



EXCHANGE HOUSE IRELAND
National Travellers Service

2016

Annual Review & Financial Statements



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Chairperson's Statement



On behalf of Exchange House Ireland National Traveller Service it gives me great pleasure to present our Annual Review and Financial Statements for 2016.

2016 proved to be another outstanding year for our organisation and the services we provide to the Irish Traveller community.

In February of this year we were delighted to welcome Sé O'Connor as our new Chief Executive Officer.

Sé had been a member of our Board of Management for a number of years and was very well acquainted with Exchange House Ireland and all the services we provide. His professional expertise in human resources and management in the health sector along with his enthusiasm for Exchange House Ireland will undoubtedly be of tremendous and positive benefit to our organisation, the staff and ultimately to the people who avail of our services.

There continues to be numerous challenges in Ireland today for many and this is reflected in an increase in demand for our services; whether it be from families struggling with homelessness, young men and women with few employment opportunities, people working through their mental health issues or young people needing extra supports in their school education.

Exchange House Ireland endeavours to meet these extra requests with the high standards that people have come to expect.

On behalf of the Board of Management I'd like to present this report which will give you a taste of all the achievements the management and staff of Exchange House Ireland have accomplished in 2016.

I'd like to take this opportunity to thank those same managers and staff for their tireless dedication to Exchange House Ireland and the people we serve.

I'd also like to thank all our funders without whom such vital services would not exist.

Carmel Terry

Chief Executive Officer's Review

At the outset I feel it is appropriate and important to acknowledge the contribution of all our funders without which Exchange House Ireland would not be in a position to provide the broad range and quantum of services and support required throughout the Traveller community.

Funding, by its nature is and will always be a critical factor in the ongoing provision of services both in terms of maintenance and growth where and if possible. We will continue to converse and negotiate with our core funders in order to secure the financial resources we feel are required in order to optimise services with and on behalf of the Traveller community. In support of this we are continuing to develop both our governance and risk management practices.

The detail and extent of the Services and the success of same are outlined in detail throughout this report, the following being just a representative sample:

- Five young Travellers, with the assistance of Exchange House Ireland, were elected to Comhairle na nÓg. In addition two Traveller teens engaged with the Children's Equality Commission Advisory Group.
- The Community Employment Scheme had 33 participants. The scheme provided work experience and in excess of 50 QQI Level 3 to 5 training modules, (many of which will lead to Major QQI awards in 2017).
- 150 members of the Traveller community from across the 32 counties of Ireland were nominated for our National Education Achievement Awards.
- The Family Support and Crisis Intervention Service provided various services to over 300 Traveller individuals and families. Such services varying in complexity and level of urgency based on the needs of the community.
- We held our first national Traveller Mental Health Conference this year. The conference proved to be a very positive experience with contributors from various professional groups



together with drama / art and music among other aspects.

In the main body of the report reference is made to our plans for the future, strategic, organisational etc. The very nature of our business and services will always present challenges. It is my hope that these challenges, which can be new and difficult, require effort and determination to be redefined as opportunities that become possible to deliver with and on behalf of the Traveller community.

Over the years the needs and requirements of the Traveller community have been repeatedly identified in the critical areas of Education, Employment, Housing and Health.

At the time of writing the ESRI had published its Report "A Social Portrait of Travellers in Ireland" (Research Series Number 56, January 2017). Suffice is to say that the findings detailed in the report confirm the extent of the deficits and consequent challenges into the future.

Here in Exchange House Ireland we recognise that there is always room and space for improving how and what we do and so we will continue to try and enhance services with and to the Traveller community.

Sé O'Connor

Directors' Report

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

Exchange House Ireland is a provider of Traveller specific frontline services of excellence in an Ireland where the distinct ethnicity, identity and experience of Travellers is acknowledged, celebrated and respected.

Mission

To provide a range of Traveller specific frontline services and supports to, with and for individuals, families and communities and enhance choices with care and integrity

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:

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.

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

- Children's Equality Commission Advisory Group
- Gaisce Awards
- Detached Youth Work
- Educational Away Programmes
- On-Site Youth Services
- Outreach Services
- Stay-In-School Programme

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

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

Currently we work with nearly 500 young people in our catchment area providing integrated recreational, educational and developmental programmes.

Funding for this Service comes from the Department of Children and Youth Affairs via the City of Dublin Education and Training Board (CDETb) via the City of Dublin Youth Service Board (CDETb); The Dormant Accounts Fund via Pobal; and the School Completion Project 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 1 to 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 1 to 5
- Third level support
- European Union Partnership Projects

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

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
- Alcoholics Anonymous (AA)
- Duty Service
- Outreach Service
- Child Protection / Safeguarding / Children in or at Risk of Care Support
- Accommodation Support
- Parenting and Child Development Work
- Court and Legal Work
- Domestic Violence Programme
- Support with Sexual Abuse Cases
- Resource and Information Service On-site in Labre Park
- Prison Work

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 Task Force; and other small gratuities.

The National Traveller Mental Health Service

In 2012 Exchange House Ireland expanded its services to the Traveller community by introducing innovative mental health services. There are two main areas of this service – Suicide Prevention & Mental Health Promotion, and Direct Mental Health Support.

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.

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.

These services are offered in West Cork in partnership with West Cork Travellers Centre and Offaly in partnership with Offaly Traveller Movement.

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



George

George is a 13 year old boy. George lives on the south side of Dublin. He is the youngest of a family of seven. His older siblings are all married and he is still at home with his parents. His father suffers with mental health problems and cannot work. George spends most days working with family members and this is having a serious effect on his school attendance.

George is currently between schools. He is due to begin secondary school. He was refused entry to the school due to behaviour issues during his time in primary. George is at serious risk of anti-social behaviour. He also suffers with A.D.D. which is unrecognised by the family. He spends time hanging around with boys who are much older than him.

As part of our intervention with George we have been involved in meetings with the school and local agencies trying to get him into secondary school. He has also become part of a specific programme Exchange House Ireland runs with a group of boys in his age group which addresses issues around behaviour and attitudes towards school. We are encouraging him to mix with boys his own age and to become involved in projects in his own community

We are still working to get George a place in school. He has started to get more involved in our service as well as local services. He has expressed an interest in football and sports. He wants to continue his education further but is anxious at being separated from his friends. We will continue to work closely with George, his parents and the appropriate agencies to help him continue his education and to give him ongoing support. His father has become more stable and is currently seeking employment.

“...He wants to continue his education further but is anxious at being separated from his friends...”

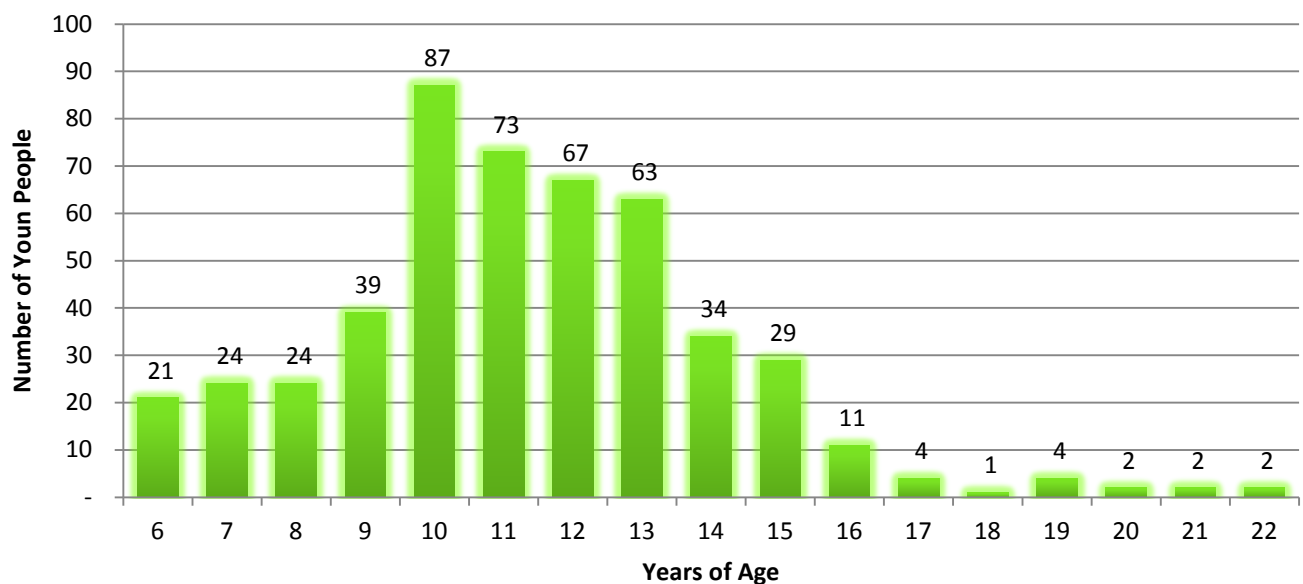
Achievement and Performance

The Children and Young Peoples' Service

The Children and Young Peoples' Service had nearly 500 young people access their various services in 2016. The majority of these young people connect with the weekly on-site and off-site core youth programmes; approximately 60 young people attend the AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin; nearly 40 young people engage with the highly successful Stay-in-Schools programmes; and 180 young people of all ages are catered for during the Service's Summer Programmes.

Figure 1 shows the breakdown of those engaging with the Children and Young Peoples' Service

Figure 1:
Graph detailing the number of Young People engaging with the Service by their age in years



The various programmes the Service runs often produces some very positive responses and outcomes, some examples include:

- Engagement in assisting and planning activities by young people
- Positive changes in attitudes towards school, along with better behaviour and appearance
- The Stay-in-School programmes, run in conjunction with 4 schools – De la Salle,

Ballyfermot; Coláiste Bríde, Clondalkin; St. Ultan's, Cherry Orchard; and Moyle Park College, Clondalkin – continues to see great results with 100% of participants staying in school, increased attendance, completion of homework and improvement in behaviour.

- The two AfterSchool programmes, running at full capacity with waiting lists, continued to promote continuing education for all the young Travellers who attend the programmes.

Some activity highlights of the service are:

- Some young people completed courses in Identity and Culture
- Older young people were given awareness sessions around drugs and alcohol, and mental health; they also received training in the area of healthy cooking, safety in sports, staying active, and practice in the Driver Theory Test
- One project was getting Traveller young

people to engage with local youth services in their area. This pilot project in Clondalkin has young Travellers accessing local boxing clubs, equine centres and youth centres.

- The Summer Projects, held over 6 weeks of the Summer, attracted 180 young people.
- Four young people were awarded the Bronze Medal for completing the Gaisce Award. Part of this award included fundraising for and

volunteering on a week long Summer Project in Slobozia, Romania working with 80 young people.

- Five young Travellers, with the assistance of the Service were elected to Comhairle na nÓg
- Two Traveller teens also engaged with the Children's Equality Commission Advisory Group, getting to sit on a forum on Brexit with Minister for Children, Catherine Zappone TD
- The Service held three away trips to the Cavan Centre. These trips are organised to accommodate specifically targeted young people who it is deemed, for various reasons such as family background, issues at home etc., that such a trip would be very beneficial. The activities at the centre are all focused on personal development.

The Education and Training Service

The Education and Training Service continued to provide core services via the Department of Social Protection Community Employment Scheme (CE Scheme) and the SOLAS/City of Dublin Education and Training Board Local Training Initiative (LTI Programme).

- The CE Scheme had 33 participants in 2016. The scheme provided work experience and over 50 QQI Level 3 to 5 training modules to those participants (many of these will lead to major QQI awards in 2017.) One participant progressed to full-time employment.
- The LTI Programme had 36 learners in 2016. The programme offers full-time education, at QQI level 4, to 17-27 year olds for progression pathways to employment. The learners completed 9 modules, with 8 major awards and over 60 minor awards. 1 person progressed into full-time employment, 3 into part-time employment and 3 people went into further education.
- As well as these core activities the Service provides one-to-one Educational Support to individuals not part of the two above programmes. In 2016 52 people availed of this service. The needs of these individuals spanned from basic literacy support to primary degree assistance.

The Service's highlights in 2016 include:

- The 2016 Exchange House Ireland National Educational Achievement Award (NEAA

2016). 150 members of Traveller community, across the 32 counties of Ireland, were nominated for the award. They ranged from ages 15 to 35 and completed second level and third level qualifications across all the QQI levels. 60 recipients, along with their families, attended the award ceremony in Dublin City Council's Wood Quay venue, where former Ireland national soccer star, Paul McGrath, presented the awards.

- Exchange House Ireland, through the Education and Training Service, began the reengagement process with Quality and Qualifications Ireland (QQI). Exchange House Ireland is well on its way to maintaining its quality assurance standing.
- The Service provided intercultural training with their programme "An Introduction to the Traveller Community" to service 4 programmes delivered in 2016, with 150 people attending across all programmes.

The Family Support and Crisis Intervention Service

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

In 2016 the service worked with over 300 Traveller individuals and families, many of whom would avail of various areas of our service, equating to just over 6,500 staff hours (see Figure 2).

The Service and its Staff, as well as providing the cores services above, continued to develop personal and organisational skills, engaged in relevant networking, developed new services, and enhanced current services; some highlights of this activity are listed below:

- A Child Protection Sub-Group was established for Exchange House Ireland to ensure policy and training needs are in place and up-to-date
- A trained Designated Liaison Person (Child Protection) was put in place
- A new case management was put in place
- New supervision cycles for staff have been implemented

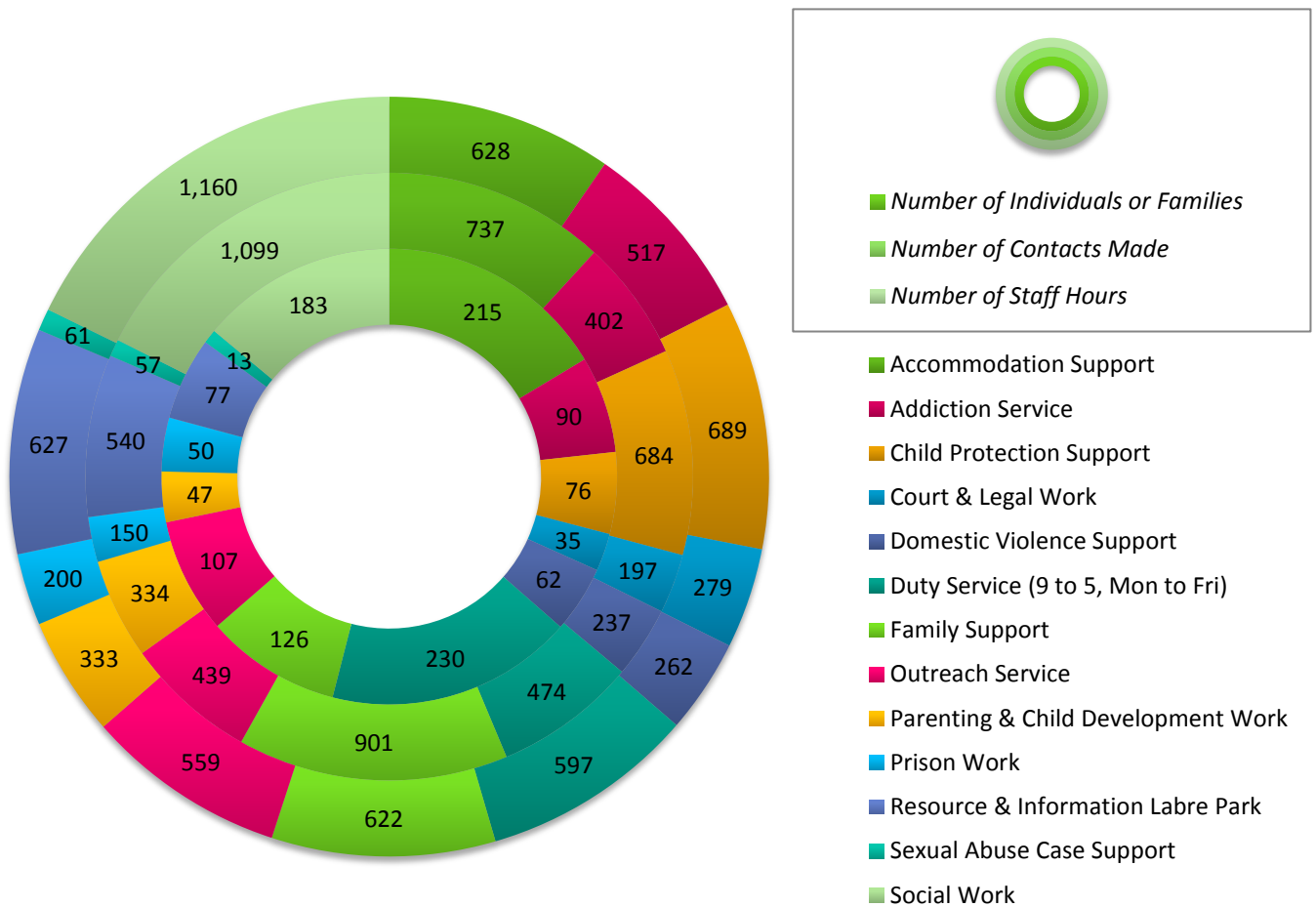
- Four staff members completed Parents Plus Facilitator training
- One staff member took specific training in the area of Sexual Abuse Cases Support provided by the Dublin Rape Crisis Centre
- New regular Addiction Service groups sessions established in Castlereagh Prison

also presented at the TIGALA National Conference.

- The acting Service Manager attended Common Purpose's Navigator Leadership Programme and Garda Vetting Training.
- One student Social Worker from TCD was on a 14 week placement with Exchange House Ireland

Figure 2:

Detailing breakdown of numbers relating to the various services provided by the Family Support and Crisis Intervention Service



- Increased numbers attending group work in Dochas Women's Prison
- AA (Alcoholics Anonymous) celebrated 5 years in Exchange House Ireland
- Exchange House Ireland linked in with One-in-Four, CARI, St. Claire's, An Garda Síochána, Tusla, The Rape Crisis Centre, Barnardos, The Prison Service, The Probation Service, and St. Stephen's Trust.
- Staff made presentations to Tusla, UCD Student Social Workers and Trinity Court;

- Exchange House Ireland dedicated 4 staff members and gave over 200 hours of support to the families directly impacted by the horrific fire that took place in Carrickmines in October 2015.

The National Traveller Mental Health Service

The National Traveller Mental Health Service embarked on a number of inventive and progressive programmes in their work to prevent

suicide and to raise awareness mental health within the Traveller community in Ireland. Here are some of the activities that the Service carried out in 2016 in this area:

- The National Traveller Mental Health Conference took place in May. Over 100 people, coming for the Traveller community, other services providers and various interested parties, attended the conference held in Wynn's Hotel, Dublin. Reaction to the conference was overwhelmingly positive, where attendees experienced talks from relevant professionals, drama and art in the area of suicide and mental health, and conference stands by other providers of mental health services to the Traveller community.
- Throughout the year there were six local events, in our centres in Dublin, Offaly and Cork, to raise awareness of mental health and suicide issues within the Traveller community. Around 130 Travellers, as well as other service providers, attended these events.
- The National Traveller Mental Health Service began work on a national policy for Suicide Crisis Response for Travellers. The policy takes a partnership approach, ensuring cross sector working in responding to a suicide. The policy is in final draft form and work has begun on working with the National Office for Suicide Prevention and other relevant partners to roll out the policy along with an accompanying training pack.
- The Service continued to be at the forefront of raising awareness of and supporting LGBT Travellers within their community. "Connected Rainbow" have created draft standards that support organisations to being LGBT Traveller aware.
- There were four training sessions, two in both Dublin and Offaly, focusing on suicide prevention and mental health awareness. 59 Traveller men and women, young and old, attended these sessions with great positive feedback.
- To mark the International Mental Health and Suicide Prevention Days, the Service organised 11 outings with members of the Traveller community who had not previously engaged with the service. 177 Travellers, from 18 to 65, joined the outings. The outings included wellness activities and

increased social connections between the participants. The outings also gave a greater exposure of the Service to the Traveller community.

- The Service continued to deepen and develop relationships with other service providers across Ireland, in many cases working directly on projects focused towards the Traveller community. Such partners include: St. Patrick's Mental Health Service, Pieta House, the Samaritans, Mojo, Offaly Mental Health, Living Links Suicide Bereavement Services, and National LGBT services.
- Staff of the Service also increased their own skills by attending national conferences, such as the Irish Association of Suicidology Annual Conference, and the Traveller Counselling Service National Conference. They also presented papers at the National Traveller Women's Forum and at the National Conference of Social Workers in Local Authorities. Two staff members completed a Professional Certificate in Acute Mental Health Interventions from UCD, and one staff member completed Level 2 WRAP Programme (Wellness Recovery Action Plan) allowing them to run and facilitate WRAP training programmes.

In total over 500 people (90% Irish Travellers) engaged with the Service in its efforts to increase awareness of Mental Health and to prevent suicide within the Traveller community in Ireland in 2016.

The other arm of the National Traveller Mental Health Service offers direct Mental Health support, either through one-to-one support, family support, and/or group therapy. See Figure 3 for description of these services and the over 350 Traveller men and women who availed of them.

Figure 3:

Outline of the services offered, the numbers who availed of these services and their demographics

Service Area	Description of Service	Numbers of Individuals	Demographics of individuals
One-to-one Mental Health Recovery Support	Providing Travellers presenting with mental health difficulties with support and assistance, in Dublin, West Cork and Offaly. This service works closely with the Family Support and Crisis Intervention Service	214	Traveller men and women aged between 18 and 82
Cognitive Behaviour Therapy (CBT) Service for Travellers	Therapy sessions provides in Exchange House Ireland through St. Patrick's Mental Health Service	15	7 males and 8 females 70 sessions held in 2016
Group Work	Therapeutic group workshops increasing participants knowledge of own mental health	51	Traveller men and women aged between 18 and 50
Mindfulness	Once-off mindfulness introductory sessions	67	Traveller women – Primary Healthcare Workers 6 areas around Ireland
Men's Group	Weekly group for Traveller men based in Clondalkin focusing on various issues as well as physical activity events to promote good mental health. This group is in partnership with the Children and Young Peoples' Service	10	Traveller men ages between 18 and 30
Total		357	

EU Projects and other Exchange House Ireland Highlights in 2016

Exchange House Ireland (EHI) has over 15 years of experience working in partnerships with organisations across Europe in projects of mutual benefit to our services and the Traveller community in Ireland. In 2016 the organisation was involved in three projects, see Figure 4 (page 18) for details. EHI also submitted eight proposals for EU funded projects, with two of them as project co-ordinator.

Exchange House Ireland received funding for two small projects:

- The “Homeless Prevention Programme” is to be developed by EHI, in partnership with Sligo Travellers Support Group, to offer 10 workshops across Ireland, to approximately 50 young Travellers to prevent them falling into homelessness. This is being funded by the Community Foundation of Ireland in their #Belonging16 funding programme.
- EHI hosted a three part programme to highlight the International Day for the Eradication of Poverty. This included art workshops, information workshops, and an event; ‘Raising Awareness of Poverty’ with guest speakers highlighting the issue of

homelessness in Dublin. Over 40 people were involved in the project. This was funded by the Department of Social Protection as part of the United Nation's International Day for the Eradication of Poverty.

Exchange House Ireland had the honour to be involved in two major pieces of research in the past year – one on a national basis, one for the Dublin area:

- Research (as yet unnamed), funded by the Community Foundation of Ireland, is looking into the attitudes of and towards Travellers in Ireland as well as current status of Travellers. This piece of research is to compare what changes are there in Irish Society since the research *Citizen Traveller* from January 2000. EHI hosted the meetings of all the national Traveller organisations and were instrumental in gathering data for the research. The final paper is due to be published mid-2017.
- RCE Dublin seeks to address the key economic, environmental and societal challenges that have been identified within the Dublin region, and to promote Education for Sustainable Development locally, regionally and globally. Exchange House Ireland has been an active member of this research centre/group. Partners in this study include: Dublin City University, Middlesex University, Department of Education and Skills, ECO Unesco, Educate Together, Fighting Words, and Dublin City Council.

Throughout the year Staff of Exchange House Ireland attended the following conferences, seminars and groups:

- *Carrickmines Steering Group*
- *CESIE Ideas+ Networking day*: an information and networking day for organisations working in the area of European projects, held in Brussels.

- *Europe for Citizens Workshop/Training Event*: European project information workshop that was run by The Wheel to provide new information and guidance in the area of different funding streams
- *The European Parliament and Irish Observatory on Violence Against Women*: A national conference with speakers from the European Council and national agencies and bodies working in the area of violence against women
- *EVS Training Léargas*: The European Voluntary Service is a structure in place within Europe providing young people with valuable volunteering opportunities across Europe.
- *Financing your Future – Getting Started*: Finance and information workshop run by The Wheel; the aim was to provide participants with realistic approaches for future sustainable financing
- *The Independent Guardian Ad Litem Agency (TIGALA) Conference: Getting it Right - Caring for Children from Ethnic Minority Backgrounds in Alternative Care*
- *The Irish Association of Suicidology Conference*
- *The LGBT and Traveller & Roma Discussion Group*
- *The National Conference of Social Workers in Local Authorities*
- *The National Traveller Women's Forum Conference*
- *The Offaly Mental Health Talk Week*
- *The Irish Traveller Movement AGM*
- *Traveller Counselling Service National Conference*
- *Travellers in Prisons Initiative*
- *The Wheel Conference*: National conference hosted in Croke Park by The Wheel with attendees from across the charity sector in Ireland.

Figure 4:

Infographic outlining the projects Exchange House Ireland were involved in 2016, with a description of the project objectives and the countries the partner organisations come from.



A project funded by the European Commission that created a platform for teachers and educators working with multicultural and diverse groups.



An Erasmus+ project aimed at empowering women and improving services in the field of domestic violence. Exchange House Ireland is lead partner



An Erasmus+ project supporting those who are long term unemployed due to an accident or illness



Plans for the Future

Exchange House Ireland National Traveller Service plans to continue the work in line with our objective, subject to satisfactory funding arrangements. We plan to work towards the achievement of the objectives set out in our Strategic Plan 2015 – 2017

Strategic Priorities

- To continue to provide first class, best-practice services to the Traveller community in Ireland
- To build and enhance the national/international remit of Exchange House Ireland and its core services at local, regional, national and European levels.
- To actively engage in research, development and policy processes that enhance opportunities for the experiences of our client group inform Traveller specific and intersectional learning, policy and service delivery.

Organisational Priorities and Plans

- To ensure excellence in governance and management are maintained and enhanced through the adoption of the Governance Code for Charities by the end of 2017
- To ensure excellence in financial management and reporting in accordance with the wishes of funders and the conventions set out by the Charity Regulatory Authority
- To ensure all aspects of the organisation comply with risk management procedures
- To ensure that Exchange House Ireland continues to be a safe and supportive work environment for staff at all levels of the organisation

The Children and Young Peoples' Service Priorities and Plans

- To continue to deliver positive recreational, social, leadership and educational services to Traveller young people in the Greater Dublin Area
- To enhance opportunities for Traveller children to achieve at school in the Greater Dublin Area.

- To enhance opportunities for Traveller young people to minimise risk and take an active role in their communities in the Greater Dublin Area
- To provide more sessions on drug and alcohol awareness, mental health awareness, and healthy eating
- Expand the Stay-in-School programme to include more schools
- Make more connections with local youth services for Traveller young people to access and engage with
- To have more young people complete the Gaisce Award, and some young people to step up to the Silver award
- Train all Youth Workers in Gaisce PAL training
- Ensure support for the young people participating in Comhairle na nÓg and the Children's Equality Commission Advisory Group

The Education and Training Service Priorities

- Continue to maintain and manage our Traveller specific, Quality Qualifications Ireland (QQI) accredited education and training centre
- To celebrate Traveller educational achievement, especially through the Exchange House Ireland National Educational Achievement Award (NEAA)
- To increase the profile of the NEAAs and make 2017 the greatest award ceremony ever
- To continue to provide and enhance first and second chance education opportunities to members of the Traveller community
- To promote access to further education, training and employment within the Traveller community
- To develop and build upon relationship with other educational bodies for progression for Learners and Participants
- To continue the excellent relationship with QQI in the process of reengagement
- To roll out the Intercultural Training programme nationally

Deborah

Deborah left school at 14 after her Junior Certificate. Even though she completed Junior Certificate, she had moderate literacy difficulties when she presented to Exchange House Ireland Education & Training Service.

Deborah came to Exchange House Ireland to improve her education, to gain a formal qualification and to improve her employment and further education prospects. She chose Exchange House Ireland because it is a safe and welcoming education space for Travellers of all ages and education levels.

Deborah joined the Local Training Initiative (LTI) and during her nine months there, she completed a Major Level 4 Award in Information & Communications Technology. This is an ordinary level Leaving Certificate equivalence and Deborah earned Merits and Distinctions in each component award. She had excellent timekeeping and attendance while on the LTI. When her time on LTI was finished, Deborah progressed onto the Exchange House Ireland Community Employment Scheme where she undertook a Major Level 5 QQI Award. Again, despite her literacy difficulties, she worked hard to earn merits in her component certificates. She also took part in Gaisce - The President's Award, earning a bronze award.

Besides Deborah's increasing competence in her education, her personal growth cannot be underestimated. Deborah engages at every level within the organisation, she has completed numerous activities from youth work to conducting interviews with media sources. Whilst education is very important, human growth is equally so as this is the key to moving forward in our fast paced society.

“...Besides Deborah's increasing competence in her education, her personal growth cannot be underestimated...”



The Family Support and Crisis Intervention Service Priorities and Plans

- To continue to facilitate access to social work and family support services at times of crisis to Traveller individuals and their families in homes, communities and prisons
- To provide a range of counselling, addiction, therapeutic and training services to clients from the Traveller community and partner organisations
- To work with families to create safe environments free from domestic violence
- Review and enhance work policies, e.g. child protection, lone working, outreach, etc.
- Introduce, and evaluate, a new Duty Service system in 2017
- Continue to develop and enhance a comprehensive case management system
- Develop and increase number of prison work groups – especially for Addiction Service work
- Deliver Parents Plus programmes to Traveller families
- Continue links with partner agencies, especially Tusla, Local Authorities, and An Garda Síochána
- To further provide training on Traveller culture and other information sessions to relevant agencies, in conjunction with the Education and Training Service
- To attend relevant conferences, seminars, groups and talks for staff development and improving service provision

- Staff to complete developmental training, including: Legal Training for Child Protection and Welfare
- Organise child protection training for all staff in the organisation
- Deepening links between other Exchange House Ireland services
- To have at least 4 Social Work student placements in 2017

The National Traveller Mental Health Service Priorities

- To deliver creative and positive activities to raise awareness of and prevent suicide and mental health within the Traveller community
- Continue to build community, family and individual resilience around mental health, suicide and self-harm prevention
- To build upon the developments in increasing awareness about LGBT issues within the Traveller community
- To develop and deliver targeted training and awareness programmes to Traveller men and women
- To have free Cognitive Behaviour Therapy in partnership with St. Patrick's Mental Health Services continue into 2017
- To roll out the Suicide Crisis Response Policy, along with its training pack, nationally; with piloting starting in Dublin and Offaly
- To host the second National Traveller Mental Health Conference, intending it to be larger and more successful than in 2016
- Have more local awareness building events

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 3 sub-committees of the Board:

- Finance and Audit
- Staff and Human Resources
- Governance Code and Risk Management

Directors and Secretary

- Carmel Terry *Chairperson*
- Patrick McCormack *Secretary*
- Michael O'Grady *Treasurer*
- John Hanley
- Roseanne Power
- Bernard Joyce (appointed 8th Dec 2016)
- Vacant

Executive Management Team

- Chief Executive Officer
Sé O'Connor
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark
- Family Support and Crisis Intervention Service Manager
Kevin Burn (acting)

- National Traveller Mental Health Service Manager
Patricia McKeever (acting)
- European Projects Manager
Dearbháil Lawless
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by The Wheel, and approved by the Charities Regulatory Authority. It is intended that this process will be completed by the end of 2017.

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.

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 2016, the year-end financial position and the approved 2017 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

The principal risk facing the organisation in the coming year is the level of funding we will receive from our various funders. Since the economic downturn we have experienced many challenges in our funding levels which have caused us to rely on our reserves to continue our high level and quality of services. As these reserves deplete so too does our ability to provide our full range of services.

Risk Management

The Board are conducting a review of the major risks to which the organisation is exposed and with finalising a register. The draft register is now complete, with the final report being completed in 2017

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.

Governance Code for Charities

As the Board progress through the process of implementing the Governance Code for Charities there are some areas where there is a shortfall or lack in desired comprehensive governance. As these areas are highlighted the Board and organisation have committed to introducing or enhancing practices to ensure full compliance with the Code.

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 will have received Child Protection Training by mid-2017. 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 Board have assessed that it needs to have a prudent reserves level that:

- At a minimum allows it to meet its obligations as an employer by paying redundancy payments to its staff
- Allows it to implement its activity plans for an interim period i.e., 2 months - should an important income stream cease unexpectedly or be delayed

As the implementation plans are planned on a yearly basis and in acknowledgement that in a crisis situation certain cuts could be made immediately should they be necessary, the sum required for this would be 2 months annual current core operational expenditure.

The total sum of reserves required on an on-going basis should be in the order of c. €400,000. At the end of 2016, the reserve level as shown in the balance sheet came to €82,119 so the level of reserves are short of those required at the start of 2017, 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; therefore this policy will be reviewed again in line with the development of a budget for the organisation in 2017.

Financial Review

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

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

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

In 2016 Exchange House Ireland raised a total of €1.80m, down €400k on 2015. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €7k comes from non-statutory fund raising and donations.

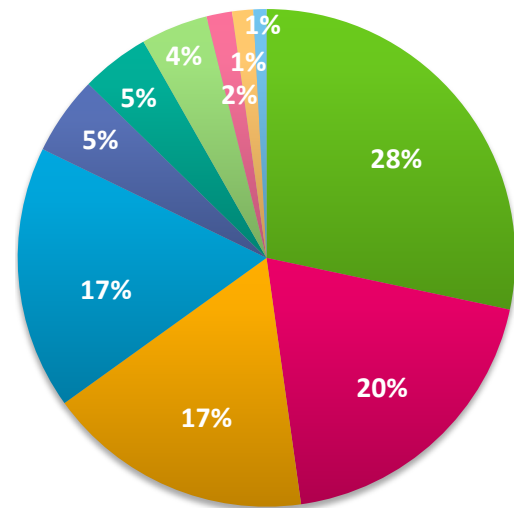
Fortunately, Exchange House Ireland did not experience any further actual cuts in funding from statutory funders, indeed had a 3.5% increase from one core funder, but experienced a drop in funds generated from European Union funded Projects.

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.

As a result of prudent management of our expenditure, 2016 was a positive year financially, which allowed us to continue to focus on the implementation of our strategic priorities for Traveller individuals and families.

Income

Figure 5:
Breakdown of income sources



- HSE Social Inclusion Unit
- HSE National Office for Suicide Prevention
- Dept. of Children & Youth / CDYSB
- Dept. of Social Protection
- HSE South Dublin LDATF
- The European Union
- Dept. of Education & Skills / CDET B
- Other Small Project Income
- Pobal
- Schools Completion

Accounting Records

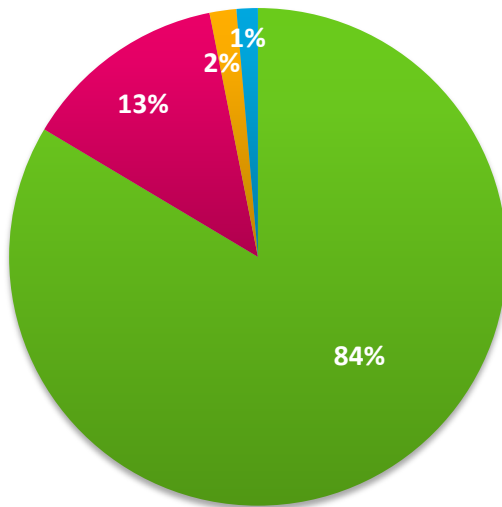
The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility 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.

Expenditure

Figure 6:

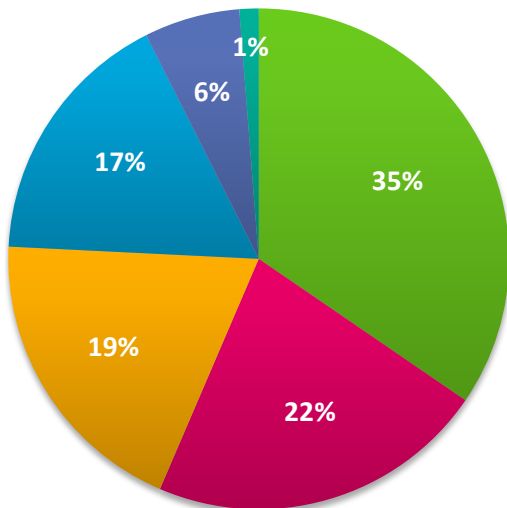
Breakdown of Organisational Expenditure



- Charitable Activities
- Management & Administration Costs
- Governance Costs
- Costs of Generating Funds

Figure 7:

Breakdown of Expenditure by Service



- Family Support & Crisis Intervention Service
- Education & Training Service
- Children & Young Peoples' Service
- National Traveller Mental Health Service
- European Union
- Other Small Projects

Taxation Status

The company is a registered charity CHY12835.

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.

Carmel Terry
Director
29th May 2017

Michael O'Grady
Director

Directors' Responsibilities Statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of 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



Carmel Terry
Director
29th May 2017



Michael O'Grady
Director



Brian

When Brian came in to Exchange House Ireland his new born daughter was in temporary care of his sister. He was with his partner and the mother of the child and they were determined to get Alisha back into their care. Brian, 32, and his partner were living in homeless accommodation and were looking for support around a number of issues.

For Brian his main aims were to seek help around anger and domestic violence issues, have support around accommodation and to link back in with his other daughter who was adopted in Northern Ireland. Brian also wanted Exchange House Ireland to link in with other agencies involved including Tusla to make sure they fully understood what was happening and what was expected from them.

Brian was able to reflect on his own past behaviours and identify the things he wanted to change he began to look at what positive things he would like in his life both in the short and the long term. Brian engaged with a male Social Worker around his anger and domestic violence issues. Brian engaged with the Mental Health Services in Exchange House Ireland to complete a short term counselling programme concentrating on the use of Cognitive Behavioural Therapy. Brian also engaged with a student Social Worker who was able to support him in making contact with the Social worker in Derry and to write two heartfelt letters to his daughter who had been adopted. As part of all of this work Brian has been able to reflect on his experience as a Traveller man and the impact his experiences have had on his life.

Brian was open and honest about things in the past he was not proud of such as drinking and being involved in violent behaviour. He showed commitment to wanting to learn to be a good father and a good partner. He was able to identify positives in his relationships with his partner and his daughter as well as areas where he wanted to improve.

Brian and his partner have their daughter in their care currently and although Tusla are still involved there is a plan to work towards Tusla being able to move out of their lives. They are in Bed and Breakfast accommodation but are making the best of this and are actively planning for how they can access more stable accommodation for themselves and their daughter. The care plan is going well and both Brian and his partner continue to engage with all services with the support of Exchange House Ireland.

“...He showed commitment to wanting to learn to be a good father and a good partner...”

Auditor's Report

Independent Auditor's Report

We have audited the financial statements of Tribli Company Limited by Guarantee for the year ended 31 December 2016 set out on pages 18 to 28. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

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.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 15, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free

from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the assets, liabilities and financial position of the company as at 31 December 2016 and of its surplus for the year then ended; and
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and, in particular, the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014

- We have obtained all the information and explanations which we consider 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.

- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements

Matters on which we are required to report by exception

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.



Jon Byrne
for and on behalf of Browne Murphy & Hughes

**Chartered & Certified Accountants
& Registered Auditors**
28 Upper Fitzwilliam Street
Dublin 2

29 May 2017

Financial Statements

Income and Expenditure Account for the year ended 31st December 2016

	Notes	2016 Restricted Funds €	2016 Unrestricted Funds €	2016 Total Funds €	2015 Total Funds €
Incoming Resources					
Income	2	1,792,567	7,791	1,800,358	1,841,563
Investment Income			29	29	58
		<u>1,792,567</u>	<u>7,820</u>	<u>1,800,387</u>	<u>1,871,621</u>
Resources Expended					
Costs of Generating Funds		(24,322)	(173)	(24,495)	(24,841)
Charitable Activities		(1,478,197)	(3,670)	(1,481,867)	(1,556,316)
Management & Administration		(233,187)	(2,956)	(263,143)	(311,631)
Governance Costs		(30,881)	-	(30,881)	(29,928)
Total Resources Expended	3	<u>(1,766,587)</u>	<u>(6,799)</u>	<u>(1,773,386)</u>	<u>(1,922,716)</u>
Surplus/(deficit) for the year	13	25,980	1,021	27,001	(81,095)
Total comprehensive income for year		<u>25,980</u>	<u>1,021</u>	<u>27,001</u>	<u>(81,095)</u>



Carmel Terry
Director
29th May 2017



Michael O'Grady
Director

Financial Statements

Balance Sheet as at 31st December 2016

	Notes	2016 €	2015 €
Fixed Assets			
Tangible assets	6	43,740	33,962
Current Assets			
Debtors	8	53,730	45,079
Cash at bank and in hand		310,691	137,750
		364,421	182,829
Creditors: amounts falling due within one year	9	(133,282)	(114,722)
Net current assets		231,139	68,107
Total assets less current liabilities		274,879	102,069
Creditors: amounts falling due after more than one year		(192,760)	(46,951)
Net assets		82,119	55,118
Reserves			
Other reserves	11	66,247	66,247
Income and expenditure account	13	15,872	(11,129)
Members' funds		82,119	55,118

The financial statements were approved by the board of directors and authorised for issue on 29 May 2017 and are signed on its behalf by:



Carmel Terry
Director
29th May 2017



Michael O'Grady
Director

Financial Statements

Statement of Changes in Equity for the year ended 31st December 2016

	Notes	Other reserves €	Income and expenditure account €	Total €
Balance at 1 January 2015		66,247	66,966	136,213
Year ended 31 December 2015:				
Surplus/(deficit) & total comprehensive income 2015		-	(81,095)	(81,095)
Balance at 31 December 2015		<u>66,247</u>	<u>(11,129)</u>	<u>55,118</u>
Year ended 31 December 2016				
Surplus/(deficit) & total comprehensive income 2016		-	27,001	27,001
Balance at 31 December 2016		<u><u>66,247</u></u>	<u><u>15,872</u></u>	<u><u>82,119</u></u>

Financial Statements

Statement of Cash Flows for the year ended 31st December 2016

	Notes	2016 €	2015 €
Cash flows from operating activities			
Cash generated from/(absorbed by) operations	17	200,429	(361,460)
Investing activities			
Purchase of tangible fixed assets		(27,517)	(13,536)
Interest received		29	58
Net cash used in investing activities		<u>(27,488)</u>	<u>(13,478)</u>
Net cash used in financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		<u>172,941</u>	<u>(374,938)</u>
Cash and cash equivalents at beginning of year		137,750	512,688
Cash and cash equivalents at end of year		<u><u>310,691</u></u>	<u><u>137,750</u></u>

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2016

1 Accounting policies Company information

Tribli Company Limited by Guarantee is a limited company domiciled and incorporated in Eire. The registered office is 61 Great Strand Street, Dublin 1, D01 WC97

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2014. The financial statements are also prepared to comply with "Accounting and Reporting by Charities" (Charities SCORP), the revised statement of recommended practice issued by the Accounting Standards Board in 2000 and revised in 2015.

The financial statements are prepared in euro, 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 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.

1.3 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:

Fixtures, fittings & equip.	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.

1.4 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.

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.

1.5 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.

1.6 Financial assets

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

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

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost.

1.7 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.

1.8 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.

1.9 Retirement benefits

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

1.10 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income 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 lease asset are consumed.

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2016

2 Income / Service Charges

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

	2016 Restricted Funds €	2016 Unrestricted Funds €	2016 Total Funds €	2015 Total Funds €
HSE – Social Inclusion Unit	510,200	-	510,200	510,201
HSE – National Office for Suicide Prevention	350,000	-	350,000	180,002
HSE – South Dublin Inner City Local Drugs and Alcohol Task Force	92,036	-	92,036	92,036
Department of Children & Youth Affairs / City of Dublin Youth Service Board – SPY	254,973	-	254,973	248,754
Department of Children & Youth Affairs / City of Dublin Youth Service Board – YPFSF	56,513	-	56,513	55,135
Pobal – Community Childcare Subvention Funding	24,625	-	24,625	31,622
Pobal	-	1,654	1,654	-
Department of Education & Skills / SOLAS / City of Dublin Education & Training Board	78,458	-	78,458	71,018
Department of Social Protection – Community Employment	308,139	-	308,139	299,196
Schools Completion Programme – Clondalkin	6,343	-	6,343	6,097
Schools Completion Programme – Ballyfermot	9,000	-	9,000	9,000
Genio	-	-	-	170,738
The European Union / The European Commission	80,195	-	80,195	124,437
Gifts and Donations	-	3,476	3,476	127
Other Income	-	2,661	2,661	42,800
The Ireland Funds – Gaisce Awards	50,098	-	5,098	-
NALA Fund	467	-	467	-
Community Foundation of Ireland	13,440	-	13,440	-
UN Day of Poverty	1,230	-	1,230	-
St. Patrick’s Cathedral	1,000	-	1,000	-
Parish of the Travelling People	600	-	600	-
Dublin City Council	250	-	250	400
	1,792,567	7,791	1,800,358	1,841,563

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2016

3 Operating surplus / (deficit)

Operating surplus / (deficit) for the year is stated after charging / (crediting):

	2016 €	2015 €
Fees payable to the company's auditors for the audit of the company's financial statements	4,339	4,839
Depreciation of tangible fixed assets	17,740	14,608

4 Employees

The average number of persons (including directors) employed by the company during the year was:

	2016 Number	2015 Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	2	3
Support Staff	24	25
Community Employment Employees	24	24
	<u>52</u>	<u>54</u>

	2016 Number	2015 Number
€0 - €10,000	15	17
€10,001 - €20,000	13	12
€20,001 - €30,000	4	3
€30,001 - €40,000	4	5
€40,001 - €50,000	14	14
€50,001 - €60,000	2	2
€60,001 - €70,000	-	1
	<u>52</u>	<u>54</u>

	2016 €	2015 €
Their aggregate remuneration comprised:		
Wages and Salaries	1,325,987	1,404,211
Social Security costs	113,024	116,167
Pension Costs	25,058	18,772
	<u>1,464,069</u>	<u>1,539,150</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2016

5 Taxation

All taxes are paid up to date

6 Tangible fixed assets

Current financial year

Plant and machinery etc. €

Cost

At 1 January 2016	340,408
Additions	27,517
At 31 December 2016	<u>367,925</u>

Depreciation and impairment

At 1 January 2016	306,445
Depreciation charged in the year	17,740
At 31 December 2016	<u>324,185</u>

Carrying amount

At 31 December 2016	<u>43,740</u>
At 31 December 2015	<u>33,962</u>

Prior financial year

Plant and machinery etc. €

Cost

At 1 January 2015	326,872
Additions	13,536
At 31 December 2015	<u>340,408</u>

Depreciation and impairment

At 1 January 2015	291,838
Depreciation charged in the year	14,608
At 31 December 2015	<u>306,446</u>

Carrying amount

At 31 December 2015	<u>33,962</u>
At 31 December 2014	<u>35,035</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2016

7 Financial instruments

	2016 €	2015 €
Carrying amount of financial assets		
Debit instruments measured at amortised cost	<u>364,421</u>	<u>182,829</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>84,000</u>	<u>60,674</u>

8 Debtors

	2016 €	2015 €
Amounts falling due within one year:		
Other debtors	<u>53,734</u>	<u>45,077</u>

9 Creditors

	2016 €	2015 €
Amounts falling due within one year:		
Trade creditors	31,656	8,349
Other taxation and social security	27,934	28,586
Other creditors	73,692	77,787
	<u>53,734</u>	<u>45,077</u>

10 Deferred income

	2016 €	2015 €
Other deferred income	<u>192,760</u>	<u>46,951</u>

11 Other reserves

	€
At 1 January 2015	<u>66,247</u>
At 31 December 2015	<u>66,247</u>
At 31 December 2016	<u>66,247</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2016

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.

13 Income and expenditure account

	2016 €	2015 €
At the beginning of the year	(11,129)	240,704
Prior year adjustment	-	(170,738)
As restated	<u>(11,129)</u>	<u>69,966</u>
Surplus / (deficit) for the year	27,001	(81,095)
At the end of the year	<u><u>15,872</u></u>	<u><u>(11,129)</u></u>

14 Security

AIB hold a letter of lien over deposits

15 Related party transactions

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

16 Control

The company is controlled by the board of directors

17 Cash generated from operations

	2016 €	2015 €
Surplus / (deficit) for the year after tax	27,000	(81,094)
Adjustments for:		
Investment income	(29)	(58)
Depreciation and impairment of tangible fixed assets	17,740	14,608
Movement in working capital:		
(Increase) in debtors	(8,651)	(25,426)
Increase / (decrease) in creditors	18,560	(8,073)
Increase / (decrease) in deferred income	145,809	(261,417)
Cash generated from / (absorbed by) operations	<u><u>200,429</u></u>	<u><u>(361,460)</u></u>

Financial Statements

Notes for the Financial Statements (cont.) *for the year ended 31st December 2016*

18 Approval of financial statements

The directors approved the financial statement on the 29th May 2017

Company Information

Name	Tribli Company Limited by Guarantee (CLG), trading as Exchange House Ireland National Travellers Service
Registered address	61 Great Strand Street Dublin 1 D01 WC97
Directors	John Hanley Bernard Joyce (Appointed 8 th December 2016) Patrick McCormack Michael O'Grady Roseanne Power Carmel Terry
Secretary	Patrick McCormack
Company number	230850
Revenue charity number	CHY12835
Registered charity number	20038472
Principal bankers	AIB Bank 7/12 Dame Street Dublin 2 D02 KX20
Auditors	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors 28 Upper Fitzwilliam Street Dublin 2 D02 H683
Insurance brokers	BHP Insurances Ltd. First Floor Unit 16A Fonthill Business Park Dublin 22 D22 F2P1

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