business the meeting concluded at 12.45 p.m.

Signed:

Terry Howard

20 August 2021.

Signed:  Terry Howard, Chair,

Appendix One
Dialogue For Diversity

Programme Report
1 April 2020 to 31 March 2021

Introduction

Dialogue For Diversity runs seven main projects: Community Support for ex-prisoners, Dialogue between divided groups, ACRE (Active Communities Restoring the Earth, Migrants Support (until 31 March 2021), Community Development, Church Reform, and Support for the Irish Language.

Inspired by the depth of the relationship within God in the Trinity, we aim to reduce prejudice and to build social capital through the promotion of day to day kindness. The 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 voluntary group that offers support and encouragement to newly released prisoners.

Mentors

Ivan Duggan was forced to leave us during the year because of increased responsibilities in his work situation. We are very grateful to him for the time he gave us, the empathy he showed his mentees, and also his great help in updating our Handbook.

Impact

We made 249 visits (up from 226 last year) and these visits were spread over 16 individuals. This was a remarkable amount of work by our volunteers, given that much of this period was in lockdown because of Covid. Much of the work was done by phone rather than face-to-face. Obviously this was less than satisfactory, and it did not work out with some new mentees. Nonetheless, even with these we established good rapport with 2 whom we had, not previously met. Phone support was much easier when we already had a relationship the mentee.

Mentoring was not always easy for our volunteers: it can be frustrating when people do not answer calls at pre-arranged times, and slip backs to old ways by mentees can be dispiriting. 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. During Covid Mentees mentioned how important the weekly phone calls were for them as many were isolated and looked forward to the Mentor's contact. Our monthly Volunteer meetings continue to be very important to us. Unfortunately, for several months we have had to hold these by Zoom.

Mentees

Of those we saw regularly two went back to prison, one for about 3 months. The other was returned to Maghaberry but this was solely because of Covid. Both have since been released and are now in contact with us again.

Issues of mentees:

They faced a range of difficulties: Rows with girlfriends; Accommodation - one tried 14 different options within 2 weeks, but eventually got a flat; hassle with others in hostels who were be on drink or drugs; Difficulties with the Police; Blackmail; Temptations to self harm; Lack of self-confidence; ADHD; Depression; Anxiety; Cravings; Anxiety about college courses; Isolation. Difficulties with crowds.

Relations with other bodies

Several times we have referred mentees to the Methodist Social Services, or bodies like St Martin in the Fields for help with deposits on flats. Mentees also engaged with Prison Fellowship, Extern, AA, and other groups. We continue to have excellent relations with prison staff in

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Maghaberry and with the Probation Service. These, together with, Housing Rights, and Prison Fellowship serve on our Advisory Group, but this has been unable to meet because of Covid.

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 is small but we feel we are making a 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.

2. Other prison work

CHAPLAINCY

Frank Brady and Brian Lennon withdrew for several months from their work as part time Chaplains in Maghaberry because of the Covid virus. A six session Introduction to the Spiritual Exercises was given to four more groups. Feedback continues to be positive. Approximately 240 have now completed the process. Michael Bingham sees about 12 former prisoners.

3. Dialogue Project

Dialogue was not easy during Covid. But to some extent we were lucky in that most of our programme was completed before lockdown.

During this period we ran two dialogue residentials and 7 seminars, for 20 participants from opposing political identities. While there was vigorous dialogue, as always, about issues such as the past, the security forces, and the constitutional future, there was also a focus on Brexit. The issue deepened the divide between groups, and has become for many yet one more focus of identity. In this respect the dialogues reflected the impact of Brexit on the wider society. In particular it highlighted continuing unionist fear about the future. N. Ireland as a whole voted 56% to remain in the UK, so it is not clear that even a majority of Unionists supported it. But the DUP did, and ended up supporting a harder Brexit than that proposed by Theresa May. As they now see it they have been betrayed by Boris Johnston because of the UK acceptance of the NI Protocol, which has led to a trade border between N. Ireland and the rest of the UK. This has had some practical impact on the number of items available in supermarkets.

For their part, Nationalists after Brexit seem less willing to tolerate continued membership of the UK. However, many polls showing support for a United Ireland do not take account of 'Non-voters': at least 110,000 - presumed Unionists - have not voted since the 1998 Agreement. When these are factored in support for a United Ireland is much less.

All this figured in our dialogues. Deeply divided though people were they found they were united in dissatisfaction with Stormont, especially in the response to Covid; a desire for positive climate change; and the need for greater mental health services.

This led participants to propose a new project at the end of the dialogues: that they would come together with a group from the South and examine the potential impact of the very limited options for constitutional change: a. the status quo; b. a move to a United Ireland; c. a link with an independent Scotland; d. some form of independence for N. Ireland.

They will look at the impact of each of these on these options issues on climate, mental health services, economy and identity. But in all cases they will examine, not the general impact, but the impact on marginalised communities.

They will then agree on how to handle their differences in the light of this exploration and communicate the results to governments, think tanks, political parties, and others in the community sector. Funding is now being sought for this project.

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.

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It is a response to the urgent need for visible, ground level action around the climate emergency. ACRE reflects our individual and collective responsibility to care for our common home, highlighted in the 2015 Papal document, *Laudato Si'*.

Dympna Mallon took up post in September 2020 as the Community Development Coordinator.

The aims of ACRE are to:

- *Reduce carbon*
 1. *Increase biodiversity*
 2. *Empower local communities to engage in ecological and justice issues*
 3. *Contribute to social justice and inclusion*

Activities:

Despite Covid, good working relationships have been established with Mullacreevie Community Association and SPRING in Armagh, Newry Felons, and networks such as West Armagh Consortium and Community Dialogue. There is effective communication with Biodiversity staff in Armagh, Banbridge and Craigavon Council, and Newry, Mourne and Down Council. We contributed to the development of the Dialogue Project's proposal for local community groups to examine the impact of any proposed constitutional change on climate work.

Contact has also been made with various political representatives in the Armagh Council area.

Already we are very confident that with our partners in Newry we will sow a Tiny Forest this coming Autumn. This involves densely planting native trees on quite a small piece of land - in this case 200 sq metres - which in 5 years will be making a real impact on the environment by becoming a carbon sink. We are hoping to do the same in Portadown in conjunction with the Jesuit Community there, and also in Armagh.

Other activities include participation in Dialogue for Diversity cross community seminars, and webinars on biodiversity, climate breakdown, sustainability, building a "green" economy, community leadership and caring for creation. There has been regular contact with John Barry, Professor of Green Political Economy, QUB. ACRE is a member of the Eco-Jesuit Europe network, has participated in the Irish Province Social Apostolate, contributed to conversations on the ecology policy for the Irish Province and made submissions to NI Assembly consultations on proposed climate legislation.

6. Migrant Support Service

Migrant Support Service (MSS) registered as a charity, NIC107476 on 23rd March 2020 but continued to act as a project of DFD until 31st March, 2021 after which it began to act as a separate entity. Its principal address is: **Office Unit F, Mayfair Business Centre, 193 Garvaghy Rd, Portadown BT62 1HA.**

The purpose of MSS is to support its neighbours who happen to be immigrants in improving their lives and integrating into a community of right relations, equal opportunity, and parity of esteem. To this end it provides language training and information and advice on citizen rights and immigration rules.

Activities in 2020-21

Brexit, pandemic, change in the social welfare system, new immigration rules and the cessation of EU citizenship rights were the main forces affecting migrant lives in NI during 2020-21.

MSS held 2,500 consultations with 800 people. These affected 2,400 people assuming an average family size of three. 25% of these consultations were on applications for Settlement Status; 33% were on Universal Credit; 42% were on National Insurance Number, Child Benefit, Taxes, getting children into school, registration a GP, opening a bank account etc. No English classes were held during the pandemic. 178 Christmas dinners and presents were delivered.

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End of year financial position

In 2020-21 MSS had an income of £49,000 and an expenditure of £57,500. £742 remained in the bank account on 31st March 2021. The National Lottery Migrant Support Project has been extended to 31st May 2022. We await decisions on grant applications to ABC Borough Council and Dormant Fund NI.

5. Local community empowerment

We continued to support the SPRING youth project in Armagh which has about 90 active participants from local deprived estates. The National Lottery is now the sole funder. During the Covid lock down SPRING bought 9 laptops to help young people with homework, and also to run computer classes. They also contributed Lottery funds to Armagh Consortium who organised a major drive to provide food parcels for needy families, and homemade PPE equipment, which was gratefully received by health workers. Michael Bingham continues to serve as Chair of Drumcree Trust.

6. Church Reform

The Justice Commission of Armagh Diocese, regrettably was unable to meet during lockdown. Brian Lennon's book *Mary Magdalen and the Gardener: Women Leaders in the Church* was published by the Irish Messenger Office.

7. Support for the Irish Language

This continues through *An Timire* and the publication of books in Irish.

Conclusion

A large number of people helped to make progress with the above projects. To them our thanks are due.

Appendix Two
Dialogue For Diversity

A summary of approved accounts was presented. The following are the full accounts approved by O'Connor and Company, 20 Dec 2021

Company Registration No. NI609868 (Northern Ireland)

**DIALOGUE FOR DIVERSITY
ANNUAL REPORT AND UNAUDITED ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021**

ANNUAL REPORT AND UNAUDITED ACCOUNTS

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COMPANY INFORMATION

FOR THE YEAR ENDED 31 MARCH 2021

Directors

Thomas Layden

Roma Carlisle

Fr Terence Patrick Howard

Yvonne Jennings

Company Number NI609868 (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: NI609868 NORTHERN
IRELAND)**

DIRECTORS' REPORT

The directors present their report and accounts for the year ended 31 March 2021.

Directors

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

Thomas Layden
Roma Carlisle
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;
- 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.

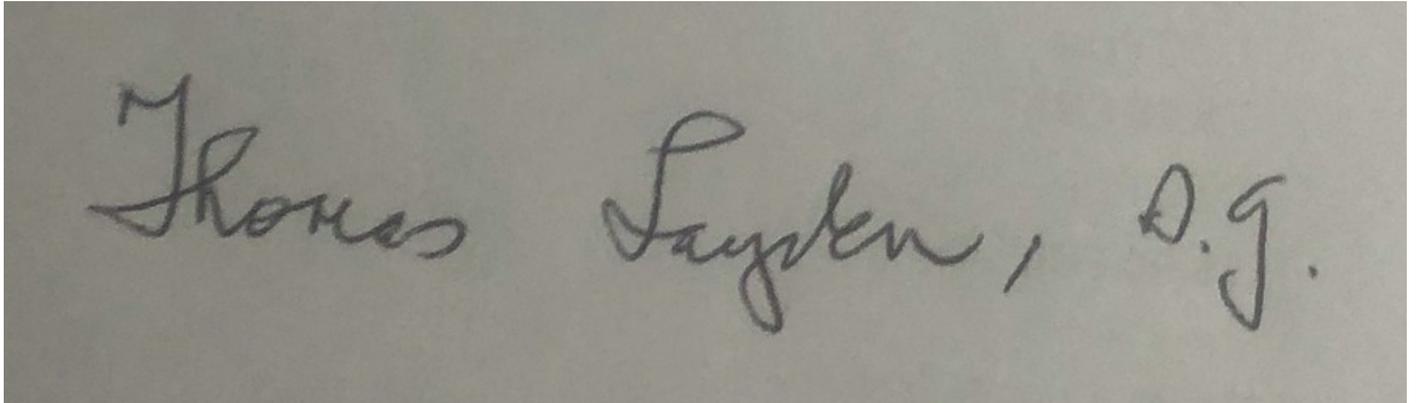
Small company provisions

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

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Signed on behalf of the board of directors

...



.....
Tom
Layden

Director

Approved by the board on: 20 December 2021

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 2021

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 2021 as set out on pages 6 - 8 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 loss 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 1
49 Keady Road
Armagh
BT60 3NW

20 December 2021

INCOME STATEMENT

FOR THE YEAR ENDED 31 MARCH 2021

	2021 £
Turnover	72,114
Cost of sales	<u>(9,881)</u>
Gross profit	62,233
Administrative expenses	<u>(64,514)</u>
Operating loss	<u>(2,281)</u>
Loss on ordinary activities before taxation	(2,281)
Tax on loss on ordinary activities	-
Loss for the financial year	<u><u>(2,281)</u></u>

DIALOGUE FOR DIVERSITY
STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2021

		2021
Fixed assets		
Tangible assets	4	4,569
Current assets		
Debtors	5	508
Cash at bank and in hand		21,288
		21,796
	6	(14,976)
Creditors: amounts falling due within one year		
	Notes	£
		6,820
		11,389
Net current assets		
Net assets		
Capital and reserves		
Profit and loss account		11,389
Shareholders' funds		11,389

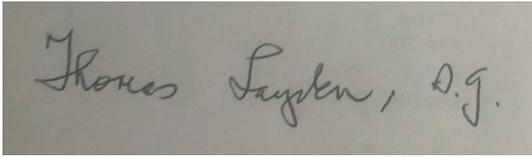
For the year ending 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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 1A - Small Entities.

DIALOGUE FOR DIVERSITY

The financial statements were approved by the Board of Directors and authorised for issue on 20 December 2021 and were signed on its behalf by:

A rectangular image showing a handwritten signature in black ink on a light-colored background. The signature reads "Thomas Layden, D.J." in a cursive script.

Tom Layden

Director

Company Registration No. NI609868

DIALOGUE FOR DIVERSITY NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2021

1 Statutory information

Dialogue for Diversity is a private company, limited by shares, registered in Northern Ireland, registration number NI609868. 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 1A 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 £ sterling.

4 Tangible fixed assets

**Plant &
machiner
y**

Cost or valuation

£
At cost

At 1 April 2020

4,569

4,569

At 31 March 2021 Depreciation

At 31 March 2021

-

Net book value

At 31 March 2021

4,569

5 Debtors: amounts falling due within one year

202

1

£

Trade debtors

508

6 Creditors: amounts falling due within one year	2021
	£
Trade creditors	13,976
Other creditors	1,000
	<u>14,976</u>

7 Average number of employees

During the year the average number of employees was 0.

DETAILED PROFIT AND LOSS ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

This schedule does not form part of the statutory accounts.

	2021
	£
Turnover	
Fees	72,114
Cost of sales	
Gross profit	<u>62,233</u>
Other direct costs	9,881
Administrative expenses	
Wages and salaries	43,135
Pensions	2,567
Travel and subsistence	1,149
Rent	7,924
Light and heat	1,431
Telephone and fax	891
Stationery and printing	838
Subscriptions	10
Bank charges	96
Insurance	856
Sundry expenses	13
Solicitors fees	<u>5,604</u>
	<u>(2,281)</u>
Operating loss	(2,281)
Loss on ordinary activities before taxation	<u><u>(2,281)</u></u>