

Company Registration No. 230850 (Ireland)

**TRIBLI COMPANY LIMITED BY GUARANTEE
T/A EXCHANGE HOUSE IRELAND NATIONAL TRAVELLERS SERVICE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

TRIBLI COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Directors	Roseanne Power Bernard Joyce John Wills Jason Denman Erika Ruigrok Fiona Prendergast Miriam Colum Joseph McHugh Frank Kavanagh Sharon Ward
Secretary	Simon Finnegan
Company number	230850
Charity number	CHY 12835 CRA 20038472
Registered office	61 Great Strand Street Dublin 1. D01 WC97
Auditors	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors, 28 Upper Fitzwilliam Street, Dublin 2. D02 H683
Business address	61 Great Strand Street Dublin 1. D01 WC97
Bankers	A.I.B. Bank, 7/12 Dame Street, Dublin 2. D02 H683

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TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Directors' Report 2022

Objectives and Activities

The main objectives of Tribli Company Limited by Guarantee, trading as Exchange House Ireland National Travellers Service, as set out in our constitution are:

- a. to provide a range of family support services for Travellers; to support Travellers in their struggle against oppression and discrimination in promoting equal opportunities for Travellers in the areas of health, education, training, accommodation, employment and enterprise and access to leisure opportunities of their choice; with the object.
- b. with subsidiary objectives:
 - i. to act as agents, representatives, advisors, consultants for community organisations, whether voluntary or not, for companies, partnerships, firms and all those involved in the development of the above main objects
 - ii. to engage in providing facilities such as health and educational programmes, housing projects
 - iii. the promotion and development of equal opportunities for Travellers.

Vision

To live in an Ireland where Travellers are fully valued as a distinct ethnic minority receiving equitable treatment and access to all supports and services without barriers

Mission

Exchange House Ireland is an organisation of Travellers and non-Travellers working together to provide frontline services of excellence to the community. We also strive to work with partner agencies to improve service standards and accessibility for the Traveller community to all services

Core Principles

In all of our work, we are guided by the principles of:

- Professionalism
- Equality
- Diversity
- Excellence

We have four main areas of activity:

Core Values

- We oppose racism in all forms and are committed to challenging it
- We value all people, their culture and their identity
- We recognise and celebrate people's strengths and skills
- We seek to celebrate Traveller culture and history
- We seek to understand the Traveller community in the modern context and celebrate cultural themes that unite the community
- We work in partnership with individuals, families and partner agencies in a collaborative and respectful manner
- We are professional and accountable for our work on an individual and organisational level
- We provide a caring and safe work place
- We are proud to work for Exchange House Ireland National Traveller Service

The Children and Young Peoples' Service

Our Children and Young Peoples' Service is the main provider of Youth Services to the Traveller Community in the greater Dublin Area.

In 1987, with funding from the Department of Education and Science (Youth Affairs Section) and the Department of the Environment and Local Government the 'Dublin Committee for Travelling People - Youth Affairs' was established. This was dissolved in 1996 and the project changed its name to Travellers Youth Service (TYS).

Using the Critical Social Education Model, the Service respects, encourages and supports the young people we work with, most of whom are at risk of early school leaving, drugs, poverty and social exclusion. Through social and personal education we aim to ensure that as many young Travellers as possible are able to participate in youth activities. We run programmes that create opportunities for the youths we work with, challenging them to take responsibility, use their talents and increase their chances to stay in the education system. The ultimate goal is to enable them to take a greater control of their own life and participate in their own community and the wider society. The primary target age group is 10-25 years, both male and female.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Exchange House Ireland Youth Service runs the following of programmes:

- After-Schools Programme in Labre Park, Ballyfermot
- After-Schools Programme in St. Oliver's Park/Bridgeview, Clondalkin
- Back-up Youth Support Programme
- Comhairle na nÓg
- Detached Youth Work
- Personal Development Programmes
- Healthy Lifestyle Choices Programmes
- Inter-Site Youth Co-operation
- Cyber Safety Workshops
- On-Site Youth Services
- Outreach Services
- Young Men at Risk Groups
- LGBTQ+ Young People Supports
- Education Away Programme
- Stay-In-School Programme

The catchment area for the youth service is the greater Dublin area, including:

- Bluebell
- Coolock
- Dublin City Council Borough
- Finglas
- Labre Park & Kylemore Grove (Ballyfermot)
- St. Margaret's Park & Carton Estate (Ballymun)
- St. Oliver's Park & Bridgeview (Clondalkin)
- St. Vincent's Street West & Myra Close (Inchicore)
- Street Work

Currently we work with nearly 400 young people in our catchment area providing integrated recreational, educational and developmental programmes.

Funding for this Service comes from the Department of Children, Equality, Disability, Integration and Youth, via the City of Dublin Education and Training Board (CDETb) via the City of Dublin Youth Service Board (CDETb); The Community Childcare Subvention fund via Pobal; and the TUSLA School Completion Programme funds in Ballyfermot and Clondalkin.

The Education and Training Service

This service provides many different adult education programmes, from one-to-one literacy to third level support courses.

The service operates from a learner directed approach. We provide adult Travellers with a range of educational opportunities and provide progression routes to further education, training and employment.

As a Quality and Qualifications Ireland (QQI) assured centre, we deliver QQI accredited programmes from levels 4 and 5.

We recognise that learners come with experience, knowledge and skills which can be developed into formal educational qualifications and progression options.

Learning is tailored to suit each individual learner, whether they want to learn to read and write, access third level education or gain employment.

Services include:

- Local Training Initiative
- Community Employment Scheme
- Exchange House Ireland National Educational Achievement Award
- Adult Basic Education
- QQI certified courses, levels 4 and 5
- Third level support

Funding for this Service comes from the Department of Social Protection; the Department of Education and Skills via SOLAS via the City of Dublin Education and Training Board (CDETb); and other small gratuities.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The Family Support and Crisis Intervention Service

The goal of the service is to provide a comprehensive multi-disciplinary holistic approach to our clients and empower them to make decisions and act independently.

The services provided are:

- Social Work
- Family Support Work
- Addiction Service
- Duty Service
- Outreach Service
- Child Play Therapy
- Child Protection / Safeguarding / Children in or at Risk of Care Support
- Accommodation Support
- Parenting and Child Development Work
- Access Support Services
- Court and Legal Work
- Domestic Violence Programme
- Bereavement Support
- Support with Sexual Abuse Cases
- Resource and Information Service
- Prison In-reach

Using the following models:

- Crisis intervention
- Solution focused
- Group work
- Holistic multi-disciplinary approach
- Motivational interviewing
- Cognitive Behavioural approach
- Harm reduction
- Psychodynamic approach
- Integrative approach
- Relational approach

Funding for this Service comes from the HSE Social Inclusion Unit, the HSE Addiction Services via the South Dublin Inner City Local Drugs and Alcohol Task Force, the Department of Children, Equality, Disability, Integration and Youth and other small gratuities.

The National Traveller Mental Health Service

There are two main areas of this service – Suicide Prevention & Mental Health Promotion, and Direct Mental Health Support, incorporating the “Connecting for Life” goals.

The suicide prevention aspect of the service is a resource to Traveller organisations, suicide prevention and mental health services, raising awareness and promoting suicide prevention within the Traveller community. The service promotes and supports the development of initiatives which reduce the stigma associated with mental health and promote suicide prevention in a coordinated way. It is our aim to reduce the rate of suicide in the Traveller community.

The direct mental health support aspect of the service aims to reduce the stigma around mental health and suicide in the Traveller community. It was developed to support individualised recovery plans/programmes with Travellers experiencing mental health issues. The service has developed a culturally appropriate recovery model using a community development approach. We will address inequalities by working with Travellers and service providers to deepen their understanding, improve referral pathways and aid recovery.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The benefits:

- Travellers will get the support they need to aid their recovery from mental health issues.
- We will work with people offering them the time and dedication required to support them.
- Travellers will become more informed, confident and supported in their recovery and in using other services.
- Services will be better informed, supported, effective and confident in responding to the needs of Travellers.
- Stronger and more responsive pathways will be forged with services.
- Culturally appropriate personal recovery plans will be developed which will be a resource for other services.

How we do it:

- We work with Travellers on a one-to-one basis to support their journey in recovery.
- Each person's recovery plan is unique to them and they are the "expert" in how they travel their journey.
- We work with a range of other agencies and value partnership working.
- We work within a framework of human rights and equality.

Funding for this Service comes from the HSE National Office for Suicide Prevention; and other small gratuities.

Achievement and Performance

The Children and Young Peoples' Service

The Department of Children, Equality, Disability, Integration and Youth Affairs' "UBU Your Place Your Space" is the framework for all Youth services in Ireland. This policy strategy, delivered through the national network of ETBs, is to provide out-of-school supports to marginalised, disadvantaged or vulnerable young people (aged between 10 and 24) in their communities to enable them to overcome adverse circumstances and achieve their full potential.

There are a number of distinct target groups set out in UBU, of which our Children and Young Peoples' Service have determined six relevant target groups. These are:

- Young people who are experiencing issues relating to their general mental health up to and including anxiety, trauma and stress and for some are at risk of self-harm.
- Young people experiencing issues relating to formal education including reduced timetables, part time school attendance, sporadic attendance, poor school attendance and transfer from primary to secondary school, completion of secondary school and progress where the interest exists to third level.
- Young people with additional needs relating to inclusivity disability, LGBTI+, gender, young people in and or leaving care, Traveller young women, lone parents, young carers, young people from Travelling community communities.
- Young people living in the area who are experiencing intergenerational economic, cultural and educational disadvantage.
- Young people who are affected by issues linked to substance misuse including but not limited to family members use/misuse, personal use, involvement in drug dealing, drug debts.
- Young people who are witnessing, affected by and or involved in gang related crime, feuding and violence.

Core Service activity in 2022

- The table below gives a breakdown of the numbers of Young Travellers attending the Service and activities carried out in 2022

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Target Group	Number of Young People	Age groups	Examples of activity
1	39	14+	Group work (both large and structured small groups); outdoor activities including hillwalking, hiking, soccer, fishing and camping; Mental Health and Self-care programmes; unscheduled interventions
2	61	10 – 18	Support young people in engaging with the education system; encouraging school attendance; offering school trips; linking parents with schools and vice-a-versa; reward trips e.g. bowling, cinema, etc.
3	16	14+	Small specifically targeted group work; programmes about identity and inclusiveness; ad hoc drop-in/structured outreach; active encouragement for self-referral to EHI and other local support services
4	85	10 – 24	Programmes that target personal development – cookery, arts and crafts, group games, sports, outdoor activities. (numbers significantly increased after COVID-19 restrictions ended in early 2022)
5	39	15 – 18	Specifically, targeted young men across two different sites, group work, outdoor activities and discussion groups; these young men who might never have mixed with people from other sites before. Drug and alcohol awareness sessions; self-care sessions
6	35	15 – 18	Specifically, targeted young men at risk. Linking in with other services and providing a space to talk. Also, activities to get them away from the site, e.g. hillwalking, fishing, etc. Providing safe spaces for non-judgemental open conversations. Targeting Young People supports where crime is becoming more open

Other Core Services

- Our Stay-in-Schools programme, was fully attended in the year. The programme works with the young person, the parents/family and their school, directly to deliver better school attendance and behaviour in school, through a system of regular engagement and reward. The programme engaged with young people from the following schools involved:
 - Coláiste Bride (Post-Primary), Clondalkin: 10 young people, ages 13-17
 - Moyle Park College (Post-Primary), Clondalkin: 4 young people, ages 13-15
 - St. Ultan's School (Primary), Cherry Orchard: 19 young people, ages 5-13
 - St. Joseph's School (Primary), Ballymun: 24 young people, ages 8-13
 - St. Dominic's School (Post-Primary), Ballyfermot: 10 young people, ages 12-15
- The AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin reopened after the easing of the COVID-19 restrictions. Full engagement from students has resumed.
- The Service had 3,015 separate contacts with Young Travellers, 38% were female and 61% male.

Some activity highlights of the service in 2020 are:

- The Children and Young Peoples' Service worked closely with the Irish Traveller Movement's Youth Working Group. Here Young Travellers from across Ireland come together to discuss issues facing them, their community and make recommendations for wider society.
- Continued engagement of 4 young Travellers with Dublin City Council's Comhairle na nÓg.
- A number of camping trips were held in 2022, with over 40 young people taking part. This was a great way for young people to get out, mix with each other and have fun after the COVID-19 restrictions.
- The Service facilitated a group of Young Traveller Women to climb Wicklow Head and raise money for two Special Autism Schools – they raised €1,181
- A climb of the Sugarloaf Mountain was organised for a group of Young Traveller Men, from different Traveller sites, with a specific focus on mental health and well-being. The activity allowed the young men to discuss things happening in their lives and consider ways to get support.

Singular Defined Projects

- The Service was successful in an application to CDYSB for capital funds to purchase a new minibus for transporting Young People to their various activities throughout the year.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The Education and Training Service

Core Services activity in 2022

- The CE Scheme had 26 participants over the year, but ended with only 15 participants. This low number is due to a sizable number of participants finishing the scheme who had had their participation extended during the COVID-19 restrictions. Recruitment will begin in earnest in 2023.
- The LTI Programme had 7 learners in 2022, finding it continually difficult to recruit new learners to the programme. The programme offers full-time education, at QQI level 4, to 16-22 year olds for progression pathways to employment.
- The National Education Achievement Awards (NEAA) 2022 was held on the 2nd December, in Exchange House Ireland. 50 nominations from around the 32 counties of Ireland were received. Nominations came from parents, teachers, school principals and indeed their peers. 11 Nominees attended the event, along with family and teachers, from Carlow, Dublin, Longford, Waterford and Wexford. Senator Eileen Flynn presented the awards.
- Our Information and Resource service continues to be a vital support for Learners at Exchange House Ireland. The service offers support in areas such as Social Welfare, taxation, advocacy, form filling, etc.
- The Education and Training Service continues to be the conduit for providing Intercultural Information Seminars, entitled "An Introduction to the Traveller Community", to external organisations and bodies. In 2022, 2 sessions with the Department of Social Protection (DSP) were given reaching over 200 DSP Staff.

The Service's highlights in 2022 include:

- One of the major focuses for the Service has been the Quality Qualifications Ireland (QQI) re-engagement process. Every education body, awarding nationally recognised education awards, are required to re-engage with QQI to maintain their Quality Assured status. This process sets out a challenge for bodies, including Exchange House Ireland. The Service has worked with external experts, as well as drawing internal expertise, to be in a position to make a draft application for QQI status in early 2023.
- The CE Scheme and the LT Programme were able to facilitate 4 teacher students from the Marino Institute of Education and Technological University of Dublin.

Singular Defined Projects

- The RTÉ does Comic Relief, via the Community Foundation of Ireland, awarded the Service with some funding in 2020 for technological supports for learners which continues into 2022.
- With support from NALA (National Adult Literacy Agency) the LTI Learners went on a team building exercise, where they engaged in paintball competition and a meal together.
- The Service were successful in an application to the CDETB's Reach Fund which enabled the purchase of new interactive classroom boards and the development of a new Learner data monitoring software.
- The NEAAs were kindly supported by Dublin City Council and the Public Appointments Service.

The Family Support and Crisis Intervention Service

The Family Support and Crisis Intervention Service continued to provide a multifaceted front-line support services to the Traveller community in the Dublin area and beyond, responding to referrals within 48 hours, but many immediately due to high levels of urgency.

Core Service activity in 2022

- The Family Support and Crisis Intervention Service, along with the National Traveller Mental Health Service, run a Duty Service. The service receives call and emails from individuals and other organisations. 267 referrals in 2022
- The service worked with 347 Traveller individuals and families, presenting with the following issues:

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Presenting issue	Individuals or families
Accommodation	151
Mental health	67
Addiction support	53
Child welfare/parenting support	47
Child protection/children in or at risk of care	43
Legal/justice	33
Domestic violence/family abuse	25
Financial issues	23
Physical health	19
Social Welfare	12
Bereavement	11
Child education	10
Community Welfare	8
Training	7
Sexual abuse	3
Discrimination	3
Sexuality	1
Other	7

- There are 5 Prison In-reach programmes run by the Service:
 - Social Work Clinic in The Dochas Centre (Friday mornings)
 - Addiction Clinic in The Dochas Centre (Monday mornings)
 - Social Work Clinic in Mountjoy (Monday mornings)
 - Peer support group in Mountjoy, facilitated by two staff members from FSCIS and NTMHS (Monday afternoons) commenced in November 2022.
 - Addiction clinic in Wheatfield, this has been postponed since COVID-19An average of 4 individual Travellers attend each clinic each week
- The Service and its Staff, as well as providing the cores services above, continued to develop personal and organisational skills, engaged in relevant networking, developed new services, and enhanced current services.

Some highlights of the Services activities are listed below:

- The Service hosted a Social Work MA student from Maynooth University
- Co-facilitated the "TLC Kidz Programme" with Barnardos - The programme helps children heal from the impact of domestic abuse, and helps mothers in understanding their child's experiences and support their recovery by focusing on strengthening the mother-child bond. At the end of the programme an action group made up of representatives from EHI, Barnardos and Southside Travellers Action Group, was set up to look at ways of raising awareness of the programme among the Traveller community and to encourage more uptake
- Inter-agency and partnership activity with other organisations increased in 2022 following the COVID-19 pandemic, including the National Oversight Committee for Addiction which includes the Strategic Implementation Group, the Social Inclusion Forum, Young People at Risk North Inner City, and the Anti-Poverty Network
- 2022 was a year for Staff of the Service to upgrade their skills to further enhance the services offered to clients, including: Non-violence Resistance in Practice, Theraplay, Community Law and Mediation in relation to Housing Law and Homelessness, and Motivational Interviewing.
- The 2 Addiction Counsellors became accredited Community Reinforcement Approach (CRA) practitioners. CRA is a behavioural intervention programme to support recovery from substance use by replacing the environmental contingencies with prosocial behaviours. It utilising social, recreational, familial and vocational reinforcers. All Service Staff received training in this area. CRA will be best practice model of service for EHI's Addiction Service.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Singular Defined Projects

- The Service, with funding from the HSE South Inner City Local Drugs and Alcohol Task Force and in partnership with Urrus Training delivered "Addiction Peer Support" training to 10 Traveller participants. The specific aim of this training was to enable people in the community to acquire and develop skills and confidence to become a peer supporter/mentor when they encounter someone in the community with drug/alcohol misuse or addiction. The addiction peer support training consisted of 6 half-day training sessions
- The Department of Children, Equality, Disability, Integration and Youth Affairs award the Service funding to develop a pilot Access Service programme. The pilot would offer parents, from the Traveller community, who are separated from their children (due to family conflict and/or imprisonment), various supports, guidance, facilitation, access plan development, liaison with Tusla and other services, and access supervision. The pilot immediately became successful and provided access services to double the anticipated participants within the first six months
- The same funding, in conjunction with the Traveller Counselling Service and the Traveller Mediation Service, will be used to hold a conference on Inter-family Violence and its impact of Traveller Mental Health. It is hoped this conference will be held in 2023

The National Traveller Mental Health Service

The National Traveller Mental Health Service, incorporating the "Connecting for Life" goals, has a number of inventive and progressive programmes and activities to prevent suicide and raise awareness of mental health issues within the Traveller community in Ireland. The service also provides outreach, one-to-one counselling, psychotherapy and Cognitive Behavioural Therapy

Core Service activity in 2022:

- Individual Counselling – 5 to 7 hours per week with presenting issues such as: Depression, Suicidal Ideation, Accommodation, Domestic Violence, Homelessness, Conflict, Relationships, Anxiety, Financial, Racism, Child protection, Sexuality, acquired brain injury, child sexual abuse, PTSD
- Mental Health Social Worker – supporting 43 individuals with presenting issues of: Depression, Suicidal Ideation, Accommodation, Domestic Violence, Homelessness, Conflict, Relationships, Anxiety, Financial problems, discrimination/racism, child protection.
- Mental Health Peer Support Worker (Men) – supporting 22 individuals in 2022, plus various groups with the following individuals:
 - Football groups – 12
 - Men's Shed – 6
 - Acting Group – 4
 - Wellbeing & Addiction Outreach – 50
 - Men's Mental Health Week – 50
 - Ballymun Men's Group – 8
- The Perinatal Mental Health Project – facilitating 18 beauty sessions for 12 Traveller Women in conjunction with TravAct in the Coolock area. As well as the weekly self-care the group received talks in menopause, perinatal mental health and help seeking supports
- Cultural awareness & service promotion talks – making presentations to over 100 people in 2022, including: Social Work Students in Maynooth University, Social Care Students in TU Dublin, Suicide Bereavement Liaison Officers Pieta House, Prison Officer Trainees, along with guest attendees to weekly team meetings
- Developing links with St. Patrick's GAA Club (Wicklow Town) – connecting with 28 adult Traveller Men and community members involved in the club's administration and coaching, and numerous Traveller children playing members. This included a guest visit, informal talks on suicide prevention and training sessions hosted by the Mental Health Social Workers
- Continuous Professional Development (CPD) and Training – Service Staff attended the following CPD and Training event:
 - ASIST – 1
 - Understanding Self Harm – 1
 - Child Protection – 3
 - Community Reinforcement Addiction Therapy – 1
 - Hidden Shame – 11
 - Suicide Alertness Training – 11
- The Travellers Together Preventing Suicide event, due to coincide with International Suicide Prevention Day (September), was postponed due to the tragic incident in to the Traveller family in Tallaght. It is planned to take place in January 2023.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

- The NTMHS supported over 270 individuals and families in 2022. The gender breakdown is 50% female, 33% male and 17% unknown. The service was provided to 17 counties in Ireland in 2022. Over 40% of cases are in Dublin with the remainder spread evenly across 16 other counties.

The highlights from 2022 include;

- Suicide Awareness Film Trilogy Completion - The final film in the series, "You Looking at Me" launched at the Lighthouse Cinema to an audience of 30. The film also screened at the Cork Indie Film Festival. The film has since be used online, at events and in training
- Capacity Development of members of the Limerick Traveller Network (LTN) – During COVID-19 lockdowns, a number of Traveller Women in Limerick City noted a lack of supports and representation for their communities in the City. They turned to EHI, specifically the NTMHS, seeing the services provide and asked for support. The NTMHS has been working closely with the group of Women, who represent 11 Traveller sites around Limerick City, to build capacity. Initial steps involved targeted training for the group, including Advanced Facilitation Skills Training, Train the Trainer Skills Training and Mental Health First Aid. Later in the year the group presented the findings from a survey, of 107 Traveller families, carried out in late 2021 that shows the issues affecting Travellers in Limerick City to Minister Joe O'Brien TD and delegates from the Department of Community and Rural Affairs, as well as handing the Minister a petition collected by the group, with over 500 Traveller signatures, requesting the set-up of a Traveller organisation – Minister O'Brien promised to go back to his department to seek support for the LTN & EHI cause in Limerick
- Men's Health week was held in June with 4 mental health promotional activities hosted across the week including the Traveller Men's Football Tournament in Phoenix Park, A climb up Croagh Patrick, Outreach health activities in Ballyfermot & Ballymun and a charity cycle from Ashbourne to Ballymun.

Singular Defined Projects

- The NUIG/Midlands Travellers Mental Health groups, Level 7 Diploma in Community Development and Wellbeing – 22 Travellers from Longford, Westmeath, Offaly & Laois completed a 16-week access and preparation programme from January to May in advance of the Level 7 Diploma which started in September. 26 Travellers have started the course which is due to finish in June 2023. This project is funded by the HSE National Office for Suicide Prevention, Bank of Ireland's Begin Together Fund (via the Community Foundation of Ireland), the HSE Midlands Traveller Health Unit
- A joint project with Southside Traveller Action Group which offered physical activities, including gym sessions and football matches, to young Traveller Men in the Southside of Dublin concluded in 2022. This was funded by Healthy Ireland and Dun Laoghaire Rathdown County Council.
- The NTMHS was successful in an application to the 2020 RTÉ Late Late Toy Show Campaign and was awarded €100,000 to carry out a research project looking at mental health services for Young Travellers across Ireland. This involved facilitating 4 sets of 6-week mental health training session to 33 Traveller Children (under 18) in Ballina Co. Mayo, Ballymun Dublin, Longford Town and Limerick City. These sessions covered – Intro to Mental Health, Understanding Trauma, Help Seeking behaviours, and Supporting a Friend/Family Member. The sessions also allowed the capturing of data on anxiety, depression and suicidal ideation within group. 2 sessions with Traveller adults in each of the 4 areas with similar activity were carried out. A report on the findings will be launched in mid-2023
- The NTMHS received some funding from the Rethink Ireland's Social Innovation Fund to support the work of capacity building in Limerick City. This allowed for the employment of two Community Workers in 2022 and into 2023.
- The Service was further successful in being awarded €300,000 from the 2021 RTÉ Late Late Toy Show Campaign. This will fund research into, and eventual pilot of initiatives for, educational support needs of Traveller children in Limerick. This project work will start in 2023

Exchange House Ireland's Singular Defined Projects, EU Projects and other organisational Highlights in 2022

With funding through the Traveller Counselling Service, the organisation has been able to fit-out a dedicate Play Therapy suite. The suite provides a safe space for younger Travellers to receive one-to-one play therapy with our qualified Play Therapist. Exchange House Ireland has been historically worked in partnerships with many organisations across Europe in projects of mutual benefit to our services and the Traveller community in Ireland. Although there was no actual direct work on a European project, the organisation is part of a successful application for project "Moving On" – looking at the benefits and barriers of Travellers and other nomadic peoples in accessing sports. This project starts in early 2023.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Throughout the year Staff of Exchange House Ireland attended many conferences and seminars (in person or virtual), and maintained or established links with a variety of relevant organisations and agencies. A selection below:

- An Garda Síochána
- AONTAS
- Ballyfermot Resource Centre
- Barnardos
- Business in the Community
- Central Mental Hospital
- College Connects
- Comhairle na nÓg
- Community Foundation of Ireland
- Cork Indie Film Festival
- Dochas Centre
- Dublin City Council
- Envolve
- European Anti-Poverty Network
- First Fortnight Mental Health Festival
- Finglas Training Centre
- Focus Ireland
- HSE North Dublin Adult Mental Health Services
- Intreo
- Irish Association of Social Workers
- Irish Human Rights and Equality Commission
- Irish National Organisation of the Unemployed (INOUE)
- Irish Prison Service
- Irish Traveller Movement
- LGBTQ+ Traveller National Action Group
- Liberties Education Network
- Lighthouse Cinema Smithfield
- Local Authorities across Ireland
- Local Employment Services
- Local Traveller organisations
- Marino Institute of Education
- Maynooth University
- Mercy Law Resource Centre
- Minceir Whiden
- Mountjoy Prison
- NALA
- National Addiction Oversight Committee
- National Traveller and Roma Inclusion Strategy (NTRIS) Committee
- National Traveller MABS
- National Traveller Mental Health Forum
- National Traveller Women's Forum
- NUI Galway
- Parish of the Travelling People
- Pavee Point
- Pieta House
- Prison Service
- Probation Service
- Public Appointments
- QQI
- Road Safety Authority
- Shelton Prison
- Social Care Ireland
- South Dublin City Drug and Alcohol Alliance

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

- Strategic Implementation Group for Addiction
- St. Patrick's Hospital
- St. Vincent de Paul
- Technical University of Dublin
- The Wheel
- Traveller Counselling Service
- Traveller Mediation Service
- Traveller Pride 2020 Committee
- Travellers in Prison Initiative
- Trinity College Dublin
- Turn-2-Me
- TU Access to Apprenticeship Programme
- TUSLA (Child and Family Agency)
- Urrus Training
- Wheatfield Prison
- Wicklow GAA
- Youth at
- Risk Network

Plans for the Future

Exchange House Ireland National Traveller Service plans to continue the work in line with our objectives, subject to satisfactory funding arrangements. Our Strategic Plan 2019-2023 was launched in June and provides a roadmap for the whole organisation as well as for the individual services. It will assist us in decision making and resource allocation for the next three years. It will allow all of us to live our vision and our mission and make sure the services we deliver are the best possible services for the Traveller community.

The 5 Strategic Priorities

1. To deliver frontline services of excellence to the Traveller community that are professional and trusted
2. To provide information and promote our services as one of expertise and best practice in our field
3. To provide services including advocacy for individuals and families in the Traveller community and celebrate their achievements
4. To work in partnership with Traveller specific and mainstream services, representative structures and funding partners to increase the capacity to deliver best services to the Traveller community
5. To bring together people with a range of skills, knowledge and experience to deliver best practice in all our services. To invest in people and provide support and advancement for those in the organisation

Governance and Board of Management Strategic Priorities

1. The CEO/Board of Management to provide clear and decisive leadership for Exchange House Ireland and deliver on this Strategic Plan
2. The CEO/Board of Management to promote the valuable work that Exchange House Ireland does as an organisation.
3. The CEO/Board of Management to help implement and evaluate best practice throughout the organisations services and make sure Travellers needs are represented by each service.
4. The CEO/Board of Management to resource and maintain the best possible services in Exchange House Ireland and to work in partnership with both Traveller specific and mainstream services to increase positive outcomes for the community.
5. Exchange House Ireland maintains a strong Board of Management with key expertise and representation.

Education and Training Service Strategic Priorities

1. Education, training and employment.
2. To look at reengagement of the Quality Qualifications Ireland (QQI) Accreditation that we currently hold for our Education and Training Services
3. To organise and deliver the National Traveller Education Achievement Awards annually and to continually improve the quality of the event.
4. To provide intercultural awareness training and to support partner agencies to deliver more equitable services to members of the Traveller community.
5. For the Education and Training service to have a commitment to continual professional development.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Planned Activities

- To present the organisation before the Programmes and Awards Executive Committee (PAEC) of the QQI panel and request they consider the application for QQI Quality Assurance – in April 2023.
- The Service will look at new and improved way to recruit Learners to both the CE and LTI programmes; with hopes to engage local Traveller groups and the Prison Service.
- It is hoped to deepen the relationship with Marino Institute of Education to have students on more long-term placements (i.e. 4 months) to further support Learners.
- The Service hopes to work closely with the Irish Traveller Movement as it develops their new Traveller Apprenticeship Placement Programme, with the desire to offer Learners and other educational referrals apprenticeship options.
- In 2023 further connection with Business in the Community are to be made for further progression options for Learners.
- The Education and Training Service receives funding for the CE and LTI Programmes, but relies on once-off funding grants, small donations and shared expenses across the organisation to keep itself going. The Service will be looking for new and stable sources of funding, to both allow it to cover costs, but more importantly to engage Tutors and other training personnel directly.

Children and Young Peoples' Service

Strategic Priorities

1. To provide inclusive and sustainable programs that improves individual and community well-being to Traveller young people in the Greater Dublin area that
2. Improve the quality of education participation and attainment of Traveller children and young people in the Greater Dublin area.
3. Children and young people have involvement in designing, delivering and evaluating the services of the Children and Young People Services as well as having a say on issues effecting Traveller young people in a wider sense.
4. Work with the City of Dublin Youth Service Board and other stakeholders to deliver on the National Quality and Standards Framework.
5. The Children and Young People's Service to have a commitment to continual professional development.

Planned Activities

- The Service has requested by the CDYSB to expand its service provision to include Young Travellers in the Coolock area. The new service will roll out in early 2023
- 4 Camping trips with 4 different groups in the Summer of 2023 – to give some young Travellers access to nature that they never have had before
- A Winter Residential activity, with a mixed group from different sites – to allow young people to share experiences with others of similar background
- Samba Music – an 8-week course for Traveller females (12-16) to learn new musical skills and have fun in a mixed group.

Family Support and Crisis Intervention Service

Strategic Priorities

1. Provide the best quality one to one and group work services to all Travellers who present in crisis or with ongoing social issues.
2. To promote our professional and trusted frontline Traveller specific services to the target population and to partner organisations.
3. To provide advocacy for individuals and families who are experiencing social issues and trying to navigate services and systems that are traditionally difficult for Travellers to access equitably.
4. Provide collaborative support to partner agencies to increase their accessibility for the Traveller community and break down actual and perceived barriers to accessibility.
5. For the Family Support and Crisis Intervention Service to have a commitment to continual professional development.

Addiction Service Strategic Priorities

1. To provide quality addiction counselling services to individuals and groups from the Traveller community.
2. To provide quality information and promote professional in house and partner services to the Traveller community.
3. To provide advocacy for individuals and families who are experiencing, or are affected by, addiction issues trying to navigate services and systems that are traditionally difficult for Travellers to access equitably.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

4. To nurture existing links with other addiction services and to create new relationships with key services while providing collaborative support to partner agencies to increase their accessibility to the Traveller community and break down actual and perceived barriers to accessibility.
5. For Addiction Counsellors to have a commitment to continual professional development.

Planned Activities

- On the back of the success of the pilot Access Service the Family Support and Crisis Intervention Service will be looking to further enhance and expand the service. Looking for new funding pathways for mainstreaming and to develop the comprehensiveness of the programme.
- To develop the Addiction Peer Mentoring Training; and conduct the training in-person at Exchange House Ireland.
- The Service is planning to work in partnership with a researcher from Trinity College Dublin on a research topic entitled "Exploring Suicidal Ideation to Action in Irish Travellers: recommendations for the development of a peer-support program of suicide prevention". The research proposal has received approval from Trinity College Dublin School of Psychology Ethics Committee. It is envisaged that the research will have up to 15 participants from the Traveller community. The research aims to explore what are the socio-cultural factors that influence the suicidal ideation to action pathway in Irish Travellers.

National Traveller Mental Health Service

Strategic Priorities

1. To build individual, family and community resiliency to suicide and self-harm within the Traveller population through mental health services based on best practice and cultural considerations.
2. Build and enhance the national remit of the National Traveller Mental Health and Suicide Prevention Service.
3. To enhance opportunities to improve mental health and reduce stigma connected to mental illness.
4. Partner with local and national Traveller organisations to enhance crisis response services.
5. For the National Traveller Mental Health and Suicide Prevention Service to have a commitment to continual professional development.

Planned Activities

- From the results of the 2020 RTÉ Late Late Toy Show Campaign funding, the NTMHS will begin the design of a National Traveller Youth Mental Health Programme
- The funding from the 2021 RTÉ Late Late Toy Show Campaign will look at employing a number of peer researchers in Limerick to survey Traveller families and the education needs and supports of Traveller children.
- The Travellers Together Preventing Suicide events are already a success, but it is hoped to further expand these events and engage more Travellers at a national level
- It is hoped that, in conjunction with the Rotunda Hospital, and building on the current Perinatal Mental Health Group work, the NTMHS hopes to develop a sustained Traveller Perinatal Mental Initiative through outreach clinic and Traveller involvement in design and delivery

Structure, Governance and Management

Governing Document

Tribli Company Limited by Guarantee, t/a Exchange House Ireland National Travellers Service, a company limited by guarantee, was incorporated on 22nd March 1995. The company was established under a Constitution with a Memorandum of Association that established the objectives and powers of the organisation and is governed under its Articles of Association. Our goals and approaches are guided by our charitable objectives as laid out in these documents.

Organisational Structure

The Board of Management are made up of a minimum of 7 Directors. The Board elects a Chairperson, a Treasurer and Company Secretary at every Annual General Meeting.

There are 4 Committees of the Board:

- Finance and Audit
- Staff and Human Resources
- Governance and Risk Management (including Clinical Risk)
- Education and Training

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Directors and Secretary

- Erika Ruigrok *Chairperson*
- Joseph McHugh *Treasurer*
- Miriam Colum
- Jason Denman
- Bernard Joyce
- Frank Kavanagh
- Joseph McHugh
- Roseanne Power
- Fiona Prendergast
- Sharyn Ward
- John Wills
- Clíodhna Ferris (resigned June 2022)
- Carmel Terry (resigned June 2022)

- Simon Finnegan *Company Secretary (non-director)*

Attendance at Board Meetings in 2022

- Miriam Colum 3/6
- Jason Denman 4/6
- Clíodhna Ferris 2/4
- Bernard Joyce 3/6
- Frank Kavanagh 1/6
- Joseph McHugh 6/6
- Nancy Power 3/6
- Fiona Prendergast 5/6
- Erika Ruigrok 6/6
- Carmel Terry 1/4
- Sharyn Ward 3/6
- John Wills 5/6

Executive Management Team

- Chief Executive Officer
Kevin Burn
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark
- Family Support and Crisis Intervention Service Manager
Kevin Kelly
- National Traveller Mental Health Service Manager
John O'Brien
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by the Charity Regulator. The Governance and Risk Management Sub-Committee completed their work on the Governance Code in 2021. Reviews of the Governance Code remains a permanent agenda item for Governance and Risk Management Sub-Committee's meetings.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

The organisation is in full compliance with the requirements from the Revenue Commissioners and the Charities Regulatory Authority to ensure maintenance the organisation's charity status.

After the overall review of all policies and procedures of the organisation by the Board in 2020, systems have been put in place for scheduling reviews of said policies and procedures, along with collection facilities of staff and Board member recommendations and suggestions for policy/procedure improvement. A review of the organisation's policies and procedures remains a permanent agenda item for Governance and Risk Management Sub-Committee's meetings.

The Board continues to improve its own skill levels. This involves an annual Directors' Training day, mandatory individual training for all Directors and constant monitoring to ensure the Board is comprehensive of relevant skills and representation.

After serving 15 years on the Board of Management, 11 of them as Chair, Carmel Terry retired from the Board in June 2022. Exchange House Ireland wishes to publicly acknowledge its indebtedness to her for her dedicated service to the organisation, her unwavering support to Board members, the CEO and Staff, and her devotion to the Traveller community – Go raibh míle maith agat.

Exchange House Ireland would also like to pass on its deep gratitude to Cliodhna Ferris, who served on the Board for 4 and half years, and retired from the Board in June 2022. She also served on the HR and Staffing Committee, where her skills and expertise were invaluable.

Erika Ruigrok was elected Chairperson in June 2022; Jason Denman was elected Vice-Chairperson in September 2022.

The Board believe that they have complied with the requirements of the Companies Act, 2014 with regard to accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. Accounts are prepared in accordance with the Companies Act, 2014 and, voluntarily in line with Charities SORP (Statement of Recommended Practice).

Based on the results for 2022, the year-end financial position and the approved 2023 budget, the Board believes that the organisation has adequate resources to continue in operational existence for the foreseeable future. However, ongoing funding levels from the organisation's various funders continue to be a concern and are constantly monitored.

Principal Risks and Uncertainties

There are many risks facing the organisation. Funding levels being able to meet the demand on our services continues to be the principal risk. A further principle risk is the ever increasing legal and funder specific requirements placed upon the organisation, for example compliance with Child Protection legislation, Charities Regulator's Governance Code and GDPR. Engagement, development and compliance with these, and the other ever increasing number of other requirements, will take up staff resources which may affect delivery of services.

Risk Management

The Register forms part of the Governance and Risk Management Sub-Committee's regular agenda. Risks are also reviewed by the organisation's Management Team and work on measures to reduce risk are being introduced and regularly monitored.

Health and Safety

Procedures are in place to ensure the health and safety of staff and visitors. It is intended as part of the overall priorities of the organisation to engage in a Health and Safety audit and act upon any recommendations arising from such an audit. The COVID-19 pandemic, that continued into 2022, has required a number of health and safety measures to be reviewed and implemented ahead of schedule and the organisation has responded successfully in this regard.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Governance Code for Charities

The Board's progress through the process of implementing the Governance Code, as set out by the Charities Regulator, has highlighted some areas where there was a shortfall or lack in desired comprehensive governance. Many of these areas have been meant the introduction of enhanced practices to ensure full compliance with the Code. There are a small number of measures of better governance, that go beyond the goals of the Governance Code, that the Board would like pursue for a best practice model.

Staff and Volunteer Vetting

It is the policy of Exchange House Ireland that all staff, volunteers, and other persons working in the organisation are fully vetted by An Garda Síochána under the obligations of the National Vetting Bureau. A dedicated vetting officer is in place and other staff have received vetting training.

A fully trained Designated Child Protection Liaison Officer is in place. All staff have received Child Protection Training, with continuing refresher training. Exchange House Ireland's Child Protection Policy undergoes regular reviewing to ensure it is as up-to-date as possible.

Impact of COVID-19

The measures and restrictions that the Irish government issued on the movement of people designed to slow the spread of the virus, that continued into early 2022, made a substantial impact on Exchange House Ireland National Travellers Service and the services provided. The organisation remained open during the various lockdowns, with the majority of staff working in a blended capacity in both the office and from home. The effects of the State's response to COVID-19 on Exchange House Ireland, as a registered company have been so far few, however, the future is difficult to determine, yet the Board are confident that the company will continue as a going concern.

Reserves

Exchange House Ireland's reserve policy:

The purpose of maintaining reserves for Tribli CLG t/a Exchange House Ireland National Traveller Service (EHINTS) is to ensure the stability of the mission and vision, projects/programmes, employment, and ongoing operations of the organisation.

The Board of Management of EHINTS (the Board) have assessed that it needs to have a prudent reserves level that:

- a) At a minimum allows it to meet its obligation as an employer to cover any shortfall of fair redundancy payments to its staff above statutory redundancy allowances.
- b) Allows it to implement its activity for an interim period should an important income stream cease unexpectedly or be delayed.
- c) Allow for expenditure for unforeseen emergencies or other unexpected needs.

Expenditure of the reserves will only be utilised for purposes directly attributable to the organisational charitable and strategic objectives. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

The Reserve Policy will be implemented in concert with the other governance and financial policies and plans of EHINTS and is intended to support the goals and strategies contained in these related policies and strategic and operational plans. In all cases, the needs of the service user will be paramount.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Levels of Reserves:

It is acknowledged that funders, in the most part, would notify the organisation well in advance of income streams ending or being delayed or reduced. This advanced notice would enable the organisation to prepare for anticipated impacts of these changes in funding and budget accordingly, implementing certain measures, including various cuts in expenditure, that could be made immediately.

Never-the-less, prudent levels of reserves are considered good governance practice by the organisation and thus recommends that the level of reserves maintained should be able to meet the requirement of one of the following, whichever is the highest:

- A. To cover any shortfall of fair redundancy payments to staff above statutory redundancy allowances this policy recommends a reserve amount equivalent to 25% of the annual salary budget.
- B. To cover the implementation of activity in the event that an important income stream ceases unexpectedly or delayed this policy recommends the sum of reserves required should be equivalent to an average six weeks of annual current core operational expenditure.
- C. To cover expenditure for unseen emergencies or other unexpected needs this policy recommends a reserve amount of €50,000.

Funding of Reserves

The Board, on review of the organisation's accounts at the end of each financial year, reserves the right to fund the organisation's reserves through the following methods:

- Unrestricted income, such as donations, one-time gifts, bequests, special grants, special appeals or income generated from community room rental activity, external training or external professional consultation, that has not been expended within the current financial year.
- Underspend of projects/programmes that have ended five years previous to the current financial year. In the case where such a project/programme is subject to a funder review after this five year period, and a request for funds to be returned has been received, the Board has the discretion to withdraw funds from the reserves for this purpose.
- Identified underspend in projects/programmes, less than five years previous to the current financial year, with the written permission of the relevant funder.
- From time to time, the Board may direct that a specific source of revenue be set aside for reserves.

Use of Reserves - use of the Operating Reserves requires three steps:

- A. Identification of the appropriate use of reserve funds.
The CEO and the Finance Manager will identify the need for access to reserve funds and confirm that the use is consistent with the purpose identified in the reserves as described in this policy. This step requires an analysis of the reason for the shortfall, the availability of any other sources of funds before using reserves, and an evaluation of the time that the funds will be required and replenished. Requests to the fund for activities/costs that are ongoing are not appropriate for this fund. Appropriate uses are e.g., the cost of a repair in the service which if not actioned would prevent normal service provision.
- B. Authority to Use Operating Reserves
The CEO will submit a request to use reserves to the Finance & Audit Sub-Committee (FASC) of the Board. The request will include analysing and determining the use of reserves and plans for replenishment as identified in a) above. The organisation's goal is to replenish the reserves used when appropriate monies are available to restore the reserve level to the target minimum amount. If agreed in principle, the FASC will approve or modify the request and then recommend the request to the Board for ratification at their next scheduled meeting.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

C. Reporting and Monitoring.

The FASC is responsible for ensuring that the reserves are maintained and used only as described in this policy. Upon approval for the use of reserves, the Finance Manager will maintain records of the use of reserves and plan for replenishment. They will provide regular reports to the FASC and the Board of progress to restore the reserve levels to the target minimum amount.

Recording Reserves

EHINTS, conscious of full transparency for all stakeholders, will record its reserve level in its Annual Financial Statements outlining the following:

- The current level of reserves
- Whether these reserve levels meet the required levels as outlined in the rationale above
- What reserves are restricted and what are unrestricted
- How and from where reserves have been acquired

From this policy the Board have determined that the reserve level for 2023 should be €174,800

At the end of 2022, the unrestricted reserves level, as shown in the balance sheet, came to €130,513. This is below the minimum level of what ideally the organisation would like to keep in reserves at the start of 2023, especially should the need arise to wind-up the organisation. The organisation will continue to make endeavours to increase the reserve level.

Financial Review

Tribli CLG t/a Exchange House Ireland National Travellers Service (Exchange House Ireland) is funded by a mix of statutory, various small programme funds and donations.

Exchange House Ireland, throughout its many years, has enjoyed the support of many statutory bodies, including the HSE, the City of Dublin Youth Service Board, the Department of Social Protection, the City of Dublin Education and Training Board, Pobal, the School Completion Programme and the European Union, both financially and with developmental, internal governmental and programme enhancement assistance.

We would like to take this opportunity to offer our deepest thanks to our many supporters, those mentioned above and other bodies and individuals, who believe in the work Exchange House Ireland is doing and their commitment to the Traveller community in Ireland.

In 2022 Exchange House Ireland raised a total of €2.225m, up c. €356k on 2021. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €113k comes from non-statutory fund raising and donations.

The Board and the Executive of Exchange House Ireland continue to work with funders to review funding levels to ensure they meet the requirements of the organisation's various Service Level Agreements.

A number of funders have requested that some surplus funding that has accumulated in previous years be expended on some once-off projects. This expenditure is agreed with our funders and has been approved by the Board.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Accounting Records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by employing qualified and experienced staff, and ensuring that sufficient company resources are available for the task, and liaising with the company's auditors.

The accounting records are held at the company's registered office, 61 Strand Street, Dublin 1, D01 WC97.

Auditors

In accordance with the Companies Act 2014, section 383 (2), Browne Murphy and Hughes continue in office as auditors of the company.

Statement of disclosure to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

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



.....
Erika Ruigrok

06/09/2023
.....



.....
Joseph McHugh

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2022

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

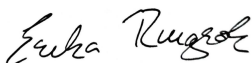
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the board



.....
Erika Ruigrok
Director

.....
06/09/2023



.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Tribli Company Limited by Guarantee ('the company') for the year ended 31 December 2022, which comprise the income and expenditure account, the balance sheet, the statement of changes in reserves, the statement of cash flows and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its surplus for the year then ended;
 - have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
 - have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information in the annual report. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

TRIBLI COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the company's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

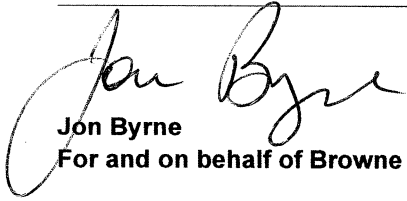
A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://www.iaasa.ie/Publications/Auditing-standards/Standards-Guidance-for-Auditors-in-Ireland/Description-of-the-auditor-s-responsibilities-for>. This description forms part of our auditor's report.

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

TRIBLI COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE



Jon Byrne
For and on behalf of Browne Murphy & Hughes

Date: 6/9/2023

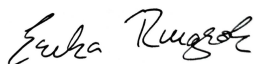
Chartered & Certified Accountants
& Statutory Auditors
28 Upper Fitzwilliam Street,
Dublin 2.

TRIBLI COMPANY LIMITED BY GUARANTEE

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 Restricted Funds €	2022 Unrestricted Funds €	2022 Total Funds €	2021 Total Funds €
Incoming Resources					
Income	3	2,193,092	32,544	2,225,636	1,859,487
Investment Income		-	-	-	10
		<u>2,193,092</u>	<u>32,544</u>	<u>2,225,636</u>	<u>1,859,497</u>
Resources Expended					
Charitable activities		(1,697,302)	(840)	(1,698,142)	(1,547,629)
Management and administration costs		(337,279)	(379)	(337,658)	(368,840)
Governance costs		(11,251)	-	(11,251)	(9,569)
		<u>(2,045,832)</u>	<u>(1,219)</u>	<u>(2,047,051)</u>	<u>(1,926,038)</u>
Total Resources Expended	4	(2,045,832)	(1,219)	(2,047,051)	(1,926,038)
Surplus/(Deficit) for the financial year	13	147,260	31,325	178,585	(66,541)
Total comprehensive income for the year		<u><u>147,260</u></u>	<u><u>31,325</u></u>	<u><u>178,585</u></u>	<u><u>(66,541)</u></u>



.....
Erika Ruigrok
Director



.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

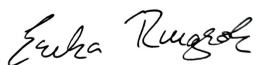
BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 €	€	2021 €	€
Fixed assets					
Tangible assets	7		104,494		70,950
Current assets					
Debtors	9	99,591		89,429	
Cash at bank and in hand		861,298		490,045	
		<u>960,889</u>		<u>579,474</u>	
Creditors: amounts falling due within one year	10	<u>(232,543)</u>		<u>(147,094)</u>	
Net current assets			<u>728,346</u>		<u>432,380</u>
Total assets less current liabilities			<u>832,840</u>		<u>503,330</u>
Creditors: amounts falling due after more than one year	11		<u>(439,461)</u>		<u>(288,536)</u>
Net assets			<u><u>393,379</u></u>		<u><u>214,794</u></u>
Reserves					
Income and expenditure account	13		<u>393,379</u>		<u>214,794</u>
Members' funds			<u><u>393,379</u></u>		<u><u>214,794</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with Financial Reporting Standard 102 'The Financial Statement Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board of directors and authorised for issue on 06/09/2023 and are signed on its behalf by:



.....
Erika Ruigrok
Director



.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN RESERVES

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Income and expenditure account €
Balance at 1 January 2021	13	281,335
Year ended 31 December 2021: (Deficit) and total comprehensive income for the year		<u>(66,541)</u>
Balance at 31 December 2021		214,794
Year ended 31 December 2022: Surplus and total comprehensive income for the year		<u>178,585</u>
Balance at 31 December 2022		<u><u>393,379</u></u>

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	€	2021 €	€
Cash flows from operating activities					
Cash generated from operations	18		432,376		218,384
Investing activities					
Purchase of tangible fixed assets		(61,123)		(48,390)	
Interest received		-		10	
Net cash used in investing activities					
			(61,123)		(48,380)
Net increase in cash and cash equivalents					
			371,253		170,004
Cash and cash equivalents at beginning of year					
			490,045		320,041
Cash and cash equivalents at end of year					
			861,298		490,045

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Company information

Tribli Company Limited by Guarantee is a limited company domiciled and incorporated in Ireland. The registered office is 61 Great Strand Street, Dublin 1.

1.1 Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2014.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention, The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company had adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income and expenditure

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	10% straight line
Fixtures, fittings & equipment	20% straight line
Computer equipment	33.33% straight line
Motor vehicles	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Impairment of fixed assets

At each reporting end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in surplus or deficit, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

1.6 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial assets

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in surplus or deficit.

1.8 Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purposes of making a profit. DIRT tax is payable on any interest income received in excess of €32.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

The pension costs charged in the financial statements represent the contributions payable by the company during the year in accordance with FRS102.

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

a) Establishing useful economic lives for depreciation of fixed assets

The company's accounting policy for depreciation are set out in policy 1.4. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset's useful lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3 Income

The total turnover of the company for the year has been derived from its principal activity wholly undertaken in the Ireland.

Income	2022 Restricted Funds	2022 Unrestricted Funds	2022 Total Funds	2021 Total Funds
<i>HSE - Social Inclusion Unit (FSCI)</i>	630,659	-	630,659	525,843
<i>HSE - National Office for Suicide Prevention (NTMHS)</i>	325,000	-	325,000	315,000
<i>HSE - South Dublin Inner City Local Drugs Task Force (FSCI Addiction Service)</i>	94,139	-	94,139	93,756
<i>HSE S39 PR</i>	65,100	-	65,100	45,675
<i>HSE Limerick</i>	531	-	531	-
<i>The Department of CEDiy / CDETB / CDYSB - UBU</i>	377,214	-	377,214	347,533
<i>The Department of CEDiy / CDETB / CDYSB - Capital Grant Scheme Fund (CYPS)</i>	41,350	-	41,350	-
<i>Department of CEDiy / Dormant Accounts</i>	97,676	-	97,676	282
<i>Pobal After School St Olivers Park</i>	47,611	-	47,611	41,850
<i>The Department of Education and Skills/SOLAS/CDETB (ETS-LTI Programme)</i>	64,276	-	64,276	75,813
<i>The Department of Education and Skills/SOLAS/CDETB (MAEDF)</i>	14,636	-	14,636	36,016
<i>The Department of Social Protection - Community Employment (ETS-CE Scheme)</i>	270,826	-	270,826	311,698
<i>Schools Completion Programme Clondalkin After School St Olivers Park</i>	6,293	-	6,293	2,036
<i>Schools Completion Programme Ballyfermot After School Labre Park</i>	-	-	-	8,500
<i>Community Foundation Ireland (CFI)</i>	858	-	858	16,100
<i>Community Foundation Ireland (CFI) - Begin Together A & B</i>	18,147	-	18,147	-
<i>Community Foundation Ireland (CFI) - RTÉ - Toy Show</i>	60,737	-	60,737	5,349
<i>Community Foundation Ireland (CFI) - RTÉ Does Comic Relief</i>	1,678	-	1,678	2,660
<i>The European Union/The European Commission European Projects</i>	-	-	-	5,489
<i>Public Appointment Service</i>	1,524	25,289	26,813	6,362
<i>Gifts and Donations - Public Donations</i>	-	3,570	3,570	681
<i>Other Income</i>	579	3,695	4,274	900
<i>Traveller Counselling Support</i>	3,125	-	3,125	-
<i>IHREC</i>	2,076	-	2,076	15,924
<i>Rethink Ireland</i>	16,259	-	16,259	-
<i>Dublin County Council</i>	40,932	-	40,932	-
<i>Dun Laoghaire Rathdown Co. Council</i>	9,876	-	9,876	-
<i>Involve</i>	1,980	-	1,980	2,020
	2,193,082	32,554	2,225,636	1,859,487

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

5 Employees

(Continued)

Their aggregate remuneration comprised:

	2022	2021
	€	€
Wages and salaries	1,523,212	1,446,067
Social security costs	139,370	132,020
Pension costs	26,878	26,827
	<u>1,689,460</u>	<u>1,604,914</u>

6 Taxation

We can confirm that all taxes are paid up to date, and that the company is fully tax compliant.

7 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
	€	€	€	€	€
Cost					
At 1 January 2022	48,390	325,395	13,852	68,949	456,586
Additions	16,571	44,552	-	-	61,123
	<u>64,961</u>	<u>369,947</u>	<u>13,852</u>	<u>68,949</u>	<u>517,709</u>
Depreciation and impairment					
At 1 January 2022	4,839	320,796	13,852	46,149	385,636
Depreciation charged in the year	6,496	13,483	-	7,600	27,579
	<u>11,335</u>	<u>334,279</u>	<u>13,852</u>	<u>53,749</u>	<u>413,215</u>
Carrying amount					
At 31 December 2022	<u>53,626</u>	<u>35,668</u>	<u>-</u>	<u>15,200</u>	<u>104,494</u>
At 31 December 2021	<u>43,551</u>	<u>4,599</u>	<u>-</u>	<u>22,800</u>	<u>70,950</u>

8 Financial instruments

	2022	2021
	€	€
Carrying amount of financial assets		
Debt instruments measured at amortised cost	<u>933,148</u>	<u>553,103</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>156,518</u>	<u>68,628</u>

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

9 Debtors	2022	2021
	€	€
Amounts falling due within one year:		
Other debtors	71,850	63,058
Prepayments	27,741	26,371
	<u>99,591</u>	<u>89,429</u>
10 Creditors: amounts falling due within one year	2022	2021
	€	€
Trade creditors	99,402	14,639
Other creditors including tax and social insurance	103,063	97,666
Accruals	30,078	34,789
	<u>232,543</u>	<u>147,094</u>
11 Deferred Income	2022	2021
	€	€
Deferred income	<u>439,461</u>	<u>288,536</u>

During the year, the company received grant income which relates to the performance of specific projects and work. For those funds where the reflected work was not fully completed at year end, these were deferred to 2023 and will be recognised in income when this work is completed.

12 Members' liability

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

13 Income and expenditure account

	2022 €	2021 €
At the beginning of the year	214,794	281,335
Surplus/(deficit) for the year	178,585	(66,541)
	<u>393,379</u>	<u>214,794</u>
Split of Reserves		
Restricted funds	262,866	146,395
Unrestricted funds	130,513	68,399
	<u>393,379</u>	<u>214,794</u>
Split of Reserves		
Minor Income and Expenses	-	(53,207)
Unrestricted Funding	130,513	68,399
NEAA	(8,980)	(8,980)
Community Foundation of Ireland Fund	7,057	7,057
Department of Justice and Equality - Traveller LGBT+ Projects	4,947	(4,099)
T2WB	-	22,540
HSE Social Inclusion	174,396	86,548
HSE South Dublin Inner City Local Drugs Task Force	(37,887)	(38,670)
HSE National Office for Suicide Prevention	37,448	50,427
Connected Rainbow	-	695
The Department of Children and Youth Affairs / CDYSB - TYFS	(8,963)	(8,963)
The Department of Children and Youth Affairs / CDYSB - UBU	(26,917)	(23,616)
The Department of Children and Youth Affairs / CDYSB - Capital Grant	41,350	-
School Completion Programme Ballyfermot	(8,576)	(33)
School Completion Programme Clondalkin	897	793
Pobal - Depart. of Children & Youth Affairs/Community Childcare Subvention (CCS) Programme	11,217	8,775
Pobal - Depart. of Arts, Heritage, Regional, Rural & Gaeltacht Affairs/The Dormant Account Fund	-	1,654
The Ireland Funds - Gaisce Award	-	96
The Department of Social Protection - Community Employment	12,061	12,061
The Department of Education and Skills/SOLAS/CDET B	31,976	23,601
Other	(2,268)	(2,268)
The European Union/The European Commission	-	71,984
Community Peer Support	(1,611)	-
PUP Training	(85)	-
RTE - Funding	(1,627)	-
TTPS	4,200	-
Limerick CDP	(500)	-
	<u>393,379</u>	<u>214,794</u>

The Directors carried out a review of all reserves and after careful consideration have redesignated some restricted reserves into unrestricted reserves. The basis for this was that projects were completed, and funders did not seek return of surpluses. The amount transferred was €30,789 in 2022.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

14 Security

AIB hold a letter of lien over deposits.

15 Related party transactions

There were no related party transaction during the year which are required to be disclosed.

16 Control

The company is controlled by the board of directors.

17 Non-audit services

Browne Murphy & Hughes provide non-audit services in relation to assistance in the compilation of financial statements as well as the company secretarial services.

18 Cash generated from operations

	2022	2021
	€	€
Surplus/(deficit) for the year after tax	178,584	(66,541)
Adjustments for:		
Investment income	-	(10)
Depreciation and impairment of tangible fixed assets	27,580	18,993
Movements in working capital:		
(Increase)/decrease in debtors	(10,162)	54,264
Increase/(decrease) in creditors	85,449	(8,392)
Increase in deferred income	150,925	220,070
Cash generated from operations	<u>432,376</u>	<u>218,384</u>

19 Analysis of changes in net funds

	1 January 2022	Cash flows	31 December 2022
	€	€	€
Cash at bank and in hand	490,045	371,253	861,298
	<u>490,045</u>	<u>371,253</u>	<u>861,298</u>

20 Approval of financial statements

The directors approved the financial statements on06/09/2023