

**DIALOGUE FOR DIVERSITY MINUTES of the Annual General Meeting
25 June 2026 at 5.00 p.m. by ZOOM**

Present: Tom Layden (Chair and Company Secretary), Terry Howard, Gerry Clarke.

Apologies: Yvonne Jennings

1. **Minutes:** The minutes of the 2025 AGM were unanimously approved
Proposed: Tom Layden; seconded: Gerry Clarke. Passed

2. Appointment of Directors

The following were confirmed as continuing Directors for the coming year: Tom Layden, Yvonne Jennings, Terry Howard, and Gerry Clarke.

Proposed: Terry Howard; seconded: Tom Layden

3. Appointment of Chair

Tom Layden was unanimously appointed Chair of the Directors

Proposed: Terry Howard; seconded: Gerry Clarke

4. Appointment of Company Secretary

Tom Layden was appointed Company Secretary

Proposed: Terry Howard; seconded: Gerry Clarke

5. Appointment of Treasurer

Gerry Clarke was appointed Company Treasurer;

Proposed: Tom Layden; seconded: Terry Howard. Passed

6. Appointment of Management Committee

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

Rosemary Murray, Jarlath Fields, Martina Killeavy, Kathy Wolff.

Proposed: Terry Howard; seconded: Tom Layden. Passed

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. Passed

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. Passed

8. Appointment of Bank Signatories

The following were appointed as extra signatories to all bank accounts held in the name of Dialogue For Diversity by the [The Co-operative Bank p.l.c., P.O. Box 101, 1 Balloon Street, Manchester, M60 4EP](#):

- Rosemary Murray, 55 Ballynagalliagh Rd, Armagh BT60 2LX, and
- Kathryn (Kathy) Margaret Wolff nee Davidson, 16 Brookfield Heights Burnside Newtownabbey Co. Antrim BT39 0TS

Proposed Tom Layden, seconded Terry Howard. Passed

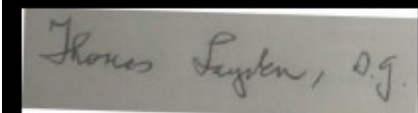
8. Chairman's Report

The Chairman in his comments thanked all who had taken part in the Projects for their hard word. His report is attached as Appendix One.

Proposed by Tom Layden, seconded by Terry Howard: Signed: Date: 25 June 2026

There being no other business the meeting concluded at 5.45 p.m.

Approved by Chair: Tom Layden 15 June 2026



Introduction

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

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

Mentors

We have 6 mentors. 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. Their commitment is very high. They turn up as arranged and on time for all meetings with mentees.

We were delighted that Brendan Breen joined us as a new mentor this year.

Supervision/support 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.

Community Support Visits 2025-26	
Year	Total Mentees
2025-26	27
Year	Total visits
2025-26	329

We made 329 visits and supported 27 individuals in this period, slightly more than last year.

Mentees

Many faced issues with housing. We have been asked on occasion to accompany some who are homeless but have decided against this because of limited resources. Instead we refer them to the many groups who can help them.

Several of our mentees are in Burren House in Belfast. This is part of the pre-release programme for those with long sentences. CS support is important for them because they have to make a big adjustment from prison where they had very little choices for a long time, to the outside world where they will have to make constant choices. Many fear this process, and some fail it possibly because they prefer the security of prison.

Several suffer from some degree of depression or anxiety. This can make mentoring meetings difficult for the mentor. But the mentees keep turning up for more meetings. Several have faced serious health issues. Sadly one died during the year but we were able to support him until near the end.

One long termer who has been out for several years recently started struggling with a craving for drugs, and so far he is managing. This is a good example of someone who does very well for several years but then gets tempted to fall. Sometimes, even after a few years, they talk about wanting to go back to prison.

Isolation is a big issue with most. One got only one christmas card - from his father. Meetings with CS is likely the only time they speak to anyone other than Probation. The isolation makes grieving more difficult. One was very grateful to be driven to his father's grave - his father had died while he was in prison and he was not allowed go to the funeral.

Several face having their cases highlighted in the press.

Going over the reports for the year one is struck by the sheer volume of meetings that took place. Also how many show a slow but gradual progress in confidence. Several comment how much Community Support meetings mean to them. An important aspect of this is that the meetings are regular, and the mentors are reliable. It also seems to matter that the mentors are unpaid, and are meeting the mentees simply because they want to do so.

Relationship issues come up frequently. Here, our volunteers have to be careful: if a mentee's license conditions require disclosure of any new relationships (for example to protect the children of the new partner) then we will check with the Probation officer to make sure this has been done. However one has very happily entered into a new relationship.

On occasion we will speak on behalf of a mentee in court or at commissioners' hearings inside the prison when their release is being considered.

Sometimes a mentee can re-contact us several years after we have terminated.

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 they face. We see ourselves as one of several organisations, voluntary and statutory, that are together offering support and encouragement. We believe the support is important because it helps to reduce crime. This in turn reduces the terrible trauma that people can experience when they suffer crime.

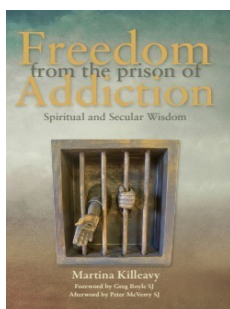
Relations with other bodies

We continue to have a good relationship with Probation and are now getting more referrals than we can accept. Mentees also engage with Prison Fellowship, Extern, AA, and other groups, including churches. 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 appreciate this.

2. Other prison work



We continue to give a short version of the Spiritual Exercises of Ignatius of Loyola in Maghaberry, and they remain popular. Martina Killeavy's book *Freedom From The Prison of Addiction: Spiritual and Secular Wisdom* continues to sell at a steady rate, especially in the church of Clonard monastery in West Belfast, and we are very grateful for this. <https://buy.stripe.com/9AQ7t7dongyEa2s9AB>

3. Dialogue Project

We completed another Dialogue programme consisting of two residentials in the Carricdale near Dundalk, an overnight visit to community projects in Cherry Orchard, Dublin, and a day process in Barron Hall, Newtownabbey.

The focus this year was very much on relationships between people born on the island of Ireland and newcomers. The newcomers were all migrants, many of them working in the health service. Ideally we would have included some asylum seekers, but this did not prove possible, in part of visa limitations.



The local group was mixed between those who were open to new arrivals, and those who were definitely closed. As well, some were Unionist or Loyalist, some were Republicans, and some were from the South. However, numbers from the South were low as it has proved difficult to people to take part. Numbers varied from 17-23.

The urgency of the issue is obvious because of media and social media discourse, and because of riots in Dublin, Ballymena and Belfast. These riots were often in response to a terrible crime committed by a new arrival. Racially motivated incidents are at their highest point since 2004. This shows the importance of responding to the issue. Dialogue can and should be part of a range of responses.

Dialogue is not about seeking agreement but rather understanding. This is often achieved through story telling, or simple encounters in a residential, especially outside formal sessions where people can find commonality sometimes through family or social concerns. Local people often know nothing about why newly arrivals came to the island and what they had to do, not only to get here, but to get into employment. A lawyer from an African country with a very similar legal system to that of the UK spent a considerable period washing dishes while she went through certification procedures. People also learnt about conflicts in foreign countries and divisions between migrants. Some locals found they had more in common with new arrivals than with other locals.

For their part new arrivals learnt about culture on the island from different perspectives, and the nuances of constitutional debates.

The dialogue was difficult and often stormy, but people kept coming back. A constant theme among some locals was that their opposition to immigration was based on resource limitations, not racism. Some were vehemently opposed to Islamic fundamentalism.

The visit to Cherry Orchard, as always was an eye opener for many Notherners because of the outcome of local community work and the cooperation of government agencies. St Ultan's school with its wrap around services for primary school children with a wide variety of needs was very impressive, especially as it serves an area with multiple social and economic needs. Barron Hall gave people an introduction to issues in the unionist community. And our visit to Newry Felons was one of our better dialogues.

The dialogues were important and helped people to grow in understanding, but they are only one part of a much greater jigsaw of initiatives that are needed if we are to develop a moderately tolerant society.

We are very grateful to the Department of Foreign Affairs and Trade in Dublin for funding it.



An Roinn Gnóthaí Eachtracha agus Trádála
Department of Foreign Affairs and Trade
RECONCILIATION FUND

4. 5. **ACRE (Active Communities Restoring the Earth)**

ACRE's aim is to support and encourage working class communities in positive climate initiatives. Given the appalling level of our overall climate response to date, especially from the Government in N. Ireland, this work is vital. In the words of Pope Francis, 'Climate change is a global problem with grave implications: environmental, social, economic, political and for the distribution of goods. It represents one of the principal challenges facing humanity in our day'.



Full commitment



Preview of Barcroft Garden new rockery

During the year, ACRE continued to engage participants of all ages through a range of biodiversity, climate awareness and environmental improvement activities. The programme delivered workshops, awareness sessions and practical conservation projects that increased participants' understanding of local biodiversity, pollinators and the role communities can play in protecting natural habitats. .

We completed projects with Whiteabbey Community Group,, RAF Cadets, Spring Biodiversity Garden project in Armagh, Don't Box Me In, Keady, and Barcroft Gardens, Newry. In Spring, working alongside a group of young people aged 13–16 identified as being at risk, participants designed and developed a pollinator-friendly garden that now provides an important habitat for bees, butterflies and other wildlife.

In Barcroft Garden we helped develop a new Rock Garden. This will be linked to the Pocket Forest that ACRE helped to develop two years ago. The rockery was constructed in a well-drained position using a mix of partially buried stones to form natural crevices and pockets. The planting area was filled with a free-draining gritty soil mix and used low, compact plants that provide nectar and pollen across the year. As environmental challenges continue to grow, ACRE remains committed to supporting communities to take practical, locally led action that benefits both communities and nature.

We are very grateful to Keerthana Raj and Ani Katakana who worked on this project, and also to the Community Fund of the National Lottery for funding.



6. Organisational

None of the above could have happened without all our volunteers and staff:

Trustees: Tom Layden, s.j. (Chair and Company Secretary), Gerry Clarke, s.j. (Treasurer), Yvonne Jennings, Terry Howard, s.j., and Roma Carlisle.

Management Committee: Rosemary Murray (Chair), Roma Carlisle, Martina Killeavy, Kathy Wolff and Jarlath Fields.

Community Support Management Committee: Mary Vallely (Chair), Mary McGinn, Bernadette McArdle and Osmond Mulligan. *Volunteers:* Brian Lennon, Osmond Mulligan, Kieran Murphy, Brendan Keane and Martina Killeavy.

Dialogue Project Management Committee: Kathy Wolff (Chair), Marie Delaney, Khanyisela Moyo, Elly Odhiambo and Brian Lennon.

ACRE Management Committee: Brian Lennon, Rosemary Murray. *Staff:* Keerthana Raj (left May 2025).

Company registration number **NI609868**

Dialogue For Diversity
Unaudited Financial Statements
for the year ended 31 March 2026

Dialogue For Diversity

Unaudited Financial Statements Year ended 31 March 2026

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Dialogue For Diversity

Officers and Professional Advisers

Year ended 31 March 2026

Directors

Fr G Clarke
Father T Howard
Yvonne Jennings
Fr T Layden

Company secretary

Thomas Layden

Registered office

The Community Centre Fao Brian Lennon
Dobbin Street
Armagh
N. Ireland
BT61 7QQ

Accountant

VIP Accountants Ltd TA O'Connor & Co
Unit 1
49 Keady
Road Armagh
BT60 3NW
United Kingdom

Dialogue For Diversity

Directors' Report

Year ended 31 March 2026

The directors present their report and the unaudited financial statements of the company for the year ended 31 March 2026.

DIRECTORS

The directors who served the company during the year were as follows:

R Carlisle

Fr G Clarke

Father T Howard

Y Jennings

Fr T Layden

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved by the board of directors on 15 April 2026 and signed on behalf of the board by:



Fr T

Layden

Director

Dialogue For Diversity

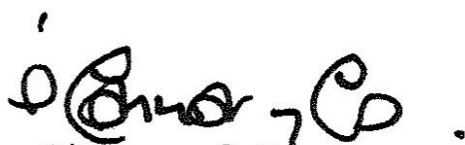
Report to the directors on the preparation of the unaudited statutory financial statements of Dialogue For Diversity

Year ended 31 March 2026

As described on the statement of financial position, the Board of Directors of Dialogue For Diversity are responsible for the preparation of the financial statements for the year ended 31 March 2026, which comprise the income statement and statement of financial position.

You consider that the company is exempt from an audit under the Companies Act 2006.

In accordance with your instructions we have compiled these unaudited financial statements in order to assist you to fulfil your statutory responsibilities, from the accounting records and from information and explanations supplied to us.



O'Connor & Co

Unit 1, 49 Keady Road

Armagh

BT60 3NW

VIP Accountants Ltd TA O'Connor & Co

Unit 1
49 Keady
Road Armagh
BT60 3NW
United Kingdom

Dialogue For Diversity

Income Statement

Year ended 31 March 2026

	2026
	£
Other income	23,872
Staff costs	(27,490)
Depreciation and other amounts written oft assets	(912)
Other charges	(26,989)
Loss	(31,519)

Dialogue For Diversity

Statement of Financial Position

31 March 2026

	2026
	£
Fixed assets	3,648
Current assets	19,541
Prepayments and accrued income	908
Creditors: amounts falling due within one year	(5,036)
Net current assets	15,413
Total assets less current liabilities	19,061
Capital and reserves	19,061

NOTES TO THE FINANCIAL STATEMENTS

1 General information

The company is a private company limited by shares and is registered in Northern Ireland. The address of the registered office is The Community Centre Fao Brian Lennon, Dobbin Street, Armagh, N. Ireland, BT61 700,.

2 Average number of employees

The average number of persons employed by the company during the year was 1.

For the year ending 31 March 2026, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the micro-entity provisions.

Dialogue For Diversity

Statement of Financial Position (continued)

31 March 2026

These financial statements were approved by the board of directors and authorised for issue on 15 April 2026, and are signed on behalf of the board by:



Fr T
Layden
Director

Company registration number: NI609868

Dialogue For Diversity

Detailed Income Statement

Year ended 31 March 2026

OTHER INCOME

	2026
	£
Other income	23,872
	23,872

STAFF COSTS

	2026
	£
Total wages and salaries	25,531
Defined benefit pension costs	1,052
Other staff costs	907
	27,490

DEPRECIATION AND OTHER AMOUNTS WRITTEN OFF ASSETS

	2026
	£
Total depreciation of tangible assets	912

OTHER CHARGES

	2026
	£
Training costs	5,612
Rent	2,765
Travelling	12,005
Subsistence	3,852
Printing, postage and stationery	255
Telephone	177
Computer costs	640

Dialogue For Diversity

Detailed Income Statement (continued)

Year ended 31 March 2026

Accountancy fees	450
Premises insurance	1,002
Bank charges	131
Subscriptions	102
Sundry expenses	(2)
	26,989
Loss	(31,519)