



EXCHANGE HOUSE IRELAND
National Travellers Service

2017

Annual Review & Financial Statements





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Chairperson's Statement



On behalf of Exchange House Ireland National Travellers Service it gives me great pleasure to present our Annual Review and Financial statements for 2017.

Once again 2017 was a fantastic year for the organisation with excellent services provided to the Traveller community by a dedicated and extremely skilled staff group. 2017 was a particularly notable year for the Traveller community with the long awaited acknowledgement of ethnicity on March 1st.

Although this step is obviously welcomed we recognise that it does not solve the inequitable treatment many Travellers experience in Ireland. The work undertaken by our service underlines the need for real change in the outcomes for the Traveller community in Ireland today. We recognise the strengths within the community and resilience we see in the people we work with every day. This needs to be combined with a

real will to change the structural and long standing deficit in the treatment of Travellers in Ireland.

Exchange House Ireland staff members are on the frontline and see the reality of struggles for many in the Traveller community on a daily basis: young people who don't get the necessary support in achieving their educational potential; young adults who lack the basic opportunities of jobs and training that many take for granted; people suffering from mental health problems linked to many other social issues that are present in their lived experience; Traveller families who are at the sharp end of the accommodation crisis living in temporary hotel placements with no access to basic stable services.

It is within this reality that Exchange House Ireland works to enable change and to garner positive outcomes for members of the Traveller community. We continue to do this with the motivation and high standards that we ask of our agency.

On behalf of the Board of Management I'd like to present this report which will give you a summary of everything that has been achieved in 2017 by Exchange House Ireland.

I'd like to take this opportunity to thank all of the staff, funders and other stakeholders of Exchange House Ireland. It is only with the support of all of these people and agencies that we can continue to deliver these vital services.

Carmel Terry

Carmel Terry

Chief Executive Officer's Review

Looking back on 2017 and the many initiatives and programmes undertaken in Exchange House Ireland I think it is important to acknowledge all of our staff, partners and stakeholders that make this crucial work possible. Our funders are absolutely fundamental to the continual growth of our organisation and our ability to provide much needed services. We will continue to work closely with our funding partners and look for increased opportunities to expand the help that we can provide.

As the new CEO writing this report it strikes me just what a strong base I have to work from. The commitment and dedication of our staff team is extraordinary. The creativity, empathy and professionalism shown across our services make my job a pleasure. We have a staff team that work in very difficult circumstances and with situations of extreme difficulty but yet do not get bogged down in problems but instead look for strengths, opportunities and solution to achieve positive outcomes.

In 2017 there was a significant event for the Traveller community when recognition of ethnic status was finally acknowledged on March 1st by Enda Kenny. Credit needs to be given to Travellers who have fought tirelessly for decades for this and their supporters from the settled community. This is not the end of a road but rather the beginning. It is important that we now see this recognition transformed into real tangible improvements in the lives of Travellers in Ireland.

We held an open day at Exchange House Ireland on the 8th June 2017. On the day we had excellent musical performances from members of the Traveller community. There



were exhibitions and storytelling sessions celebrating the Traveller community. There were stalls with traditional Traveller skills being exhibited and some information on services that are available to the community. This was excellent day of celebration that allowed us to open up increased connections to both the Traveller community we work with and those from the settled community who may not have known the specific of what we do as an organisation.

Although the scope and detail of the services we deliver impresses me I also acknowledge that there is always the space for continual improvement and it is with this knowledge I look to the future with our services. We will continue to look for new, exciting and creative ways to improve the lives of the Traveller community working on the frontline with motivation and compassion.

A handwritten signature in blue ink, consisting of several fluid, overlapping strokes that form the name 'Kevin Burn'.

Kevin Burn

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 / Dáil na nÓg

- Children's Equality Commission Advisory Group
- Gaisce Awards
- Detached Youth Work
- Personal Development Programmes
- Healthy Lifestyle Choices Programmes
- Inter-Site Youth Co-operation
- Cyber Safety Workshops
- 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)
- Street Work

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

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 were 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.



Paddy

The front door of Exchange House Ireland rang and Paddy came in. He was 24 years old and from north County Dublin but spends a lot of his time in the city centre where he mates around with his cousin, mainly on the streets and homeless hostels, when they are luckily to be able to share the same one together. He spent 5 years in total in the prison system from the age of 16 to 21.

Paddy is frightened to stay on his own as his mother died three years ago and his father lives in the UK, and hasn't seen him since his mother died. He had two brothers who died from alcohol and drug misuse. He has an 18 month old son and his girlfriend does not talk to him or allow him have any contact with the child. Paddy has little to no contact with extended family as he was through the care system from a young age. He has addiction, mental health, accommodation and low levels of education issues and feels socially excluded.

After explaining to Paddy what supports we could offer him he felt a sense of hope and was intending to avail of the facilities and supports and explained he wanted to turn his life around for the best. We arranged for him to join up to our education program, had him registered with a doctor and applied for his medical card; he is registered for social housing, and is linking in with our mental health and addiction team.

Paddy attended his training program every day and has passed all his modules and exams; he made great friendships with the other students. He attended all of his addiction sessions and his counselling is ongoing two mornings a week for one hour session each time. His medical card allows the doctor to monitor his medication and his wellbeing on a regular basis. He moved out of the city centre and is living in supportive social housing and is awaiting long term social housing. His girlfriend agreed on facilitated access visits and he intends to visit his dad in the summer, when he gets his passport and opens a credit union account.

Paddy has achieved goal after goal and monitors his own progress weekly. Without planning, structure, routine, and supports Paddy could well lose faith in his ability to live his new found independent life.

“...after explaining to Paddy what supports we could offer him, he felt a sense of hope...”

Achievement and Performance

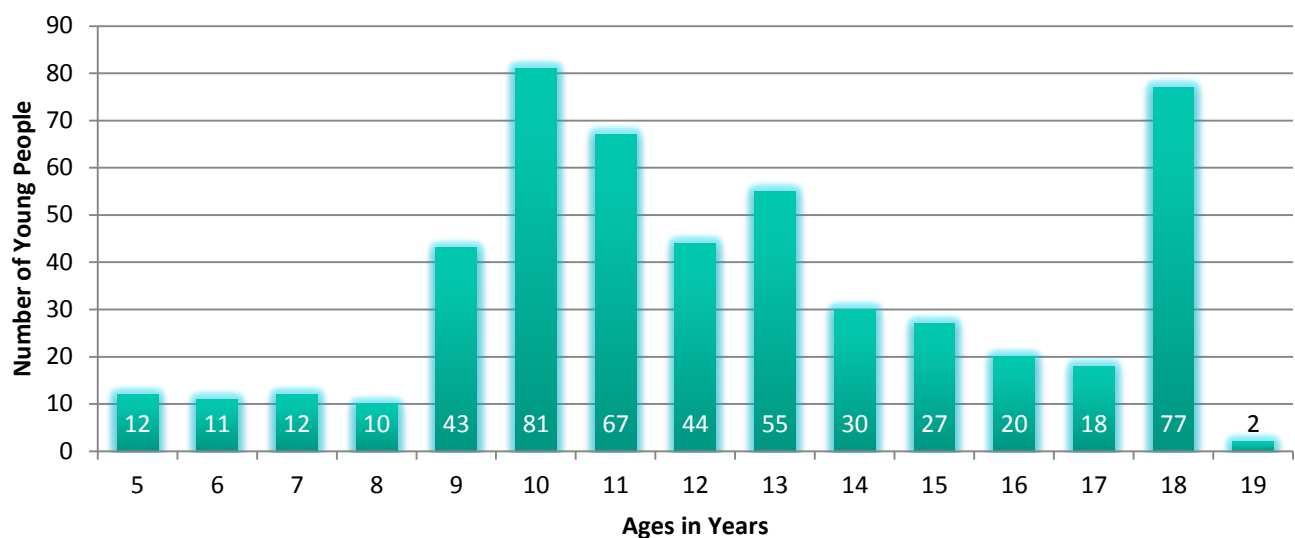
The Children and Young Peoples' Service

The Children and Young Peoples' Service had over 400 young people access their various services in 2017. The majority of these young people connect with the weekly on-site and off-site core youth programmes; approximately 50 young people attend the AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin; nearly 60 young people engage with the highly successful Stay-in-Schools programmes; and 140 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, much in demand, Stay-in-School programmes, run in conjunction with, now, 5 schools – De la Salle, Ballyfermot; Coláiste Bríde, Clondalkin; St. Ultan's, Cherry Orchard;

Moyle Park College, Clondalkin, and Newcross College, Finglas – 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:

- Two young women sat on the Children's Equality Commission Advisory Group and were involved on the Forum on Brexit with Minister Catherine Zappone.
- Our Stay-in-School programme continued to be a great success with a 5th school availing of the service. The programme runs at full capacity and continues to prove great success.

- The Summer Projects, held over 6 weeks of the Summer, attracted 140 young people.
- Another 6 young people completed their Gaisce Bronze Medal in Gaisce's headquarters – Ratra House – in the Phoenix Park. One young person embarked on the Silver Medal programme.
- 2 young Travellers from Ballymun were elected to Dail na nÓg. We also have some of our young people continue sitting on various Comhairle na nÓg.

- Holding a number of Men's groups, in conjunction with the National Traveller Mental Health Service and the Addiction Service, in Labre Park, Ballymun and St. Oliver's Park to cover mental health and addiction issues through activities such as fishing, hiking and hill walking.
- Trips to the Cavan Centre proved to be such a success in 2016 that we continued the programme in to 2017. 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. This year we brought young people from different sites and mixed them at these trips adding an extra dimension. 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 32 participants in 2017. The scheme provided work experience and over 50 QQI Level 5 training modules to those participants (many of these will lead to major QQI awards in 2018.) Two participants progressed to full-time employment, and one participant progressed to further education.
- The LTI Programme had 28 learners in 2017. 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 6 major awards and 66 minor awards. Two people progressed into full-time employment and five 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 2017 over 50 people availed of this service. The needs of these individuals spanned from basic literacy support to primary degree assistance, with one 3rd level student avail of this service graduating with a BA.

- There has been an increase of people contacting our service for support, advice and further referral regarding their educational needs. In 2017 the number of such contacts was 260 proving a marked increase in Travellers wishing to access training and education at all levels.

The Service's highlights in 2017 include:

- The 2017 Exchange House Ireland National Educational Achievement Award (NEAA 2017). 2017 was our 10th anniversary awards and proved to be another success. 120 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. 57 recipients, along with their families, attended the award ceremony in Dublin City Council's Wood Quay venue. Poet, author, playwright, and Traveller and Disability rights activist Rosaleen McDonagh presented the awards.
- Exchange House Ireland, through the Education and Training Service, has continued the reengagement process with Quality and Qualifications Ireland (QQI). Exchange House Ireland to maintaining its quality assurance standing.
- The Service provided intercultural training with their programme "An Introduction to the Traveller Community" to various agencies and colleges, 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 2017 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 7,200 staff hours (see Figure 2).

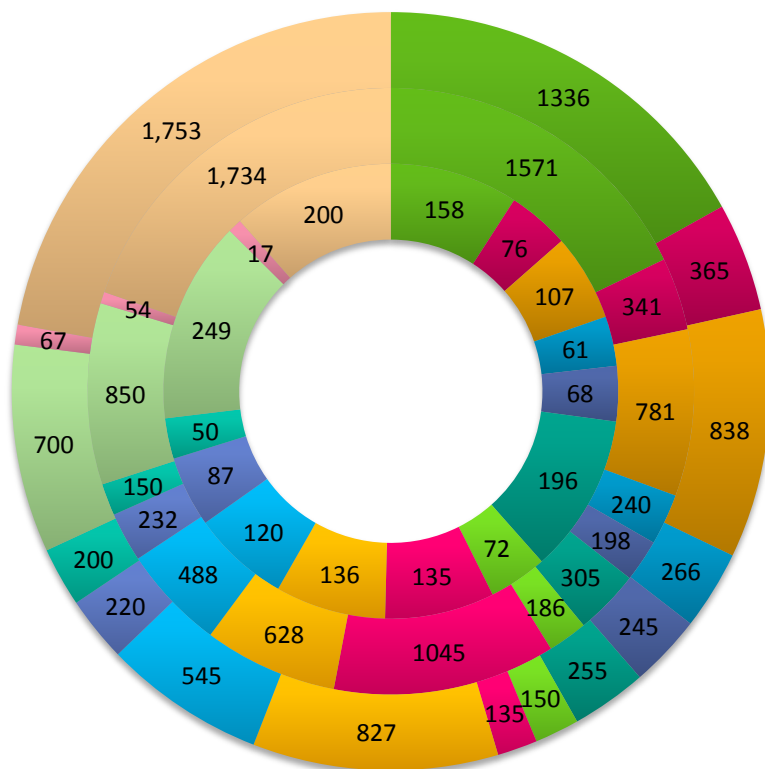
The Service and its Staff, as well as providing the cores services above, continued to develop

personal and organisational skills, engaged in relevant networking, developed new services, and enhanced current services; some highlights of this activity are listed below:

- Extra work was dedicated to improving living and housing conditions for many clients, with some excellent successful outcomes, despite the housing crisis in Ireland.
- There has been a marked increase in engagement with our Prison Services, most especially with the women in the Dochas Centre.

Figure 2:

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



- Accommodation Support
- Addiction Service
- Child Protection Support
- Court & Legal Work
- Domestic Violence Support
- Duty Service (9 to 5, Mon to Fri)
- EHI Inter-Service Support
- Family Support
- Outreach Service
- Parenting & Child Development Work
- Physical Health
- Prison Work
- Resource & Information Support
- Sexual Abuse Case Support
- Social Work

- The service has further deepened links with the UCD Social Studies Department both by making presentations to their students on the Traveller community and the services Exchange House Ireland provides, as well as hosting two students on 14 week work placements.

- The establishment of links with the Mercy Law Centre and FLAC to provide free legal advice every fortnight to clients who wish to avail of the service.
- The design, development and presentation of Accommodation Rights Seminars. In 2017 we presented to Traveller communities in Bray, Tullamore, Southside Travellers Action Group, and our own clients.
- Exchange House Ireland also developed a new link with the National Women’s Council to join and facilitate meetings in relation to Traveller Women’s general and Mental Health as well as Traveller women’s rights.
- A pilot seminar on Domestic Violence was provided to professional in the Ballyfermot area. It was well received and the service plans to deliver more seminars in 2018. It is

- hoped to further develop this to include safety planning for Traveller women.
- A Parent’s Plus programme was delivered to 5 parents both in-house and at the Dochas Centre. These programmes form part of a clients’ care plan.

- More clients were presenting seeking support with their personal or family physical health issues.

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 2017 in this area:

- The Service co-founded the National Traveller Mental Health Network. The network is a community lead group to listen to the voice of Travellers regarding mental health, highlight the issues, explore ways to address them, to advocate on the issues, share best practice and to develop and input in policy in the area. Terms of Reference have been agreed and a national roll-out plan was finalised.
- The Service strengthened relationships with other mental health and suicide prevention services to develop Traveller specific responses. These include, St. Patrick's Mental Health Service, Pieta House, Samaritans, Suicide or Survive (SOS) and Mojo South Dublin.
- Working with organisations such as the HSE and the Samaritans, we begun the development of Traveller specific media campaigns, including the highly successful #littlethings campaign.
- Throughout the year the Service supported Traveller inclusion at local sporting events to promote mental health issues within the community. Around 100 Travellers, as well as other service providers, attended these events.
- The Service has always been at the forefront of raising awareness of and supporting LGBT Travellers within their community and formed part of the National Action Group for LGBT Travellers and Roma set up this year.
- 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.
- In conjunction the Samaritans initial steps and piloting began in the development of "Listening Training" for Travellers. This will be offered to Traveller Primary Healthcare Projects.
- The Service worked with St. Patrick's Mental Health Service on a proposal to explore and support Traveller Women's mental health. Initial discussions proved to be fruitful and developments will continue.
- The Crisis Response Plan for the Traveller Community, a national guide for Traveller organisations and other local services to make a Traveller specific response to suicide crisis within the community, has now been completed and awaiting HSE National Office for Suicide Prevention approval. Once approval has been received the plan will be piloted in a number of local Traveller organisations across Ireland.
- The Offaly Traveller Women's Mental Health Group successfully completed a QQI Level 2 in Health Related Exercise
- We delivered a six week introduction to CBT to six Traveller Women from Ballyfermot.
- To mark the International Mental Health and Suicide Prevention Days, the Service organised a number of outings with members of the Traveller community to increase awareness of our service, to connect with Travellers who haven't engaged before and to support families. Over 100 Travellers, male and female, from 18 to 65 years, 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.

In total over 670 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 2017.

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 | 160 | 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 | 14 | 95 appointments held along with on-site work |
| Group Work | Therapeutic group workshops increasing participants' knowledge of own mental health. Held in Dublin, Offaly and West Cork | 51 | Traveller men and women aged between 18 and 50 |
| Men's Group | Weekly groups for Traveller men based in Clondalkin, Finglas and Ballymun 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 | 86 | Traveller men ages between 18 and 55 |
| Men's Mental Health Activities | Various specific events to provide a specific focus on themselves and their mental health. Activities in 2017 included: a pilgrimage to Lough Derg, participation in the SARI Soccer Tournament, Cycle Against Suicide, and Handball tournaments | 58 | Traveller men ages between 18 and 55 |
| Total | | 369 | |

EU Projects and other Exchange House Ireland Highlights in 2017

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 2017 the organisation

EHI was involved in four projects; see Figure 4 (page 18) for details. EHI also submitted four proposals for EU funded projects, with one of them as project co-ordinator.

Exchange House Ireland received funding for two small projects:

- With funding from the Community Foundation of Ireland, Exchange House Ireland designed, developed and delivered a Leadership Training programme for Travellers. The training's goal is to empower Travellers to have representation at the decision-making levels relating to the decision that affect their lives and livelihoods. The training was developed and delivered with Dave Dunn of Common Purpose. Five Travellers attended the training, with one attendee remarking - "*It opens your eyes: to new ways of learning; to understanding your role better; to new ways of approaching problems; to how you can be a better leader.*"
- The One-for-Ireland fund chose Exchange House Ireland as a partner to raise funds for in their annual campaign. This year the focus was on the mental health of young people. The funds raised through kind public donations will go towards developing our Youth Hall in to a fully functioning space for our young people to engage in mental health development programmes, healthy living courses, family development programmes and much more. Work to upgrade the hall will begin in early 2018.

Exchange House Ireland had the honour to be involved in a major piece of research in the past year:

- The National Traveller Survey, funded by the Community Foundation of Ireland, has been looking into the attitudes of and towards Travellers in Ireland as well as current status of Travellers. This piece of research compares what changes are there in Irish Society since the research *Citizen Traveller* from January 2000. Exchange House Ireland has hosted the meetings of all the national Traveller organisations and has been instrumental in gathering data for the research. The research was published in 2017 and highlights some stark data relating to Travellers in Ireland and how in many cases things are getting worse for the community. The committee continues to meet to discuss how to address these highlighted issues.

We were all delighted when the Irish Traveller community received state recognition of their separate Ethnical Identity under Irish Law. To celebrated this momentous moment in Irish

history Traveller organisations got together to place a national celebration event to be held in 2018. Exchange House Ireland has been a fundamental partner in organising the event along with the Irish Traveller Movement, the National Traveller Women's Forum, Pavee Point, Involve, the Parish of the Travelling People, Minceirs Whiden, National Traveller MABS, with the support of the Department of Justice and Equality. We also hosted all the meetings.

A major highlight in our calendar this year was our first Open Day to celebrate Culture and Identity as part of National Traveller Pride Week. There was story-telling, a photo/history exhibition, music – including hits from the West End and Traveller musicians, homemade lunch for all, and a host of interesting stalls and stands, plus plenty of activities for young people in attendance. The event, held in June, was attended by over 200 people from our service users, funders, service partners, and the local workplace and residential community. The day was a great success with all attending leaving with a great sense of joy.

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

- *AONTAS AGM*
- *Carrickmines Steering Group*
- *CESIE Ideas+ Networking day*: an information and networking day for organisations working in the area of European projects, held in Brussels.
- *The Community Education Network AGM*
- *EU EAGLES*: A training seminar to empower and activate the younger generation through the learning of employability skills.
- *Feileachain: Still Birth and Neonatal Death*
- *The Independent Guardian Ad Litem Agency (TIGALA) Conference: "Breaking the Cycle"* – Planning for children who have experienced chronic neglect
- *The Intreo Careers Fair*: Presented information
- *The Irish Association of Social Workers and Social Care Ireland: Attachment Play*
- *The Irish National Organisation of the Unemployed AGM*
- *The Irish Traveller Movement AGM*
- *The LGBT and Traveller & Roma National Action Group*

- *LinkedIn*: Developing a presence for your NGO
- *Mental Health Reform*: “My Voice Matters”
- *National Traveller Ethnicity Celebration Committee*
- *National Traveller Mental Health Network*
- *National Traveller Pride Steering Committee*
- *The National Traveller Women’s Forum Conference*
- *The Offaly Mental Health Talk Week*
- *Sligo Travellers Mental Health Conference*
- *SOAR Addiction Training Seminar*
- *Traveller Counselling Service National Conference*
- *Travellers in Prisons Initiative*
- *Trinity College Dublin: Prof. Robbie Gilligan – “Re-visiting Resilience”*
- *Women Seeking Justice*: Prosecution for violence against Women seminar

Figure 4:

Infographic outlining the projects Exchange House Ireland were involved in 2017, with a description of the project objectives and the countries the partner organisations come from.



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 2018
- 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
- Ensure support for the young people participating in Comhairle na nÓg and the Children's Equality Commission Advisory Group
- To encourage young people, through inter-site mixing, to face their fears and take part in activities outside of their comfort zones.

The Education and Training Service Priorities

- Continue to maintain and manage our Traveller specific, Quality Qualifications Ireland (QQI) accredited education and training centre
- To provide industry standard employment specific training modules
- To celebrate Traveller educational achievement, especially through the Exchange House Ireland National Educational Achievement Award (NEAA) and to increase the profile of the NEAAs.
- 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

Mary

Mary is a 14 year old girl. She lives on the south side of Dublin and is the oldest of a family of five, with three brothers and one sister.

Mary attends her local secondary school, where Exchange House Ireland's Children and Young People's Service runs the Stay-In-School Programme. Mary is part of this programme and thanks to it her attendance continues to be really good.

She has been involved in the Stay-In-School Programme for a number of years now. This involved meetings with the school and local agencies to support her transition from primary into secondary school. Mary's two younger brothers are will be starting in the primary school soon and they too wish be involved in the Stay-In-School Programme.

As Mary continues in the programme she has been involved in new initiatives that organise sessions with other girls, within her peer group, to highlight issues around behaviour and attitudes towards their schools and education in general. She has been encouraged her to mix with girls her own age and to become involved in projects in local youth clubs within her community.

Mary is also engaged in our general Children and Young Peoples' Service Programmes. She has attended sessions on the topics of healthy living and cooking, drug awareness, and sessions promoting good mental health. Mary has expressed an interest in beauty makeup and fashion and has engaged in the arts and crafts sessions we hold on Tuesdays in the youth hall in her area. Mary is also involved in our Summer Projects which including activities such as water sports, arts and crafts, cooking and hip hop and break dancing.

Mary has told us how much she wants to continue her education further but is anxious at being alone and the only Traveller girl in her age group in the school. We will continue to work closely with Mary and her family in supporting Mary in her educational development.

"...Mary has told us how much she wants to continue her education further but is anxious at being alone and the only Traveller girl in her age group in the school..."



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
- To Review and enhance work policies, e.g. child protection, lone working, outreach, etc.
- To Continue links with partner agencies, especially Tusla, Local Authorities, and An Garda Síochána
- To Strengthen links with housing and homeless agencies and charities across the country
- To explore further relations with the Irish Prison Service and the Irish Probation Service to offer Travellers a more holistic and Traveller specific service
- To develop more addiction services for men in prison
- 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
- To maintain an up-to-date child protection policy for the organisation
- To deepen links between other Exchange House Ireland services
- To offer more cultural awareness training, in conjunction with the Education and Training Service to core agencies, giving opportunities to promote our services
- To offer more Accommodation Rights Seminars to Travellers nationwide
- To further develop our Access to Free Legal Advice service further
- To maintain and deepen links with UCD, and to have at least 4 Social Work student placements in 2018

The National Traveller Mental Health Service Priorities

- To work with partners to develop the National Traveller Mental Health Network, including the roll out of a national survey and identifying key priorities with regard to Traveller mental health
- 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 roll out the Traveller specific #LittleThings campaign across Ireland
- 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 2018 and host a further six week CBT introductory programme to other groups of Travellers
- To continue to support the Amber Flag programme and hold yearly suicide prevention events
- To roll out the Suicide Crisis Response Policy, along with its training pack, nationally; with piloting starting in Dublin and Offaly
- To further develop and deliver the "Listener Training" programme to Traveller Primary Healthcare projects in conjunction with the Samaritans
- To sit on the HSE Critical Incident Management Protocol Dublin City and North Area Action Plan committee
- To host the second National Traveller Mental Health Conference, intending it to be larger and more successful than in 2018
- Have more local awareness building events
- To continue to organise and run Traveller Men's group to increase awareness of their mental health and prevent suicide within the community through meetings, events, trips and sporting activities

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*
- Michael O'Grady *Treasurer*
- John Hanley
- Patrick McCormack
- Roseanne Power
- Bernard Joyce
- Vacant

- Simon Finnegan *Company Secretary (non-director) appointed Oct 2017*

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

- National Traveller Mental Health Service Manager
(Vacant)
- 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. The process is an interesting and challenging process. It is anticipated to have completed the Code by the end of 2018.

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 2017, the year-end financial position and the approved 2018 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

In light of major legal changes relating to services we provide, the Board are conducting a review of the major risks to which the organisation is exposed and finalising a register. This organisation will engage the services of a facilitator to develop the register to reflect our needs in 2018.

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 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 2017, the reserve level as shown in the balance sheet came to €191,666 so the level of reserves are short of those required at the start of 2018, 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 2018.

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 2017 Exchange House Ireland raised a total of €1.91m, up c. €114k on 2016. 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.

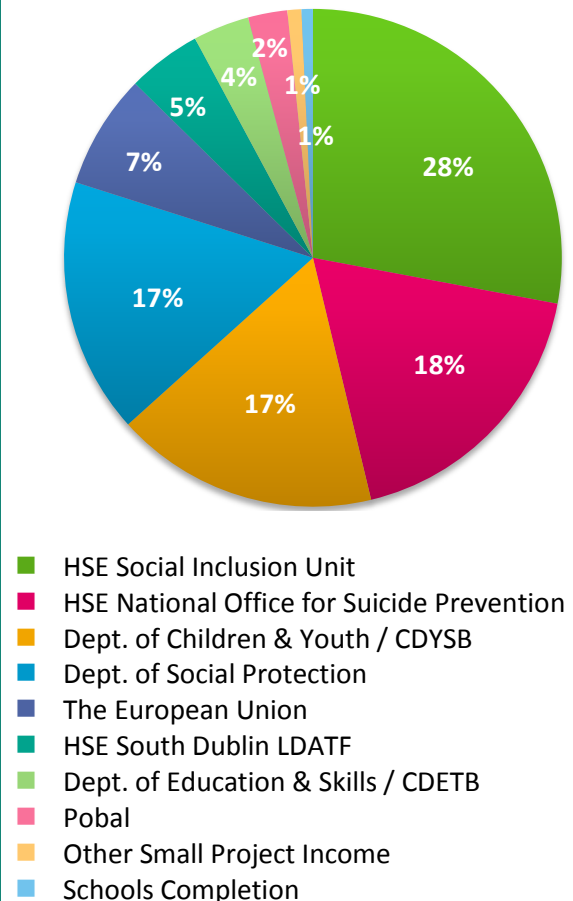
Exchange House Ireland experienced some reduction in funding from some sources and some small increases from other sources. As lead partner in the EU project EMPROVE, we received a large lump sum from the EU with 80% of the funds due to our partners.

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, 2017 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



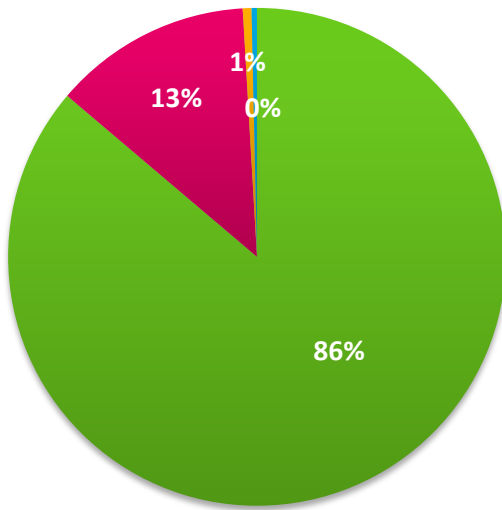
Accounting Records

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.

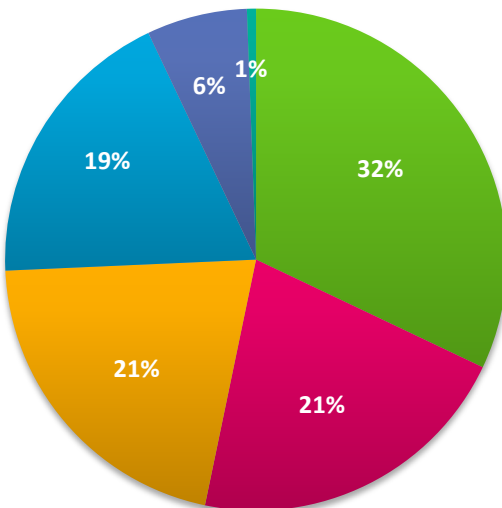
Expenditure

Figure 6:
Breakdown of Organisational Expenditure



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

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

Carmel Terry
Director
19th June 2018

Michael O'Grady

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
19th June 2018



Michael O'Grady
Director

Auditor's Report

Independent Auditor's Report

Opinion

We have audited the financial statements of Tribli Company Limited by Guarantee (the 'company') for the year ended 31 December 2017 set out on pages 33 to 42. 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*.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2017 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*;
- have been 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 further described 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 ethical requirements that are relevant to our audit of financial statements in Ireland including the Ethical Standard 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

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 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.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Directors' Report 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 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, 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. 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.

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 27, the directors are responsible for the preparation of the financial statements and for being satisfied that they 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, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors 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 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 financial statements is located on the IAASA's website

This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities

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.



Jon Byrne
**for and on behalf of Browne Murphy & Hughes
 Chartered & Certified Accountants
 & Registered Auditors**
 28 Upper Fitzwilliam Street, Dublin 2

19th June 2018

Financial Statements

Income and Expenditure Account for the year ended 31st December 2017

| | Notes | 2017 Restricted Funds € | 2017 Unrestricted Funds € | 2017 Total Funds € | 2016 Total Funds € |
|--|-------|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| Incoming Resources | | | | | |
| Income | 2 | 1,900,733 | 3,607 | 1,904,340 | 1,800,358 |
| Investment Income | | | 14 | 14 | 29 |
| | | <u>1,900,733</u> | <u>3,621</u> | <u>1,904,354</u> | <u>1,800,387</u> |
| Resources Expended | | | | | |
| Costs of Generating Funds | | (10,182) | - | (10,182) | (24,495) |
| Charitable Activities | | (1,543,218) | (3,889) | (1,547,107) | (1,481,867) |
| Management & Administration | | (231,419) | 168 | (231,251) | (236,143) |
| Governance Costs | | (6,267) | - | (6,267) | (30,881) |
| Total Resources Expended | 3 | <u>(1,791,086)</u> | <u>(3,721)</u> | <u>(1,794,807)</u> | <u>(1,773,386)</u> |
| Surplus/(deficit) for the year | 13 | 109,647 | (100) | 109,547 | 27,001 |
| Total comprehensive income for year | | <u>109,647</u> | <u>(100)</u> | <u>109,547</u> | <u>27,001</u> |



Carmel Terry
Director
19th June 2019



Michael O'Grady
Director

Financial Statements

Balance Sheet

as at 31st December 2017

| | Notes | 2017 € | 2016 € |
|--|-------|-----------|-----------|
| Fixed Assets | | | |
| Tangible assets | 6 | 35,277 | 43,740 |
| Current Assets | | | |
| Debtors | 8 | 72,611 | 53,730 |
| Cash at bank and in hand | | 323,575 | 310,691 |
| | | 396,186 | 364,421 |
| Creditors: amounts falling due within one year | 9 | (108,234) | (133,282) |
| Net current assets | | 287,952 | 231,139 |
| Total assets less current liabilities | | 323,229 | 274,879 |
| Creditors: amounts falling due after more than one year | | (131,563) | (192,760) |
| Net assets | | 191,666 | 82,119 |
| Reserves | | | |
| Other reserves | 11 | 66,247 | 66,247 |
| Income and expenditure account | 13 | 125,419 | (15,872) |
| Members' funds | | 191,666 | 82,119 |

The financial statements were approved by the board of directors and authorised for issue on 19th June 2018 and are signed on its behalf by:



Carmel Terry
Director
19th June 2018



Michael O'Grady
Director

Financial Statements

Statement of Changes in Equity *for the year ended 31st December 2017*

| | Notes | Other reserves € | Income and expenditure account € | Total € |
|---|-------|---------------------|-------------------------------------|----------------|
| Balance at 1 January 2016 | | 66,247 | (11,129) | 55,118 |
| Year ended 31 December 2016: | | | | |
| Surplus/(deficit) & total comprehensive income 2016 | | - | 27,001 | 27,001 |
| Balance at 31 December 2016 | | <u>66,247</u> | <u>15,872</u> | <u>82,119</u> |
| Year ended 31 December 2017 | | | | |
| Surplus/(deficit) & total comprehensive income 2017 | | - | 109,547 | 109,547 |
| Balance at 31 December 2017 | | <u>66,247</u> | <u>125,419</u> | <u>191,666</u> |

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2017

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 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 ongoing 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:

| | |
|-----------------------------|----------------------|
| 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.

1.5 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.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the

risks specific to the asset for which the estimates of future cash flows have not been adjusted.

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

1.6 Cash and cash equivalents

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

1.7 Financial assets

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

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

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.

1.8 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 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 2017

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.

| | 2017 Restricted Funds € | 2017 Unrestricted Funds € | 2017 Total Funds € | 2016 Total Funds € |
|--|----------------------------------|------------------------------------|-----------------------------|-----------------------------|
| HSE – Social Inclusion Unit | 535,201 | - | 535,201 | 510,200 |
| HSE – National Office for Suicide Prevention | 340,000 | - | 340,000 | 350,000 |
| 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 | 267,722 | - | 267,722 | 254,973 |
| Department of Children & Youth Affairs / City of Dublin Youth Service Board – YPFSF | 59,339 | - | 59,339 | 56,513 |
| Pobal – Community Childcare Subvention Funding | 48,805 | - | 48,805 | 24,625 |
| Pobal | - | - | - | 1,654 |
| Department of Education & Skills / SOLAS / City of Dublin Education & Training Board | 70,058 | - | 70,058 | 78,458 |
| Department of Social Protection – Community Employment | 317,432 | - | 317,432 | 308,139 |
| Schools Completion Programme – Clondalkin | 5,629 | - | 5,629 | 6,343 |
| Schools Completion Programme – Ballyfermot | 8,500 | - | 8,500 | 9,000 |
| The European Union / The European Commission | 142,240 | - | 142,240 | 80,195 |
| Gifts and Donations | - | 3,036 | 3,036 | 3,476 |
| Other Income | 244 | 151 | 395 | 2,661 |
| The Ireland Funds – Gaisce Awards | 3,800 | 420 | 4,220 | 5,098 |
| NALA Fund | 352 | - | 352 | 467 |
| Community Foundation of Ireland | 5,275 | - | 5,275 | 13,440 |
| UN Day of Poverty | - | - | - | 1,230 |
| Department of Justice and Equality | 3,000 | - | 3,000 | - |
| Parish of the Travelling People | 500 | - | 500 | 600 |
| Dublin City Council | 600 | - | 600 | 250 |
| | 1,900,733 | 3,607 | 1,904,340 | 1,800,358 |

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2017

3 Operating surplus / (deficit)

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

| | 2017 € | 2016 € |
|---------------------------------------|---------------|---------------|
| Depreciation of tangible fixed assets | <u>18,369</u> | <u>17,740</u> |

4 Employees

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

| | 2017 Number | 2016 Number |
|--------------------------------|----------------|----------------|
| Chief Executive Officer | 1 | 1 |
| Finance Manager | 1 | 1 |
| Department Managers | 2 | 2 |
| Support Staff | 26 | 24 |
| Community Employment Employees | 24 | 24 |
| | <u>54</u> | <u>52</u> |

| | 2017 Number | 2016 Number |
|-------------------|----------------|----------------|
| €0 - €10,000 | 12 | 15 |
| €10,001 - €20,000 | 16 | 13 |
| €20,001 - €30,000 | 6 | 4 |
| €30,001 - €40,000 | 5 | 4 |
| €40,001 - €50,000 | 14 | 14 |
| €50,001 - €60,000 | 1 | 2 |
| €60,001 - €70,000 | - | - |
| | <u>54</u> | <u>52</u> |

| | 2017 € | 2016 € |
|---|------------------|------------------|
| Their aggregate remuneration comprised: | | |
| Wages and Salaries | 1,355,242 | 1,325,987 |
| Social Security costs | 114,796 | 113,024 |
| Pension Costs | 23,802 | 25,058 |
| | <u>1,493,840</u> | <u>1,464,069</u> |

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2017

5 Taxation

All taxes are paid up to date. The company is fully tax compliant.

6 Tangible fixed assets

| | Fixtures, fittings & equipment | Computer equipment | Motor vehicles | Total |
|------------------------------------|--------------------------------------|-----------------------|-------------------|----------------|
| | | | | € |
| Cost | | | | |
| At 1 January 2017 | 292,624 | 13,852 | 61,449 | 367,925 |
| Additions | 9,906 | - | - | 9,906 |
| At 31 December 2017 | <u>302,530</u> | <u>13,852</u> | <u>61,449</u> | <u>377,831</u> |
| Depreciation and impairment | | | | |
| At 1 January 2017 | 248,884 | 13,852 | 61,449 | 324,185 |
| Depreciation charged in the year | 18,369 | - | - | 13,369 |
| At 31 December 2017 | <u>267,253</u> | <u>13,852</u> | <u>61,449</u> | <u>342,554</u> |
| Carrying amount | | | | |
| At 31 December 2017 | <u>35,277</u> | <u>-</u> | <u>-</u> | <u>35,277</u> |
| At 31 December 2016 | <u>43,740</u> | <u>-</u> | <u>-</u> | <u>43,740</u> |

7 Financial instruments

| | 2017 € | 2016 € |
|---|----------------|----------------|
| Carrying amount of financial assets | | |
| Debit instruments measured at amortised cost | <u>385,723</u> | <u>256,223</u> |
| Carrying amount of financial liabilities | | |
| Measured at amortised cost | <u>65,213</u> | <u>84,000</u> |

8 Debtors

| | 2017 € | 2016 € |
|---|---------------|---------------|
| Amounts falling due within one year: | | |
| Other debtors | 62,148 | 45,532 |
| Prepayments | 10,463 | 8,198 |
| | <u>72,611</u> | <u>53,730</u> |

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2017

9 Creditors

| | 2017 | 2016 |
|---|----------------|----------------|
| | € | € |
| Amounts falling due within one year: | | |
| Trade creditors | 12,414 | 31,656 |
| Other taxation and social security | 77,270 | 80,278 |
| Other creditors | 18,550 | 21,348 |
| | <u>108,234</u> | <u>133,282</u> |

10 Deferred income

| | 2017 | 2016 |
|-----------------------|----------------|----------------|
| | € | € |
| Other deferred income | <u>131,563</u> | <u>192,760</u> |

11 Other reserves

| | € |
|---------------------|---------------|
| At 1 January 2016 | <u>66,247</u> |
| At 31 December 2016 | <u>66,247</u> |
| At 31 December 2017 | <u>66,247</u> |

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

| | 2017 | 2016 |
|----------------------------------|----------------|---------------|
| | € | € |
| At the beginning of the year | 15,872 | (11,129) |
| Surplus / (deficit) for the year | 109,547 | 27,001 |
| At the end of the year | <u>125,419</u> | <u>15,872</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

Financial Statements

Notes for the Financial Statements (cont.) *for the year ended 31st December 2017*

16 Control

The company is controlled by the board of directors

17 Non-audit services

During the year Browne Murphy & Hughes provided non-audit services of company secretarial services to the company

18 Approval of financial statements

The directors approved the financial statement on the 19th June 2018

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 Patrick McCormack Michael O'Grady Roseanne Power Carmel Terry |
| Secretary | Simon Finnegan (non-director) |
| 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 |