

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 2024

TRIBLI COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

| | | |
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| Directors | Bernard Joyce John Wills Jason Denman Erika Ruigrok Fiona Prendergast Miriam Colum Joseph McHugh Frank Kavanagh Lorna Kerin | (Appointed 10 October 2024) |
| Secretary | Simon Finnegan | |
| Company number | 230850 | |
| Charity number | CHY 12835 CRA 20038472 | |
| Registered office | 61 Great Strand Street Dublin 1. D01 WC97 | |
| Auditors | Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors, 28 Upper Fitzwilliam Street, Dublin 2. D02 H683 | |
| Business address | 61 Great Strand Street Dublin 1. D01 WC97 | |
| Bankers | A.I.B. Bank, 7/12 Dame Street, Dublin 2. D02 H683 | |

TRIBLI COMPANY LIMITED BY GUARANTEE

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TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Directors' Report 2024

Objectives and Activities

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

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

Vision

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

Mission

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

Core Principles

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

- Professionalism
- Equality
- Diversity
- Excellence

We have four main areas of activity:

Core Values

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

The Children and Young Peoples' Service

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

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

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

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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+

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.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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.
- 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.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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.

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| Achievement and Performance |
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The Children and Young Peoples' Service

The Children and Young Peoples Service (CYPS) has delivered a range of impactful programmes and activities throughout the year, focusing on the personal and social development of young people, particularly young Travellers.

Key Achievements and Services:

- Support for Young Travellers (Aged 10-24 years):
 - 80 young people were supported, primarily focusing on their personal and social development.
 - Programmes included structured small group work, issue/interest-based interventions, training, one-to-one coaching, mentoring, and crisis intervention support.
 - A youth-friendly environment was provided, offering ongoing staff and peer support.
 - Outdoor activities such as hill walking, camping, and fishing trips were used to ensure regular contact and engagement.
 - In-house mental health and self-care programmes were offered, supported by Mental Health Services within EHI.
 - Efforts were made to build links for young people within EHI and with other agencies.
 - The service aimed to empower young people, support their participation in activities with a positive impact, and help them build self-esteem and self-confidence.
 - Goals included developing their ability to manage personal and social relationships, offering challenging new experiences, providing learning opportunities, and building capacity to make informed decisions and take responsibility.
- Outreach for Young Travellers (Aged 14-24 years):
 - 35 young people were engaged through structured outreach, providing a safe space for them to discuss their needs and broaden their understanding of issues affecting them.
 - The core approach involved meeting young people where they are and responding to their challenges.
 - Work focused on improving youth's self-esteem, self-awareness, and facilitating empowerment, aiming for improved well-being and independence.
 - The service sought to improve short-term and long-term outcomes, focusing on individual well-being and social interactions within the community and wider society.
 - Group work enabled young people to identify issues, set goals, share experiences, and collaborate on projects in a structured, fun environment.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- Stay in Schools Programme:
 - A joint project with local schools, it supported 12 young Traveller students (10 female, 2 male) across 2 schools aged 12-17 years.
 - The programme worked to improve attendance and behaviour, rewarding students for full attendance with outings.
 - The primary objective was to support young Traveller students in staying in school to complete their junior or leaving certificate, improving transfer rates from primary to secondary schools.
- ITM Youth Working Group:
 - 15 young people (10 female, 5 male) aged 14-17 years were engaged for 12 months, providing them with an opportunity for their voices to be heard.
 - This group enabled young Travellers from across Ireland to come together with peers to work towards change in wider society.
 - It encouraged and supported young people to broaden their understanding of issues affecting the Traveller community, understand their rights, and participate in decisions impacting their lives.
- Comhairle na nÓg Dublin City Children's Council:
 - 6 young female people aged 13-16 years participated in monthly meetings, getting involved in topics and becoming more active.
 - This provided a valuable opportunity for young people to learn about politics and how to effect change, raising their awareness.
 - The goals included giving young people a voice in decision-making, actively listening to them, and helping them develop social awareness and solidarity.

Highlights and Notable Activities:

- Girls London Trip: 9 young women (12-16 years) successfully travelled without their parents, marking a huge achievement and demonstrating strong relationship building between staff, young people, and parents.
- Residential Trips: These included a residential to Oakwood for 10 males (12-18 years) and two residentials to Glendalough for 8 males (13-17 years).
- Camping Trips to Kildare: 20 males (11-14 years) participated in camping trips.
- Summer Programmes: Engaged 45 males and 55 females (9-18 years) in week-long blocks. These programmes incorporated diverse activities such as visits to Tayto Park, Flynn Park, Glendalough, additional camping trips, and beach days, providing experiences not typically offered.

The Education and Training Service

The Education & Training Service (ETS) has demonstrated significant achievements and strong performance in various areas, focusing on empowering individuals, particularly within the Traveller community, through education, training, and comprehensive support services.

Community Employment (CE) Programme:

- Participant Engagement and Outcomes: The CE Programme currently supports 17 participants (5 females and 12 males) aged 18 to 45, with attendance showing improvement over the past six months.
- Rehabilitation and Progression:
 - One gentleman who completed his sentence at Shelton Abbey Prison continues to engage with the CE programme in a maintenance capacity, actively pursuing college applications to advance his education and embark on a new career path. This case highlights that with the right supports and opportunities, positive changes can be made.
 - Five individuals from Shelton Abbey have attended the CE programme. Of these, one was employed full-time upon release, and another has remained on the CE programme, studying for a Level 5 in Addiction Studies and aiming for university to pursue a Level 7, demonstrating a clear career focus.
 - These participants began with preconceived notions but came to realise the significant opportunity presented by EHI ETS, understanding that engagement and a good work ethic are crucial for their future structure and training.
 - Even upon release, engagement has been maintained, with participants bringing their families to receive support from other EHI services.
- Enhanced Employability: Four Community Development participants received Security licences (Guarding Skills Level 4 and Door Procedures Level 4), which will help them progress towards full-time employment.
- Industry Collaboration: The programme has collaborated with Business in the Community (BITC) to facilitate discussions between participants and professionals regarding Security Jobs, Apprenticeships in carpentry, and electrical work. The ITM apprenticeship incentivisation programme has also engaged with the group.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Local Training Initiative (LTI) Programme:

- Participant Demographics and Achievement: There are 8 participants currently on the LTI programme (7 males and 1 female) aged 16 to 35. Upon successful completion of the programme, learners will receive a QQI Major level 4 Award, equivalent to an ordinary level Leaving Certificate.
- Holistic Development: Learners have participated in:
 - Six hour-long fitness sessions at the Iveagh Fitness Club with a qualified instructor.
 - External training for employment, such as Manual Handling & Safe Pass courses.
 - Information days with TU Dublin regarding apprenticeships and pre-apprenticeships, including active participation in trades like plumbing and carpentry.
 - A two-day conflict resolution skills workshop organised by the Traveller Mediation Service.
- Educational Outings: Learners attended a training tour at Mountjoy, gaining insights into the justice system, and the Dublin Education Day event at Collins Barracks, which offered engaging learning experiences through interactive exhibits and workshops. These outings enriched their understanding of civic, historical, and social topics.

Information & Resource Officer / Support Service:

- Comprehensive Support: The Support Service assists individuals in understanding their rights and accessing vital resources across complex systems such as healthcare, education, housing, legal aid, and employment.
- Direct Assistance: On average, there are 10 weekly contacts with external individuals (current and former CE/LTI participants), primarily involving support with form completion, applications to state bodies, and drafting letters to various state agencies for common areas like social welfare and homelessness services. General information is also provided across a wide range of administrative and advocacy needs.
- Strategic Engagement: The IR Officer has:
 - Actively participated in Traveller-related boards, committees, and external research projects.
 - Represented EHI on the Traveller Pride Awards committee and at Traveller Pride events.
 - Contributed to the Traveller Conflict & Mental Health Initiative and engaged in a DSP working group to create cultural awareness training for DSP staff.
 - Delivered internal and external presentations, workshops, and group sessions on Traveller culture and cultural awareness.
 - Led CE groupwork sessions on mental health and suicide awareness, conflict and mediation, and engagement with businesses in the community.

Advocacy and Networking: EHI maintains strong networks and collaborations with key organisations such as the Irish Traveller Movement (ITM), National Traveller MABS, National Traveller Women's Forum, Pavee Point Traveller and Roma Centre, and the Society of St. Vincent de Paul (SVP), actively engaging in national and community-level advocacy and support for the Traveller community.

- European Project: Exchange House Ireland successfully participated as a national partner in the EU-funded Moving On project, which concluded in 2024. This initiative promoted equality, inclusion, and active community engagement, contributing to long-term advocacy and policy efforts across Europe to enhance social inclusion for marginalised communities.

QQI Reengagement and Quality Assurance:

- Significant Milestone: ETS has successfully reengaged with Quality and Qualifications Ireland (QQI), a key achievement that reinforces the institutional commitment to quality education and compliance with national standards.
- Benefits of Reengagement: This allows EHI to maintain and restore programme validation, enabling the continued delivery of QQI-recognised qualifications. It demonstrates commitment to robust Quality Assurance (QA) systems, meets legal and regulatory requirements, and ensures national and international recognition of learners' qualifications, thereby enhancing their value.
- Impact on Learners: Twenty CE participants are currently benefiting from renewed engagement with QQI-accredited education and training. QQI-accredited programmes significantly enhance access, quality, and progression opportunities for disadvantaged learners, improving employability, educational progression, and social inclusion.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

National Traveller Educational Achievement Awards (NTEAA):

- Record-Breaking Year: The NTEAA 2024 marked a milestone year with the highest number of nominations to date (62 nominations), showcasing a remarkable increase in third-level education nominations.
- High-Profile Support: The event was honoured by the presence of Deputy Lord Mayor, Cllr Donna Cooney, and Senator Eileen Flynn, who presented awards, and received congratulations and heartfelt support from Taoiseach Simon Harris.
- Community Impact: The awards are a powerful demonstration of how education can flourish when the right supports are in place, fostering stronger support networks for Travellers in education and encouraging future generations by showcasing positive role models.

Traveller and Roma Education Strategy Committee Membership:

- Influential Role: Two members of the Education and Training staff have supported the development and progress of the comprehensive Traveller and Roma Education Strategy (TRES), providing expert insight and stakeholder representation. They continue to support this work as members of follow-up committees, including the Traveller and Roma Education Forum and the Traveller and Roma Steering group.
- Community Engagement: The Advisory Group supported a culturally inclusive public consultation process, ensuring meaningful engagement from Traveller and Roma communities, particularly children and young people.

The Family Support and Crisis Intervention Service

The Service has demonstrated significant activity and positive outcomes across various services and initiatives:

Family Support and Crisis Intervention Service (FSCIS):

- This is a multi-disciplinary family support and social work service. A total of 398 service users accessed NTMHS & FSCIS, with the main presenting reasons including accommodation, mental health, addiction, child welfare, and domestic abuse.

Travellers Transforming Conflict Initiative (TTCI):

- This is a joint initiative between EHI, Traveller Mediation Service, and Traveller Counselling Service, designed to address issues around inter-family conflict within the community.
- A follow-up conference was held in April 2024, which was very well attended by a wide range of stakeholders, services, and community representatives.
- Consultations led to the production of a short film based on interviews from the research.
- Screenings of the film were held with Traveller organisations in Cork, Galway, Offaly, and Dublin, which were generally positive, with some organisations generating ideas on how to use the film with groups like young people and women.

Prison In-Reach Services:

- The service provides a range of clinics in various prisons:
 - Addiction clinic in The Dochas Centre (1 morning a week).
 - Social Work clinic in The Dochas Centre (1 morning a week).
 - Addiction clinic in Wheatfield (1 afternoon a week).
 - Addiction clinic in Mountjoy (1 morning a week).
 - Addiction clinic in Cloverhill (1 morning a week).
 - Social Work clinic in Wheatfield (1 afternoon a week).
- A Peer Support Group in Mountjoy is facilitated by two staff members from FSCIS and NTMHS (1 afternoon a week).
- An average of 4-5 individuals attend each of the respective clinics every week, and 5-6 women participate in the peer support group.
- Presenting issues at clinics include addiction counselling, post-release treatment, emotional support, advocacy, and support with Tusla (e.g., child contact).
- A 6-week pilot programme under the Cocaine and Crack Cocaine a health-led approach project (CCCHLA) was delivered in The Dochas. This was a client-led harm reduction programme where participants engaged very well, and it was particularly effective in supporting the most vulnerable and hard-to-reach women in the community.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Play Therapy

- There is 1 active referral which was handed over from the previous play therapist. A new play therapist was hired in November 2024 and started in December 2024.

External Engagement and Presentations:

- Presentations around working with Traveller families were delivered to various groups, including Tusla social workers and postgraduate students, with approximately 10-15 attendees at each of the two presentations.
- The FSCIS manager is part of the National Working Group for Traveller Children and Young People, a Tusla initiative aimed at improving accessibility and engagement within the Traveller community.
- Two café-style events were held for International Women's Day and the Feast of Our Lady, well-attended by 20-40 community members, service users, and staff from other organisations.
- Addiction counsellors participate in key committees such as the National Oversight Committee (NOC), South Dublin City Drug & Alcohol Alliance, Strategic Implementation Group (SIG), and Social Inclusion Steering Committee hosted by FAST, where issues like trends, interventions, and addiction policy are discussed.

Family Support Access Programme:

- This pilot project received funding extensions through 2024. By the end of 2024, there were five active referrals from Tusla, including supervised access and support for parents/grandparents. An access worker provided one-to-one parenting work and offered helpful flexibility despite being at capacity.

Domestic Abuse Service:

- A senior social worker was recruited in July 2024, establishing the development of the service. Plans for inter-agency working are in place, including a presentation to Cuan, the new statutory agency for domestic abuse. The senior social worker has joined the SAVE Forum and Legal Aid Board External Consultative Panel, and applied to join Safe Ireland.

The National Traveller Mental Health Service

The Service has demonstrated significant activity and impact across various services and projects in 2024.

Mental Health and Support Services:

- The National Traveller Mental Health Service (NTMHS) & FSCIS was accessed by 398 individual service users, resulting in 2553 total contacts.
 - Demographics: 183 female, 105 male, and 110 unknown individuals accessed the service.
 - Primary reasons for accessing included: 49% for Accommodation, 26% for Mental Health & Suicidality, 23% for Legal & Justice, 14% for Addiction, and 11% for Financial issues.
- Suicide Surveillance data reported 37 deaths by possible suicide, with 26 male and 11 female individuals. 24 deaths were by Hanging, and 2 were teens. 3 deaths were UK-based, and 9 individuals had a reported history of mental health issues.
- Self Interest Groups for Wellbeing and Mental Health Promotion saw 100 people attend 5 groups over a combined 58 sessions. These included:
 - 20 Prison Based group sessions.
 - 7 Perinatal Mental Health sessions.
 - 13 Music Group sessions.
 - 12 Mental Health & Addiction sessions.
 - 6 Copper Art & Mental Health sessions.
- Mental Health & Suicide Prevention Promotion Campaigns organised by EHI were attended by almost 1300 people. Specific events included:
 - 3 Conversation Cafes.
 - 5 Prison Mental Health Talks.
 - 4 Traveller Road to Hope & Change Events.

Training and Capacity Building:

- 86 participants attended 5 different trainings aimed at building capacity. These trainings included:
 - 1 SafeTalk session.
 - 1 Trauma Informed Training session.
 - 1 Child Emotional Development Talk.
 - 1 Restorative Practice session.
 - 10 Mental Health & Sports Psychology Training sessions.

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Major Initiatives and Projects:

- The Traveller Road to Hope & Change initiative was a significant highlight, involving 37 organisations.
 - 25 merchandise boxes were distributed nationally.
 - 110 people attended the launch event in Carlow.
 - Over 500 people attended Knock Shrine for Traveller mental health day.
 - Over 40 people attended the EHI Conversation Café to mark the event.
 - This project involved significant collaboration with Exchange House Ireland, Traveller Counselling Service, and Pavee Point taking lead roles.
- The Limerick Traveller Education Change Programme completed all training, data collection, and pilot initiatives in 2024, with findings set to be launched in January 2025. This 20-month project, funded by Community Foundation Ireland – RTE Toy Show Appeal, evidenced the experiences of Traveller children and parents in schools in Limerick city.
 - The project employed 12 Traveller Peer Researchers.
 - Key findings from this programme include:
 - A growing gap between Traveller children and their peers as they progress through education.
 - Traveller children are not sufficiently prepared for the transition from primary to secondary school.
 - A high percentage of Traveller children receive special education supports.
 - A high number of Traveller parents feel that current special education supports are not meeting their needs.
 - Communication between schools and parents is a significant challenge.
 - There is an absence of and lack of recognition of Traveller culture within schools.

Limerick Traveller Network

This project continued to develop services and connection within the Limerick City area for Travellers and their families in 2024, with some of the highlights as follows:

- Developing educational support for 14 Travellers attending a Masters programme at the University of Limerick
- Hosting a mental health day for Traveller Women in Limerick
- Staff training in Trauma Informed Practice
- Connecting with Minceirs Whiden, Limerick City Council, Paul Partnership and others

EU Projects

Exchange House Ireland did not participate in any European transnational partner projects in 2024.

Other Exchange House Ireland Highlights in 2024

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.

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
- Applegreen
- Ballyfermot Resource Centre
- Bank of Ireland
- Barnardos
- Belong To
- Business in the Community
- Central Mental Hospital
- Children of Prisoners Europe
- City of Dublin Childcare Committee
- College Connects
- Comhairle na nÓg
- Community Foundation of Ireland
- Cork Indie Film Festival

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- 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)
- 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
- Involve
- 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
- Minceirs Whiden
- Mountjoy Prison
- NALA
- National Addiction Oversight Committee
- National Traveller and Roma Inclusion Strategy II (NTRIS) Committee
- National Traveller MABS
- National Traveller Mental Health Forum
- National Traveller Women's Forum
- NUI Galway
- Parish of the Travelling People
- Pavee Point
- PayPal
- Pieta House
- Prison Service
- Probation Service
- Public Appointments Service
- QQI
- Road Safety Authority
- Shelton Prison
- Social Care Ireland
- South Dublin City Drug and Alcohol Alliance
- Sports Ireland
- Sports Partnerships
- 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

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DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- 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

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 2019 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.

Exchange House Ireland began the process of developing a new strategic plan in 2024. To maintain consistency the Board have determined the continuation of the Strategic Plan 2019-2022 until the new one is complete.

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

6. The CEO / Board of Management to provide clear and decisive leadership for Exchange House Ireland and deliver on this Strategic Plan
7. The CEO / Board of Management to promote the valuable work that Exchange House Ireland does as an organisation.
8. 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.
9. 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.
10. Exchange House Ireland maintains a strong Board of Management with key expertise and representation.

Children and Young Peoples' Service Strategic Priorities

11. To provide inclusive and sustainable programs that improves individual and community well-being to Traveller young people in the Greater Dublin area that
12. Improve the quality of education participation and attainment of Traveller children and young people in the Greater Dublin area.
13. 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.
14. Work with the City of Dublin Youth Service Board and other stakeholders to deliver on the National Quality and Standards Framework.
15. The Children and Young Peoples' Service to have a commitment to continual professional development.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Planned Activities

The Education & Training Service is committed to continuous improvement and expansion, with several key initiatives planned to enhance its offerings and impact.

- **Community Employment (CE) Programme:**
 - **Programme Expansion:** The CE programme has the capacity to increase to 25 participant places. If these places are filled, the Department of Social Protection (DSP) should grant funding for an assistant supervisor.
 - **Career Pathways:** The overall aim is to prepare participants for employment, further training, apprenticeships, and/or third-level education. The programme will continue to source industry-standard modules, such as Safe Pass, Manual Handling, and Security, to enhance employment opportunities.
 - **Mindset Shift:** The service aims to change the mindset of participants who believe they cannot attend college, little by little, hoping to unlock the full potential of each individual who engages with EHI, helping them realise they are capable of more and can expect more from life.
 - **Internal Collaboration:** The CE programme aims to collaborate with other services within EHI, encouraging EHI workers to share their personal experiences regarding education and employment. This will distinguish workers as role models and foster a more relaxed environment for individuals seeking assistance.
- **Universal Design for Learning (UDL):**
 - **Foundational Principles:** The Education & Training Service is committed to embedding Universal Design for Learning (UDL) principles as a foundational element of all future teaching and training practices.
 - **Inclusive Education:** This forward-looking approach aims to ensure that educational experiences are fully inclusive, accessible, and effective for every learner.
 - **Implementation:** Educators and trainers will be supported to design and deliver programmes that incorporate the three core UDL principles: multiple means of engagement, representation, and action/expression.
 - **Proactive Approach:** By applying UDL principles from the outset, the service will proactively address diverse learning needs and preferences, reduce barriers to participation, and create more equitable and learner-centred environments. This initiative reflects an ongoing commitment to flexibility, inclusion, and excellence in education and training. UDL's goal is to create inclusive classrooms that accommodate the diverse needs of all learners.
- **Programme Validation (Employment Skills Programme):**
 - **Validation Process:** EHI is actively preparing to engage in the validation process for its employment skills programme. This preparation, including research and pre-validation activities, aims to ensure the programme delivers measurable and lasting benefits.
 - **Strategic Benefits:** Validation is expected to optimise resources, enhance efficiency, and align the programme with evolving job market needs. It will ensure programme effectiveness, build trust and credibility with stakeholders, promote equity by addressing the needs of disadvantaged students, and help close achievement gaps. Validated programmes are also more scalable and replicable, informing policy and serving as models.
- **National Traveller Educational Achievement Awards (NTEAA):**
 - **Continued Growth:** Expected outcomes for the NTEAA include increased participation in third-level education among the Traveller community, greater visibility and recognition of educational achievements, and stronger support networks.
 - **Future Generations:** The awards aim to encourage future generations to pursue education by showcasing positive role models and fostering continued growth in award nominations, reflecting long-term impact and engagement.
- **Traveller and Roma Education Strategy:**
 - **Ongoing Oversight:** The Traveller and Roma Education Advisory Group, Forum, and Oversight Group will continue to support the development and progress of the strategy. The TRES Oversight Group specifically oversees the education-related actions under the National Traveller and Roma Inclusion Strategy II (2024–2030), ensuring alignment and accountability across both strategies.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- Enhancing Integration Between Community and Statutory Services:
 - Seamless Support: A key plan is to foster strong and sustainable relationships between clients, community organisations, statutory services, and EHI, prioritising building trust and collaboration to ensure a seamless support network around each individual.
 - Empowering Access: This involves improving the availability of information, offering outreach initiatives, and facilitating in-house link-ins to ensure timely and effective access to services. The goal is to empower clients through clear pathways to the help they need, when they need it, facilitating a wraparound service that provides integrated comprehensive support.

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

The Service has several strategic plans for 2025:

- Travellers Transforming Conflict Initiative (TTCI):
 - Further regional screenings of the short film are planned for next year.
 - Plans are being put in place for recruiting a national coordinator for the project.
 - Steps have been taken to disseminate the research report in an accessible way for the community, including identifying a graphic artist.
- Family Support Access Programme:
 - The service aims to continue taking referrals for access and developing a more comprehensive access programme.
 - 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, which is a regular request from Tusla workers.
 - Access workers will continue providing and developing direct work with parents, including parenting support, which is also a regular request from Tusla referrals.
 - Access workers will develop skills in responding to post-separation domestic abuse in referrals from family court.
 - EHI plans to look at more training to equip staff to support parents (both perpetrators and victims) as well as children impacted by domestic abuse. The aim is to build and embed expertise in this area within the team.
- Domestic Abuse Service:
 - In-house research, possibly participatory action research, is planned, dependent on steering group feedback.
 - A key aspect of this role is to help embed evidence-based practice, develop policies and practices, and provide team support on domestic abuse cases.
 - Next year will focus on outreach and preventative interventions with young people, such as organising support groups and workshops to raise awareness around domestic abuse within the community.
- Cocaine and Crack Cocaine a health-led approach project (CCCHLA): It is hoped that this programme will be run a second time and, with funding, be rolled out in other prisons.
- Traveller Culture Art Project: An art project around Traveller identity is planned to create a culturally positive environment with input from young Traveller service users. The goal is to begin developing internal resources that promote an empowering sense of Traveller culture, especially for young Travellers struggling with or having lost their connection to their identity.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- Group Training in Restorative Practice: Training will be offered in using restorative language to promote empathy and understanding, build relationships, and stop conflict. Staff interested can then pursue further training in restorative practice facilitation skills, which is relevant to current work (e.g., prison work) and to develop potential sessions for clients (e.g., young people).

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

6. 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.
7. Build and enhance the national remit of the National Traveller Mental Health and Suicide Prevention Service.
8. To enhance opportunities to improve mental health and reduce stigma connected to mental illness.
9. Partner with local and national Traveller organisations to enhance crisis response services.
10. For the National Traveller Mental Health and Suicide Prevention Service to have a commitment to continual professional development.

Planned Activities

The Service has clear plans for advocacy and scaling up successful initiatives:

- Traveller Education Change Programme:
 - The launch of the Traveller Education Change Programme findings is planned.
 - There will be continued advocacy for better school supports for Traveller children.
- Traveller Youth Mental Health:
 - The launch of the Traveller Youth Mental Health Report is anticipated.
 - Plans include advocacy for funding to scale up the programme and to increase the capacity of Traveller adults to support crisis intervention.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Structure, Governance and Management

Governing Document

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

Organisational Structure

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

There are 4 Committees of the Board:

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

Directors and Secretary

- *Erika Ruigrok* Chairperson
- Jason Denman Vice Chairperson
- *Joseph McHugh* Treasurer
- Miriam Colum
- Bernard Joyce (*resigned February 2024*)
- Frank Kavanagh
- *Lorna Kerin* (*appointed October 2024*)
- Fiona Prendergast
- John Wills
- Simon Finnegan Company Secretary (non-director)

Attendance at Board Meetings in 2024

- Miriam Colum 5/8
- Jason Denman 7/8
- Bernard Joyce 0/1
- Frank Kavanagh 1/8
- Lorna Kerin 1/2
- Joe McHugh 8/8
- Fiona Prendergast 7/8
- Erika Ruigrok 8/8
- John Willis 2/8

Executive Management Team

- Chief Executive Officer
Kevin Burn (*resigned May 2024*)
Kerry Cuskelly (*appointed August 2024*)
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark
- Family Support and Crisis Intervention Service Manager
Caroline Boyle
- National Traveller Mental Health Service Manager
John O'Brien
- Limerick Traveller Network Co-ordinator
Anita Pannell (*appointed January 2024*)
- Finance Manager
Simon Finnegan

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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.

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 2024, the year-end financial position and the approved 2025 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.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Governance Code for Charities

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

Staff and Volunteer Vetting

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

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

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:

- d. 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.
- e. 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.
- f. To cover expenditure for unseen emergencies or other unexpected needs this policy recommends a reserve amount of €50,000.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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.
- 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 €271,900

At the end of 2024, the reserve level as shown in the balance sheet came to €509,295 so the level of reserves is in excess of those required at the start of 2025, 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 2024

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, the Department of Social Protection, the City of Dublin Education and Training Board, Pobal, and the Tusla/TESS School Completion Programme, 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 2024 Exchange House Ireland raised a total of €2.6m, up €433k in 2023 – this is mainly due to large grants received in 2024 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. €14k 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.

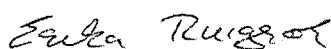
Statement of disclosure to auditor

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.

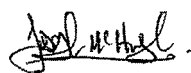
This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

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



.....
Erika Ruigrok
Director

17th October 2025



.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2024

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

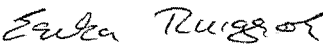
Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of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

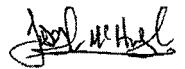
- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those 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: 17th October 2025

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 2024, which comprise the income and expenditure account, the statement of financial position, 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 2024 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.

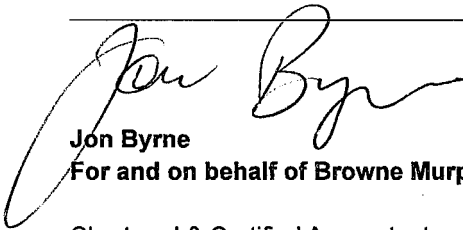
A further description of our responsibilities for the audit of the company's financial statements is located on the IAASA's website at: <https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/>. This description forms part of our auditor's 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: 17/10/2025

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 2024

| | Notes | 2024 Restricted Funds € | 2024 Unrestricted Funds € | 2024 Total Funds € | 2023 Total Funds € |
|--|-----------|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| Income | 3 | 2,539,156 | 13,776 | 2,552,932 | 2,199,363 |
| Resources Expended | | | | | |
| Charitable activities | | (1,983,397) | (12,884) | (1,996,281) | (1,749,272) |
| Management and administration costs | | (453,681) | (760) | (454,441) | (391,657) |
| Governance costs | | (24,137) | - | (24,137) | (14,893) |
| Total Resources Expended | | (2,461,215) | (13,644) | (2,474,859) | (2,155,822) |
| Surplus for the financial year | 13 | 77,941 | 132 | 78,073 | 43,541 |
| Total comprehensive income for the year | | 77,941 | 132 | 78,073 | 43,541 |

Erika Ruigrok

Erika Ruigrok
Director

Joseph McHugh

Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

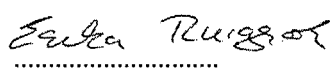
STATEMENT OF FINANCIAL POSITION

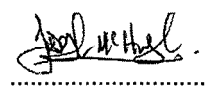
AS AT 31 DECEMBER 2024

| | Notes | 2024 € | € | 2023 € | € |
|--|-------|------------------|------------------|------------------|------------------|
| Fixed assets | | | | | |
| Tangible assets | 7 | | 139,574 | | 136,235 |
| Current assets | | | | | |
| Debtors | 9 | 93,839 | | 123,094 | |
| Cash at bank and in hand | | 570,935 | | 686,707 | |
| | | <u>664,774</u> | | <u>809,801</u> | |
| Creditors: amounts falling due within one year | 10 | <u>(139,727)</u> | | <u>(173,993)</u> | |
| Net current assets | | | <u>525,047</u> | | <u>635,808</u> |
| Total assets less current liabilities | | | <u>664,621</u> | | <u>772,043</u> |
| Creditors: amounts falling due after more than one year | 11 | | <u>(149,629)</u> | | <u>(335,123)</u> |
| Net assets | | | <u>514,992</u> | | <u>436,920</u> |
| Reserves | | | | | |
| Income and expenditure account | 13 | | <u>514,992</u> | | <u>436,920</u> |
| Members' funds | | | <u>514,992</u> | | <u>436,920</u> |

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

The financial statements were approved by the board of directors and authorised for issue on 17th October 2025 and are signed on its behalf by:


.....
Erika Ruigrok
Director


.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN RESERVES

FOR THE YEAR ENDED 31 DECEMBER 2024

| | Notes | Income and expenditure account € |
|---|-----------|---|
| Balance at 1 January 2023 | 13 | 393,379 |
| Year ended 31 December 2023: | | |
| Surplus and total comprehensive income for the year | | 43,541 |
| Balance at 31 December 2023 | | 436,920 |
| Year ended 31 December 2024: | | |
| Surplus and total comprehensive income for the year | | 78,073 |
| Balance at 31 December 2024 | | <u>514,992</u> |

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

| | Notes | 2024 € | € | 2023 € | € |
|--|-------|-----------|-----------|-----------|-----------|
| Cash flows from operating activities | | | | | |
| Cash absorbed by operations | 17 | | (74,989) | | (110,364) |
| Investing activities | | | | | |
| Purchase of tangible fixed assets | | (44,783) | | (64,229) | |
| Proceeds on disposal of tangible fixed assets | | 4,000 | | - | |
| Net cash used in investing activities | | | (40,783) | | (64,229) |
| Net decrease in cash and cash equivalents | | | (115,772) | | (174,593) |
| Cash and cash equivalents at beginning of year | | | 686,707 | | 861,298 |
| Cash and cash equivalents at end of year | | | 570,935 | | 686,707 |

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

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 2024

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 statement of financial position 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 2024

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 2024

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>2024</i> | <i>2024</i> | <i>2024</i> | <i>2023</i> |
|---|-------------------------|---------------------------|--------------------|--------------------|
| | <i>Restricted Funds</i> | <i>Unrestricted Funds</i> | <i>Total Funds</i> | <i>Total Funds</i> |
| | € | € | € | € |
| <i>HSE - Social Inclusion Unit</i> | 510,901 | - | 510,901 | 533,557 |
| <i>HSE - National Office for Suicide Prevention</i> | 361,799 | - | 361,799 | 336,375 |
| <i>HSE - South Dublin Inner City Local Drugs Task Force</i> | 94,888 | - | 94,888 | 93,036 |
| <i>HSE S39 PR</i> | 68,378 | - | 68,378 | 112,028 |
| <i>HSE Limerick</i> | - | - | - | 802 |
| <i>HSE Midlands</i> | - | - | - | 4,700 |
| <i>HSE WRC Agreement</i> | 33,494 | - | 33,494 | - |
| <i>The Department of CEDiy / CDETB / CDYSB - UBU</i> | 494,867 | - | 494,867 | 438,159 |
| <i>Department of CEDiy / Dormant Accounts</i> | 189,655 | - | 189,655 | 81,592 |
| <i>Pobal After School St Olivers Park</i> | 42,843 | - | 42,843 | 41,085 |
| <i>The Department of Education and Skills/ SOLAS/CDETB</i> | 87,054 | - | 87,054 | 43,069 |
| <i>The Department of Education and Skills/ SOLAS/CDETB (MAEDF)</i> | - | - | - | 2,639 |
| <i>The Department of Social Protection - Community Employment</i> | 252,350 | - | 252,350 | 214,124 |
| <i>Schools Completion Programme Ballyfermot After school Labre Park</i> | 8,500 | - | 8,500 | 16,537 |
| <i>Schools Completion Programme Clondalkin After School St Olivers Park</i> | 5,508 | - | 5,508 | 5,090 |
| <i>LCETB Reach Fund</i> | 10,650 | - | 10,650 | 15,700 |
| <i>Community Foundation Ireland (CFI) - Cost of Living</i> | 17,179 | - | 17,179 | 32,821 |
| <i>Community Foundation Ireland (CFI)</i> | - | - | - | 3,042 |
| <i>Community Foundation Ireland (CFI) - Begin Together A & B</i> | - | - | - | 7,853 |
| <i>Community Foundation Ireland (CFI) - RTÉ - Toy Show</i> | 62,125 | - | 62,125 | 24,288 |
| <i>Community Foundation Ireland (CFI) - RTÉ - Toy Show - Limerick Education</i> | 184,747 | - | 184,747 | 115,253 |
| <i>Community Foundation Ireland (CFI) - RTÉ Does Comic Relief</i> | - | - | - | 996 |
| <i>The European Union/The European Commission - Gea-Societa Cooperativa Sociale</i> | 11,898 | - | 11,898 | 2,978 |
| <i>Public Appointment Service</i> | 5,413 | - | 5,413 | 5,732 |
| <i>Dublin County Council</i> | 900 | - | 900 | - |
| <i>Involve</i> | - | - | - | 1,897 |
| <i>St Stephen's Green Trust</i> | - | - | - | 5,300 |
| <i>Rethink Ireland</i> | - | - | - | 5,741 |
| <i>Limerick City & Co Council</i> | 88,366 | - | 88,366 | 32,737 |
| <i>Limerick Women's Group</i> | 2,520 | - | 2,520 | 663 |
| <i>Gifts and Donations - Public Donations</i> | - | 5,528 | 5,528 | 475 |
| <i>Traveller Counselling Support</i> | - | - | - | 6,875 |
| <i>Other Income</i> | 5,120 | 8,248 | 13,368 | 14,219 |

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

3 Income (Continued)

| | | | | |
|--|-----------|--------|-----------|-----------|
| | 2,539,156 | 13,776 | 2,552,932 | 2,199,363 |
|--|-----------|--------|-----------|-----------|

| Public Donations | 2024 | 2023 |
|----------------------------|-------|------|
| | € | € |
| Ad Hoc Donations | 5,000 | - |
| Regular EFTs | 228 | 235 |
| Paypal Giving Fund Ireland | 300 | 240 |
| | 5,528 | 475 |

4 Operating surplus 2024 € 2023 €

Operating surplus for the year is stated after charging:

| | | |
|---------------------------------------|--------|--------|
| Depreciation of tangible fixed assets | 41,444 | 32,486 |
|---------------------------------------|--------|--------|

5 Employees

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

| | 2024 Number | 2023 Number |
|-------------------------|----------------|----------------|
| Chief Executive Officer | 1 | 1 |
| Finance Manager | 1 | 1 |
| Department Managers | 6 | 5 |
| Support Staff | 42 | 29 |
| CE Employees | 15 | 22 |
| | 65 | 58 |

| | 2024 Number | 2023 Number |
|-------------------|----------------|----------------|
| €0 - €10,000 | 19 | 23 |
| €10,001 - €20,000 | 16 | 12 |
| €20,001 - €30,000 | 5 | 3 |
| €30,001 - €40,000 | 5 | 5 |
| €40,001 - €50,000 | 5 | 5 |
| €50,001 - €60,000 | 8 | 5 |
| €60,001 - €70,000 | 4 | 4 |
| €70,001 - €80,000 | 3 | 0 |
| €80,001 - €90,000 | 0 | 1 |

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

5 Employees (Continued)

65 58

Their aggregate remuneration comprised:

| | 2024 | 2023 |
|-----------------------|-----------|-----------|
| | € | € |
| Wages and salaries | 1,811,098 | 1,600,519 |
| Social security costs | 175,227 | 152,063 |
| Pension costs | 44,362 | 30,575 |
| | 2,030,687 | 1,783,157 |

6 Taxation

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

7 Tangible fixed assets

| | Leasehold improvements | Fixtures, fittings & equipment | Computer equipment | Motor vehicles | Total |
|------------------------------------|---------------------------|--------------------------------------|-----------------------|-------------------|----------|
| | € | € | € | € | € |
| Cost | | | | | |
| At 1 January 2024 | 98,610 | 400,525 | 13,852 | 68,949 | 581,938 |
| Additions | - | 11,783 | - | 33,000 | 44,783 |
| Disposals | - | - | - | (30,949) | (30,949) |
| | 98,610 | 412,310 | 13,852 | 71,000 | 595,772 |
| Depreciation and impairment | | | | | |
| At 1 January 2024 | 21,196 | 349,306 | 13,852 | 61,349 | 445,703 |
| Depreciation charged in the year | 9,861 | 17,383 | - | 14,200 | 41,444 |
| Eliminated in respect of disposals | - | - | - | (30,949) | (30,949) |
| | 31,057 | 366,689 | 13,852 | 44,600 | 456,198 |
| Carrying amount | | | | | |
| At 31 December 2024 | 67,553 | 45,621 | - | 26,400 | 139,574 |
| At 31 December 2023 | 77,414 | 51,221 | - | 7,600 | 136,235 |

8 Financial instruments

| | 2024 | 2023 |
|---|---------|---------|
| | € | € |
| Carrying amount of financial assets | | |
| Debt instruments measured at amortised cost | 631,381 | 789,451 |

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

| | | (Continued) | |
|-----------|---|----------------|----------------|
| 8 | Financial instruments | | |
| | Carrying amount of financial liabilities | | |
| | Measured at amortised cost | 72,828 | 95,308 |
| | | <u>72,828</u> | <u>95,308</u> |
| 9 | Debtors | | |
| | | 2024 | 2023 |
| | Amounts falling due within one year: | € | € |
| | Other debtors | 60,446 | 102,744 |
| | Prepayments | 33,393 | 20,350 |
| | | <u>93,839</u> | <u>123,094</u> |
| | | <u>93,839</u> | <u>123,094</u> |
| 10 | Creditors: amounts falling due within one year | | |
| | | 2024 | 2023 |
| | | € | € |
| | Trade creditors | 20,656 | 30,322 |
| | Other creditors including tax and social insurance | 92,701 | 99,169 |
| | Accruals | 26,370 | 44,502 |
| | | <u>139,727</u> | <u>173,993</u> |
| | | <u>139,727</u> | <u>173,993</u> |
| 11 | Deferred Income | | |
| | | 2024 | 2023 |
| | | € | € |
| | Deferred income | 149,629 | 335,123 |
| | | <u>149,629</u> | <u>335,123</u> |
| | | <u>149,629</u> | <u>335,123</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 2025 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 2024

13 Income and expenditure account

| | 2024 € | 2023 € |
|---|----------------|----------------|
| At the beginning of the year | 436,920 | 393,379 |
| Surplus for the year | 78,073 | 43,541 |
| | <u>514,992</u> | <u>436,920</u> |
| Split of Reserves | | |
| Restricted funds | 274,756 | 269,977 |
| Unrestricted funds | 240,236 | 166,943 |
| | <u>514,992</u> | <u>436,920</u> |
| Split of Reserves | | |
| Unrestricted Funding | 240,236 | 166,943 |
| NEAA | (8,980) | (8,980) |
| Community Foundation of Ireland Fund | 7,624 | 8,789 |
| Department of Justice & Equality - Traveller LGBT + Projects | (4,037) | (4,037) |
| HSE Social Inclusion | 75,375 | 191,194 |
| HSE South Dublin Inner City Local Drugs Task Force | (30,544) | (37,053) |
| HSE National Office for Suicide Prevention | 25,784 | 11,912 |
| The Department of Children & Youth Affairs / CDYSB - TYFS | (8,963) | (8,963) |
| The Department of Children & Youth Affairs / CDYSB - UBU | (37,553) | (37,501) |
| The Department of Children & Youth Affairs / CDYSB - Capital Grant | 5,696 | 41,350 |
| School Completion Programme Ballyfermot | (39) | (39) |
| School Completion Programme Clondalkin | (526) | 223 |
| Pobal-Dept of Children & Youth Affairs/Community Childcare Subvention | 38,516 | 28,470 |
| The Dept of Social Protection - Community Employment | 20,859 | 28,465 |
| The Dept of Education & Skills/SOLAS/CDET B | 2,197 | 2,492 |
| The Dept of Education & Skills/SOLAS/LCETB | 14,617 | 14,617 |
| Community Peer Support | (1,611) | (1,611) |
| PUP Training | (85) | (85) |
| RTE - Funding | 46,333 | (1,238) |
| Limerick CDP | (500) | (500) |
| Dublin City Council | 34,730 | 34,730 |
| EU Projects | 2,955 | (202) |
| Dept.CEDIY/Dormant Accounts | 6,503 | 4,912 |
| Small funding | 86,405 | 3,031 |
| | <u>514,992</u> | <u>436,920</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 2024

15 Control

The company is controlled by the board of directors.

16 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.

17 Cash absorbed by operations

| | 2024 | 2023 |
|--|-----------------|------------------|
| | € | € |
| Surplus for the year after tax | 78,073 | 43,541 |
| Adjustments for: | | |
| Gain on disposal of tangible fixed assets | (4,000) | - |
| Depreciation and impairment of tangible fixed assets | 41,445 | 32,486 |
| Movements in working capital: | | |
| Decrease/(increase) in debtors | 29,255 | (23,503) |
| Decrease in creditors | (34,266) | (58,550) |
| Decrease in deferred income | (185,494) | (104,338) |
| Cash absorbed by operations | <u>(74,987)</u> | <u>(110,364)</u> |

18 Analysis of changes in net funds

| | 1 January 2024 | Cash flows | 31 December 2024 |
|--------------------------|-------------------|------------------|---------------------|
| | € | € | € |
| Cash at bank and in hand | 686,707 | (115,772) | 570,935 |
| | <u>686,707</u> | <u>(115,772)</u> | <u>570,935</u> |

19 Approval of financial statements

The directors approved the financial statements on17th October 2025

TRIBLI COMPANY LIMITED BY GUARANTEE
MANAGEMENT INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2024

TRIBLI COMPANY LIMITED BY GUARANTEE

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

| | € | 2024 € | € | 2023 € |
|--|-------------|--------------------|-------------|--------------------|
| Income | | | | |
| HSE Social Inclusion Unit | | 510,902 | | 533,557 |
| HSE National Office for Suicide Prevention | | 361,799 | | 336,375 |
| HSE South Dublin Inner City Local Drugs Task Force | | 94,888 | | 93,036 |
| HSE S39 PR | | 68,378 | | 112,028 |
| HSE Limerick | | - | | 802 |
| HSE Midlands | | - | | 4,700 |
| HSE WRC Agreement | | 33,494 | | - |
| The Department of CEDiy / CDETB / CDYSB - UBU | | 494,867 | | 438,159 |
| Department of CEDiy / Other Funding | | 189,655 | | 81,592 |
| Pobal After School St Olivers Park | | 42,843 | | 41,085 |
| The Department of Education and Skills/SOLAS/CDETB | | 87,054 | | 43,069 |
| The Department of Education and Skills/SOLAS/CDETB (MAEDF) | | - | | 2,639 |
| The Department of Social Protection - Community Employment | | 252,350 | | 214,124 |
| School Completion Programme Ballyfermot After school Labre Park | | 8,500 | | 16,537 |
| School Completion Programme Clondalkin After school St Olivers Park | | 5,508 | | 5,090 |
| LCETB Reach Fund | | 10,650 | | 15,700 |
| Community Foundation Ireland Cost of Living | | 17,179 | | 32,821 |
| Community Foundation Ireland (CFI) | | - | | 3,042 |
| Community Foundation Ireland (CFI) - Begin Together A & B | | - | | 7,853 |
| Community Foundation Ireland (CFI) - RTÉ - Toy Show | | 62,125 | | 24,288 |
| Community Foundation Ireland (CFI) - RTÉ - Toy Show - Limerick Education | | 184,747 | | 115,253 |
| Community Foundation Ireland (CFI) - RTÉ Does Comiic Relief | | - | | 996 |
| The European Union / The European Commission - Gea-Societa Cooperativa Sociale | | 11,898 | | 2,978 |
| Public Appointment Service | | 5,413 | | 5,732 |
| Dublin City Council | | 900 | | - |
| Involve | | - | | 1,897 |
| St. Stephen's Green Trust | | - | | 5,300 |
| Rethink Ireland | | - | | 5,741 |
| Limerick City & Co Council | | 88,366 | | 32,737 |
| Limerick Women's Group | | 2,520 | | 663 |
| Gifts and Donations - Public Donations | | 5,528 | | 475 |
| Traveller Counselling Support | | - | | 6,875 |
| Other Income | | 13,368 | | 14,219 |
| | | <u>2,552,932</u> | | <u>2,199,363</u> |
| Charitable activities | (1,996,281) | | (1,749,272) | |
| Management and administration costs | (454,441) | | (391,657) | |
| Goverance costs | (24,137) | | (14,893) | |
| Total Resources Expended | | <u>(2,474,859)</u> | | <u>(2,155,822)</u> |

TRIBLI COMPANY LIMITED BY GUARANTEE

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

| | € | 2024 € | € | 2023 € |
|--------------------------|---|---------------|---|---------------|
| Operating Surplus | | <u>78,073</u> | | <u>43,541</u> |

TRIBLI COMPANY LIMITED BY GUARANTEE

SCHEDULE OF ADMINISTRATIVE EXPENSES

FOR THE YEAR ENDED 31 DECEMBER 2024

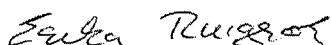
| | 2024 | 2023 |
|---|------------------|------------------|
| | € | € |
| Charitable Activities | | |
| Salaries and wages | 1,594,218 | 1,407,754 |
| Social security costs | 151,266 | 131,735 |
| Employers pension contributions | 36,961 | 23,402 |
| Education and Training | 12,916 | 26,733 |
| Equipment for Activities | 1,627 | (1,316) |
| Motor, travelling and subsistence costs | 32,138 | 30,688 |
| Activity expenses | 70,331 | 96,214 |
| Subscriptions | 2,218 | 265 |
| Activity Outputs | 37,889 | 10,884 |
| Legal and professional fees | 56,717 | 22,913 |
| | <u>1,996,281</u> | <u>1,749,272</u> |

TRIBLI COMPANY LIMITED BY GUARANTEE

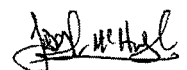
SCHEDULE OF ADMINISTRATIVE EXPENSES (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

| | 2024 | 2023 |
|--|----------------|----------------|
| | € | € |
| Management and administration costs | | |
| Salaries and wages | 216,880 | 192,765 |
| Social security costs | 23,961 | 20,328 |
| Staff training | 580 | 2,100 |
| Employers pension contributions | 7,401 | 7,173 |
| Staff recruitment costs | 28,406 | 2,075 |
| Internal Events | 4,048 | 3,586 |
| Rent | 10,820 | 11,433 |
| Security costs | 4,690 | 3,134 |
| Cleaning | 7,906 | 9,170 |
| Power, light and heat | 24,487 | 28,550 |
| Property repairs and maintenance | 15,451 | 4,355 |
| Insurance | 18,254 | 16,081 |
| Computer running costs | 16,503 | 18,526 |
| Consultancy fees | 5,442 | 2,828 |
| Bank charges | 913 | 834 |
| Printing and stationery | 11,548 | 13,664 |
| Promotion | 2,796 | 744 |
| Telecommunications | 19,040 | 20,018 |
| Sundry expenses | (2,129) | 1,807 |
| Depreciation | 41,444 | 32,486 |
| Profit on disposal of tangible assets | (4,000) | - |
| | <u>454,441</u> | <u>391,657</u> |
| Goverance costs | | |
| Audit Fees | 7,924 | 5,339 |
| Management expenses | 423 | 679 |
| Staff costs | 7,988 | 5,759 |
| Professional fees | 7,802 | 3,116 |
| | <u>24,137</u> | <u>14,893</u> |



Erika Ruigrok
Director



Joseph McHugh
Director