



EXCHANGE HOUSE IRELAND
National Travellers Service

2019

Annual Review & Financial Statements





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Chairperson's Statement

I am pleased to present the Annual Review and Financial Statements of Exchange House Ireland National Travellers Service. In this report we seek to demonstrate the activities carried out by the organisation, its impacts and benefits and how it organises and funds its operations in line with the principles of good governance and transparency. The Directors present their annual review and audited financial statements for the year ended 31 December 2019. This review reflects the commitment of the Board to provide the best services to the members of the Traveller community we support at Exchange House Ireland.

This was a year where we launched the new Strategic Plan 2019 – 2022. This plan is one that we are extremely proud of and one that we think will make a huge difference to the Traveller community with whom we work. As part of this Strategic Plan the Board make commitments in all of the 5 strategic priorities to make sure that the governance of the organisation is at a level of excellence that reflects that same excellence we see throughout the services of Exchange House Ireland.

As Chair of the Board I look at the achievements in this Annual Report and my overwhelming feeling is one of pride. I am also amazed at the sheer level of work and commitment that is shown by the individuals who are employed by Exchange House Ireland. We have a very active Board and all members want to get involved with the organisation as much as possible. The feedback they give when they talk to staff members or partner in an area of work is that the level of professionalism and excellence on display is creditable.



As we enter into 2020 and the challenges ahead I know that the hard work and commitment of the whole organisation has put us into an excellent position to deliver on our Strategic Plan commitment and to see the excellent outcomes that this will mean for the Traveller community.

Carmel Terry

Carmel Terry

Chief Executive Officer's Review



2019 has been an exciting year for Exchange House Ireland with big changes and amazing results. Our staff team have shown once again how skilled and dedicated they are to their roles and have delivered fantastic work to the Traveller community in 2019. Our staff team have been working harder than ever to make sure Exchange House Ireland can respond to any need that Traveller individuals and families present to our services with. We have built up a reputation of trust with the community that we do not take for granted.

This year we launched our new Strategic Plan 2019 – 2022. Throughout this plan there are 5 key strategic priorities that are then broken down to be delivered by all of our services. These are underpinned by our revised mission and vision and make a commitment to deliver on our core principles through all of our work over the next 4 years and beyond. It is a plan of collaboration and one that each person in the organisation can be proud of.

The Strategic Plan includes our organisation's key values that are of the utmost importance to what we do at Exchange House Ireland. Our values of opposing racism in all forms whilst celebrating Traveller culture are fundamental to how we function as an organisation. Our staff celebrate every individual's unique skills and strengths with awareness of this in the context of Traveller culture. It is this cultural awareness and capacity, together with their professional skills, that makes our staff so special. We are a team of Travellers and non-Travellers working together to show how this can be done in the wider Irish society.

In Exchange House Ireland we stand for co-operation and working together to see improvement for the Traveller community in the 21st century Ireland. We work in partnership with our service users and other organisations, are professional and accountable for all the work we do, and although encounter barriers and roadblocks in our work on a daily basis we find ways to diminish these and find a better way forward.

Whilst completing our Strategic Plan one common thread from our staff was how proud they are to work for this organisation. Exchange House Ireland is equally proud of each individual who has contributed to the amazing work represented in this Annual Review.

A handwritten signature in blue ink, appearing to read 'Kevin Burn', written in a cursive style.

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

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

Mission

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

Core Principles

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

- Professionalism
- Equality
- Diversity
- Excellence

Core Values

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

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.

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.

The Children and Young Peoples' 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
- 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
- Young Men's Groups
- Education Away Programme
- 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)
- Finglas
- St. Vincent's Street West & Myra Close (Inchicore)
- Street Work

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

Funding for this Service comes from the Department of Children 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 Educational Projects – Erasmus+

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

The Family Support and Crisis Intervention Service

The goal of the service is to provide a comprehensive multi-disciplinary holistic

approach to our clients and empower them to make decisions and act independently.

The services provided are:

- Social Work
- Family Support Work
- Addiction Service
- Duty Service
- Outreach Service
- Child 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
- 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.

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



Sam

Sam started engaging with the Children and Young Peoples Service from the age of 10. He was an active member of a young boys group ran on site in Ballymun once a week. Sam always showed great potential in anything he put his hand to be it sports, art and cookery. He was a great mixer and always encouraged others on the group to do the same.

In relation to education as the years went on he took part in our Stay in Schools Programme which is set up as a link with schools and parents and offers young people an outlet of positive reinforcement and appraisal for good behaviour in school and/or attendance depending on where they are at within the education system. The principal of the national school always spoke highly of Sam's capability and academic results. The transfer from primary to secondary did happen with the support of the Children and Young Peoples Service; however, Sam struggled, not only with change, but from peer pressure and pressure within his own family. None of his siblings had made it to secondary school – never mind completing their Junior Certificate. Unfortunately, due to all these negative attitudes and lack of support from family etc., Sam dropped out of school at 15.

Sam continued to attend groups and took part in numerous programmes including the Comhairle na nÓg youth council where he represented his community and addressed major issues that affected young Traveller people. He also took part and completed his Gaisce Bronze Award with the help of Exchange House Ireland's Children and Young Peoples Service.

At the age of 19, Sam approached one of our Youth Workers and said he felt lost and that he would love to complete his Leaving Certificate and do a job similar to ours. We organised a meeting with our Education and Training Service and Sam. Within a month he had a place on our Community Employment Scheme. In two years he had completed the scheme where he covered numerous subjects from maths to communication to name but a few.

The completion of the scheme enabled Sam to seek, and complete further education at the Liberties College and Maynooth University.

Sam is now 24 and has just started in a full time position as a Community Youth Worker in a community organisation. And, as he says in his own words: "without the support of Exchange House Ireland staff I wouldn't be where I am today".

*“...without the support of
Exchange House Ireland Staff
I wouldn't be where I am today!”*

Achievement and Performance

The Children and Young Peoples' Service

Just fewer than 400 young people accessed the services of the Children and Young Peoples' Service in 2019. The majority of these young people connect with the weekly on-site and off-site core youth programmes; approximately 41 young people attend the AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin; 73 young people engaged with the highly successful Stay-in-Schools programmes – a jump from 32 in 2018; and 100 young people of all ages are catered for during the Service's Summer Programmes. The service also developed, in conjunction with our National Traveller Mental Health Service, activity based mental health group programmes with over 36 young men.

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.
- Greater engagement of young people with local and mainstream youth services.
- 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 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:

- There were 2 Education Away Programme Trips this year – a small girls group to Paris visiting religious sites as requested by the young people and a larger group of 10 young males to Poland with a moving visit to the death camp of Auschwitz-Birkenau.

- 1 young Traveller was elected as Deputy Secretary on the Comhairle na nÓg children's council.
- The Summer Projects, held over 6 weeks of the summer, attracted 100 young people.
- A second Men's Group was set up in the Finglas area, and along with the group in Clondalkin, the groups cover topics such as mental health, drugs and alcohol awareness and family life through the medium of outdoor activities. These groups also bring men from different sites together.
- Our Stay-in-School programme continued to be a great success with 5 schools availing of the service. The programme runs at full capacity and continues to prove great success.

400 Young People

18 Programmes | 22 Age Groups

5 Stay-In-School Programmes

2 AfterSchools | 4 Sites

12 Staff

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 LTI Programme had 10 learners in 2019. The programme offers full-time education, at QQI level 4, to 16-20 year olds for progression pathways to employment. The

learners completed 9 modules, with 78 minor awards. 3 people went into further education.

- The CE Scheme had 25 participants in 2019. The scheme provided work experience and QQI Level 5 training modules to those participants in Community Development. Many participants are also developing their work related skills and entering full-time employment.
- As well as our core activities the Service provides one-to-one Educational Support to individuals not part of the two above programmes. In 2019, over 50 people availed of this service. The needs of these individuals spanned from basic literacy support to primary degree assistance.

64 National Educational Achievement Awards

14 QQI Modules | 78 Minor Awards

6 Staff

50 People receiving Educational Supports

25 CE Scheme Participants

10 LTI Learners

120 Cultural Training Attendees

The Service's highlights in 2019 include:

- The 2019 Exchange House Ireland National Educational Achievement Award (NEAA) was another success. Members of Traveller community, across the 32 counties of Ireland, were nominated for the award, ranging from ages 15 to 35, who completed second level and third level qualifications across all the QQI levels. 64 people were nominated for the award and 40 people attended the event with Minister David Stanton, TD, Minister of

State at the Department of Justice and Equality.

- The Education and Training Service continued to link in with other education services and representative bodies to ensure we maintain best practice and are providing up-to-date services for our staff and learners.
- The Service provided intercultural training with their programme "An Introduction to the Traveller Community" to various agencies and community groups, with 120 people attending in 2019
- Exchange House Ireland, through the Education and Training Service, continues the reengagement process with Quality and Qualifications Ireland (QQI).

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 2019 the service worked with 672 Traveller individuals and families, many of whom would avail of various areas of our service. The number of people presenting with accommodation continued to be the most common presenting factor in 2019, along with an increase in requests for mental health support services.

The Service and its Staff, as well as providing the cores services above, continued to develop personal and organisational skills, engaged in relevant networking, developed new services, and enhanced current services.

Some highlights of the Services activities are listed below:

- Our prison service has been further developed with the expansion of addiction counselling clinics to 3 prisons in Dublin
- In partnership with the Mercy Law Resource Centre we have been able to offer a free legal advice clinic
- Staff continue to support families and individuals to improve their living conditions and/or find accommodation.

- A new Play Therapy service has been offered to those families that feel they may benefit from it. This further expands the holistic services offered by Exchange House Ireland
- Service Staff have boosted their skills by completing courses and training in areas such as Behavioural Problems, Suicidal Ideation, Trauma and Mental Health
- Seminars were also delivered to other service providers and relevant bodies, such as TUSLA, UCD Students, Our Lady's Children's Hospital Crumlin and the Garda Ombudsman
- Our Resource and Information Service links in with members of Staff and Learners to provide them with information support and advocacy services, averaging 1,250 separate contacts over 2019

6 Staff

48 Hour Response Time

1,250 Resource Contacts

5 Seminars Delivered | 540 Duty Calls

5 Seminars Delivered

3 Prison Addiction Counselling Clinics

672 Individuals & Families

The National Traveller Mental Health Service

The National Traveller Mental Health Service, incorporating the "Connecting for Life" goals, has a number of inventive and progressive programmes and activities to prevent suicide and

raise awareness of mental health issues within the Traveller community in Ireland. The service also provides outreach, one-to-one counselling, psychotherapy and Cognitive Behavioural Therapy.

Here are some of the activities that the Service carried out in 2019 in this area:

The Service, as part of the National Traveller Mental Health Network, continued 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.

- The Service was involved with 2 national conferences in 2019 – The "Women's Mental Health" Conference, hosted by Exchange House Ireland and the "Inter Family Violence and its Impact on Mental Health" Conference – a collaboration with the Traveller Counselling Service and the Traveller Mediation Service – both conferences were highly successful, especially of raising the issues of mental health within the Traveller community.
- With some funding from the Community Foundation of Ireland, Exchange House Ireland co-ordinated a national campaign with 31 Traveller organisations across Ireland for the first "Traveller Together Preventing Suicide" day on the 10th September.
- Exchange House Ireland became a key participant in the Best Practice Guidance Programme for organisations operating in the areas of suicide prevention, and as part of that engages in quality improvement through participation with the GAIT (Guidance Assessment Improvement Tool)
- A new walk-in service, in partnership with Ballyfermot Traveller Action Project, was initiated in Labre Park offering residents and safe place to 'have a chat'. The aim of "Walk In Wednesday" to develop relationships, deepen trust and find gateways to services for people's mental health
- Continuing raising awareness of and supporting LGBT+ Travellers within their community and continues the Service was involved in the "Coming Out as an Ally" campaign in October

- A number of groups, across Ireland, have been developed to promote positive well-being and suicide prevention, such examples include a creative arts group made up of young men from Finglas, Coolock and Ballyfermot to perform and create materials for mental health promotion within the Traveller community, and a women's group made of up of women from two sites in Limerick who meet weekly to promote wellness for themselves and to promote this within their communities.

95 Direct Mental Health Supports

650 Contacts

15 Counties received Suicide Prevention Seminars

7 Staff

31 Travellers Together Preventing Suicide Organisations

10 Mental Health Support Groups

2 National Conferences

- The National Traveller Mental Health Service has been working with 4 Traveller projects based in the midlands (Longford, Westmeath, Offaly and Laois), along with NUI Galway, the Community Action Network, and the HSE Midlands Traveller Health Unit to develop a level 7 diploma in Community Development Practice focusing on Wellbeing and Mental Health. This diploma will be offered to Travellers from the Midlands and delivered by NUI Galway

- The Service delivered Traveller specific suicide prevention and mental health promotion presentation to organisations in 15 counties in Ireland, including Sligo Traveller Support Group, Carlow/Kilkenny Men's Worker, and Roscommon Travellers
- As part of Mental Health Week the Service held a number of events around Ireland, including the St. Margaret's Women's Group trip to Carlow's mental health networks and a staff treasure hunt with a visit from the Sam Maguire cup itself.
- The Service continues to deepen and develop relationship with other mental health and suicide prevention services, including St. Patricks Hospital, Turn2Me, and Pieta House

In total over 650 Travellers availed of the various services provided by the National Traveller Mental Health Service in Ireland in 2019, almost twice as many as in 2018.

EU Projects and other Exchange House Ireland Highlights in 2019

Exchange House Ireland has been working in partnerships with many organisations across Europe in projects of mutual benefit to our services and the Traveller community in Ireland. In 2019 the organisation was involved in 3 projects: Shanarani: An Erasmus+ project to breakdown gender stereotypes in young people via an online platform; BYMBE: An Erasmus+ project to bring young mothers back to education; My Community 2020: An Erasmus+ project to develop digital skills through local history programmes

In July we launched our Strategic Plan 2019 – 2022. The plan offers the organisation guiding principles for the coming 4 years.

In July, Minister David Stanton, TD, Minister of State at the Department of Justice and Equality, visited Exchange House Ireland to learn about the work we do and the services we provide to the Traveller community in Ireland.

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

- AONTAS AGM
- The Community Education Network AGM

- Community Foundation of Ireland – Behaviour and Attitudes Research Committee “Traveller Community National Survey (2017)” Response Group
- Coming Out and an Ally Launch
- Connection for Life Oversight Group
- Dublin City Council Social Inclusion
- EMDR Annual Seminar, Bristol UK
- Inter-Family Violence and its Impact on Mental Health Conference
- The Intreo Careers Fair: Presented information
- The Irish National Organisation of the Unemployed AGM
- The Irish Traveller Movement AGM
- The LGBT and Traveller & Roma National Action Group
- National Traveller Mental Health Network
- National Traveller Pride Steering Committee

3 EU Projects

1 Strategic Plan

1 Ministerial Visit

19 Seminars / Committees Attended

- The National Traveller Women’s Forum Conference
- Travellers in Prisons Initiative
- TUSLA Domestic Violence Conference
- Women’s Mental Health Conference
- Youth at Risk Network

Plans for the Future

Exchange House Ireland National Traveller Service plans to continue the work in line with our objectives, subject to satisfactory funding arrangements. Our Strategic Plan 2019-2022 was launched in June and provides a roadmap for the whole organisation as well as for the individual services. It will assist us in decision making and resource allocation for the next three years. It will allow all of us to live our vision and our mission and make sure the services we deliver are the best possible services for the Traveller community.

The 5 Strategic Priorities

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

Governance and Board of Management Strategic Priorities

1. The CEO / Board of Management to provide clear and decisive leadership for Exchange House Ireland and deliver on this Strategic Plan
2. The CEO / Board of Management to promote the valuable work that Exchange House Ireland does as an organisation.
3. The CEO / Board of Management to help implement and evaluate best practice throughout the organisations services and make sure Travellers needs are represented by each service.

4. The CEO / Board of Management to resource and maintain the best possible services in Exchange House Ireland and to work in partnership with both Traveller specific and mainstream services to increase positive outcomes for the community.
5. Exchange House Ireland maintains a strong Board of Management with key expertise and representation.

Education and Training Service Strategic Priorities

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

Children and Young Peoples' Service Strategic Priorities

1. To provide inclusive and sustainable programs that improves individual and community well-being to Traveller young people in the Greater Dublin area that
2. Improve the quality of education participation and attainment of Traveller children and young people in the Greater Dublin area.
3. Children and young people have involvement in designing, delivering and evaluating the services of the Children and Young People Services as well as having a say on issues effecting Traveller young people in a wider sense.

-
4. Work with the City of Dublin Youth Service Board and other stakeholders to deliver on the National Quality and Standards Framework.
 5. The Children and Young People's Service to have a commitment to continual professional development.

Family Support and Crisis Intervention Service Strategic Priorities

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

Addiction Service Strategic Priorities

1. To provide quality addiction counselling services to individuals and groups from the Traveller community.
2. To provide quality information and promote professional in house and partner services to the Traveller community.

3. To provide advocacy for individuals and families who are experiencing, or are affected by, addiction issues trying to navigate services and systems that are traditionally difficult for Travellers to access equitably.
4. To nurture existing links with other addiction services and to create new relationships with key services while providing collaborative support to partner agencies to increase their accessibility to the Traveller community and break down actual and perceived barriers to accessibility.
5. For Addiction Counsellors to have a commitment to continual professional development.

National Traveller Mental Health Service Strategic Priorities

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



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 and Risk Management (including Clinical Risk)

Directors and Secretary

- Carmel Terry *Chairperson*
- Emamoke Idowu *Treasurer*
- Miriam Colum (appointed Jul 19)
- Jason Denman
- Cliodhna Ferris
- Bernard Joyce
- Joseph McHugh (appointed Apr 20)
- Roseanne Power
- Fiona Prendergast (appointed Jan 19)
- Erika Ruigrok
- John Wills
- Simon Finnegan *Company Secretary*
(non-director)

Executive Management Team

- Chief Executive Officer
Kevin Burn
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark

- Family Support and Crisis Intervention Service Manager
Kevin Kelly
- National Traveller Mental Health Service Manager
John O'Brien
- Human Resource Manager
Richard Kennedy
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by the Charity Regulator. The Governance and Risk Management Sub-Committee continued work on governance code and have completed the first review in 2019. The second review and final Board approval is expected in 2020.

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, in 2019, embarked on a complete review of all policies and procedures of the organisation. This process continues as pace and is hoped to be complete by end 2020.

As part of its review process the Board made declarations to improve its own skill levels. This involves an annual Directors' Training day, individual training for all Directors and constant monitoring to ensure the Board is comprehensive of relevant skills and representation.

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

Caroline

Caroline first joined the Local Training Initiative (LTI) programme in 2013. She was a mature student and she was keen to learn and she came to work every day determined to achieve the best outcomes on her QQI level 4 Employability Skills programme. Having completed this certificate with maximum points, Caroline then went on to join the Community Employment (CE) Scheme in 2014 to do a QQI level 5 Community Development Major Award.

During her time on CE, she was engaged in numerous different training programmes which enhanced her love of learning culminating in her taking part in a pilot course at the Edward Kennedy Institute in Maynooth University. This pilot scheme was in conjunction with the Traveller Mediation Service. Caroline qualified a year later as a Mediator and she worked in peer mediation at the Dochas Centre (Mountjoy's Women's Prison). Also while on CE, Caroline volunteered as a Youth Worker for a year with a Traveller organisation in Dublin. Caroline found this experience and learning to be invaluable and she felt that it taught her a lot about how to work with children in a community setting. The CE scheme enabled Caroline to engage in many areas of Community Development and that included stepping into the role as chairperson of a Traveller Organisation.

She went and achieved her certificate in Administration through her local Education and Training Board (ETB) and various other certificates to help her on her journey to full employment.

Caroline completed the CE scheme in 2016 and joined a Traveller Organisation as a Primary Health Care Coordinator. She engaged with community members on a daily basis while also highlighting and promoting health issues within the Traveller Community. She worked alongside other health groups and helped promote various aspects of Traveller culture and achievements of Travellers within various different institutions both within the public and private sector. This then led to Caroline organising regular events within the community and getting prominent public figures from both the Traveller Community and wider community to be involved.

Caroline contributes her success to the support that the tutors and staff at Exchange House Ireland gave her during her time on both the LTI and CE programmes

“...Caroline completed the CE scheme in 2016 and joined a Traveller Organisation as a Primary Health Care Coordinator...”



line with Charities SORP (Statement of Recommended Practice).

Based on the results for 2019, the year-end financial position and the approved 2020 budget, the Board believes that the organisation has

adequate resources to continue in operational existence for the foreseeable future. However, ongoing funding levels from the organisation's various funders continue to be a concern and are constantly monitored.

Principal Risks and Uncertainties

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

Risk Management

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

Health and Safety

Procedures are in place to ensure the health and safety of staff and visitors. It is intended as part of the overall priorities of the organisation to engage in a Health and Safety audit and act upon any recommendations arising from such an audit.

Governance Code for Charities

As the Board progress through the process of implementing the Governance Code, as set out by the Charities Regulator, 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 have received Child Protection Training, with continuing refresher training. Exchange House Ireland's Child Protection Policy undergoes regular reviewing to ensure it is as up-to-date as possible.

Impact of COVID-19

In the first half of 2020, the COVID-19 virus spread worldwide. In common with many countries the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of the virus. In late March 2020 all non-essential businesses were ordered to close temporarily. The Company remained open during the lockdown, with the majority of staff working from home. Whilst the Directors believe that the effect of COVID-19 on the company will be minimal, yet the full effects of these events are difficult to determine, they are confident that the company will continue as a going concern.

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 2019, the reserve level as shown in the balance sheet came to €377,930 so the level of reserves are close to the required level at the

start of 2020, should the need arise to wind up the company.

This is slightly 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 2020.

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 2019 Exchange House Ireland raised a total of €1.83m, an increase of c. €55k on 2018. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €11.7k comes from non-statutory fund raising and donations.

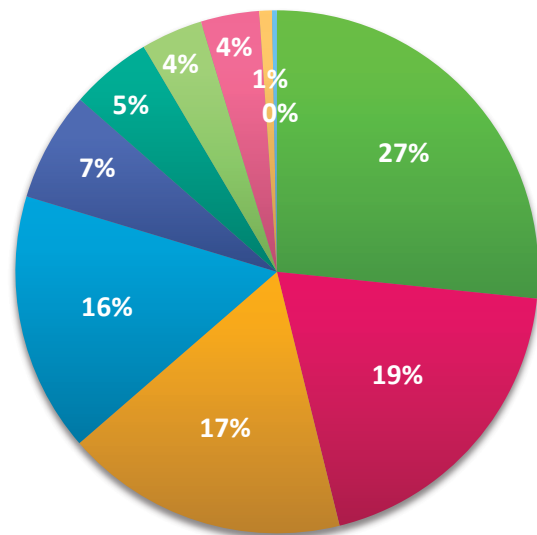
Exchange House Ireland experienced some reduction in funding from some sources and some small increases from other sources.

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, 2019 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

Breakdown of income sources



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

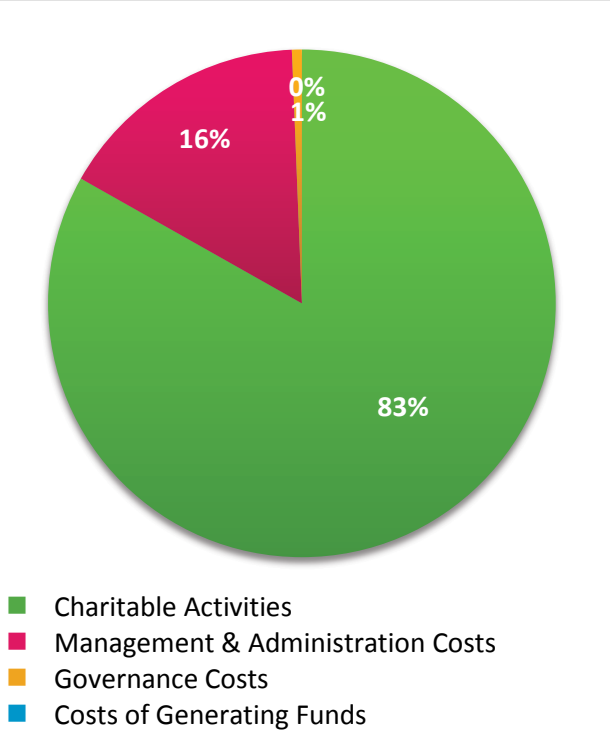
Accounting Records

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

Breakdown of Organisational Expenditure



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

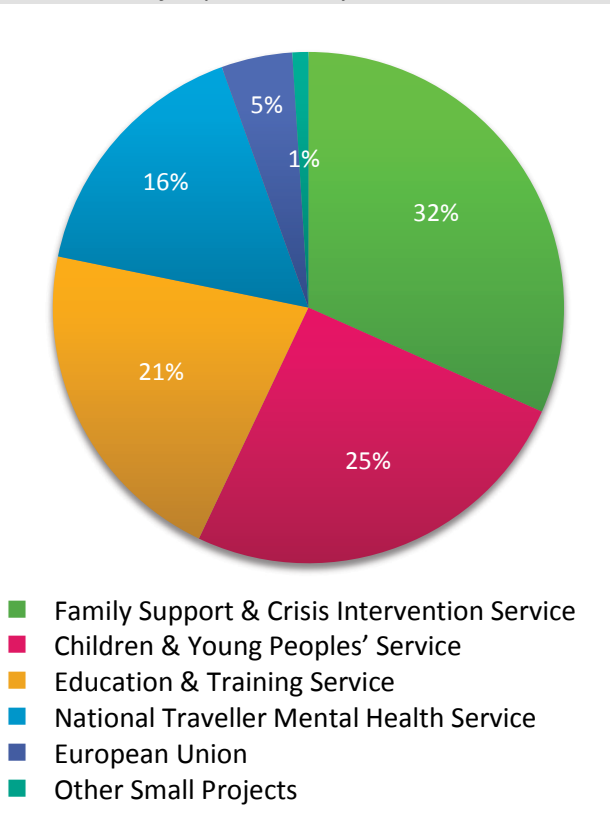
Each of the directors in office at the date of approval of this annual report confirms that:

- 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.

Breakdown of Expenditure by Service



Carmel Terry
Director
20th August 2020

Emamoke Idowu
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.

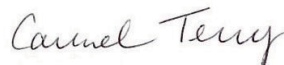
In preparing these financial statements, the directors are required to:

- 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
20th August 2020



Emamoke Idowu
Director



Anna

Anna had engaged in the service for a number of years when the sad news broke of her Dad's suicide. This had a huge impact on the community and the family; her mother had been battling depression for years. Her relationship with her mother became strained and she moved in with her aunty in a different part of Dublin. Anna's big concern was her 14 year old brother who had already been in trouble with the Guards and had learning difficulties.

On hearing all that was going on the Children and Young Peoples' Service team wanted to offer holistic support to the whole family. Working within the teams of Exchange House Ireland and offering the services of the National Traveller Mental Health Service, the Family Support and Crisis Intervention Service and the Children and Young Peoples' Service teams a plan was put in place to help the family.

As part of the plan, we discussed with the family and one-to-one with Anna, her mam and her brother what they would like us to help them with. An action plan was agreed by all family members that included: discussions with the mother around working with our mental health counsellors, engaging her brother on a specific programme with other young boys of his age and supporting Anna in seeking an outlet in which she felt comfortable to speak about her feelings.

Each member of the family is on their own personal journey. Anna has since moved back into the family home. Her Mam attends counselling once a week and has also taken up yoga as an outlet to help her relax. Her younger brother has established himself in school and is involved in our day to day programmes, as well as the Stay-in-Schools programme, with behaviour and attendance tracked. Anna has since expressed an interest in wanting to work with young people who suffer with mental health – she is currently, with the support of our Children and Young Peoples' Service staff, seeking a course to complete. She is also an active member on the ITM Youth Forum which meets once a month to discuss important issues affecting young Travellers in Ireland today.

“...Anna has since expressed an interest in wanting to work with young people who suffer with mental health...”

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 2019 set out on pages 32 to 44. 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 2019 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been 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, 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.

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
& Statutory Auditors
28 Upper Fitzwilliam Street, Dublin 2, D02 H683

20th August 2020

Financial Statements

Income and Expenditure Account for the year ended 31st December 2019

	Notes	2019 Restricted Funds €	2019 Unrestricted Funds €	2019 Total Funds €	2018 Total Funds €
Incoming Resources					
Income	3	1,821,505	6,219	1,827,724	1,771,683
Investment Income			13	13	6
		<u>1,821,505</u>	<u>6,232</u>	<u>1,827,737</u>	<u>1,771,689</u>
Resources Expended					
Costs of Generating Funds		-	-	-	(2,508)
Charitable Activities		(1,436,972)	(4,451)	(1,441,423)	(1,396,603)
Management & Administration		(280,401)	(142)	(280,543)	(264,975)
Governance Costs		(10,921)	-	(10,921)	(16,189)
Total Resources Expended	4	<u>(1,728,294)</u>	<u>(4,593)</u>	<u>(1,732,887)</u>	<u>(1,680,275)</u>
Surplus/(deficit) for the year	16	93,211	1,639	94,850	91,414
Total comprehensive income for year		<u>93,211</u>	<u>1,639</u>	<u>94,850</u>	<u>91,414</u>



Carmel Terry
Director
20th August 2020



Emamoke Idowu
Director

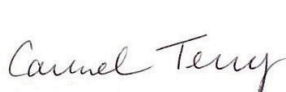
Financial Statements

Balance Sheet as at 31st December 2019

	Notes	2019 €	2018 €
Fixed Assets			
Tangible assets	7	23,211	37,976
Current Assets			
Debtors	9	121,306	77,640
Cash at bank and in hand		437,423	387,859
		558,729	465,499
Creditors: amounts falling due within one year	10	(119,010)	(128,261)
Net current assets		439,719	337,238
Total assets less current liabilities		462,930	375,214
Creditors: amounts falling due after more than one year		(85,000)	(92,134)
Net assets		377,930	283,080
Reserves			
Other reserves	12	66,247	66,247
Income and expenditure account	16	311,683	216,833
Members' funds		377,930	216,833

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

The financial statements were approved by the board of directors and authorised for issue on 20th August 2020 and are signed on its behalf by:



Carmel Terry
Director
20th August 2020



Emamoke Idowu
Director

Financial Statements

Statement of Changes in Equity for the year ended 31st December 2019

	Notes	Other reserves €	Income and expenditure account €	Total €
Balance at 1 January 2018		66,247	125,419	191,666
Year ended 31 December 2018:				
Surplus & total comprehensive income for the year		-	91,414	91,414
Balance at 31 December 2018		<u>66,247</u>	<u>216,833</u>	<u>283,080</u>
Year ended 31 December 2019				
Surplus & total comprehensive income for the year		-	94,850	84,850
Balance at 31 December 2019		<u>66,247</u>	<u>311,683</u>	<u>377,930</u>

Financial Statements

Statement of Cash Flows for the year ended 31st December 2019

	Notes	2019 €	2018 €
Cash flows from operating activities			
Cash generated from operations	19	49,551	87,143
Investing activities			
Purchase of tangible fixed assets		-	(22,865)
Interest received		13	6
Net cash used in investing activities		13	(22,859)
Net increase in cash and cash equivalents		49,564	64,284
Cash and cash equivalents at beginning of year		387,859	323,575
Cash and cash equivalents at end of year		437,423	387,859

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2019

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 SORP), 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.

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.

2. Judgements and key sources of estimation uncertainty

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

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

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

economic utilisation and physical condition of the assets concerned.

b) Impairment review following COVID-19

The COVID-19 pandemic has caused an adverse effect on the economic environment in which the company operates. In

accordance with section 27 .9 of FRS 102 this is an impairment indicator and the company has carried out an impairment review of its assets. The factors taken into consideration in performing an impairment review are based on estimates and are subject to uncertainty.

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2019

3 Income / Service Charges

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

	2019 Restricted Funds €	2019 Unrestricted Funds €	2019 Total Funds €	2018 Total Funds €
HSE – Social Inclusion Unit	485,203	-	485,203	465,205
HSE – National Office for Suicide Prevention	292,000	-	292,000	312,367
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	-	-	-	270,122
Department of Children & Youth Affairs / City of Dublin Youth Service Board – YPFSF	-	-	-	61,713
Department of Children & Youth Affairs / City of Dublin Youth Service Board – TYFS	335,335	-	335,335	-
Department of Children & Youth Affairs / City of Dublin Youth Service Board – Capital Grant Scheme General Fund	20,000	-	20,000	-
Pobal – Community Childcare Subvention Funding	69,515	-	69,515	59,970
Department of Education & Skills / SOLAS / City of Dublin Education & Training Board	65,716	-	65,716	61,992
Department of Social Protection – Community Employment	318,476	-	318,716	322,826
Schools Completion Programme – Clondalkin	5,775	-	5,775	6,239
Schools Completion Programme – Ballyfermot	8,500	-	8,500	4,500
The European Union / The European Commission	123,491	-	123,491	86,814
Gifts and Donations	-	3,895	3,895	1,856
Other Income	-	2,324	2,324	2,155
The Ireland Funds – Gaisce Awards	-	-	-	1,297
NALA Fund	585	-	585	-
Community Foundation of Ireland	-	-	-	7,500
Youth Foundation of Ireland: One for Ireland	-	-	-	10,737
Department of Justice and Equality	4,373	-	4,373	2,854
Parish of the Travelling People	500	-	500	1,500
	1,821,505	6,219	1,827,724	1,771,683

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2019

4 Operating surplus / (deficit)

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

	2019	2018
	€	€
Depreciation of tangible fixed assets	<u>14,765</u>	<u>20,166</u>

6 Employees

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

	2019	2018
	Number	Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	3	2
Support Staff	22	24
Community Employment Employees	24	24
	<u>51</u>	<u>52</u>

	2019	2018
	Number	Number
€0 - €10,000	12	10
€10,001 - €20,000	18	23
€20,001 - €30,000	2	3
€30,001 - €40,000	9	5
€40,001 - €50,000	5	7
€50,001 - €60,000	3	3
€60,001 - €70,000	2	1
	<u>51</u>	<u>52</u>

	2019	2018
	€	€
Their aggregate remuneration comprised:		
Wages and Salaries	1,308,422	1,272,481
Social Security costs	112,552	106,873
Pension Costs	16,499	19,858
	<u>1,437,473</u>	<u>1,399,212</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2019

6 Taxation

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

7 Tangible fixed assets

	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
				€
Cost				
At 1 January 2019 & 31 December 2019	325,395	13,852	61,449	400,696
Depreciation and impairment				
At 1 January 2019	287,419	13,852	61,449	362,720
Depreciation charged in the year	14,765	-	-	14,765
At 31 December 2019	302,184	13,852	61,449	377,485
Carrying amount				
At 31 December 2019	23,211	-	-	23,211
At 31 December 2018	37,976	-	-	37,976

8 Financial instruments

	2019 €	2018 €
Carrying amount of financial assets		
Debit instruments measured at amortised cost	514,015	442,202
Carrying amount of financial liabilities		
Measured at amortised cost	62,851	83,622

9 Debtors

	2019 €	2018 €
Amounts falling due within one year:		
Other debtors	76,592	54,343
Prepayments	44,714	23,297
	121,306	77,640

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2019

10 Creditors: amounts falling due within one year

	2018	2017
	€	€
Amounts falling due within one year:		
Trade creditors	11,618	32,413
Other taxation and social security	78,870	79,042
Other creditors	28,522	16,806
	<u>119,010</u>	<u>128,261</u>

11 Deferred income

	2019	2018
	€	€
Other deferred income	<u>85,000</u>	<u>92,134</u>

12 Other reserves

	€
At 1 January 2018	<u>66,247</u>
At 31 December 2018	<u>66,247</u>
At 31 December 2019	<u>66,247</u>

13 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.

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 2019

16 Income and expenditure account

	2019 €	2018 €
At the beginning of the year	216,833	125,419
Surplus for the year	94,850	91,414
At the end of the year	<u>311,683</u>	<u>216,833</u>
Split of Reserves		
Restricted funds	309,178	215,967
Unrestricted funds	2,505	866
	<u>311,683</u>	<u>216,833</u>
Split of Reserves		
Minor Income and Expenses	(51,305)	(53,048)
Children and Young Peoples' Service	603	708
NEAA	(6,125)	(2,905)
Community Foundation of Ireland	7,307	14,555
Travelling 2 Wellbeing	22,540	22,540
HSE Social Inclusion	104,326	82,668
HSE South Inner City Drugs & Alcohol Task Force	(40,487)	(40,877)
HSE National Office for Suicide Prevention	101,376	90,627
Connected Rainbow	695	695
Department of Children & Youth Affairs / CDYSB – SPY	-	-
Department of Children & Youth Affairs / CDYSB – YPFSF	-	-
Department of Children & Youth Affairs / CDYSB – TYFS	(4,094)	-
Department of Children & Youth Affairs / CDYSB – Capital Grant Scheme	20,000	-
School Completion Programme Clondalkin	1,521	816
Pobal – Dept. Children & Youth Affairs (CCS) Programme	28,028	30,251
Pobal – Dormant Accounts	1,654	1,654
The Ireland Funds – Gaisce Awards	96	96
Dept. of Employment and Social Protection – Community Employment	30,912	18,540
Dept. of Education and Skills/SOLAS/CDETB	17,742	16,805
Other	(20,469)	(20,471)
European Union/European Commission	98,944	54,179
	<u>311,683</u>	<u>216,833</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2019

17 Control

The company is controlled by the board of directors

18 Non-audit services

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

19 Cash generated from operations

	2019	2018
	€	€
Surplus for the year after tax	94,850	91,414
Adjustments for:		
Investment income	(13)	(6)
Depreciation and impairment of tangible fixed assets	14,765	20,166
Movements in working capital:		
(Increase) in debtors	(43,666)	(5,029)
Increase/(decrease) in creditors	(9,251)	20,027
(Decrease) in deferred income	(7,134)	(39,429)
Cash generate from operations	<u>49,551</u>	<u>87,143</u>

20 Analysis of changes in net funds

	1 January	Cash	31 December
	2019	flows	2019
	€	€	€
Cash at bank and in hand	<u>387,859</u>	<u>49,564</u>	<u>437,423</u>

21 Events after the reporting date

In the first half of 2020 the COVID-19 virus spread worldwide. In common with man countries the Irish Government issued guidance and restrictions on the movement of people designed to slow the spread of this virus. In late March 2020 all “non-essential” businesses were ordered to close temporarily. The Company remained open during the lockdown, with the majority of staff working from home. Whilst the Directors believe that the effect of COVID-19 on Tribli CLG will be minimal, the full effects of these events are difficult to determine, they are confident that the Company will continue as a going concern.

22 Approval of financial statements

The directors approved the financial statement on the 20th August 2020.

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	Miriam Colum Jason Denman Clíodhna Ferris Emamoke Hope Idowu Bernard Joyce Joseph McHugh Roseanne Power Fiona Prendergast Erika Ruigrok Carmel Terry John Wills	(appointed 11 th July 2019) (appointed 2 nd April 2020) (appointed 31 st January 2019)
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	

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Exchange House Ireland National Travellers Service

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