

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 2023

TRIBLI COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Directors	Bernard Joyce John Wills Jason Denman Erika Ruigrok Fiona Prendergast Miriam Colum Joseph McHugh Frank Kavanagh
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
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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 2023

Directors' Report 2023

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.

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FOR THE YEAR ENDED 31 DECEMBER 2023

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.

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 Centre
- 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 300 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 (CDYS); The Community Childcare Subvention fund via Pobal; and the TUSLA Education Support Service (TESS) 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
- European Union Partnership Educational Projects – Erasmus+

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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); Erasmus+ from the European Union and other small gratuities.

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, 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.

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.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

- 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.

The Limerick Traveller Network

The Limerick Traveller Network (LTN) is a Traveller led initiative, set up to provide a voice for the Traveller community in Limerick city. It is based on a network of most of Limerick city's Traveller specific sites and housing areas of residency, presently represented by 14 Traveller women.

It currently employs a Co-ordinator and two Network Leadership Workers. The Network aims at becoming an independent organisation within the next 3 years.

The Network 's team and representatives will go out to the community and directly interact with Travellers in Limerick to determine what is needed and what are their priorities to put a strategic plan in place for the next 3 years.

LTN continues to work closely with the Limerick Traveller Education Project promoting the empowerment and continuing education of Traveller women and for the creation of more job opportunities within their community.

The Limerick Traveller Network is funded by the Department of Community and Rural Development under the governance of Exchange House Ireland.

Achievement and Performance

The Children and Young Peoples' Service

The table below outlines the core activities of the Service in 2023

Core Activity	Number of Young People accessing the service	Age Range	Details
Target Group 1 Young Travellers aged 10-24 years: the primary focus will be on personal and social development opportunities for young people in need of additional support. Type of approach required for the target group should include structured small group work & issue/interest-based interventions and training, relevant to the needs and interests of the Target Group, One to one – coaching mentoring, and crisis intervention support. When required, unscheduled interventions, crisis intervention/ support, structured conversations with young people in response to an emerging issue in their lives, and structured conversations with young people to assist them to find solutions to their problems.	60	10-24	The focus of these programmes is to provide young people a space where they can access support/training in a youth friendly environment. The staff provide ongoing support, also these young people are in the company of their peers which offers an added level of support. Providing outdoor activities programmes ensures the young people have regular contact with the CYPs. Hill waking, camping and fishing trips are some of the methods we use to engage with the young people. To ensure we offer a holistic service we offer the young people the opportunity to take part in mental health and self-care programmes in-house. This is supported by Mental Health Services within EHI.

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FOR THE YEAR ENDED 31 DECEMBER 2023

<p>We engage with young people and support them to connect with the supports/ activities that will assist them in addressing their needs and achieve successful outcomes.</p>			<p>We build links for the young people within EHI and other agencies that can offer them support within their local areas. We work with the young people by providing ongoing services and activities. We also ensure that the young people are aware of the variety of services that are available to them within EHI and in the wider community. We work to empower young people and support them to participate in activities that will have a positive impact on their life.</p>
<p>Target group 2 Young Travellers aged 10-18years the focus will be on personal and social development opportunities for young people in need of additional support. Including but not limited to Individual support, mentoring, crisis intervention support and structured small group work including variety of - issue-based interventions and training, interest-based interventions, task-based groups</p>	40	10-18	<p>The focus of the work of CYPS it to support young people in their own personal development and enabling them to develop relationships with others.</p> <ol style="list-style-type: none"> 1 To build young people's self-esteem and self-confidence; 2 To develop their ability to manage personal and social relationships; 3 To offer worthwhile and challenging new experiences; 4 To provide learning opportunities to enable young people to gain knowledge and develop new skills; <p>To build young people's capacity to make informed decisions and take responsibility;</p>
<p>Target group 3 Young Travellers aged 14-24 years, through a variety of outreach and detached approaches engage young people and work in collaboration with key stakeholders relevant to their needs. Advocacy work with or on behalf of a young people including access to referral pathways & one to one support and crisis intervention as required.</p>	30	14-24	<p>These programmes/approaches offer the young people structure outreach which provides a safe space for them to talk and discuss their needs. Encouraging young people to broaden their understanding of issues that affect them. Core to our work is to meet young people where they are at and respond to the issues and challenges they bring. We work with the young people to improve the youth's self-esteem, self-awareness and facilitate their empowerment. Building up their confidence in themselves. To support them to be more independent in the hope that this will lead to improved wellbeing for them in the future. Our goal is to improve the outcomes in of the youth's lives in the short term and the long term. We focus on individual wellbeing and their social interactions within the community and beyond in wider society.</p>
<p>Target group 4 Young Travellers aged 10-24 years the primary approaches should include structured small group work activity/ interest-based interventions relevant to young people's needs and interests and large group events focused on Travellers needs including but not limited to seasonal programmes and community events.</p>	70	10-24	<p>Recreation, sport and indoor/outdoor pursuits and group work are some of the methods the staff use to engage with the young people. engaging in group work, the young people are able to identify their own issues, set their goals within the support of the group. Providing a space for the young people to come together to share their experiences and work together on shared projects and events in a structured fun environment.</p>

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<p>Stay in School Programme The Exchange House Stay in School Programme is a joint project run by exchange house in conjunction with the local schools were the youth service work within the school with the young people to better their attendance and behaviour and reward them on this basis.</p>	32	6-15	<p>The CYPS provides a stay in school programme to support young Traveller students to stay on in school to complete their junior or leaving cert. We work with schools to support young people who are at risk of leaving school early. The staff provides outings for the students who has full attendance. The staff also link in with the parents to support then and the student. The young people continue to benefit from the stay in school programme. We work to improve the transfer rate from primary to secondary schools and to support the students to successfully complete their school term.</p> <p>We continue to work with the parents, teachers and principals in relation to the stay in school programme which supports it continued success.</p> <ul style="list-style-type: none"> • Coláiste Bride (Post-Primary), Clondalkin • Moyle Park College (Post-Primary), Clondalkin • St. Ultan's School (Primary), Cherry Orchard • St. Joseph's School (Primary), Ballymun <p>Exchange House Ireland was granted an award from Applegreen, which helped fund these activities in 2023</p>
<p>Irish Traveller Movement (ITM) Youth Working Group Providing Travellers from all over Ireland an opportunity for their voices to be heard. Coming together with peers from their own community to make change in wider society.</p>	10	13-16	<p>Young people engaged in person for 12 months of the year. To continue to work with the staff from ITM and young people on new topics. This is to encourage and support young people to broaden their understanding of issues that affect members of the Traveller community. To support then in understanding their rights and how they can participate in the decisions and issues than have an impact on their lives.</p>
<p>Comhairle na nÓg, Dublin City's Youth Council Where young people from schools and youth groups seek to be voted and elected onto the council then to run and work on a specific topic that the children's council will work on for the year and present it to the government</p>	4		<p>This is processing very well, the young people are really enjoying the topics and getting involved. They are becoming more active and continue to involve other young people in Comhairle na nÓg. This is a very good opportunity for young people to get involved in and learn about politics and how to effect change. The goal of this is raise the awareness of the young people and provide them the opportunities to have,</p> <ul style="list-style-type: none"> • A voice in decision-making which affect their lives; • To enhance young people's role as active citizens; • To listen to and hear what young people have to say. • To help young people to develop social awareness and a sense of social solidarity.

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FOR THE YEAR ENDED 31 DECEMBER 2023

After School Programmes St. Oliver's Park, Clondalkin, and Labre Park, Ballyfermot	30	6-12	These two services are offered to the children in the Clondalkin and Ballyfermot areas. Working with their parents and local schools to provide afterschool projects consisting of a range of activities designed to meet the educational, recreational and developmental needs of the young person.
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Some activity highlights of the service in 2023 were:

- The City of Dublin Youth Service Participation Day – 20 young Travellers (male and female) took part in a youth participation day with other young people from across Dublin. The young people came from different backgrounds and faiths to explore what is to a young person today in Ireland and how their Youth service supports them.
- A group of young male Travellers (8 in total) went to Krakow in Poland on an educational away trip to learn about the holocaust and the dangers of how people can be singled out for being from a different faith or culture. Educational youth trips abroad can help the young people develop on a personal level. Visiting places of interest supports the young people to gain a better understanding of the diversity that exist in the world. Experiencing different cultures teaches them valuable lessons they will carry with them into adulthood. Away trips also have an important social aspect, as they facilitate team building, personal development and confidence building. The away trips are a fun activity that facilitates valuable learning experiences for the young people.
- Two groups of young Travellers (one male, one female) went to Belfast to visit the titanic and the Christmas markets. These trips provided the youth groups the opportunity to try something new, bond as a group, learn new skills, and create memories. Youth group outings play a significant role in the growth and development of the young people. This trip was a way to engage young minds and foster personal growth. These experiences help them develop resilience, problem-solving abilities, and self-confidence, all of which are essential life skills. As a result of this trip to Belfast we got group of young girls to be allowed to go on an away trip to London in 2024.

The Education and Training Service

The table below outlines the core activities of the Service in 2023

Core Activity	Breakdown of numbers accessing services	Age Ranges and other factors	Details
Local Training Initiative Programme Local Training Initiative - Full time QQI Level 4 Pathways to Employment programme. Currently running 9 modules over a 48-week period.	There were 6 participants on the LTI programme. 1 learner got his full major award. 2 left the programme and moved down the country. 1 learner emigrated. 1 learner dropped out reason unknown. 1 learner was dismissed from the programme.	Ages 16 to 35. 3 males and 3 females The majority of the learners have only lower secondary education with no Junior Cert. On successful completion of all the programme, learners will have a QQI Major level 4 Award which is the equivalent of an ordinary level Leaving Certificate.	Learners on this programme are encouraged and supported to continue on to further education or training or into the labour market if this is what they want to do. We maintain and develop strong links with external organisations and work in collaboration with them to support learners to gain further education and employment after their time on LTI. Examples of these include Guidance Counsellors, Business in the Community, TU Access to Apprenticeship Programme, College Connects and Finglas Training Centre. As recruitment has become more difficult in recent times, we have gone on Outreach visits to sites, and various organisations around the greater Dublin region.

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			<p>As well as posting posters & flyers and making phone calls, we have used electronic communications platform to promote and build the LTI programme.</p> <p>In collaboration with tutors, we are delivering classes and supporting learners to attend classes and remain engaged in the programme. Both LTI Coordinator and Assistant Coordinator also deliver 3 modules as well as supporting learners in all aspects of the programme such as payment of weekly wages. Both Coordinators also offer full support to all external Tutors.</p>
<p>Community Employment Scheme Community Employment Programme (CE) is funded by the Department of Social Protection. The focus of the CE is to provide education/training around Community Development. On our CE programme there is an optional work placement for example the maintenance position within Exchange House Ireland. The overall aim is to prepare the participants for employment and or third level education. Currently EHI CE programme offers a QQI accredited Level 5 programme in Community Development and as previously stated there is an option for hands on work experience opportunities for participants. EHI CE programme can also source industry standard modules such as Safe Pass, Manual Handling, Security and many more to enhance Employment opportunities.</p>	<p>The programme consists of 20 places for Participants. There is one CE Supervisor. This can be brought up to 25 places if needed and if these places are filled the DSP should grant funding for an assistant supervisor.</p>	<p>The ages range from 18 years to 32 years. Male & Female. There is 2 females and 12 males on the CE Programme. There are issues of homelessness, overcrowding in accommodation for some of our participants. Also, other identified issues with some of the CE participants and they would be referred to EHI other services such as the Family Support and Crisis Intervention and the Mental Health Team. Also, some of the CE participants would link in with the counselling service where needed. Some of the participants are looking to gain a better education for themselves to be able to move forward within higher education or full-time employment</p>	<p>Currently at the moment we have a number of people waiting to come on to the CE programme. Attendance has improved immensely over the last 12 months with the participants. Within the last 12 months there has been two gentlemen from Shelton Abbey Prison who joined the CE programme as part of their day release agreement. This has worked out extremely well. The two gentlemen came from Shelton Abbey in Arklow every day. They engaged really well within the group and became a very stabilising influence on the group. They both worked hard in the classroom and are focused and respectful. There was a stipulation for one to link in with the counselling service here in EHI. As we are lucky enough to have this service in house they were able to link in quickly with the service. Both gentlemen work very hard towards their goals and both have been released earlier than they had expected due to their own good behaviours but also that they were working hard and linking in here at EHI CE programme. One gentleman has now moved on into full time employment but still links in with us when and where needed. The other gentleman is currently still with us and wishes to finish his level 5 with EHI.</p>

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FOR THE YEAR ENDED 31 DECEMBER 2023

			<p>He is also a volunteer on the EHI Education Programmes Quality Assurance Committee (EPQAC) as a learner representative.</p> <p>We are working with Business in the Community (BITC) around getting people in to speak with the participants around Security Jobs, Apprenticeships in carpentry, electrician etc. BITC has good connections with businesses within the larger Dublin area and they have a Traveller specific service which focuses on gaining employment for Travellers.</p> <p>Marino College have come out and will be coming out again as this is a new group on CE to speak with the participants around their options for college.</p> <p>Also, liberties college will come in as well over the next few months to speak with the participants and go through the opportunities they may have.</p> <p>We will be connecting with other colleges/universities to come in and speak with the participants.</p> <p>Linking in with the other services within EHI to have some of the workers in EHI speak about their own experiences of education and gaining employment to the CE group. This is a great opportunity for these workers to stand out and be role models to the community as a whole.</p>
<p>Information & Resource Officer Information & Resource</p> <ul style="list-style-type: none"> • Supporting Community Employment programme & Participants. • Identify funding opportunities. • Recruiting on-site • Supporting programmes e.g. LTI/ on-site work • Maintain and develop strong links with external organisations / DSP • Board & committee member with Traveller organizations / support external research • Traveller Conflict & Mental Health Initiative project EHI/ TMS/TCS 	<p>On average there would be contact with the CE/LTI learners on a day to day basic. Supporting external people on request. This would be done on an individual basic. There is continued follow up with individuals over a period of time.</p>	<p>On average there would be weekly contacts of 10 per week with external people, CE and LTI participants, past CE participants. To support them with form filling, applications to various state bodies, letters to state agencies. Social welfare, homelessness services etc.</p>	<p>Supporting the Community Employment programme, Supporting the Local Training initiative programme, following up on training requests, engaging with the participants, admin duties, etc. Providing general information for participants in the following areas</p> <ul style="list-style-type: none"> • Social welfare • Advocacy • Form Filling • Linking with other services • Referrals in house/ external • Taxation registering support • Social welfare letters CE/ITL • Starting / finishing Support LTI/ CE • Passport/birth certs/photo I.D/ PPSN support • Registering marriage / births / advocate/ support

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<ul style="list-style-type: none"> • Traveller Pride Awards committee member/ EHI rep • Traveller Pride Events EHI rep • Research participation - EHI • DSP working group developing cultural awareness training for DSP staff. • In-house & external Presentations on Traveller organise culture, workshops and group sessions around culture awareness • CE group-work sessions around mental health & suicide awareness with EHI • CE groupwork sessions around Conflict and Mediation with TMS • CE groupwork sessions with business in the community • Health and safety committee EHI • Fire warrant committee EHI • Arrange / Facilitate agency visits to EHI from other orgs. 			<p>Working with external organisations to understand, identify and find solutions to conflict within the Traveller community. Also, to identify supports for members of the Traveller community in conflict situations.</p> <p>Networking with Irish Traveller Movement, board member with National Traveller MABS, National Traveller Women's Forum, Minceir Whiden, Envolve, Pavee Point, Parish of the Traveller people and the Traveller counselling services, SVDP</p> <p>Strengthen the links between community and statutory services develop strong and stable relationships between clients and other organization and services and EHI.</p> <p>Providing clients with access to services when they need it, through information and availability outreach and in- house link- in where appropriate</p> <p>Participating in work/projects of the Education & Training service.</p> <p>Facilitates engagement & networking with other organisations in order to promote and represent Exchange House Ireland.</p>
<p>External Tutors</p>	<p>Three CDETB tutors operating in the service.</p>		<p>The Education & Training Service liaises with the City of Dublin ETB to secure funding for tutors. At this time, we have 3 tutors. The LTI is funded under City of Dublin ETB through the Finglas training centre. The staff on the LTI are viewed as equivalent to tutors by CDETB. Ideally, two more tutors would enable us to provide more modules ensuring participants would gain a major level 5 programme in a shorter timeframe. At the time we are looking at existing tutor resources to see how better we can use the allocated teaching hours and if we can access additional teaching hours.</p> <p>We have monthly tutor/staff meetings and tutors and coordinator/supervisor have ongoing regular contact regarding the participants.</p>
<p>Student placement</p>	<p>1 student on placement from Maynooth</p>		<p>There is one student on placement from Maynooth working with the participants on the CE programme. She is working with one of the existing tutors to shadow and do some teaching practice.</p>

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<p>Quality Assurance system Reengaging with Quality Qualifications Ireland (QQI)</p>	<p>CE programme participants 19 CE participants will benefit from this initially. This will also ensure that all learners, staff and tutors are operating under a quality assurance system. Reengagement will also provide EHI with the ability to continue to certify existing Major level 5 programme and develop new programmes for validation in line with our quality assurance.</p>		<p>We have just completed the process to reengage with Quality Qualifications Ireland (QQI). We have created a quality assurance operating system for the education service. This is guided by the 11 core QQI policies areas and developing additional policies and procedures to ensure that we are operating under a QQI quality assured system. Part of this process was to create an external academic committee. This committee was established to provide academic governance and maintain oversight of all activities in relation to education, training and support to ensure that EHI operates responsibly, ethically and effectively. This committee meets 4 times a year on average. End to end programme development procedure has been created to ensure all future programme development will be guided by a procedure that is in line with QQI requirements regarding programme development. The Education and Training Service is continuing to operate under a quality assured system which ensures the learners are provided a QQI quality assured education and training learning environment.</p>
<p>National Education Achievement Awards (NEAA)</p>	<p>There were 55 nominations from all round the country. The nominations were made by family members, teachers, school Principals or colleagues. Not all nominees were able to attend on the day. We had over 20 nominees on the day who all brought family and/or teachers with them.</p>	<p>This is open to all Travellers from the 32 counties, aged from 16 upwards who engaged in and achieved an award in formal education from Junior Cert up to and including third level. There was an even mix of male and female and age also in the nominations</p>	<p>The NEAA 2023 awards held in House in EHI and they were a huge success. The event was hosted in the Youth Hall in EHI. Young people and their families travelled from all parts of Ireland to attend the awards with Senator Eileen Flynn presenting the awards.</p>

The Service's highlights in 2023 include:

- 4 Staff members successfully obtained their QQI Level 4 Train-the-Trainer qualification which teaches the skills and understanding of the methodologies and processes available to approach Training Delivery and Evaluation, in this 6 day course
- The service has been working on reengaging with QQI to ensure we keep Exchange House Ireland's quality assurance status with QQI. This has been a long period of research, preparation and the development of policies

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and procedures to ensure we had all the requirements required by Quality Qualifications Ireland (QQI) to reengage.

- The Service has been further developing links with Shelton Abbey. Shelton Abbey on the north bank of the Avoca near Arklow County Wicklow, is a penal institution operated by the Irish Prison Service; it is an Open Prison. Working with the Prison Service at Shelton Abbey to give Traveller men there an opportunity to gain an education in an environment that is more suitable to their needs; as such three men have joined the CE Scheme. Of these three men, two have been released earlier than expected due to good interaction with EHI and their own good behaviour within Shelton. One has now moved into full-time employment and still links in with our Service. The second is currently on the CE programme and is working hard towards gaining his level 5 Major Award and is also a volunteer member of the Education Programmes Quality Assurance Committee (EPQAC)

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 2023

- 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. 670 referrals in 2023
- The service worked with 328 Traveller individuals and families, presenting with the following presenting issues:

Presenting issue	Individuals or families
Accommodation	184
Mental health	68
Addiction	66
Legal / Justice Issues	45
Financial Issues	40
Physical health	32
Child protection / HSE	29
Social welfare	25
Medicated mental health	22
Family Relationships	21
Child support	20
Child education	19
Children in care	13
Domestic violence	12
Discrimination	10
Community welfare	9
Parenting	8
Suicidal ideation	6
Training (Adult)	6
Bereavement	5
Children at risk of care	4
Institutional abuse	1
Intimate relationships	1
Psych hospitalization	1
Other	23

- There are four 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)
 - Peer support group in Mountjoy, facilitated by two staff members from FSCIS and NTMHS (Monday afternoons) commenced in November 2022.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

- Addiction clinic in Wheatfield

An average of 4 individual Travellers attend each clinic each week

- Our Play Therapist has been taking referrals and providing sessions throughout 2023. Most referrals are from Tusla and are Dublin based with a couple from surrounding counties. Presenting issues have included but are not limited to anxiety, domestic abuse, bullying, family conflict, discrimination, homelessness, medical trauma, grief and loss, neglect, parental mental health issues, and family separation due to the incarceration of a family member. There is an average of 5 active referrals at any one time.
- 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 has made a number of inter-agency/partnership connections and presentations. These presentations help to build relationships with other agencies and improves their capacity to provide equitable access to their service for the Traveller community. These activities facilitate engagement and networking with other organisations in order to promote and represent EHI. Issues discussed include trends, interventions, addiction policy, funding and lobbying. Examples in 2023 include:
 - One of our Addition Counsellors had been attending the National Oversight Committee (NOC).
 - Our Addiction Service became a founding member of the 'South Dublin City Drug & Alcohol Alliance ('the Alliance).
 - Another Addiction Counsellor sits on the Strategic Implementation Group (SIG).
 - EHI's Addiction Service sit on Social Inclusion Steering Committee hosted by FAST.
- Staff from the Service attended a number of CDP and Training events, including:
 - Non-Violent Resistance (NVR) - Parenting programme relevant to practitioners working with families where there is domestic abuse and is therefore relevant to many families referred to the access programme.
 - Solution Focussed Brief Therapy - Training to help access workers develop skills and confidence in using a practice tool designed to promote change. This is particularly relevant to their work with parents of the children referred to the family access programme through Tusla where parents have issues around substance misuse.
 - Attachment Styles workshop - Knowledge of attachment theory is essential for access workers in their observations and analysis of children and parents in access. This training will also help them understand parents' attachment styles which will help them support parents to connect with their children and become better at being a secure base.
 - 'TLC Kidz Programme' co-facilitation - 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. Research indicates that Traveller women and children are disproportionately impacted by the effects of domestic abuse. In particular, they are at greater risk of isolation from their family and community post separation.
 - Group training with Women's Aid - Training around the impact of domestic abuse on children was delivered as planned to the FSCI/NTMHS team in early June as planned and received very positive feedback from staff as well as the trainers. Potential for additional training in safety planning was discussed during the session.
 - INAR training on leadership and capacity building at the Ulex project in Spain - This training is part of a pilot Network of Advocates and Activists that INAR are developing for people from under represented communities to work in their communities to improve anti-racism NGO stakeholder partnership.
 - Trauma Informed Training
 - EMDR training - One of our addiction counsellors has completed her EMDR training and has been using it with clients with great results and very positive feedback from clients. She is planning to expand her use of this in prison work.
 - 'Resonance factor' training - This model provides a tool-kit that enables the worker to raise awareness about the service user's drug use

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Special Singular Defined Projects

- The “Conflict and Mental Health Initiative” is joint initiative between EHI, Traveller Mediation Service and Traveller Counselling Service. This initiative is to address issues around inter-family conflict within the Traveller community began with a conference held in 2019. All three organisations received money from **Dormant Accounts Fund** to fund projects in relation to this initiative.
- The **Department of Children, Equality, Disability, Integration and Youth** awarded the Service funding to develop a pilot Access Service programme in 2022. This funding was continued in 2023 and into 2024. The service offers 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. By the end of 2023, there were five active referrals from Tusla, three of which were supervised access and two were supporting a parent and a grandparent with access. Our access worker provided one-to-one parenting work with a mother in addition to access. She also supported two other self-referred cases with the court process around access and custody. This worker was at capacity by the end of 2023 due to her part-time contract. She was in a position however, to offer some flexibility which was very helpful in providing a consistent service.

The National Traveller Mental Health Service

The table below outlines the core activities of the Service in 2023

Core Activity	Number of people or families accessing the service/activity	Breakdown of these numbers
Individual Service Users including Duty Service	329 individuals (2456 contacts)	Main area of focus Accommodation (38%), Mental Health (13%), Child Support/Child Protection (12%), Addiction (7%). Other areas of focus include Domestic Violence, Financial Support, Relationships, Bereavement, Suicidal Ideation, Discrimination, Legal/Justice Issues. 161 females, 97 male and 71 gender unknown/not recorded. Age ranges – 8 (under 18), 66 (18-29 years), 103 (30-39), 58 (40-49), 39 (50+), 55 (Unknown DOB).
Mental Health Social Work	50 individual cases	17 active cases moving into 2024 (supporting 52 individuals including partners, children and additional family members) 33 cases closed in 2023
Mental Health Peer Support & Suicide Prevention Worker	29 Individual cases 64 Attended On-Site MH Drop in 400+ attended MH promotional events	Individual caseloads includes: supported youth work, school attendance, domestic violence, accommodation, homelessness, mental health, suicidal ideation 22 Substance Misuse & Wellness Site Drop-Ins on Labre Park Ballyfermot, Avila Park Ballyfermot & St Margaret's Ballymun. Promotional Events included Cycles for World Suicide Prevention Day, Mental Health Day, Men's Health Week, Men's Health Day, MABS Money & Mental Health
Family Support & Psychotherapy	15 Individual cases	8 psychotherapy and 7 family support. Supporting individuals around trauma, bereavement, abuse, domestic violence, relationships, family support
CBT – St Patricks Mental Health	4	We have 0.5 days CBT provision from St Pat's Mental Health Hospital. 4 clients are females, 40-55 years and from Greater Dublin are

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FOR THE YEAR ENDED 31 DECEMBER 2023

<p>Training & Development Coordinator</p>	<p>23 individuals completed Midlands Community Development Level 7 Diploma in partnership with NUIG 76 attendees at Suicide Prevention Promotion Event 400 Calendars Distributed LGBT Traveller & Roma Support Group Administrator</p>	<p>25 members of the community from Longford, Westmeath, Offaly & Laois commenced the Level 7 Community Development with a focus on Wellbeing Diploma L7 with NUIG. 23 completed on time with a further 2 granted extensions to complete. This project represented a significant collaboration with organisations across all 4 counties working together to provide a supportive learning environment for participants. Orgs included, HSE Midlands Traveller Health Unit, Longford Community Resources CLG, Longford Westmeath ETB, Westmeath Primary Healthcare Project for Travellers, Offaly Traveller Movement, Laois Traveller Action Group, Laois Offaly ETB & Exchange House Ireland, 76 people attended suicide prevention promotion event TTPS held in Belvedere College where 13 Travellers performed acts such as singing, acting, recital and dance. The event was promoted widely on social media and by national broadcasters such as Newstalk and FM104. The Traveller & Roma LGBTQ+ Group meet a number of times across the year to promote inclusivity and intersectionality within the community producing 400 copies of a calendar for the second year in running and distributed nationally.</p>
<p>Prison In-reach and Peer Support Mental Health Worker</p>	<p>34 mental health sessions in Mountjoy Prison 4 SafeTalk Co-deliveries 3 Prison Motivational talks 1 Cultural awareness presentation 16 Individual cases</p>	<p>Mental health peer support programming delivered to over 15 Traveller prisoners on A-wing Mountjoy. Sessions include Help seeking behaviours, mental health literacy, communication skills and more. 50+ attendees of SafeTalk Motivational speaking to prisoners in Mountjoy Progression Unit, Loughan House & Pobal Employment After Prison event Cultural Awareness presentation and discussion delivered to 2nd year Social Work Students in Maynooth University Individual caseload supports people with accommodation, homelessness, depression, anxiety, career/education advice, suicidal ideation This work includes a mixture of educational style group work mental health literacy, help seeking behaviours and supports, communication skills as well as 1:1 individual supports, including emotional support, post release planning, advocacy and family support for those on the outside</p>

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Special Singular Defined Projects

- The NTMHS was successful in an application to the 2020 **RTÉ Toy Show Appeal**, through the **Community Foundation of Ireland**, and was awarded €100,000 to carry out a research project looking at mental health services for Young Travellers across Ireland. This involved facilitating 5 sets of 6-week mental health training sessions to 40 Traveller Children (under 18), in 2022 and 2023 in Ballina Co. Mayo, Ballymun Dublin, Longford Town, Limerick City and Wicklow Town. 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 2024.
- The NTMHS was further successful in an application to the 2022 **RTÉ Toy Show Appeal**, through the **Community Foundation of Ireland** and was awarded €300,000 for an education research project, using Participatory Action Research Methods to develop targeted supports for Traveller children in primary and secondary level education. Working with Traveller families and schools in the Limerick City area, the project has employed 12 Traveller women on 20-month contracts as peer researchers and facilitators of this programme, surveyed 107 Traveller families on their children's experiences in education, and recruited Maynooth University to provide professional research oversight. Results are due in 2024

Limerick Traveller Network

This project started in the third quarter of 2023 with some of the highlights as follows:

- The recruitment of two Network Leadership Workers
- Hosting of a Traveller Pride Event with over 200 attendees
- Planting of "Tree of Hope" in local cemetery to remember those from the community lost to suicide
- Hosting of three, two week Women's Craft & Wellbeing groups in December

EU Projects

Exchange House Ireland joined an EU funded project called **Moving On** in 2023. The project aims to promote equality, inclusion, and participation of Roma, Sinti, and Travellers in and through sports by strengthening positive narratives to counter anti-Gypsyism and increase inclusion strategies at the local, national, and European levels. The project has 6 partners, 3 with pan-European remits, and individual organisations from Italy, Czechia, Spain and Ireland. It is a two year project. In 2023 the project launched its dedicated website, and published a European wide research paper on the access to sport for Roma, Sinti, and Travellers. The project intends to be complete by the end of 2024.

Other Exchange House Ireland Highlights in 2023

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. In 2020 the organisation was involved in My Community 2020: An Erasmus+ project to develop digital skills through local history programmes.

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:

- ALDA – European Association for Local Democracy (France)
- 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
- ERRC – European Roma Rights Centre (Belgium)
- European Anti-Poverty Network
- FAGIC – Federation of Roma Associations in Catalonia (Spain)
- FARE Network (UK)

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

- First Fortnight Mental Health Festival
 - Finglas Training Centre
 - Focus Ireland
 - GEA Social Cooperative (Italy)
 - HSE North Dublin Adult Mental Health Services
 - INEX/SDA – Association for Voluntary Activities (Czechia)
 - 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
 - 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 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
-

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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 2019-2022 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.

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

- A Young Traveller females' trip to London. This will be a great opportunity for the girls to broaden their horizons and see something new. This will be most of the girls first time out of the country without their parents it's a great opportunity for learning and personal growth
- A Residential to Oakwood for Young Traveller males- Improved mental health and getting a much-needed break from technology and social media, giving the young people some headspace. Getting the young people away from the antisocial behaviour that can occur onsite.

Education and Training Service Strategic Priorities

1. To provide quality Traveller specific education whilst promoting routes for service users into further 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.

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DIRECTORS' REPORT (CONTINUED)

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Planned Activities

- To continue with our recruitment drive for the LTI programme all year around and to promote the programme by using social media, linking in with available organisations and continuing with outreach visits.
- To identify new sources of funding that would allow us to employ a full-time tutor/s and support the development of the ETS. To source funding to create more training options inhouse and for wider community. This would allow us to have more stability for teaching if we had an in-house tutor/s. secure funding for the National Education awards, inhouse equipment, student activity. To have more stable teaching resources in-house.
- To develop a possible open day for the Service. This would entail each programme in the Education Service to have a presentation around their service and all information at hand about their service. It is also a space that will allow other organisations and future participants to openly ask questions and make suggestions to us. This would allow us to connect with other services and future participants and also possible future funders. It will also allow the ETS team to promote not just themselves but the other services within EHI by doing it in-house it gives the opportunity to the other services to promote themselves and show anyone who attends that we here in EHI are an umbrella organisation. We have many services under the one roof.
- To continue to develop our working relationship with Business in the Community
- To better develop links within the community that would facilitate better recruitment progress for the education programmes, to promote the LTI/CE
- To identify the educational/training needs in the wider community. Build up good support/working relationships externally.
- To follow the Universal Design for Learning (UDL) framework in all future developments. This will support and improve the educational experience of all learners by introducing more flexible methods of teaching, assessment and service provision to cater for different styles of learning. We need to source training and resources in the use of UDL. The service will look for to source additional funding sources to support this.
- Developing and validate a new level five Major in Employability skills will QQI. To provide learners with a fit for purpose training programme that will facilitate progression for them into further training, education, employment or apprenticeships.

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.

Planned Activities

- Recruitment for a Domestic Violence Senior Social Worker in early 2024. The person in this position will help embed evidence-based practice in the area of domestic abuse by developing our own policies and practices and providing support to the team on domestic abuse cases. They will develop and coordinate the delivery of domestic abuse initiatives including outreach and preventative interventions, support groups, workshops and other strategies to engage and raise awareness around domestic abuse within the community.
- To develop an Art project around Traveller identity. To create a culturally positive environment which has input from the young Traveller people who use the service. This would be the beginning of developing our own resources that promote an empowering sense of Traveller culture that young Travellers can relate to. This is especially needed for Traveller children who are struggling with or have lost their connection to their Traveller identity.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

- Group training in Restorative Practice - Training in using restorative language to promote empathy and understanding, build relationships and to stop conflict getting out of hand. Staff who are interested can then do further training in restorative practice facilitation skills which is of particular relevance to our team in their current work e.g. prison work and to develop possible sessions to our clients e.g. young people.
- To further develop the Access Service, by continuing to take referrals for access and developing a more comprehensive access programme e.g.
- Access workers could provide direct work including life story work to children with a focus on promoting Traveller identity, especially for Traveller children in care. This is a regular request from Tusla workers.
- Access workers to continuing providing and developing their direct work with parents including parenting support. This is a regular request from Tusla referrals.
- Access workers to develop skills in responding to post separation domestic abuse in referrals from family court. EHI to look at more training to equip staff to support parents both perpetrators and victims as well as children impacted by domestic abuse.
- Access workers to develop skills in conflict resolution to support them to work with separated parents using the access programme.

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.
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.

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

- To deliver SafeTalk to Traveller projects around Ireland
- Develop our Prison In-Reach Service into a formal programme recognised by Irish Prison Service and Department of Justice
- To mainstream fund a number of various projects

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.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

There are 4 Committees of the Board:

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

Directors and Secretary

- *Erika Ruigrok* *Chairperson*
- Jason Denman *Vice Chairperson*
- *Joseph McHugh* *Treasurer*
- Miriam Colum
- Bernard Joyce
- Frank Kavanagh
- Fiona Prendergast
- John Wills
- Roseanne Power *(resigned Dec 2023)*
- Sharyn Ward *(resigned Aug 2023)*

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

Attendance at Board Meetings in 2021

- Miriam Colum 6/7
- Jason Denman 7/7
- Bernard Joyce 3/7
- Frank Kavanagh 5/7
- Joe McHugh 7/7
- Nancy Power 6/7
- Fiona Prendergast 7/7
- Erika Ruigrok 6/7
- Sharyn Ward 0/4
- John Wills 3/7

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 (resigned Mar 2023)
Caroline Boyle (appointed Apr 2023)
- National Traveller Mental Health Service Manager
John O'Brien
- Limerick Traveller Network Co-ordinator
Vacant
- 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.

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.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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.

Exchange House Ireland would like to pass on its deep gratitude to Roseanne 'Nancy' Power, who served on the Board for 15 years, and retired from the Board in December. Nancy was a strong voice and representative of the Traveller community on the Board. Her contribution to the success of Exchange House Ireland over her tenure on the Board is immeasurable.

The Board would also like to pass on their thanks to Sharyn Ward, another strong Traveller voice on Board, as she retired in August. Her input into the governance of and support for Exchange House Ireland is very much appreciated.

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 2023, the year-end financial position and the approved 2024 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.

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.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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.

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.

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 are 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 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 expensed within the current financial year.
- Underspends 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.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

- Identified underspends 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.

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 2024 should be €174,000

At the end of 2023, the reserve level as shown in the balance sheet came to €166,942 so the level of reserves is short of those required at the start of 2024, should the need arise to wind up the company.

This is below the minimum level of what ideally the organisation would like to keep in reserves. The organisation will continue to make endeavours to increase the reserve level.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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 2023 Exchange House Ireland raised a total of €2.2m, down €26k on 2022 – this is mainly due to large grants received in 2022 that were to cover two and three projects. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €14.7k 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.

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.

The entity has availed of the small companies exemption contained in the Companies Act 2014 with regard to the requirements for exclusion of certain information in the directors' report.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

On behalf of the board

Erika Ruigrok

.....

Erika Ruigrok

Director

10th October 2024

Joseph McHugh

.....

Joseph McHugh

Director

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2023

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

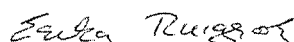
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (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:

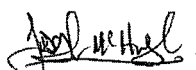
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those 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



.....
Joseph McHugh
Director

Date: 10th October 2024

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 2023, 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 2023 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://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. 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: 10/10/2024

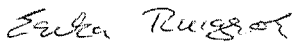
Chartered & Certified Accountants
& Statutory Auditors
28 Upper Fitzwilliam Street,
Dublin 2.

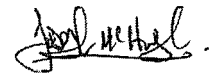
TRIBLI COMPANY LIMITED BY GUARANTEE

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 Restricted Funds €	2023 Unrestricted Funds €	2023 Total Funds €	2022 Total Funds €
Income	3	2,189,471	9,892	2,199,363	2,225,636
Resources Expended					
Charitable activities		(1,736,388)	(12,884)	(1,749,272)	(1,698,142)
Management and administration costs		(390,898)	(760)	(391,658)	(337,658)
Governance costs		(14,893)	-	(14,893)	(11,251)
Total Resources Expended		(2,142,179)	(13,644)	(2,155,823)	(2,047,051)
Surplus for the financial year	13	47,292	(3,752)	43,540	178,585
Total comprehensive income for the year		47,292	(3,752)	43,540	178,585


Erika Ruigrok
Director


Joseph McHugh
Director

10th October 2024

TRIBLI COMPANY LIMITED BY GUARANTEE

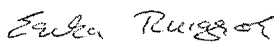
BALANCE SHEET

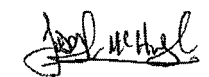
AS AT 31 DECEMBER 2023

	Notes	2023 €	€	2022 €	€
Fixed assets					
Tangible assets	7		136,234		104,494
Current assets					
Debtors	9	123,094		99,591	
Cash at bank and in hand		686,707		861,298	
		809,801		960,889	
Creditors: amounts falling due within one year	10	(173,993)		(232,543)	
Net current assets			635,808		728,346
Total assets less current liabilities			772,042		832,840
Creditors: amounts falling due after more than one year	11		(335,123)		(439,461)
Net assets			436,919		393,379
Reserves					
Income and expenditure account	13		436,919		393,379
Members' funds			436,919		393,379

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 10/10/2024 and are signed on its behalf by:


.....
Erika Ruigrok
Director


.....
Joseph McHugh
Director

10th October 2024

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN RESERVES

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Income and expenditure account €
Balance at 1 January 2022	13	281,335
Year ended 31 December 2022:		
Surplus and total comprehensive income for the year		178,585
Balance at 31 December 2022		<u>393,379</u>
Year ended 31 December 2023:		
Surplus and total comprehensive income for the year		43,540
Balance at 31 December 2023		<u><u>436,919</u></u>

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 €	€	2022 €	€
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	16		(110,365)		432,377
Investing activities					
Purchase of tangible fixed assets		(64,229)		(61,123)	
Net cash used in investing activities			(64,229)		(61,123)
Net (decrease)/increase in cash and cash equivalents			(174,594)		371,254
Cash and cash equivalents at beginning of year			861,298		490,045
Cash and cash equivalents at end of year			<u>686,707</u>		<u>861,298</u>

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

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 2023

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 2023

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 2023

3 Income

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

<i>Income</i>	<i>2023</i>	<i>2023</i>	<i>2023</i>	<i>2022</i>
	<i>Restricted Funds</i>	<i>Unrestricted Funds</i>	<i>Total Funds</i>	<i>Total Funds</i>
	€	€	€	€
<i>HSE - Social Inclusion Unit (FSCI)</i>	533,557	-	533,557	630,660
<i>HSE - National Office for Suicide Prevention (NTMHS)</i>	336,375	-	336,375	325,000
<i>HSE - South Dublin Inner City Local Drugs Task Force (FSCI Addiction Service)</i>	93,036	-	93,036	94,139
<i>HSE S39 PR</i>	112,028	-	112,028	65,100
<i>HSE Limerick</i>	802	-	802	531
<i>HSE Midlands</i>	4,700	-	4,700	-
<i>The Department of CEDiy / CDETB / CDYSB - UBU</i>	438,159	-	438,159	377,214
<i>The Department of CEDiy / CDETB / CDYSB - Capital Grant Scheme Fund (CYPS)</i>	-	-	-	41,350
<i>Department of CEDiy / Dormant Accounts</i>	81,592	-	81,592	97,676
<i>Pobal After School St Olivers Park</i>	41,085	-	41,085	47,611
<i>The Department of Education and Skills/SOLAS/CDETB (ETS-LTI Programme)</i>	43,069	-	43,069	64,276
<i>The Department of Education and Skills/SOLAS/CDETB (MAEDF)</i>	2,639	-	2,639	14,636
<i>The Department of Social Protection - Community Employment (ETS-CE Scheme)</i>	214,124	-	214,124	270,826
<i>Schools Completion Programme Ballyfermot After school Labre Park</i>	16,537	-	16,537	-
<i>Schools Completion Programme Clondalkin After School St Olivers Park</i>	5,090	-	5,090	6,293
<i>LCETB Reach Fund</i>	15,700	-	15,700	-
<i>Community Foundation Ireland (CFI) - Cost of Living</i>	32,821	-	32,821	-
<i>Community Foundation Ireland (CFI)</i>	3,042	-	3,042	858
<i>Community Foundation Ireland (CFI) - Begin Together A & B</i>	7,853	-	7,853	18,147
<i>Community Foundation Ireland (CFI) - RTÉ - Toy Show</i>	24,288	-	24,288	60,737
<i>Community Foundation Ireland (CFI) - RTÉ - Toy Show - Limerick Education</i>	115,253	-	115,253	-
<i>Community Foundation Ireland (CFI) - RTÉ Does Comic Relief</i>	996	-	996	1,678
<i>The European Union/The European Commission - Gea-Societa Cooperativa Sociale</i>	2,978	-	2,978	-
<i>IHREC</i>	-	-	-	2,076
<i>Public Appointment Service</i>	5,732	-	5,732	26,813
<i>Dublin County Council</i>	-	-	-	40,932
<i>Dun Laoghaire County Council</i>	-	-	-	9,876
<i>Involve</i>	1,897	-	1,897	1,980
<i>St Stephen's Green Trust</i>	5,300	-	5,300	-
<i>Rethink Ireland</i>	5,741	-	5,741	16,259
<i>Limerick City & Co Council</i>	32,737	-	32,737	-

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

3 Income	(Continued)			
<i>Limerick Women's Group</i>	663	-	663	-
<i>Gifts and Donations - Public Donations</i>	-	475	475	3,570
<i>Traveller Counselling Support</i>	6,875	-	6,875	3,125
<i>Other Income</i>	4,802	9,417	14,219	4,274
	<u>2,189,471</u>	<u>9,892</u>	<u>2,199,363</u>	<u>2,225,636</u>

Public Donations	2023	2022
	€	€
Ad Hoc Donations	-	2,965
Regular EFTs	235	484
Paypal Giving Fund Ireland	240	121
	<u>475</u>	<u>3,570</u>

4 Operating surplus	2023	2022
	€	€
Operating surplus for the year is stated after charging:		
Depreciation of tangible fixed assets	<u>32,488</u>	<u>27,579</u>

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

5 Employees

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

	2023	2022
	Number	Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	5	5
Support Staff	29	27
CE Employees	22	19
	<u>58</u>	<u>53</u>

	2023	2022
	Number	Number
€0 - €10,000	23	14
€10,001 - €20,000	12	14
€20,001 - €30,000	3	5
€30,001 - €40,000	5	2
€40,001 - €50,000	5	11
€50,001 - €60,000	5	3
€60,001 - €70,000	4	3
€70,001 - €80,000	0	1
€80,001 - €90,000	1	0
	<u>58</u>	<u>53</u>

Their aggregate remuneration comprised:

	2023	2022
	€	€
Wages and salaries	1,600,519	1,523,212
Social security costs	152,063	139,370
Pension costs	30,575	26,878
	<u>1,783,157</u>	<u>1,689,460</u>

6 Taxation

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

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

7 Tangible fixed assets

	Leasehold improvements	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
	€	€	€	€	€
Cost					
At 1 January 2023	64,961	369,946	13,852	68,949	517,708
Additions	33,649	30,580	-	-	64,229
At 31 December 2023	98,610	400,526	13,852	68,949	581,937
Depreciation and impairment					
At 1 January 2023	11,335	334,280	13,852	53,749	413,216
Depreciation charged in the year	9,861	15,026	-	7,600	32,487
At 31 December 2023	21,196	349,306	13,852	61,349	445,703
Carrying amount					
At 31 December 2023	77,414	51,220	-	7,600	136,234
At 31 December 2022	53,626	35,668	-	15,200	104,494

8 Financial instruments

	2023 €	2022 €
Carrying amount of financial assets		
Debt instruments measured at amortised cost	789,451	933,148
Carrying amount of financial liabilities		
Measured at amortised cost	95,308	156,518

9 Debtors

	2023 €	2022 €
Amounts falling due within one year:		
Other debtors	102,744	71,850
Prepayments	20,350	27,741
	123,094	99,591

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

10 Creditors: amounts falling due within one year

	2023	2022
	€	€
Trade creditors	30,322	99,402
Other creditors including tax and social insurance	99,169	103,063
Accruals	44,502	30,078
	<u>173,993</u>	<u>232,543</u>

11 Deferred Income

	2023	2022
	€	€
Deferred income	335,123	439,461
	<u>335,123</u>	<u>439,461</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 2024 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 2023

13 Income and expenditure account

	2023 €	2022 €
At the beginning of the year	393,379	214,794
Surplus for the year	43,540	178,585
	<u>436,919</u>	<u>393,379</u>
Split of Reserves		
Restricted funds	269,977	262,866
Unrestricted funds	166,942	130,513
	<u>436,919</u>	<u>393,379</u>
Split of Reserves		
Unrestricted Funding	166,942	130,513
NEAA	(8,980)	(8,980)
Community Foundation of Ireland Fund	8,789	7,057
Department of Justice & Equality - Traveller LGBT + Projects	(4,037)	4,947
HSE Social Inclusion	191,194	174,396
HSE South Dublin Inner City Local Drugs Task Force	(37,053)	(37,887)
HSE National Office for Suicide Prevention	11,912	37,448
The Department of Children & Youth Affairs / CDYSB - TYFS	(8,963)	(8,963)
The Department of Children & Youth Affairs / CDYSB - UBU	(37,501)	(26,917)
The Department of Children & Youth Affairs / CDYSB - Capital Grant	41,350	41,350
School Completion Programme Ballyfermot	(39)	(8,576)
School Completion Programme Clondalkin	223	897
Pobal-Dept of Children & Youth Affairs/Community Childcare Subvention	28,470	23,278
The Dept of Social Protection - Community Employment	28,465	31,976
The Dept of Education & Skills/SOLAS/CDET B	2,492	(2,268)
The Dept of Education & Skills/SOLAS/LCETB	14,617	-
Community Peer Support	(1,611)	(1,611)
PUP Training	(85)	(85)
RTE - Funding	(1,238)	(1,627)
TTPS	-	4,200
Limerick CDP	(500)	(500)
Dublin City Council	34,730	34,730
EU Projects	(202)	-
Dept. CEDIY/Dormant Accounts	4,912	-
Small funding	3,031	-
	<u>436,919</u>	<u>393,379</u>

14 Security

AIB hold a letter of lien over deposits.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

15 Control

The company is controlled by the board of directors.

16 Cash (absorbed by)/generated from operations

	2023	2022
	€	€
Surplus for the year after tax	43,540	178,585
Adjustments for:		
Depreciation and impairment of tangible fixed assets	32,488	27,579
Movements in working capital:		
Increase in debtors	(23,503)	(10,162)
(Decrease)/increase in creditors	(58,550)	85,449
(Decrease)/increase in deferred income	(104,338)	150,925
Cash (absorbed by)/generated from operations	<u>(110,363)</u>	<u>432,376</u>

17 Analysis of changes in net funds

	1 January 2023	Cash flows	31 December 2023
	€	€	€
Cash at bank and in hand	861,298	(174,591)	686,707

18 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.

19 Approval of financial statements

The directors approved the financial statements on 10/10/2024.