



Charity Number: CHY12836
Charities Regulatory Authority Number: 20038472

Tribli Company Limited by Guarantee
Annual Report and Audited Financial Statements
for the financial year ended 31 December 2025

O'Gorman Brannigan Purtill & Co. Unlimited Co.
Chartered Accountants and Statutory Audit Firm
22 Bridge Street
Ringsend
Dublin 4
Dublin

Tribli Company Limited by Guarantee

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Tribli Company Limited by Guarantee

REFERENCE AND ADMINISTRATIVE INFORMATION

Directors

Frank Kavanagh
Fiona Prendergast
Joseph McHugh
Jason Denman
Annmarie Collins (Appointed 17 October 2025)
Lucy McCann (Appointed 17 October 2025)
Kevin Ryan (Appointed 17 October 2025)
Adrian McKenna (Appointed 20 March 2026)
Ankit Gulati (Appointed 20 March 2026)
Laura Callaghan (Appointed 20 March 2026)
Maria Cleary (Appointed 20 March 2026)
John Wills (Resigned 17 October 2025)
Bernard Joyce (Resigned 17 October 2025)
Lorna Kerin (Resigned 12 December 2025)
Miriam Colum (Resigned 30 January 2026)
Erika Ruigrok (Resigned 20 March 2026)

Company Secretary

Simon Finnegan

Charity Number

CHY12836

Charities Regulatory Authority Number

20038472

Registered Office and Principal Address

61 Great Strand Street
Dublin 1
Dublin

Auditors

O'Gorman Brannigan Purtill & Co. Unlimited Co.
Chartered Accountants and Statutory Audit Firm
22 Bridge Street
Ringsend
Dublin 4
Dublin

Principal Bankers

Allied Irish Bank
7/12 Dame Street
Dublin 2
Dublin

Tribli Company Limited by Guarantee

DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

The directors present their Directors' Annual Report, combining the Directors' Report and Trustees' Report, and the audited financial statements for the financial year ended 31 December 2025.

The financial statements are prepared in accordance with the Companies Act 2014, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Directors' Report contains the information required to be provided in the Directors' Annual Report under the Statement of Recommended Practice (SORP) guidelines. The directors of the charity are also charity trustees for the purpose of charity law and under the charity's constitution are known as members of the board of trustees.

In this report the directors of Tribli Company Limited by Guarantee present a summary of its purpose, governance, activities, achievements and finances for the financial year 2025.

The charity is a registered charity and hence the report and results are presented in a form which complies with the requirements of the Companies Act 2014 and, although not obliged to comply with the Statement of Recommended Practice applicable in the UK and Republic of Ireland FRS 102, the organisation has implemented its recommendations where relevant in these financial statements.

The charity is a company limited by guarantee not having a share capital.

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

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Main Services

Exchange House Ireland has five main services:

- The Children and Young Peoples' Service
- The Education and Training Service
- The Family Support and Crisis Intervention Service
- The National Traveller Mental Health Service
- Limerick Traveller Network

The Children and Young Peoples' Service

Exchange House Ireland's Children and Young People's Service is a leading provider of youth services for members of the Traveller community across the Greater Dublin Area.

The service was originally established in 1987 as the Dublin Committee for Travelling People – Youth Affairs, with funding from the Department of Education and Science (Youth Affairs Section) and the Department of the Environment and Local Government. Following the dissolution of the committee in 1996, the project was restructured and renamed the Travellers Youth Service (TYS). Today, the service continues to provide vital support and development opportunities for Traveller children and young people.

Using a Critical Social Education approach, the service respects, encourages, and supports young people, many of whom experience significant barriers including educational disadvantage, early school leaving, poverty, discrimination, substance misuse, and social exclusion. Through a range of social, educational, recreational, and developmental programmes, we seek to empower young people to realise their potential, strengthen their resilience, and develop the skills and confidence needed to participate fully in their communities and wider society.

Our programmes create opportunities for young Travellers to build positive relationships, develop leadership skills, take responsibility, and engage meaningfully in education and community life. The overall aim is to support young people to exercise greater control over their lives and achieve positive personal, educational, and social outcomes. The primary target group is Traveller children and young people aged 10–25 years, both male and female.

Exchange House Ireland Youth Service delivers a broad range of programmes, including:

- After-School Programme – Labre Park, Ballyfermot
- After-School Programme – St. Oliver's Park and Bridgeview, Clondalkin
- Comhairle na nÓg
- Detached Youth Work
- Personal Development Programmes
- Healthy Lifestyle and Wellbeing Programmes
- Inter-Site Youth Cooperation Initiatives
- Cyber Safety and Digital Awareness Workshops
- On-Site Youth Services
- Outreach Youth Services
- Young Men at Risk Support Groups
- LGBTQ+ Youth Supports
- Education Away Programme
- Stay-in-School Programme

The service operates throughout the Greater Dublin area, including:

- Bluebell
- Coolock
- Dublin City Centre
- Finglas
- Labre Park and Kylemore Grove, Ballyfermot
- St. Margaret's Park and Carton Estate, Ballymun
- St. Oliver's Park and Bridgeview, Clondalkin
- Street Work and Outreach Settings

The service currently works with approximately 160 young people annually, delivering integrated recreational, educational, personal development, and support programmes designed to improve wellbeing, educational engagement, and social inclusion.

The Children and Young People's Service is funded through a range of statutory and community funding streams, including:

- The Department of Children, Disability and Equality, through the City of Dublin Education and Training Board (CDETB) and the City of Dublin Youth Service (CDYS)
- The Community Childcare Subvention Programme administered by Pobal

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- The Tusla Education Support Service (TESS) School Completion Programmes in Ballyfermot and Clondalkin

These funding partnerships enable the service to provide high-quality, accessible, and culturally appropriate supports to Traveller children and young people across Dublin.

The Education and Training Service

The Education and Training Service (ETS) of Exchange House Ireland National Travellers Service provides a range of Traveller-specific education, training and learner support programmes designed to promote educational participation, social inclusion and progression to further education, training and employment.

The service operates from a learner-centred approach, recognising the strengths, experiences and aspirations of Traveller learners and supporting individuals to achieve their educational and career goals. As a Quality and Qualifications Ireland (QQI) quality assured provider, the service delivers accredited learning opportunities and progression pathways tailored to the needs of Traveller learners.

The Education and Training Service provides:

- Community Employment (CE) Programme
- Local Training Initiative (LTI) Programme
- Adult Basic Education Supports
- QQI accredited programmes at Levels 4 and 5
- Third-Level Education Supports
- National Traveller Education Achievement Awards (NTEAA)
- Information, Advocacy and Learner Support Services
- Participation in national education policy and strategy development

The service operates primarily in Dublin while supporting national educational initiatives through the National Traveller Education Achievement Awards and participation in national Traveller and Roma education structures.

Funding for the service is provided by

- The Department of Social Protection
- SOLAS, through the City of Dublin ETB
- Public Jobs

The Family Support and Crisis Intervention Service

Brief outline of Service

The FSCIS is a multi-disciplinary frontline service supporting individuals and families from the Traveller community. Staffing includes two social workers, a play therapist, a domestic abuse senior social work practitioner, two family support access workers and two addiction counsellors.

We offer these services primarily in the greater Dublin area with some frontline services provided on a limited, national level. We operate a duty service (telephone, email, drop-in), Monday to Friday through which anyone can contact us for support, information or guidance. Through our duty service, we have the ability provide crisis triage and screening through to referrals for intervention and longer-term individual, family and community-level work.

We also deliver various national services through training, provision of expertise and partnerships with other organisations providing services to Travellers in Ireland. EHINTS is recognised as a leader in culturally competent, trauma-informed practice in frontline service provision, for the Traveller community.

Service mission/vision

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.

Broad areas of work (including location if appropriate)

The following supports are provided in-person in the Greater Dublin area and remotely nationwide.

- Duty Service
- Outreach Service
- Prison In-reach
- Social Work
- Family Support
- Parenting Programmes
- Child Protection / Safeguarding / Children in or at Risk of Care Support
- Family Support Access Programme
- Domestic Abuse Service
- Child Play Therapy
- Addiction Service
- Psychotherapy
- Bereavement Support
- Support with Retrospective Sexual Abuse Cases

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- Accommodation Advocacy
- Court and Legal Support
- Resource and Information Service

Using the following models:

- Crisis intervention
- Holistic multi-disciplinary approach
- Strengths-based approach
- Solution-focused approach
- Relationship-based approach
- Group work
- Motivational interviewing
- Cognitive Behavioural approach
- Harm reduction
- Psychodynamic approach
- Integrative approach

Funding for the service is provided by:

- HSE Social Inclusion Unit
- South Dublin Inner City Local Drugs and Alcohol Task Force
- Dormant Accounts Funding
- Dublin City Council
- Other small gratuities

The National Traveller Mental Health Service

There are two main areas of this service – Suicide Prevention & Mental Health Promotion, and Direct Mental Health Support, incorporating the “Connecting for Life” goals.

The suicide prevention aspect of the service is a resource to Traveller organisations, suicide prevention and mental health services, raising awareness and promoting suicide prevention within the Traveller community. The service promotes and supports the development of initiatives which reduce the stigma associated with mental health and promote suicide prevention in a coordinated way. It is our aim to reduce the rate of suicide in the Traveller community. The direct mental health support aspect of the service aims to reduce the stigma around mental health and suicide in the Traveller community. It was developed to support individualised recovery plans/programmes with Travellers experiencing mental health issues. The service has developed a culturally appropriate recovery model using a community development approach. We will address inequalities by working with Travellers and service providers to deepen their understanding, improve referral pathways and aid recovery.

The benefits:

- Travellers will get the support they need to aid their recovery from mental health issues.
- We will work with people offering them the time and dedication required to support them.
- Travellers will become more informed, confident and supported in their recovery and in using other services.
- Services will be better informed, supported, effective and confident in responding to the needs of Travellers.
- Stronger and more responsive pathways will be forged with services.
- Culturally appropriate personal recovery plans will be developed which will be a resource for other services.

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

- HSE National Office for Suicide Prevention
- Philanthropic sources such as Community Foundation Ireland
- Other small gratuities

The Limerick Traveller Network

The Limerick Traveller Network (LTN) is a community-led network of Traveller representatives across Limerick. Founded in 2019, it was built by Travellers, for Travellers, to ensure our voices are heard. Our community faces daily discrimination and barriers in health, housing, education and youth opportunities. Mental health remains a crisis issue. This plan sets out our vision for dignity, equality and opportunity over the next five years.

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LTN's vision is of A future where Traveller voices are heard in every decision that affects us; where Travellers enjoy equal opportunities in education, health, employment and accommodation; and where Traveller culture is respected and celebrated in Limerick.

LTN is funded by

- The Department of Rural and Community Development and the Gaeltacht, via Limerick City and County Council, via the Limerick Local Community Development Committee (LCDC).

Achievement and Performance

The Children and Young Peoples' Service

The Children and Young People's Service (CYPS) delivered a wide range of programmes and activities throughout the year, supporting the personal, social, educational, and emotional development of young Travellers across Dublin. Through a combination of targeted youth work, outreach, education support, and participation initiatives, the service engaged young people in meaningful opportunities that promoted resilience, confidence, wellbeing, and social inclusion.

2025 Youth Activity Statistics		
Number of activities	Total engagement hours with Young People	Total face-to-face connections with Young People
325	1727	2790

Key Achievements and Services:

- Support for Young Travellers (Aged 10–24 Years)

During the year, the service provided direct support to 80 young people, focusing primarily on personal and social development. Young people participated in structured group work, issue-based programmes, training opportunities, one-to-one support, mentoring, and crisis intervention when required.

A safe, welcoming, and youth-friendly environment was maintained where young people could access ongoing support from staff and peers. Outdoor and recreational activities, including hill walking, camping, and fishing trips, played an important role in maintaining engagement and building positive relationships.

The service also delivered in-house mental health and self-care programmes in collaboration with Exchange House Ireland's Mental Health Services. Young people were supported to strengthen connections within Exchange House Ireland and with external agencies, ensuring access to wider supports and opportunities.

The programme aimed to empower young people by enhancing their self-esteem, self-confidence, and decision-making skills. Through participation, young people developed their ability to manage personal and social relationships, take responsibility, engage in new experiences, and make informed choices about their futures.

- Outreach Service (Aged 14–24 Years)

The Outreach Service engaged 35 young people through structured outreach interventions designed to meet young people where they are and respond to their individual needs and circumstances.

The service provided a safe space for young people to discuss challenges affecting their lives and explore opportunities for personal growth and development. Through relationship-based youth work, staff supported participants to improve self-awareness, self-esteem, and confidence while promoting greater independence and wellbeing.

Group work programmes enabled young people to identify issues affecting them, set personal goals, share experiences, and work collaboratively on projects in a supportive and enjoyable environment. The service focused on improving both short-term and long-term outcomes for young people, supporting positive social interaction within their communities and wider society.

- Stay in School Programme

The Stay in School Programme, delivered in partnership with local schools, supported 12 young Traveller students (10 female and 2 male) aged between 12 and 17 years across two schools.

The programme focused on improving school attendance, participation, and behaviour through targeted support and positive reinforcement. Students who achieved full attendance were recognised and rewarded through educational and recreational outings.

The primary objective of the programme was to support young Traveller students to remain engaged in education and successfully complete their Junior Cycle and Leaving Certificate. The programme also aimed to improve progression rates from primary to post-primary education and reduce the risk of early school leaving.

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- Irish Traveller Movement Youth Working Group

Fifteen young people (10 female and 5 male), aged between 14 and 17 years, participated in the Irish Traveller Movement (ITM) Youth Working Group over a 12-month period.

The group provided an important platform for young Travellers from across Ireland to come together, share experiences, and advocate for positive change. Participants were encouraged to broaden their understanding of issues affecting the Traveller community, develop awareness of their rights, and actively participate in decisions that impact their lives.

Through their involvement, young people strengthened their leadership skills, confidence, and capacity to influence policy and practice affecting Traveller communities.

- Comhairle na nÓg – Dublin City Children and Young People's Council

Six young women aged between 13 and 16 years actively participated in monthly Comhairle na nÓg meetings throughout the year.

Participation provided valuable opportunities for young people to engage with civic and political processes, contribute their views on issues affecting children and young people, and develop a greater understanding of how change can be achieved at local and national levels.

The programme supported young people to have their voices heard, contribute to decision-making processes, and develop social awareness, leadership skills, and a sense of solidarity with their peers.

Highlights and Notable Activities:

- International Youth Trip – Berlin

A group of twelve young women aged 12–16 years participated in a residential trip to Berlin. For many, this was their first experience of travelling abroad independently and away from their families. The trip represented a significant milestone, reflecting the strong relationships and trust built between the young women, their families, and staff. The trip provided valuable opportunities for personal growth, increased independence, confidence-building, and cultural learning. Through shared experiences, the young women developed new skills, broadened their horizons, and created lasting memories and friendships.

A group of five young men aged 12–15 years participated in a residential trip to Berlin. The group was made up of young people from different sites across Dublin who came together through shared interests and participation in youth programmes throughout the year. The trip provided a unique opportunity for personal development, cultural exploration, and social connection. Through shared experiences, the young people built new friendships, strengthened their confidence, and developed valuable life skills, including teamwork, communication, and independence. The trip also fostered a greater sense of belonging and connection among participants, with many forming friendships that are expected to continue long after the trip. The experience represented a significant achievement for the young people and highlighted the positive outcomes that can be achieved through sustained youth engagement and support.

This trip proved such a success that we were offer it to a further 6 young men later in the year.

- International Youth Trip – Rome

Seven young women aged 12–16 years participated in a residential trip to Rome. For many, it was their first experience of travelling abroad without their parents. The trip was a significant milestone that promoted independence, confidence, and cultural awareness, while reflecting the strong relationships and trust built between the young women, their families, and staff members.

- Residential Programmes

Residential experiences continued to be a key feature of the service's youth work approach.

- (i) One residential trip to Glendalough engaged 14 young women aged 14 – 17 years.
- (ii) One residential trip to Glendalough engaged 12 young men aged 13–17 years.

These experiences promoted teamwork, resilience, confidence-building, and personal development while strengthening peer relationships and social skills.

- Camping Programmes

Fifteen young men aged 11–14 years participated in camping trips in County Kildare. These activities encouraged independence, responsibility, problem-solving, and engagement with the natural environment.

- Summer Programmes

The Summer Programme engaged 120 young people, including 55 males and 65 females aged between 9 and 18 years. Participants engaged in a range of educational, recreational, and developmental activities, including trips, outdoor pursuits, and group experiences. Including visits to Emerald Park (formerly Tayto Park), Flynn Park, Glendalough, camping programmes, and beach excursions. These activities promoted social connection, confidence, personal development, and wellbeing, while providing opportunities that many young people might not otherwise have access to.

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■ Impact

Throughout the year, the Children and Young People's Service continued to deliver high-quality, culturally appropriate youth work supports tailored to the needs of young Travellers. Through a combination of group work, outreach, educational supports, personal development programmes, and recreational activities, young people were provided with opportunities to build confidence, develop life skills, strengthen positive relationships, and enhance their overall wellbeing.

The service supported young people to become more active participants in their communities, education, and decision-making processes, while encouraging them to recognise their strengths, aspirations, and potential. By providing safe and supportive spaces, the service enabled young people to explore issues affecting their lives, develop resilience, and make informed choices about their futures.

The Education and Training Service

During 2025, the Education and Training Service continued to expand educational opportunities for members of the Traveller community through accredited learning, employment-focused training, learner support and national education advocacy. The service supported learners across a range of programmes while strengthening quality assurance systems, promoting progression pathways and celebrating educational achievement at local and national level.

The Education and Training Service continued to work collaboratively with educational institutions, statutory agencies, Traveller organisations and community partners to improve educational access and outcomes for Traveller learners. These partnerships supported progression opportunities, informed policy development and strengthened referral pathways for learners.

■ Community Employment Programme

The Community Employment Programme supported participants through accredited learning, vocational training, work experience and progression planning. Participants engaged in education and employment-focused activities designed to enhance skills, confidence and employability.

Key achievements included:

- Supporting participants to progress towards employment, further education and training opportunities.
- Participants successfully completed vocational and industry-recognised training, enhancing employability and progression opportunities across a range of sectors.
- Collaboration with Business in the Community Ireland (BITCI), apprenticeship providers and employers to promote career pathways and increase awareness of employment opportunities.
- Continued support for participants transitioning from the criminal justice system into education, training and employment, demonstrating the positive impact of education and structured support on long-term outcomes.
- Certification and Progression Outcomes
 - Total CE participants supported during 2025: 19
 - Gender breakdown: 6 female and 13 male participants
 - Progression to employment: 5 participants
 - Progression to further or higher education: 1 participant
 - Security Training (QQI Level 4): 5 participants
 - Train the Trainer (QQI Level 6): 1 participant
 - Safe Pass Certification: 2 participants
 - Fire Safety Training: 20 participants

■ Local Training Initiative (LTI) Programme

The Local Training Initiative (LTI) Programme continued to provide Traveller learners with access to accredited education and progression opportunities throughout 2025. The programme supported approximately 10–12 learners during the year who worked towards achieving a QQI Level 4 Major Award while developing the skills, confidence and qualifications required for progression to further education, training and employment.

Learners participated in a range of educational and vocational activities including QQI-accredited learning, employment preparation training, health and wellbeing initiatives, apprenticeship awareness programmes and educational, vocational and life skills development activities. Participants also completed industry-recognised training, including Safe Pass and Manual Handling certification, enhancing readiness for employment and further training opportunities.

Throughout the year, learners engaged with educational institutions, apprenticeship providers and community organisations through information sessions, educational visits and practical learning experiences. These activities increased awareness of career options, developed workplace skills and strengthened progression opportunities.

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The programme maintained a strong learner-centred approach, supporting participation, achievement and educational advancement while fostering confidence, resilience and lifelong learning.

■ Information, Advocacy and Learner Support

Throughout 2025, the Education and Training Service continued to provide information, advocacy and learner support services to Traveller learners and community members, helping individuals to access education, training, employment and a range of statutory and community services.

A key component of this work was the provision of information, advocacy and referral supports by the Information and Resource Officer, who worked with over 345 individuals during the year. Supports included assistance with accessing education and training opportunities, social welfare entitlements, housing services, employment supports and referrals to statutory and community-based services.

This work played an important role in helping individuals navigate complex systems, overcome barriers and access opportunities that support educational progression and social inclusion.

The service also contributed to national policy and advocacy initiatives through participation in the Traveller and Roma Education Strategy structures, the National Traveller and Roma Inclusion Strategy (NTRIS), and associated education and employment sub-committees. Through this engagement, the service continued to advocate for equitable access to education, training and employment opportunities for Travellers and to ensure that Traveller perspectives informed policy and service development.

■ Quality Assurance and QQI

A significant achievement during 2025 was the continued strengthening of Quality Assurance systems and engagement with Quality and Qualifications Ireland (QQI).

This work:

- Ensured continued compliance with national quality standards.
- Supported the ongoing development and delivery of accredited learning opportunities.
- Strengthened learner progression pathways and educational outcomes.
- Enhanced organisational governance and reinforced Exchange House Ireland's position as a trusted provider of quality-assured education and training.

The continued development of quality assurance systems reflects the organisation's commitment to excellence, accountability and learner-centred practice.

■ National Traveller Education Achievement Awards

The National Traveller Education Achievement Awards (NTEAA) continued to celebrate and promote Traveller educational success across Ireland.

The Awards:

- Recognised educational achievement across multiple categories.
- Promoted positive Traveller role models and educational aspiration.
- Increased visibility of Traveller educational success nationally.
- Strengthened partnerships with educational institutions and statutory agencies.
- Encouraged future generations of Traveller learners to pursue educational opportunities.

The Awards experienced substantial growth during 2025, with nominations increasing from 62 in 2024 to 99 in 2025, reflecting growing engagement with education across the Traveller community and the increasing profile of the Awards nationally.

NTEAA 2025 Outcomes

- Number of nominations received: 99
- Number of award recipients: 76

■ Traveller and Roma Education Strategy and National Policy Engagement

Education and Training Service staff continued to contribute to national policy development and implementation through active participation in the Traveller and Roma Education Strategy structures, the National Traveller and Roma Inclusion Strategy (NTRIS) Employment Sub-Committee and the AONTAS Community Education Network Steering Group.

Through this work, the service advocated for equitable access to education, training and employment opportunities for Travellers, ensuring that the experiences and needs of Traveller learners informed policy, practice and service development at local and national levels.

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The Family Support and Crisis Intervention Service

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

Statistics of Service

Family Support and Crisis Intervention Service (FSCIS):

- A total of 398 service users accessed NTMHS & FSCIS, with the main presenting reasons including accommodation, mental health, addiction, child welfare, and domestic abuse.

Highlights and Notable Activities

Travellers Transforming Conflict Initiative (TTCI):

- The Family Support Access Programme initially consisted of two part-time Family Support Access Workers. One worker began a period of extended leave in July 2023 until resigning in November 2024. In March 2025, we successfully recruited another worker to fill that vacancy so we now have two part-time access workers who are both from the Traveller community. Since returning to full complement, we have been able to accept most referrals to the programme again.
- TTCI awareness campaign report completed by consultant Pat Montague in February 2025. Further screenings of film 'Torn Apart' were held with Traveller organisations in Leitrim and Ennis in June 2025. Generally positive feedback, with some organisations generating ideas on how to use the film to raise awareness of the issue within the community.
- TTCI Project Worker was recruited in August 2025. Stakeholders meeting and screening of film was held October 2025. Well attended by a wide range of stakeholders, services, and community representatives.
- TTCI evaluation began in November 2025 following tender process. A further screening of film was facilitated as part of an event jointly organised by McCann FitzGerald LLP and Mercy Law Resource Centre around accommodation advocacy for Travellers.

Addiction Service:

- Individual addiction counselling and psychotherapy sessions for adults in-person and remotely.
- Weekly addiction clinics in Dochas Centre, Mount Joy, Wheatfield and Cloverhill.
- EHINTS presented to the SICDATF Task Force in March 2025.
- A second 6-week programme under the Cocaine and Crack Cocaine a health-led approach project (CCCHLA) began in the Dochas in July 2025 following evaluation of first programme in 2024. Sessions were again well attended and participants engaged very well.
- Confirmation received in November 2025 that funding for this would be mainstreamed. However, this would not cover staffing costs.
- Application was made to probation service in October 2025 to support female homeless persons with a criminal justice history in the Dublin city area. The application was unsuccessful.

Prison In-Reach:

- Weekly addiction clinics and groups in prison (see above).
- Weekly Peer Support Group in Mountjoy facilitated by two staff members from FSCIS and NTMHS.
- Presenting issues at clinics include addiction counselling, post-release treatment, emotional support, advocacy, and support with Tusla (e.g., child contact).
- Social Work clinic in Wheatfield discontinued due to capacity issues.

Play Therapy:

- Our play therapist continues to have weekly sessions with a child in our play room onsite. She also started to deliver play therapy sessions with children in a school in Dublin 1 following a referral from the city connects coordinator.

Domestic Abuse Service:

- The 'In her shoes' event was facilitated in collaboration with STAG (Southside Travellers Action Group) to educate professionals on the barriers experienced by Traveller women in accessing DSGBV services.
- Café-style event held for International Women's Day in March 2025. It was well attended by community members, service users, and staff from other organisations.
- The domestic abuse service steering committee began a writing workshop to develop a play in order to raise awareness and provide a therapeutic and open space to process traumatic experiences. 'The White Knight' play was read at the Gate Theatre in July and Sept 2025.
- Funding application to Cuan was approved in November 2025 for a domestic abuse senior social worker. This is in addition to further funding received for the service from Dormant Accounts Funding.

External Engagement and Presentations:

- Presentations around working with Traveller families were delivered to various groups, including Tusla social workers and postgraduate students in April 2025.

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- The FSCIS manager is part of the National Working Group for Traveller Children and Young People, a Tusla initiative aimed at improving accessibility and engagement within the Traveller community. The group launched the programme of work 'On the One Road' at an event in November 2025.
- Addiction counsellors are members of key committees such as the National Oversight Committee (NOC), South Dublin City Drug & Alcohol Alliance, Strategic Implementation Group (SIG), and Social Inclusion Steering Committee hosted by FAST, where issues like trends, interventions, and addiction policy are discussed.
- The domestic abuse senior social worker continued to participate in several external groups including SAVE Forum, Dun Laoghaire Rathdown DSGBV Interagency Case Management Forum, the National Women's Council of Ireland's National Observatory on DSGBV, the Legal Aid Board External Consultative Panel, the Irish Homeless Policy Group, and the Prevention, Partnership and Family Support subgroup of the Dun Laoghaire Rathdown Children and Young People's Services Committee.

Youth Wellbeing Group

- The FSCIS and NTMHS staff convened a youth committee to help meet the needs of the children and young people of families who use the service. They are arranged events over the summer of 2025 for both boys and girls including hair/beauty, horse riding, gaming, creating a mural. They linked with Cultural Officer in DCC in relation to this. There were subsequent groups ran for Halloween and Christmas which were jointly organised and facilitated with the EHINTS Children and Youth People Service.

The National Traveller Mental Health Service

The Service has demonstrated significant activity and impact across various services and projects in 2025.

Mental Health and Support Services:

- The National Traveller Mental Health Service (NTMHS) & FSCIS was accessed by 330 individual service users, resulting in 1500 total contacts.
 - Demographics: 163 female, 116 male, and 51 unknown individuals accessed the service.
 - Primary reasons for accessing included: 47% for Accommodation, 22% for Mental Health & Suicidality, 22% for Legal & Justice, 18% for Addiction, 25% Child & Family Support and 14% for Financial issues.
- Suicide Surveillance data reported 16 deaths by possible suicide, with 11 male and 5 female individuals. 9 deaths were by Hanging, and 1 child death. 2 deaths were UK-based and 1 in Canada (funerals held in ROI).
- Self Interest Groups for Wellbeing and Mental Health Promotion included:
 - Prison Based group sessions in Mountjoy
 - Perinatal Mental Health sessions in Coolock & the Rotunda Hospital
 - Music Group sessions.
 - Copper Art & Mental Health sessions.
 - Physical activity outings and excursions such as cycling, football and hiking events
- Mental Health & Suicide Prevention Promotion events NTMHS participated in included:
 - Men's Health Week.
 - International Women's Day
 - Irish Prison Service Mental Health Week.
 - Traveller Road to Hope & Change.
 - National Traveller Mental Health Day

Major Initiatives and Projects:

- The Traveller Road to Hope & Change initiative was a significant highlight;
 - 45 projects registered to participate
 - Over 1,000 participants engaged nationwide across walks, coffee mornings, family fun days, sports events, and remembrance services.
 - Over 500 people attended Knock Shrine for Traveller mental health day.
 - The majority of projects who participated rated the campaign as Very Good across all categories.
 - This project involved significant collaboration with Exchange House Ireland, Traveller Counselling Service, and Pavee Point taking lead roles.
- The Limerick Traveller Education Change Programme report launch in January 2025
- The Co-Production of the Design of a Youth Mental Health Services for Travellers report launch March 2025
- Presentation and business case submitted to Minister for Mental Health Mary Butler in Exchange House Ireland for development and scaling up of Youth Mental Health Programme, Thriving Together
- The completion of an evaluation commissioned by the National Office for Suicide Prevention and carried out by the National Suicide Research Foundation. An added bonus was the publication of a Rapid Review report written by the NSRF researchers: Key Dimensions of a culturally competent mental health care for Roma & Traveller Populations.

Limerick Traveller Network

Highlights and Notable Activities

- Strategic plan completed. Launched on November 20th 2025 by Mayor of Limerick.

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- 11 LTN members will graduate from University of Limerick on January 21st 2026 with post-graduate qualifications in Sociology (Youth, Community and Social Regeneration). An additional LTN member qualified with Degree in Psychology. Two additional people associated with LTN have enrolled in the Youth, Community and Social Regeneration Masters 2025-2026 cohort.
- Educational supports continued to be offered to 11 LTN students in 2025, supporting them in the transition from college to entering the workforce, applying for jobs etc. Four members of the LTN are now working in the wider workforce with one more now working for the LTN as Admin Assistant
- Two LTN network members were supported to apply and successfully enrol in a Masters programme in University of Limerick
- The LTN Steering Group was formed in mid-2025 with bi-monthly meetings taking place. Chaired by a Representative from Exchange House Ireland, with the support of Limerick City Partnership. The Steering Group membership is made up of LTN members and external local stakeholders
- The Political Awareness Training Programme was co-designed by LTN development worker, LTN network and a local Limerick City and County councillor. The programme was delivered, co-facilitated by a LCC Councillor and a LTN development worker, to local Traveller community over four, 2 hour sessions in October and November 2025
- LTN Representation has taken place at LTACC meetings with Limerick City and County Council. LTN represented at national LTACC conference in November 2025.
- LTN development worker supported the development of the Traveller Cultural Awareness Training (TCAT) programme throughout 2025. Programme project is now complete.
- LTN's achievements in education were picked up by national media, RTÉ print and TV, and local media, Limerick FM, in 2025.

EU Projects

Exchange House Ireland did not participate in any European transnational partner projects in 2025.

Other Exchange House Ireland Highlights in 2025

Exchange House Ireland has been historically worked in partnerships with many organisations across Europe in projects of mutual benefit to our services and the Traveller community in Ireland.

Throughout the year Staff of Exchange House Ireland attended many conferences and seminars (in person or virtual), and maintained or established links with a variety of relevant organisations and agencies. A selection below:

- An Garda Síochána
- AONTAS
- Ballyfermot Resource Centre
- Bank of Ireland
- Barnardos
- Belong To
- Business in the Community
- Central Mental Hospital
- City of Dublin Childcare Committee
- College Connects
- Comhairle na nÓg
- Community Foundation of Ireland
- Dochas Centre
- Dublin City Council
- Envolve
- ERRC – European Roma Rights Centre (Belgium)
- European Anti-Poverty Network
- First Fortnight Mental Health Festival
- Finglas Training Centre
- Focus Ireland
- HSE North Dublin Adult Mental Health Services
- Intreo
- Involve
- Irish Association of Social Workers
- Irish Human Rights and Equality Commission
- Irish National Organisation of the Unemployed (INOU)
- Irish Prison Service
- Irish Traveller Movement
- LGBTQ+ Traveller and Roma National Action Group
- Liberties Education Network
- Local Authorities across Ireland
- Local Employment Services
- Local Traveller organisations

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- Marino Institute of Education
- Maynooth University
- Mercy Law Resource Centre
- Minceirs Whiden
- Mountjoy Prison
- NALA
- National Addiction Oversight Committee
- National Traveller and Roma Inclusion Strategy II (NTRIS) Committee
- National Traveller MABS
- National Traveller Mental Health Forum
- National Traveller Women's Forum
- National Women's Council
- Parish of the Travelling People
- Pavee Point
- PayPal
- Pieta House
- Prison Service
- Probation Service
- Protestant Aid
- Public Appointments Service
- QQI
- Road Safety Authority
- Shelton Prison
- Social Care Ireland
- South Dublin City Drug and Alcohol Alliance
- Sports Ireland
- Sports Partnerships
- Strategic Implementation Group for Addiction
- St. Patrick's Hospital
- St. Stephen's Green Trust
- St. Vincent de Paul
- Technical University of Dublin
- The Wheel
- Traveller Counselling Service
- Traveller Mediation Service
- Traveller Pride Committee
- Travellers in Prison Initiative
- Trinity College Dublin
- Turn-2-Me
- TU Access to Apprenticeship Programme
- TUSLA (Child and Family Agency)
- Urrus Training
- Wheatfield Prison
- Wicklow GAA
- Youth at Risk Network

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.

Exchange House Ireland began the process of developing a new strategic plan in 2025. To maintain consistency the Board have determined the continuation of the Strategic Plan 2019-2022 until the new one is complete.

The 5 Strategic Priorities

1. To deliver frontline services of excellence to the Traveller community that are professional and trusted
2. To provide information and promote our services as one of expertise and best practice in our field
3. To provide services including advocacy for individuals and families in the Traveller community and celebrate their achievements
4. To work in partnership with Traveller specific and mainstream services, representative structures and funding partners to increase the capacity to deliver best services to the Traveller community

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5. To bring together people with a range of skills, knowledge and experience to deliver best practice in all our services. To invest in people and provide support and advancement for those in the organisation

Governance and Board of Management Strategic Priorities

1. The CEO / Board of Management to provide clear and decisive leadership for Exchange House Ireland and deliver on this Strategic Plan
2. The CEO / Board of Management to promote the valuable work that Exchange House Ireland does as an organisation.
3. The CEO / Board of Management to help implement and evaluate best practice throughout the organisations services and make sure Travellers needs are represented by each service.
4. The CEO / Board of Management to resource and maintain the best possible services in Exchange House Ireland and to work in partnership with both Traveller specific and mainstream services to increase positive outcomes for the community.
5. Exchange House Ireland maintains a strong Board of Management with key expertise and representation.

Children and Young Peoples' Service Strategic Priorities

1. To provide inclusive and sustainable programs that improves individual and community well-being to Traveller young people in the Greater Dublin area that
2. Improve the quality of education participation and attainment of Traveller children and young people in the Greater Dublin area.
3. Children and young people has 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.

Other Priorities

- Supporting young people to actively participate in the design, delivery, and evaluation of services, ensuring that their voices influence both programme development and wider issues affecting Traveller youth.
- Promoting positive mental health, wellbeing, resilience, and social inclusion through targeted youth work interventions and developmental opportunities.
- Strengthening partnerships with schools, youth services, community organisations, and statutory agencies to improve outcomes for young Travellers.
- Creating opportunities for young people to build confidence, leadership skills, independence, and positive peer relationships through participation in local, national, and international programmes.

Planned Activities

- International Residential Trip – Young Men

The service plans to facilitate an international residential trip for a group of young men who may be at risk of early school leaving, social exclusion, or involvement in anti-social behaviour. The trip will provide opportunities for personal development, cultural learning, positive peer engagement, and the development of independence and life skills. It will also encourage young people from different project sites to build relationships and broaden their horizons through shared experiences.

- International Residential Trip – Young Women

A residential trip for young women will provide participants with an opportunity to travel abroad, many for the first time. The programme aims to increase confidence, independence, and social connections while encouraging participants to engage with peers from different communities. The experience will challenge barriers, create new opportunities, and demonstrate what can be achieved through participation and engagement.

- Summer Camping Programme

The annual camping programme will provide young people with opportunities to engage in outdoor learning, team-building activities, and personal development experiences. The programme will promote positive wellbeing, resilience, communication skills, and social connections while offering participants a safe and supportive environment away from everyday pressures.

- Residential Programme – Glendalough

A residential programme in Glendalough will offer young people an opportunity to participate in an overnight experience within Ireland, particularly benefiting those who may not be in a position to travel internationally. The residential will support confidence-building, independence, peer relationship development, and increased participation in youth work activities.

Looking Ahead

The Children and Young People's Service remains committed to supporting Traveller children and young people to achieve their full potential through the delivery of high-quality, culturally appropriate youth work programmes and supports. By promoting inclusion, participation, education, wellbeing, and leadership, the service will continue to

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create meaningful opportunities for young people to develop confidence, build skills, strengthen relationships, and increase their resilience.

Through a range of developmental, educational, recreational, and participation-based activities, young people will be supported to overcome barriers, realise their strengths, and make informed choices about their futures. The service will continue to empower young people to have their voices heard, actively engage in their communities, and become positive contributors to society, while fostering a strong sense of identity, belonging, and aspiration.

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.

Other Priorities

- To expand engagement with Traveller communities, apprenticeship providers, employers and educational institutions in order to increase awareness of, and access to, education, training, apprenticeship and vocational career pathways
- To progress the validation and implementation of a new QQI Level 5 Major Award programme focused on employability, skills development and progression to further education, training and sustainable employment.
- To maintain and strengthen Quality and Qualifications Ireland (QQI) quality assurance systems and continue to develop accredited learning opportunities that respond to the needs of Traveller learners.

Planned Activities

During 2026, the service will continue to deliver Community Employment and Local Training Initiative programmes while further strengthening learner progression pathways, quality assurance systems and educational supports.

Particular emphasis will be placed on:

- Developing employment-focused learning opportunities.
- Increasing access to apprenticeships and vocational training.
- Exploring the development of a Traveller-focused pre-apprenticeship programme.
- Strengthening community engagement and outreach activities to increase awareness of educational opportunities, improve access to supports and encourage greater participation by Traveller learners and community members.
- Enhancing learner tracking and progression systems.
- Supporting progression into further education, higher education and employment.
- Strengthening partnerships with statutory agencies, educational institutions and community organisations.
- Continuing national advocacy work to improve educational outcomes for members of the Traveller community.

The service will continue to work collaboratively with partners across the education, employment and community sectors to improve educational access, participation and achievement for Traveller learners and to support positive outcomes for members of the Traveller community.

Family Support and Crisis Intervention Service Strategic Priorities

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

Planned Activities

The Service has several strategic plans for 2026:

- *Travellers Transforming Conflict Initiative (TTCI):*
 - Focus groups for evaluation to be jointly facilitated with evaluators.
 - Further regional screenings of the short film.
 - Disseminate the research report through the promotion of animation film.

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- Make case for mainstream funding following the completion of the project evaluation.
- Promote Family Support Access Programme to increase referrals.
- Access workers to participate in relevant training e.g. PuP, TLC Kidz.
- Access workers to join Tusla National Working Group.
- *Domestic Abuse Service:*
- In-house research, possibly participatory action research to develop service.
- Focus on developing evidence-based policies and practices.
- Focus on outreach and preventative interventions with young people, such as organising support groups and workshops to raise awareness within the community.

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.

Planned Activities

- Cocaine and Crack Cocaine a health-led approach project (CCCHLA) to be potentially rolled out in community or other prisons.

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.

Other Priorities

- To remain at the forefront of service delivery excellence in supporting the mental health needs of the Traveller community
- To engage, input and advocate effectively as a member of the Dept of Health assigned Specialist Group in development of the Traveller Mental Health Action Plan
- To have Thriving Together, Youth Mental Health Service, fully operational across 3 regions.
- To continue to record and build upon the Traveller Suicide Surveillance System
- To achieve formal recognition through service level agreement of the delivery of mental health supports for Travellers within the Justice System

Planned Activities

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

- Traveller Education Change Programme:
 - To develop the Community Link worker pilot scheme from the recommendations of the TEC report.
- Fully operationalise Thriving Together Youth Mental Health Service
- Utilising financial supports from HSE Access & Integration to develop a community based wellbeing and pathways initiative for Travellers in the Justice System

Limerick Traveller Network Strategic Priorities

1. Mental Health
 - Bring supports into Traveller communities
 - Suicide prevention and crisis response
 - Reduce stigma and build resilience
2. Education
 - Afterschool hubs, mentoring and attendance support
 - Schools that understand and respect Traveller culture and families
 - Alternative pathways, adult and early years education
3. Youth
 - Establish Traveller Youth Clubs and safe youth spaces

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- Support youth to stay in education, training and work
- Give Traveller youth a voice and leadership opportunities
- 4. Accommodation
 - Hold the Council accountable to deliver Traveller Accommodation Programme (TAP)
 - Support families with housing rights and emergencies
 - Improve conditions on halting sites and group schemes
- 5. Discrimination
 - Public awareness and anti-bullying campaigns
 - Anti-discrimination training for schools, Gardaí, health and council services
 - Support Traveller participation in politics and community

Planned Activities

- Launch monthly drop-ins
- Run first Mental Health awareness events
- Train peer support volunteers
- Start Homework Club and mentoring programme
- Recruit Traveller Parent Liaisons
- Pilot Traveller Youth Club
- Start buddy mentoring
- Youth outreach begins
- Publish first Accommodation Scorecard
- Run monthly housing clinic
- Carry out site audit
- Launch “Know Us” campaign
- Run first Know Your Rights workshops
- Deliver anti-bullying workshops in schools

Structure, Governance and Management

Governing Document

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

Organisational Structure

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

There are 4 Committees of the Board:

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

Directors

- Frank Kavanagh
 - Fiona Prendergast
 - Joseph McHugh
 - Jason Denman
 - Annmarie Collins (Appointed 17 October 2025)
 - Lucy McCann (Appointed 17 October 2025)
 - Kevin Ryan (Appointed 17 October 2025)
 - Adrian McKenna (Appointed 20 March 2026)
 - Ankit Gulati (Appointed 20 March 2026)
 - Laura Callaghan (Appointed 20 March 2026)
 - Maria Cleary (Appointed 20 March 2026)
 - John Wills (Resigned 17 October 2025)
 - Bernard Joyce (Resigned 17 October 2025)
 - Lorna Kerin (Resigned 12 December 2025)
 - Miriam Colum (Resigned 30 January 2026)
 - Erika Ruigrok (Resigned 20 March 2026)
- Treasurer*
Chairperson (appointed 30 January 2026)
- Chairperson (resigned 30 January 2026)*

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Secretary

- Simon Finnegan

Attendance at Board Meetings in 2025

■ Annemarie Collins	3/3
■ Miriam Colum	4/6
■ Jason Denman	5/6
■ Frank Kavanagh	1/6
■ Lorna Kerin	5/6
■ Lucy McCann	2/3
■ Joe McHugh	4/6
■ Fiona Prendergast	5/6
■ Erika Ruigrok	6/6
■ Kevin Ryan	2/3
■ John Wills	3/4

Executive Management Team

- Chief Executive Officer
Kerry Cuskelly
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark
- Family Support and Crisis Intervention Service Manager
Caroline Boyle
- National Traveller Mental Health Service Manager
John O'Brien
- Limerick Traveller Network Co-ordinator
Anita Pannell
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by the Charity Regulator. The Governance and Risk Management Sub-Committee completed their work on the Governance Code in 2021. Reviews of the Governance Code remains a permanent agenda item for Governance and Risk Management Sub-Committee's meetings.

The organisation is in full compliance with the requirements from the Revenue Commissioners and the Charities Regulatory Authority to ensure maintenance the organisation's charity status. After the overall review of all policies and procedures of the organisation by the Board in 2020, systems have been put in place for scheduling reviews of said policies and procedures, along with collection facilities of staff and Board member recommendations and suggestions for policy/procedure improvement. A review of the organisation's policies and procedures remains a permanent agenda item for Governance and Risk Management Sub-Committee's meetings.

The Board continues to improve its own skill levels. This involves an annual Directors' Training day, mandatory individual training for all Directors and constant monitoring to ensure the Board is comprehensive of relevant skills and representation.

Exchange House Ireland would like to pass on its deep gratitude to John Wills, who served on the Board for 8 years, and retired from the Board in October. John had a unique insight in Mental Health services and Education systems that the organisation benefited greatly. The Board wish John the very best in his future endeavours.

The Board would also like to pass on their thanks to Lorna Kerin, who although was a member of the Board for a short time, it is acknowledged that her input into the governance of and support for Exchange House Ireland is very much appreciated.

The Board welcomed three new members to the Board during the 2025 financial year, Annemarie Collins, Lucy McCann and Kevin Ryan, who bring a wealth of experience and skills in Traveller community development, employment and education and training. Exchange House Ireland is delighted to have these new Board Members involved with the organisation.

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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 2025, the year-end financial position and the approved 2026 budget, the Board believes that the organisation has adequate resources to continue in operational existence for the foreseeable future. However, ongoing funding levels from the organisation's various funders continue to be a concern and are constantly monitored.

Principal Risks and Uncertainties

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

Risk Management

The Register forms part of the Governance and Risk Management Sub-Committee's regular agenda. Risks are also reviewed by each of the organisation's Board, other Sub-Committees and the Management Team who all 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

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

Staff and Volunteer Vetting

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

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

Reserves

Exchange House Ireland's reserve policy:

The purpose of maintaining reserves for Tribli CLG t/a Exchange House Ireland National Traveller Service (EHINTS) is to ensure the stability of the mission and vision, projects/programmes, employment, and ongoing operations of the organisation.

The Board of Management of EHINTS (the Board) have assessed that it needs to have a prudent reserves level that:

- a) At a minimum allows it to meet its obligation as an employer to cover any shortfall of fair redundancy payments to its staff above statutory redundancy allowances.
- b) Allows it to implement its activity for an interim period should an important income stream cease unexpectedly or be delayed.
- c) Allow for expenditure for unforeseen emergencies or other unexpected needs.

Expenditure of the reserves will only be utilised for purposes directly attributable to the organisational charitable and strategic objectives. Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

The Reserve Policy will be implemented in concert with the other governance and financial policies and plans of EHINTS and is intended to support the goals and strategies contained in these related policies and strategic and operational plans. In all cases, the needs of the service user will be paramount.

Levels of Reserves:

It is acknowledged that funders, in the most part, would notify the organisation well in advance of income streams ending or being delayed or reduced. This advanced notice would enable the organisation to prepare for anticipated

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impacts of these changes in funding and budget accordingly, implementing certain measures, including various cuts in expenditure, that could be made immediately.

Never-the-less, prudent levels are reserves are considered good governance practice by the organisation and thus recommends that the level of reserves maintained should be able to meet the requirement of one the following, whichever is the highest:

- a) To cover any shortfall of fair redundancy payments to staff above statutory redundancy allowances this policy recommends a reserve amount equivalent to 25% of the annual salary budget.
- b) To cover the implementation of activity in the event that an important income stream ceases unexpectedly or delayed this policy recommends the sum of reserves required should be equivalent to an average six weeks of annual current core operational expenditure.
- c) To cover expenditure for unseen emergencies or other unexpected needs this policy recommends a reserve amount of €50,000.

Funding of Reserves:

The Board, on review of the organisation's accounts at the end of each financial year, reserves the right to fund the organisation's reserves through the following methods:

- Unrestricted income, such as donations, one-time gifts, bequests, special grants, special appeals or income generated from community room rental activity, external training or external professional consultation, that has not been expensed within the current financial year.
- Underspends of projects/programmes that have ended five years previous to the current financial year. In the case where such a project/programme is subject to a funder review after this five year period, and a request for funds to be returned has been received, the Board has the discretion to withdraw funds from the reserves for this purpose.
- Identified underspends in projects/programmes, less than five years previous to the current financial year, with the written permission of the relevant funder.
- From time to time, the Board may direct that a specific source of revenue be set aside for reserves.

Use of Reserves - use of the Operating Reserves requires three steps:

1. Identification of the appropriate use of reserve funds.

The CEO and the Finance Manager will identify the need for access to reserve funds and confirm that the use is consistent with the purpose identified in the reserves as described in this policy. This step requires an analysis of the reason for the shortfall, the availability of any other sources of funds before using reserves, and an evaluation of the time that the funds will be required and replenished. Requests to the fund for activities/costs that are ongoing are not appropriate for this fund. Appropriate uses are e.g., the cost of a repair in the service which if not actioned would prevent normal service provision.

2. Authority to Use Operating Reserves

The CEO will submit a request to use reserves to the Finance & Audit Sub-Committee (FASC) of the Board. The request will include analysing and determining the use of reserves and plans for replenishment as identified in a) above. The organisation's goal is to replenish the reserves used when appropriate monies are available to restore the reserve level to the target minimum amount. If agreed in principle, the FASC will approve or modify the request and then recommend the request to the Board for ratification at their next scheduled meeting.

3. Reporting and Monitoring.

The FASC is responsible for ensuring that the reserves are maintained and used only as described in this policy. Upon approval for the use of reserves, the Finance Manager will maintain records of the use of reserves and plan for replenishment. They will provide regular reports to the FASC and the Board of progress to restore the reserve levels to the target minimum amount.

Recording Reserves

EHINTS, conscious of full transparency for all stakeholders, will record its reserve level in its Annual Financial Statements outlining the following:

- The current level of reserves
- Whether these reserve levels meet the required levels as outlined in the rationale above
- What reserves are restricted and what are unrestricted
- How and from where reserves have been acquired

From this policy the Board have determined that the reserve level for 2025 should be €280,100

At the end of 2025, the reserve level as shown in the balance sheet came to €486,558 so the level of reserves is in excess of those required at the start of 2026, should the need arise to wind up the company.

Tribli Company Limited by Guarantee DIRECTORS' ANNUAL REPORT

for the financial year ended 31 December 2025

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

Financial Review

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

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

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

In 2025 Exchange House Ireland raised a total of €2.68m up from €2.55m in 2024. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €8.9k comes from non-statutory fund raising and donations.

The Board and the Executive of Exchange House Ireland continue to work with funders to review funding levels to ensure they meet the requirements of the organisation's various Service Level Agreements.

Financial Results

At the end of the financial year the charity had gross assets of €1,042,798 (2024 - €804,346) and gross liabilities of €556,240 (2024 - €289,356). The net assets of the charity have decreased by €(28,432).

Compliance with Sector-Wide Legislation and Standards

The charity engages pro-actively with legislation, standards and codes which are developed for the sector. Tribli Company Limited by Guarantee subscribes to and is compliant with the following:

- The Companies Act 2014
- The Charities SORP (FRS 102)
- The Charities Act 2009
- The Charities Governance Code

The Auditors

O'Gorman Brannigan Purtill & Co. Unlimited Co., (Chartered Accountants), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Statement on Relevant Audit Information

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Accounting Records

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at 61 Great Strand Street, Dublin 1, Dublin.

Approved by the Board of Directors on 28 September 2026 and signed on its behalf by:



Jason Denman
Director



Joseph McHugh
Director

Tribli Company Limited by Guarantee

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2025

The directors are responsible for preparing the Directors' Annual Report and Financial Statements in accordance with the Companies Act 2014 and applicable regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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 charity as at the financial year end date and of the net income or expenditure of the charity for the financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies and apply them consistently;
- make judgements and accounting 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 charity will continue in operation.

The directors confirm that they have complied with the above requirements in preparing the financial statements.

The directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and net income or expenditure of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Annual Report comply with Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the charity's auditor in connection with preparing the auditor's report) of which the charity's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Approved by the Board of Directors on 28 September 2026 and signed on its behalf by:



Jason Denman
Director



Joseph McHugh
Director

INDEPENDENT AUDITOR'S REPORT

to the Members of Tribli Company Limited by Guarantee

Report on the audit of the financial statements

Opinion

We have audited the charity financial statements of Tribli Company Limited by Guarantee ('the Charity') for the financial year ended 31 December 2025 which comprise the Statement of Financial Activities (incorporating an Income and Expenditure Account), the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Charity as at 31 December 2025 and of its deficit for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described below in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

to the Members of Tribli Company Limited by Guarantee

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Annual Report is consistent with the financial statements;
- the Directors' Annual Report has been prepared in accordance with the Companies Act 2014; and

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

Respective responsibilities

Responsibilities of directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 24, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they 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 charity'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 they either intend to liquidate the charity 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.

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INDEPENDENT AUDITOR'S REPORT

to the Members of Tribli Company Limited by Guarantee

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

Our report is made solely to the charity'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 charity'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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.

John O'Gorman

John O'Gorman
for and on behalf of
O'GORMAN BRANNIGAN PURTILL & CO. UNLIMITED CO.
Chartered Accountants and Statutory Audit Firm
22 Bridge Street
Ringsend
Dublin 4
Dublin

28 September 2026

Tribli Company Limited by Guarantee
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)

for the financial year ended 31 December 2025

	Notes	Unrestricted Funds 2025 €	Restricted Funds 2025 €	Total Funds 2025 €	Unrestricted Funds 2024 €	Restricted Funds 2024 €	Total Funds 2024 €
Income							
Donations and legacies	6.1	192	-	192	5,528	-	5,528
Charitable activities							
Grants from governments and other co-funders	6.2	-	2,656,672	2,656,672	-	2,534,041	2,534,041
Other income	6.3	23,042	-	23,042	8,248	5,114	13,362
Total income		23,234	2,656,672	2,679,906	13,776	2,539,155	2,552,931
Expenditure							
Charitable activities	7.1	41,854	2,666,484	2,708,338	13,644	2,461,216	2,474,860
Net income/(expenditure)		(18,620)	(9,812)	(28,432)	132	77,939	78,071
Transfers between funds		62,448	(62,448)	-	73,162	(73,162)	-
Net movement in funds for the financial year		43,828	(72,260)	(28,432)	73,294	4,777	78,071
Reconciliation of funds:							
Total funds beginning of the year	16	240,236	274,754	514,990	166,942	269,977	436,919
Total funds at the end of the year		284,064	202,494	486,558	240,236	274,754	514,990

The Statement of Financial Activities includes all gains and losses recognised in the financial year.
All income and expenditure relate to continuing activities.

Approved by the Board of Directors on 28 September 2026 and signed on its behalf by:



Jason Denman
Director



Joseph McHugh
Director

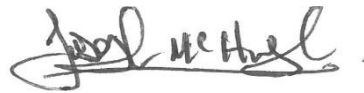
Tribli Company Limited by Guarantee
BALANCE SHEET
as at 31 December 2025

	Notes	2025 €	2024 €
Fixed Assets			
Tangible assets	10	138,836	139,574
Current Assets			
Debtors	11	94,633	93,837
Cash at bank and in hand	12	809,329	570,935
		903,962	664,772
Creditors: Amounts falling due within one year	13	(556,240)	(289,356)
Net Current Assets		347,722	375,416
Total Assets less Current Liabilities		486,558	514,990
Funds			
Restricted trust funds		202,494	274,754
General fund (unrestricted)		284,064	240,236
Total funds	16	486,558	514,990

Approved by the Board of Directors on 28 September 2026 and signed on its behalf by:



Jason Denman
Director



Joseph McHugh
Director

Tribli Company Limited by Guarantee
STATEMENT OF CASH FLOWS
for the financial year ended 31 December 2025

	Notes	2025 €	2024 €
Cash flows from operating activities			
Net movement in funds		(28,432)	78,071
Adjustments for:			
Depreciation		42,119	41,444
Gains and losses on disposal of fixed assets		-	(4,000)
		<u>13,687</u>	<u>115,515</u>
Movements in working capital:			
Movement in debtors		(796)	29,256
Movement in creditors		266,884	(219,760)
		<u>279,775</u>	<u>(74,989)</u>
Cash flows from investing activities			
Payments to acquire tangible assets		(41,381)	(44,783)
Receipts from disposal of tangible assets		-	4,000
		<u>(41,381)</u>	<u>(40,783)</u>
Net increase/(decrease) in cash and cash equivalents		238,394	(115,772)
Cash and cash equivalents at the beginning of the year		570,935	686,707
Cash and cash equivalents at the end of the year	12	809,329	570,935

Tribli Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

1. GENERAL INFORMATION

Tribli Company Limited by Guarantee is a company limited by guarantee incorporated in Ireland. The registered office of the charity is 61 Great Strand Street, Dublin 1, Dublin which is also the principal place of business of the charity. The financial statements have been presented in Euro (€) which is also the functional currency of the charity.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the charity's financial statements.

Basis of preparation

The financial statements have been prepared in accordance under the historical cost convention, modified to include certain items at fair value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

the Charity has applied the Charities SORP on a voluntary basis as its application is not a requirement of the current regulations for charities registered in the Republic of Ireland. As permitted by the Companies Act 2014, the charity has varied the standard formats in that act for the Statement of Financial Activities and the Balance Sheet. Departures from the standard formats, as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP and are in compliance with section 4.7, 10.6 and 15.2 of that SORP.

Statement of compliance

The financial statements of the charity for the financial year ended 31 December 2025 have been prepared on the going concern basis and in accordance with the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS 102".

Fund accounting

The following are the categories of funds maintained:

Restricted funds

Restricted funds represent income received which can only be used for particular purposes, as specified by the donors. Such purposes are within the overall objectives of the charity.

Unrestricted funds

Unrestricted funds consist of General and Designated funds.

- General funds represent amounts which are expendable at the discretion of the board, in furtherance of the objectives of the charity.
- Designated funds comprise unrestricted funds that the board has, at its discretion, set aside for particular purposes. These designations have an administrative purpose only, and do not legally restrict the board's discretion to apply the fund.

Income

Income is recognised by inclusion in the Statement of Financial Activities only when the charity is legally entitled to the income, performance conditions attached to the item(s) of income have been met, the amounts involved can be measured with sufficient reliability and it is probable that the income will be received by the charity.

Income from charitable activities

Income from charitable activities include income earned from the supply of services under contractual arrangements and from performance related grants which have conditions that specify the provision of particular services to be provided by the charity. Income from government and other co-funders is recognised when the charity is legally entitled to the income because it is fulfilling the conditions contained in the related funding agreements. Where a grant is received in advance, its recognition is deferred and included in creditors. Where entitlement occurs before income is received, it is accrued in debtors.

Grants from governments and other co-funders typically include one of the following types of conditions:

- Performance based conditions: whereby the charity is contractually entitled to funding only to the extent that the core objectives of the grant agreement are achieved. Where the charity is meeting the core objectives of a

Tribli Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

grant agreement, it recognises the related expenditure, to the extent that it is reimbursable by the donor, as income.

■ Time based conditions: whereby the charity is contractually entitled to funding on the condition that it is utilised in a particular period. In these cases the charity recognises the income to the extent it is utilised within the period specified in the agreement.

In the absence of such conditions, assuming that receipt is probable and the amount can be reliably measured, grant income is recognised once the charity is notified of entitlement.

Grants received towards capital expenditure are credited to the Statement of Financial Activities when received or receivable, whichever is earlier.

Expenditure

Expenditure is analysed between costs of charitable activities and raising funds. The costs of each activity are separately accumulated and disclosed, and analysed according to their major components. Expenditure is recognised when a legal or constructive obligation exists as a result of a past event, a transfer of economic benefits is required in settlement and the amount of the obligation can be reliably measured. Support costs are those functions that assist the work of the charity but cannot be attributed to one activity. Such costs are allocated to activities in proportion to staff time spent or other suitable measure for each activity.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible fixed assets, less their estimated residual value, over their expected useful lives as follows:

Leasehold improvements	10% Straight line
Fixtures, fittings and equipment	20% Straight line
Motor vehicles	20% Straight line
Computer equipment	33.33% Straight line

Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Income recognised by the charity from government agencies and other co-funders, but not yet received at financial year end, is included in debtors.

Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months notice of withdrawal.

Taxation

The charity has received an exemption from taxation as a charitable organization and is registered under No CHY12836.

3. GOING CONCERN

The charity has produced the financial statements on a going concern basis. The Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

4. PROVISIONS AVAILABLE FOR AUDITS OF SMALL ENTITIES

In common with many other charities of our size and nature, we use our auditors to assist with the preparation of the financial statements.

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

5. CRITICAL ACCOUNTING JUDGEMENT AND ESTIMATES

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 not 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.

Establishing useful economic lives for depreciation of fixed assets

The company's accounting policy for depreciation is set out in Note 2. 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.

Deferred income

The directors have deferred the recognition of restricted income as the performance conditions pertaining to such restricted income has not been fully met at the reporting date. The amount deferred is calculated based on the percentage of the conditions which have yet to be met. The percentage is based on funding allocation from funders versus actual costs incurred.

6. INCOME

6.1	DONATIONS AND LEGACIES	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Donations and legacies	192	-	192	5,528
6.2	CHARITABLE ACTIVITIES	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Grants from governments and other co-funders:				
	HSE Social Inclusion Unit	-	621,522	621,522	510,906
	HSE National Office for Suicide Prevention	-	385,237	385,237	361,799
	HSE South Dublin Inner City Local Drugs Task Force	-	93,938	93,938	94,888
	HSE S39 PR	-	-	-	68,379
	HSE WRC Agreement	-	151,554	151,554	33,494
	The Department of CEDiy/CDetB/CDYSB - UBU	-	519,906	519,906	494,867
	Department of CEDiy / Other Funding	-	285,129	285,129	189,655
	Pobal After School St Olivers Park	-	40,541	40,541	42,843
	The Department of Education and Skills/SOLAS/CDetB	-	97,212	97,212	87,054
	The Department of Social Protection - Community Employment	-	323,926	323,926	252,350
	School Completion Programme Ballyfermot After School Labre Park	-	-	-	8,500
	School Completion Programme Clondalkin After School St Olivers Park	-	6,011	6,011	5,508
	LCETB Reach Fund	-	-	-	10,650
	Community Foundation Ireland Cost of Living	-	-	-	17,179
	Community Foundation Ireland (CFI)	-	360	360	-
	Community Foundation Ireland (CFI) RTE - Toy Show	-	-	-	62,125
	Community Foundation Ireland (CFI) - RTE - Toy Show - Limerick Education	-	-	-	184,747
	The European Union / The European Commission	-	-	-	11,898
	- Gea Societa Cooperative Sociate	-	-	-	-
	Public Appointment Service	-	6,717	6,717	5,413

Tribli Company Limited by Guarantee

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2025

	Dublin City Council	-	2,500	2,500	900
	Limerick City & Co Council	-	117,119	117,119	88,366
	Limerick Women's Group	-	-	-	2,520
	Tusla	-	5,000	5,000	-
		-	2,656,672	2,656,672	2,534,041
6.3	OTHER INCOME	Unrestricted Funds	Restricted Funds	2025	2024
		€	€	€	€
	Other income	23,042	-	23,042	13,362
7.	EXPENDITURE				
7.1	CHARITABLE ACTIVITIES	Direct Costs	Other Costs	Support Costs	2025
		€	€	€	2024
					€
	Direct costs	75,000	-	-	75,000
	Salaries, wages and other staff costs	1,910,022	-	301,783	2,211,805
	Activity costs	183,415	-	-	183,415
	Premises related costs	-	-	69,873	69,873
	Legal and professional	11,489	-	2,761	14,250
	Bank charges	-	-	858	858
	General costs	211	-	118,895	119,106
	Governance Costs (Note 7.2)	-	-	34,031	34,031
		2,180,137	-	528,201	2,708,338
					2,474,860
7.2	GOVERNANCE COSTS	Direct Costs	Other Costs	Support Costs	2025
		€	€	€	2024
					€
	Management fees	-	-	2,254	2,254
	Legal and professional fees	-	-	11,337	11,337
	Audit fees	-	-	9,684	9,684
	Staff costs	-	-	10,756	10,756
		-	-	34,031	34,031
					24,137
7.3	SUPPORT COSTS	Charitable Activities	Governance Costs	2025	2024
		€	€	€	€
	Legal and professional	2,761	11,337	14,098	13,244
	Management fees	-	2,254	2,254	423
	General costs	118,116	-	118,116	103,456
	Auditor remuneration	-	9,684	9,684	7,924
	Bank charges	858	-	858	913
	Premises related costs	70,652	-	70,652	63,354
	Salaries, wages and other staff costs	301,783	10,756	312,539	289,264
		494,170	34,031	528,201	478,578

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

8. NET INCOME	2025 €	2024 €
Net Income is stated after charging/(crediting):		
Depreciation of tangible assets	42,119	41,444
(Surplus) on disposal of tangible fixed assets	-	(4,000)
Auditor's remuneration:		
- audit services	9,684	7,924
	<u>9,684</u>	<u>7,924</u>

9. EMPLOYEES AND REMUNERATION

Number of employees

The average number of persons employed during the financial year was as follows:

	2025 Number	2024 Number
CE Employees	28	15
Chief Executive Officer	1	1
Department Managers	6	6
Finance Manager	1	1
Support Staff	48	42
	<u>84</u>	<u>65</u>

The staff costs comprise:

	2025 €	2024 €
Wages and salaries	1,925,593	1,811,098
Social security costs	179,841	175,227
Pension costs	63,036	44,362
	<u>2,168,470</u>	<u>2,030,687</u>

The total remuneration, comprising of salary and social security costs and employer pension, paid in respect of the executive management team amounted to €563,312.

10. TANGIBLE FIXED ASSETS

	Leasehold improvement €	Fixtures, fittings and equipment €	Motor vehicles €	Computer equipment €	Total €
Cost					
At 1 January 2025	98,610	412,310	71,000	13,852	595,772
Additions	-	41,381	-	-	41,381
At 31 December 2025	<u>98,610</u>	<u>453,691</u>	<u>71,000</u>	<u>13,852</u>	<u>637,153</u>
Depreciation					
At 1 January 2025	31,057	366,689	44,600	13,852	456,198
Charge for the financial year	9,861	25,658	6,600	-	42,119
At 31 December 2025	<u>40,918</u>	<u>392,347</u>	<u>51,200</u>	<u>13,852</u>	<u>498,317</u>
Net book value					
At 31 December 2025	<u>57,692</u>	<u>61,344</u>	<u>19,800</u>	<u>-</u>	<u>138,836</u>
At 31 December 2024	<u>67,553</u>	<u>45,621</u>	<u>26,400</u>	<u>-</u>	<u>139,574</u>

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

11. DEBTORS	2025	2024
	€	€
Trade debtors	1,545	-
Other debtors	(1,139)	-
Prepayments	18,387	33,393
Accrued Income	75,840	60,444
	94,633	93,837
12. CASH AND CASH EQUIVALENTS	2025	2024
	€	€
Cash and bank balances	569,093	440,037
Cash equivalents	240,236	130,898
	809,329	570,935
13. CREDITORS	2025	2024
Amounts falling due within one year	€	€
Trade creditors	15,979	20,656
Taxation and social security costs	38,977	40,529
Other creditors	35,183	52,172
Accruals	41,224	26,370
Deferred Income	424,877	149,629
	556,240	289,356
14. STATE FUNDING (DPER CIRCULAR 13/2014)		
Agency	Health Service Executive	
Government department	Department of Health	
Grant programme	HSE Social Inclusion Dublin & Midlands: Dublin South, Kildare & West Wicklow	
Purpose of the grant	To provide family support, social work, play therapy, advocacy services, prisoner support, access services and domestic abuse services to members of the Traveller community	
Term	Multi-annual funding	
Total grant awarded	€763,922	
Expenditure in the year	€798,856	
Grant taken to income in the year	€763,217	
Cash received in the year	€763,922	
Opening amounts (due) or deferred	(€706)	
Closing amounts due or (deferred)	€Nil	
Capital grants received	€Nil	
Restriction on use, if any	Funds may only be used for the purpose of the programme	

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restriction on use, if any

Health Service Executive

Department of Health
National Office for Suicide Prevention
To provide family mental health, gender specific wellbeing, young peoples' mental health, suicidal ideation prevention, self-harm reduction, prison work, capacity building, community development and educational services to members of the Traveller community
Multi-annual funding
€360,619
€360,619
€360,619
€357,895
€Nil
€2,724
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme

Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restriction on use, if any

Health Service Executive

Department of Health
South Inner City Dublin Local Drugs and Alcohol Task Force
To provide addiction counselling, addiction prevention training, prison work services to members of the Traveller community
Multi-annual funding
€91,713
€91,713
€91,713
€92,036
€Nil
(€323)
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grant received
Restrictions on use, if any

Health Service Executive

Department of Health
HSE Mental Health
To develop and provide direct mental health services to Traveller Young People
Multi-annual funding
€100,000
€Nil
€Nil
€100,000
€Nil
(€100,000)
€Nil
Funds may only be used for the purpose of the programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department
Grant programme
Purpose of the grant

Term
Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

City of Dublin Education and Training Board / City of Dublin Youth Service

Department of Children, Disability and Equality
UBU Your Place Your Space Funding
To provide Youth Services to Traveller Young People in the Dublin City Area
Multi-annual funding
€519,906
€519,906
€519,906
€517,136
€Nil
€2,770
€5,379
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme

Purpose of the grant

Term
Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Pobal

Department of Children, Disability and Equality
Core Funding / NCS Programme / CCS Plus / Equal Start Staff Support
To provide after school programme to Traveller children in the Clondalkin area
Multi-annual funding
€40,542
€40,542
€40,542
€63,122
€Nil
(€22,580)
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme

Purpose of the grant

Term
Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Tusla

Department of Health
Tusla Education Support Service (TESS) / School Completion Programme
To provide after school programme to Traveller children in the Clondalkin area
Multi-annual funding
€6,010
€6,010
€6,010
€6,000
€Nil
€11
€Nil
Funds may only be used for the purpose of the programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Department of Social Protection

Department of Social Protection
Community Employment Scheme
To provide training to Traveller men and women to progress to employment or further education
Multi-annual funding
€323,925
€323,925
€323,925
€350,114
(€43,449) & €40,543
€30,523 & (€53,806)
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department

Grant programme
Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

City of Dublin Education and Training Board

Department of Further and Higher Education, Research, Innovation and Science
Local Training Initiative (LTI)
To provide training to Traveller men and women to progress to employment or further education
Multi-annual funding
€66,462
€66,462
€66,462
€72,987
(€6,525)
€Nil
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department

Grant programme
Purpose of the grant

Term
Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Limerick City and County Council

Department of Rural and Community Development and the Gaeltacht
Local Community Development Committee
To develop a pilot community development service in Limerick City, known as the Limerick Traveller Network
3-year programme
€125,000
€117,119
€117,119
€125,000
(€64,762)
€56,881
€Nil
Funds may only be used for the purpose of the programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department

Grant programme

Purpose of the grant

Term

Total grant awarded

Expenditure in the year

Grant taken to income in the year

Cash repaid in the year

Opening amounts (due) or deferred

Closing amounts due or (deferred)

Capital grants received

Restrictions on use, if any

Limerick and Clare Education and Training BoardDepartment of Further and Higher Education, Research,
Innovation and Science

REACH Fund

To provide Christmas Decoration Making programme in
Limerick

Once off funding

€Nil

€Nil

€Nil

(€7,799)

€7,799

€Nil

€Nil

Funds may only be used for the purpose of the
programme**Agency**

Government department

Grant funding

Purpose of the grant

Term

Total grant awarded

Expenditure in the year

Grant taken to income in the year

Cash received in the year

Opening amounts (due) or deferred

Closing amounts due or (deferred)

Capital grants received

Restrictions on use, if any

Health Service Executive

Department of Health

National Office of Suicide Prevention

To fund the "Traveller Road to Hope and Change 2024"
month long, National Mental Health and Suicide
Prevention event

Once off funding

€36,000

€3,166

€3,166

€Nil

€3,166

€Nil

€Nil

Funds may only be used for the purpose of the
programme**Agency**

Government department

Grant programme

Purpose of the grant

Term

Total grant awarded

Expenditure in the year

Grant taken to income in the year

Cash received in the year

Opening amounts (due) or deferred

Closing amounts due or (deferred)

Capital grants received

Restrictions on use, if any

Health Service Executive

Department of Health

South Inner City Dublin Local Drugs and Alcohol Task
ForceTo provide addiction focused support work in prisons to
Traveller women

Once off funding

€2,225

€2,225

€2,225

€2,000

€3,548

(€3,323)

€Nil

Funds may only be used for the purpose of the
programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts due or (deferred)
Closing amount due or (deferred)
Capital grants received
Restrictions on use, if any

Department of Children, Disability and Equality

Department of Children, Disability and Equality
Dormant Accounts Community Development
To develop and provide programmes to victims of
domestic abuse
Once off funding

€85,839
€85,839
€85,839
€90,000
€Nil
(€4,161)
€Nil
Funds may only be used for the purpose of the
programme

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Department of Children, Disability and Equality

Department of Children, Disability and Equality
Dormant Accounts Community Development
To develop and provide the programme of "Travellers
Transforming Conflict Initiative" (which include the
Access Service)

Once off funding
€199,290
€199,290
€199,290
€200,000
€35,571
(€36,281)
€Nil
Funds may only be used for the purpose of the
programme

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Tusla

Department of Health
Small grant
Contribution to production of research report on
Education in Limerick
Once off funding

€5,000
€5,000
€5,000
€Nil
€5,000
€Nil
€Nil
Funds may only be used for the purpose of the
programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Dublin City Education and Training Board

Department of Further and Higher Education
REACH Fund
Purchase IT equipment (PCs, monitors, etc.) for Training Rooms
Once off funding
€30,750
€30,750
€30,750
€30,750
€Nil
€Nil
€30,750
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Health Service Executive

Department of Health
National Office for Suicide Prevention
To fund the "Traveller Road to Hope and Change 2025" month long, National Mental Health and Suicide Prevention event
Once off funding
€36,000
€31,312
€31,312
€Nil
€Nil
€31,312
€Nil
Funds may only be used for the purpose of the programme

Agency

Government department
Grant programme
Purpose of the grant

Term

Total grant awarded
Expenditure in the year
Grant taken to income in the year
Cash received in the year
Opening amounts (due) or deferred
Closing amounts due or (deferred)
Capital grants received
Restrictions on use, if any

Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation

Department of Public Expenditure, Infrastructure, Public Service Reform and Digitalisation
Small grants
To fund the "National Traveller Educational Achievement Awards" 2025
Once off funding
€6,717
€6,717
€6,717
€6,717
€Nil
€Nil
€Nil
Funds may only be used for the purpose of the programme

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

Agency	City of Dublin Education and Training Board / City of Dublin Youth Service
Government department	Department of Children, Disability and Equality
Grant programme	UBU Your Place Your Space Funding
Purpose of the grant	To provide Special Programmes for Youth Services to Traveller Young People in the Dublin City Area
Term	Once off funding
Total grant awarded	€5,000
Expenditure in the year	€Nil
Grant taken to income in the year	€Nil
Cash received in the year	€5,000
Opening amounts (due) or deferred	€Nil
Closing amounts due or (deferred)	(€5,000) repayable
Capital grants received	€Nil
Restrictions on use, if any	Funds may only be used for the purpose of the programme

15. RESERVES

	2025 €	2024 €
At the beginning of the year	514,990	436,919
(Deficit)/Surplus for the financial year	(28,432)	78,071
At the end of the year	486,558	514,990

16. FUNDS

16.1 RECONCILIATION OF MOVEMENT IN FUNDS

	Unrestricted Funds €	Restricted Funds €	Total Funds €
At 1 January 2024	166,942	269,977	436,919
Movement during the financial year	73,294	4,777	78,071
At 31 December 2024	240,236	274,754	514,990
Movement during the financial year	43,828	(72,260)	(28,432)
At 31 December 2025	284,064	202,494	486,558

16.2 ANALYSIS OF MOVEMENTS ON FUNDS

	Balance 1 January 2025 €	Income €	Expenditure €	Transfers between funds €	Balance 31 December 2025 €
Restricted funds					
Restricted	274,754	2,656,672	2,666,484	(62,448)	202,494
Unrestricted funds					
Unrestricted General	240,236	23,234	41,854	62,448	284,064
Total funds	514,990	2,679,906	2,708,338	-	486,558

17. STATUS

The charity is a company limited by guarantee not having a share capital.

The company is limited by guarantee, not having a share capital and consequently the liability of the members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding €1.27.

Tribli Company Limited by Guarantee
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2025

18. POST-BALANCE SHEET EVENTS

There have been no significant events affecting the Charity since the financial year-end.

19. EMPLOYEE BENEFITS (PER DEPARTMENT OF FINANCE CIRCULAR 13/2014)

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period fell within the bands below were:

	2025 €	2024 €
€0 - €60,000	75	58
€60,001 - €70,000	4	4
€70,001 - €80,000	4	3
€90,001 - €100,000	1	-
	<u>84</u>	<u>65</u>

Employer pension paid in the year amounted to €63,036 (2024: €44,362)

20. CIRCULAR 44/2006

The company is in compliance with relevant circulars, including Circular 44/2006 " Tax Clearance Procedures Grants, Subsidies and Similar Type Payments".

21. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the Board of Directors on 28 September 2026.

TRIBLI COMPANY LIMITED BY GUARANTEE

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

NOT COVERED BY THE REPORT OF THE AUDITORS

Tribli Company Limited by Guarantee

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS OPERATING STATEMENT

for the financial year ended 31 December 2025

	Sch.	2025 €	2024 €
Income			
- HSE Social Inclusion Unit		621,522	510,906
- HSE National Office for Suicide Prevention		385,237	361,799
- HSE South Dublin Inner City Local Drugs Task Force		93,938	94,888
- HSE Section 39 PR		-	68,379
- HSE WRC Agreement		151,554	33,494
- The Department of CEDiy/CDETB/CDYSB - UBU		519,906	494,867
- Department of DECIY / Other Funding		285,129	189,655
- Pobal After School St Olivers Park		40,541	42,843
- The Department of Education and Skills/SOLAS/CDETB		97,212	87,054
- The Department of Social Protection - Community Employment		323,926	252,350
- School Completion Programme Ballyfermot After School Labre Park		-	8,500
- School Completion Programme Clondalkin After School St Olivers Park		6,011	5,508
- LCETB Reach Fund		-	10,650
- Community Foundation Ireland Cost of Living		-	17,179
- Community Foundation Ireland (CFI)		360	-
- Community Foundation Ireland (CFI) - RTE - Toy Show		-	62,125
- Community Foundation Ireland (CFI) - RTE - Toy Show - Limerick Foundation		-	184,747
- The European Union / The European Commission - GEA Societa Cooperativa		-	11,898
- Public Appointment Service		6,717	5,413
- Dublin City Council		2,500	900
- Limerick City & Co Council		117,119	88,366
- Limerick Women's Group		-	2,520
- Gifts and Donations - Public Donations		192	5,528
- Other income		23,042	13,362
- Tusla		5,000	-
		2,679,906	2,552,931
Direct costs	1	(2,180,121)	(1,996,282)
Gross surplus		499,785	556,649
Administration expenses	2	(528,217)	(478,578)
Net (deficit)/surplus		(28,432)	78,071

Tribli Company Limited by Guarantee

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS SCHEDULE 1 : DIRECT COSTS

for the financial year ended 31 December 2025

	2025 €	2024 €
Direct costs		
Education and training	11,820	12,916
Equipment for activities	946	1,627
Activity expenses	120,640	70,331
Activity outputs	56,503	37,889
Motor, travelling and subsistence costs	32,483	32,139
Legal and professional fees	11,489	56,717
Subscriptions	2,035	2,218
Traveller counselling service contribution	75,000	-
Wages and salaries	1,663,557	1,594,218
Social security costs	153,409	151,266
Staff pension scheme costs	52,239	36,961
	2,180,121	1,996,282

Tribli Company Limited by Guarantee

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS SCHEDULE 2 : ADMINISTRATION EXPENSES

for the financial year ended 31 December 2025

	2025 €	2024 €
Administration expenses		
Wages and salaries	262,036	216,880
Social security costs	26,432	23,961
Staff defined contribution pension costs	10,797	7,401
Staff training	2,400	580
Staff costs	8,583	7,988
Staff recruitment costs	2,307	28,406
Internal events	5,363	4,048
Management expenses	2,254	423
Rent payable	10,820	10,820
Insurance	15,370	18,254
Power, light and heat	19,390	24,487
Cleaning	7,022	7,906
Property repairs and maintenance	34,472	15,451
Security costs	1,704	4,690
Printing, postage and stationery	14,971	11,548
Promotion	1,030	2,796
Telecommunications	17,420	19,040
Computer running costs	18,274	16,503
Legal and professional	14,098	7,802
Consultancy fees	-	5,442
Auditor's/Independent Examiner's remuneration	9,684	7,924
Bank charges	888	913
Sundry expenses	23	(2,129)
Subscriptions	760	-
Surpluses/deficits on disposal of tangibles	-	(4,000)
Depreciation	42,119	41,444
	528,217	478,578