

Company Registration No. 230850 (Ireland)

**TRIBLI COMPANY LIMITED BY GUARANTEE
T/A EXCHANGE HOUSE IRELAND NATIONAL TRAVELLERS SERVICE**

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

TRIBLI COMPANY LIMITED BY GUARANTEE

COMPANY INFORMATION

Directors

Roseanne Power
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Bernard Joyce
John Wills
Jason Denman
Clíodhna Ferris
Erika Ruigrok
Fiona Prendergast
Miriam Colum
Joseph McHugh
Frank Kavanagh
Sharon Ward

(Appointed 2 April 2020)

(Appointed 28 January 2021)

(Appointed 28 January 2021)

Secretary

Simon Finnegan

Company number

230850

Charity number

CHY 12835
CRA 20038472

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TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

OBJECTIVES AND ACTIVITIES

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

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

Vision

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

Mission

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

Core Principles

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

- Professionalism
- Equality
- Diversity
- Excellence

We have four main areas of activity:

Core Values

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

The Children and Young Peoples' Service

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

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

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

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FOR THE YEAR ENDED 31 DECEMBER 2020

Exchange House Ireland Youth Service runs the following of programmes:

- After-Schools Programme in Labre Park, Ballyfermot
- After-Schools Programme in St. Oliver's Park/Bridgeview, Clondalkin
- Back-up Youth Support Programme
- Comhairle na nÓg / Dáil na nÓg
- Gaisce Awards
- Detached Youth Work
- Personal Development Programmes
- Healthy Lifestyle Choices Programmes
- Inter-Site Youth Co-operation
- Cyber Safety Workshops
- On-Site Youth Services
- Outreach Services
- Young Men at Risk Groups
- LGBTQ+ Young People Supports
- Education Away Programme
- Stay-In-School Programme

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

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

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

Funding for this Service comes from the Department of Children and Youth Affairs via the City of Dublin Education and Training Board (CDETB) via the City of Dublin Youth Service Board (CDETB); The Dormant Accounts Fund via Pobal; and the School Completion Project funds in Ballyfermot and Clondalkin.

The Education and Training Service

This service provides many different adult education programmes, from one-to-one literacy to third level support courses.

The service operates from a learner directed approach. We provide adult Travellers with a range of educational opportunities and provide progression routes to further education, training and employment.

As a Quality and Qualifications Ireland (QQI) assured centre, we deliver QQI accredited programmes from levels 1 to 5.

We recognise that learners come with experience, knowledge and skills which can be developed into formal educational qualifications and progression options.

Learning is tailored to suit each individual learner, whether they want to learn to read and write, access third level education or gain employment.

Services include:

- Local Training Initiative
- Community Employment Scheme
- Exchange House Ireland National Educational Achievement Award
- Adult Basic Education
- QQI certified courses, levels 1 to 5
- Third level support
- European Union Partnership Educational Projects – Erasmus+

Funding for this Service comes from the Department of Social Protection; the Department of Education and

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Skills via SOLAS via the City of Dublin Education and Training Board (CDETb); Erasmus+ from the European Union and other small gratuities.

The Family Support and Crisis Intervention Service

The goal of the service is to provide a comprehensive multi-disciplinary holistic approach to our clients and empower them to make decisions and act independently.

The services provided are:

- Social Work
- Family Support Work
- Addiction Service
- Duty Service
- Outreach Service
- Child Protection / Safeguarding / Children in or at Risk of Care Support
- Accommodation Support
- Parenting and Child Development Work
- Court and Legal Work
- Domestic Violence Programme
- Bereavement Support
- Support with Sexual Abuse Cases
- Resource and Information Service
- Prison In-reach

Using the following models:

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

Funding for this Service comes from the HSE Social Inclusion Unit, the HSE Addiction Services via the South Dublin Inner City Local Drugs Task Force, and other small gratuities.

The National Traveller Mental Health Service

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

The suicide prevention aspect of the service is a resource to Traveller organisations, suicide prevention and mental health services, raising awareness and promoting suicide prevention within the Traveller community. The service promotes and supports the development of initiatives which reduce the stigma associated with mental health and promote suicide prevention in a coordinated way. It is our aim to reduce the rate of suicide in the Traveller community.

The direct mental health support aspect of the service aims to reduce the stigma around mental health and suicide in the Traveller community. It was developed to support individualised recovery plans/programmes with Travellers experiencing mental health issues. The service has developed a culturally appropriate recovery model using a community development approach. We will address inequalities by working with Travellers and service providers to deepen their understanding, improve referral pathways and aid recovery.

The benefits:

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

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FOR THE YEAR ENDED 31 DECEMBER 2020

- Culturally appropriate personal recovery plans will be developed which will be a resource for other services.

How we do it:

- We work with Travellers on a one-to-one basis to support their journey in recovery.
- Each person's recovery plan is unique to them and they are the "expert" in how they travel their journey.
- We work with a range of other agencies and value partnership working.
- We work within a framework of human rights and equality.

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

Achievement and Performance

The Children and Young Peoples' Service

In 2020 the Department of Children and Youth Affairs' "UBU Your Place Your Space" was introduced for all Youth services in Ireland. This policy strategy, delivered through the national network of ETBs, is to provide out-of-school supports to marginalised, disadvantaged or vulnerable young people (aged between 10 and 24) in their communities to enable them to overcome adverse circumstances and achieve their full potential.

There are a number of distinct target groups set out in UBU, of which our Children and Young Peoples' Service have determined six relevant target groups. These are:

1. Young people who are experiencing issues relating to their general mental health up to and including anxiety, trauma and stress and for some are at risk of self-harm.
2. Young people experiencing issues relating to formal education including reduced timetables, part time school attendance, sporadic attendance, poor school attendance and transfer from primary to secondary school, completion of secondary school and progress where the interest exists to third level.
3. Young people with additional needs relating to inclusivity disability, LGBTI+, gender, young people in and or leaving care, Traveller young women, lone parents, young carers, young people from Travelling community communities.
4. Young people living in the area who are experiencing intergenerational economic, cultural and educational disadvantage.
5. Young people who are affected by issues linked to substance misuse including but not limited to family members use/misuse, personal use, involvement in drug dealing, drug debts.
6. Young people who are witnessing, affected by and or involved in gang related crime, feuding and violence.

The introduction of this new strategy coincided with the outbreak of the COVID-19 pandemic that unfortunately impacted on providing a full service to young people in the six target groups. Never-the-less, working within the strict COVID-19 response guidelines established by our direct funders, the City of Dublin Youth Service Board (CDYSB), we were able to provide some activities for our young people during 2020:

Target Group	Number of Young People	Age groups	Examples of activity
1	15	14+	Group work, outdoor activities including hillwalking, hiking, soccer
2	20	10 – 18	Support young people in engaging with the education system, encouraging school attendance, offering school trips, linking with parents and schools
3	15	14+	Small specifically targeted group work, programmes about identity and inclusiveness
4	70	10 – 24	Programmes that target personal development – cookery, arts and crafts, group games, sports, outdoor activities
5	20	15 – 18	Specifically targeted young men across two different sites, group work, outdoor activities and discussion groups.
6	10	15 – 15	Specifically targeted young men at risk. Linking in with other services and providing a space to talk. Also, activities to get them away from the site, e.g. hillwalking, fishing, etc.

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The COVID-19 pandemic restrictions effected other services provided by the Children and Young Peoples' Service in 2020:

- The AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin were unable to continue fully with school closures during the year. However, during periods of school closure virtual supports (where possible) were offered to young people, along with telephone support to parents. 34 young people engaged with our AfterSchools in 2020.
- Our Stay-in-Schools programme, although fully attended in the first quarter of the year, experienced difficulty in providing a comprehensive service for the rest of the year. The programme engaged with young people as much as restriction could allow and continued linking-in with the schools involved:
 - Coláiste Bride (Post-Primary), Clondalkin: 7 young people
 - Moyle Park College (Post-Primary), Clondalkin: 4 young people
 - St. Ultan's School (Primary), Cherry Orchard: 19 young people
 - St. Joseph's School (Primary), Ballymun: 24 young people

Some activity highlights of the service in 2020 are:

- An online "FIFA 2020" tournament with young people competing via their PlayStations
- Virtual Art competition.
- Delivery of 250 Food Hampers to families in isolation or badly effected by the COVID-19 restrictions.
- Engagement, both in person and online, with the Irish Traveller Movement's Youth Working Group – a coming together of Traveller young people from all over Ireland to give them an opportunity for their voices to be heard and to make a change in wider society.
- Continued engagement of 4 young Travellers with Dublin City Council's Comhairle na nÓg.

The Education and Training Service

The Education and Training Service's core services via the Department of Social Protection Community Employment Scheme (CE Scheme) and the SOLAS/City of Dublin Education and Training Board Local Training Initiative (LTI Programme) were heavily impacted by the COVID-19 restrictions, especially the pause on Learners attending education modules in person, or only in small groups when restrictions allow.

Much work was put in to sourcing extra funding to provide digital/virtual supports for learners such as laptops, cameras, connection software, etc. which has made remote learning possible and successful.

- The CE Scheme had 25 participants in 2020. The scheme provided specific work roles and QQI Level 5 training modules to those participants in Community Development. Two participants gained their Major Award. One participant gained a Level 6 Addiction Studies at Maynooth University and one participant is in full-time employment.
- The LTI Programme had 12 learners in 2020. The programme offers full-time education, at QQI level 4, to 16-23 year olds for progression pathways to employment. The programme was extended to 48 weeks as a result of COVID-19 restrictions. The learners completed 9 modules, with 65 minor awards. 3 Learners are now in full-time employment and further 3 have joined the CE Scheme.
- As well as our core activities the Service provides one-to-one Literacy Support to individuals not part of the two above programmes. In 2020, over 20 people availed of this service (this number is much smaller from 2019 as a knock-on effect of the pandemic restrictions)
- In the last few years the Service has received an increasing number of self-referrals from Travellers engaged in education outside of Exchange House Ireland looking for support, advice and further referral assistance. There is also a further increase in contact from other agencies and education providers for support and advice. The growing demand for this service demonstrates that more and more Travellers are accessing training and education at all levels.

The Service's highlights in 2020 include:

- The 2020 Exchange House Ireland National Educational Achievement Award (NEAA) was held live online and on Facebook in November. Members of Traveller community, across the 32 counties of Ireland, were nominated for the award, ranging from ages 16+, who completed second level and third level qualifications across all the QQI levels. There were 38 recipients of the award. The Minister for Further and Higher Education, Research, Innovation and Science Simon Harris, and a number of celebrities gave their time to congratulate the recipients with recorded messages shared in the live event which has had over 1,100 views.
- The CE Scheme and the LT Programme were able to facilitate a number of teacher students from the Marino Institute of Education and Technological University of Dublin.

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FOR THE YEAR ENDED 31 DECEMBER 2020

- The Service's intercultural training "An Introduction to the Traveller Community" was virtually delivered to various agencies and community groups
- Exchange House Ireland, through the Education and Training Service, continues the reengagement process with Quality and Qualifications Ireland (QQI).

The Family Support and Crisis Intervention Service

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

Due to the COVID-19 restrictions during the year the service was unable to conduct our usual face-to-face services. Never-the-less, all staff of the service worked creatively and painstakingly to deliver the best service possible to the Traveller community, an 'at risk' group in respect of COVID-19.

The service worked with 628 Traveller individuals and families, presenting with the following issues:

Presenting issue	Individuals or families
Accommodation	209
Mental Health	177
Physical Health	44
Child welfare/children in or at risk of care	24
Legal/justice	60
Bereavement	17
Child education	14
Addiction support	83

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

Some highlights of the Services activities are listed below:

- In March of 2020 our Duty Service extended to a 7-day-a-week service in order to meet the needs of the Traveller community as a result of the pandemic.
- In April we introduced a telephone counselling service specifically for those members of the Traveller community who may be struggling with the emotional impact of COVID-19.
- Working in conjunction with the Children and Young Peoples' Service on the administration and delivery of 250 food hampers to families
- The Service developed a number of different "Wellness Activity Packs". These pack included resources in relation to mental health and mindfulness, physical exercises, word puzzles, mindfulness colouring, etc. There were packs tailored for adults, children, and also an addiction specific pack which includes resources/tips in relation to managing cravings/relapse prevention and harm reduction. Over 500 packs were delivered around the country.
- Our Addiction Service introduced SAOR II interventions as part of our range of supports for service users. SAOR II is the HSE national model in Screening and Brief Interventions for Alcohol and Substance Use.
- In partnership with the Mercy Law Resource Centre we continue to offer a free legal advice clinic.
- Due to the COVID-19 restrictions all direct work within the prison system was suspended. Virtual and telephone support was continued with prisoners and Prison Service personnel.
- Our Resource and Information Service links in with members of Staff and Learners to provide them with information support and advocacy services. The Resource and Information Officer also networks with other Traveller specific organisations and initiatives to link-in services
- Following receipt of a community grant from The South Inner City Drug and Alcohol Task Force, the Service commissioned an external consultant to examine how it can best promote service-user involvement within Exchange House Ireland. This is an important approach as appropriate and meaningful service-user involvement and consultation can assist towards greater inclusion and significantly improve the quality of service delivery. The external consultant conducted phone interviews with a number of service-users and held an online focus group with 14 staff and managers of Exchange House Ireland. This research led to a report with a number of recommendations to promote service user involvement within the organisation.

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FOR THE YEAR ENDED 31 DECEMBER 2020

- Three Social Work students were facilitated during 2020 using a hybrid placement module from Trinity College Dublin.

The National Traveller Mental Health Service

The National Traveller Mental Health Service, incorporating the “Connecting for Life” goals, has a number of inventive and progressive programmes and activities to prevent suicide and raise awareness of mental health issues within the Traveller community in Ireland. The service also provides outreach, one-to-one counselling, psychotherapy and Cognitive Behavioural Therapy.

Outreach visits and group work severely impacted and reduced due to the arrival of COVID-19 and social distancing restrictions in 2020 the service reconfigured with many elements of moving to online or over the phone meetings.

The highlights from 2020 include;

- 841 contacts with 247 individuals over the course of the year
- Supported individuals, groups and organisations in 19 counties across Ireland
- Alongside with other Exchange House Ireland services we were involved in the distribution of over 500 “Wellness Activity Packs” throughout each of the lockdowns in 2020.
- The Service spearheaded the development of an Exchange House Ireland digital communications strategy which seen increased levels of traffic and interaction on our social media platforms. Short videos, digital flyers, memes and gifs were all used to promote the Service and the wider organisational services throughout the year. All social media platforms experienced significantly higher post interactions than 2019. With Exchange House Ireland also signing up to and using Instagram to engage younger audiences.
- The Travellers Together Preventing Suicide Campaign had a very successful 2nd year. On September 10th, World Suicide Prevention Day, the Service hosted a webinar which discussed the root causes of suicide in the Traveller community. The event had a mix of personal stories followed by a panel discussion. On the evening 76 people tuned in with 31 Traveller organisations signing up and 11 Traveller groups taking part in the organising.
- With an easing of COVID-19 restrictions during late summer and early autumn we were able to do some group work. Our faith-based group from Ballyfermot took part in a walk and reflection around the Phoenix Park with Fr Paul O'Driscoll of the Parish of the Travelling People, the Finglas Men's Group (28 men) completed a charity cycle from Finglas to Navan and 32 men from Coolock, Longford, Leitrim and Ennis came together to play a football tournament in Athlone to mark World Suicide Prevention Day.
- 2020 saw the creation of an acting group. The group were meeting weekly in Exchange House Ireland's offices from January until COVID-19 social distances restrictions began in March 2020. The group then moved to online catch-ups and in July made their first short film on behalf of Exchange House Ireland, the HSE and Turn-2-Me, to highlight suicide awareness and promote the services equipped to support the mental health needs of the Traveller community. The film was accepted by First Fortnight Mental Health Festival for launch in January 2021.
- In Limerick a COVID-19 Response group was set up by two Travellers and supported by Exchange House Ireland. The response group represented a network of community members across the 11 Traveller sites in Limerick city to advocate and support the community following the onset of the pandemic. The group was successful in delivering items such as sanitary equipment and Wellness Activity Packs as well as successfully fundraising to purchase essential supplies for those most in need in the community. Some other successes in Limerick include a number of men signing up to complete Safe Pass, the women's group of Castletroy and Childers road successfully securing a capacity building grant from the Irish Human Rights and Equality Commission.
- The Midlands Community Development & Mental Health Project enjoyed success in engagement in early 2020 with 52 Travellers from Longford, Westmeath, Laois & Offaly attending an information session in January in Tullamore to learn about the project proposed to start in September 2020. The programme start date has been delayed until Autumn 2021 (at the earliest) however extensive consultations with all stakeholders continued throughout the year to look at reconfiguring the project, digital learning, local learning hubs and increased Traveller representation on the organising committee. A steering committee with representatives from Longford, Westmeath, Offaly & Laois was set up to develop this reconfigured programme.

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- Supported by Dublin City Council Social Inclusion Department, the Finglas & Avila Park's Men's Group completed the restoration of the Wellness Wagon. The wagon was used by DCC to launch Social Inclusion Week 2020 at the Mansion House and was officially promoted by Lord Mayor for Dublin City Hazel Chu. The event received a lot of online and media publicity with the highlight being a feature written in the Evening Herald. The aim is to get the Wellness Wagon on the road for 2021 to promote the message of mental health and suicide prevention.
- For Mental Health Week 2020, in October, a series of staff and community events were hosted by the Service to highlight the week. These included a podcast appearance by our Men's Worker discussing mental health and its impact on the community, "An Introduction to Play Therapy" from Family Support and Crisis Intervention Service Play Therapist, The Wellness Wagon and Tree of Life Mindfulness area for staff, and a full organisational online team building event.
- 21 Exchange House Ireland staff, across all departments, completed training in "Collaborative Assessment and Management of Suicidality" (CAMS). CAMS is an evidence-based and therapeutic framework for assessing and treating individuals experiencing suicidal ideation. It is guided by both a philosophy and specific therapeutic strategies that encourage active collaboration between the service user and the practitioner, which entails developing a suicide-specific treatment plan that identifies, targets and treats the underlying factors or 'drivers' of the individual's suicidality.

EU Projects and other Exchange House Ireland Highlights in 2019

As for many organisation's Exchange House Ireland experienced many challenges as a result of the COVID-19 pandemic restrictions. The Board of Management, CEO, Managers and all staff put in a concerted effort to ensure that the essential services provided by the organisation to the Traveller community continued as best as possible. Working within funder's guidelines and establishing a variety of COVID-19 response measures we have been successful in maintaining a professional service to those who have asked it of us.

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. In 2020 the organisation was involved in My Community 2020: An Erasmus+ project to develop digital skills through local history programmes.

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
- Community Foundation of Ireland
- Dochas Centre
- Dublin City Council
- Dublin's Lord Mayor's Office
- Envolve
- First Fortnight Mental Health Festival
- Focus Ireland
- HSE North Dublin Adult Mental Health Services
- Intreo
- Irish Human Rights and Equality Commission
- Irish National Organisation of the Unemployed (INOUE)
- Irish Prison Service
- Irish Traveller Movement
- LGBTQ+ Traveller National Action Group
- Liberties Education Network
- Local Authorities across Ireland
- Local Employment Services
- Local Traveller organisations
- Marino Institute of Education
- Maynooth University
- Mercy Law Centre
- Minceir Whiden
- NALA
- National Traveller and Roma Inclusion Strategy (NTRIS) Committee
- National Traveller MABS

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- National Traveller Mental Health Forum
- National Traveller Women's Forum
- NEAR 90.3fm
- NUI Galway
- Parish of the Travelling People
- Pavee Point
- Probation Service
- Public Appointments
- QQI
- Road Safety Authority
- St. Patrick's Hospital
- St. Vincent de Paul
- Technical University of Dublin
- Traveller Counselling Service
- Traveller Ethnicity Anniversary Committee
- Traveller Mediation Service
- Traveller Pride 2020 Committee
- Travellers in Prison Initiative
- Trinity College Dublin
- Turn-2-Me
- TUSLA (Child and Family Agency)
- Youth at Risk Network

Plans for the Future

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

The 5 Strategic Priorities

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

Governance and Board of Management Strategic Priorities

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

Education and Training Service Strategic Priorities

1. To provide quality Traveller specific education whilst promoting routes for service users into further education, training and employment.
2. To look at reengagement of the Quality Qualifications Ireland (QQI) Accreditation that we currently hold for our Education and Training Services

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3. To organise and deliver the National Traveller Education Achievement Awards annually and to continually improve the quality of the event.
4. To provide intercultural awareness training and to support partner agencies to deliver more equitable services to members of the Traveller community.
5. For the Education and Training service to have a commitment to continual professional development.

Children and Young Peoples' Service Strategic Priorities

1. To provide inclusive and sustainable programs that improves individual and community well-being to Traveller young people in the Greater Dublin area that
2. Improve the quality of education participation and attainment of Traveller children and young people in the Greater Dublin area.
3. Children and young people have involvement in designing, delivering and evaluating the services of the Children and Young People Services as well as having a say on issues effecting Traveller young people in a wider sense.
4. Work with the City of Dublin Youth Service Board and other stakeholders to deliver on the National Quality and Standards Framework.
5. The Children and Young People's Service to have a commitment to continual professional development.

Family Support and Crisis Intervention Service Strategic Priorities

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

Addiction Service Strategic Priorities

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

National Traveller Mental Health Service Strategic Priorities

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

Structure, Governance and Management

Governing Document

Tribli Company Limited by Guarantee, t/a Exchange House Ireland National Travellers Service, a company limited by guarantee, was incorporated on 22nd March 1995. The company was established under a Constitution with a Memorandum of Association that established the objectives and powers of the organisation and is governed under its Articles of Association.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Our goals and approaches are guided by our charitable objectives as laid out in these documents.

Organisational Structure

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

There are 3 sub-committees of the Board:

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

Directors and Secretary

- Carmel Terry *Chairperson*
 - Erika Ruigrok *Vice-Chairperson*
 - Joseph McHugh *Treasurer (appointed April 2020)*
 - Miriam Colum
 - Jason Denman
 - Clíodhna Ferris
 - Bernard Joyce
 - Frank Kavanagh *(appointed January 2021)*
 - Joseph McHugh
 - Roseanne Power
 - Fiona Prendergast
 - Sharyn Ward *(appointed January 2021)*
 - John Wills
-
- Simon Finnegan *Company Secretary (non-director)*

Executive Management Team

- Chief Executive Officer
Kevin Burn
- Children and Young Peoples' Service Manager
William McDonagh
- Education and Training Service Manager
Cathleen McDonagh Clark
- Family Support and Crisis Intervention Service Manager
Kevin Kelly
- National Traveller Mental Health Service Manager
John O'Brien
- Human Resource Manager
Richard Kennedy
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by the Charity Regulator. The Governance and Risk Management Sub-Committee continued work on governance code and will be working on the final review and the Board's approval in 2021.

The organisation is in full compliance with the requirements from the Revenue Commissioners and the Charities Regulatory Authority to ensure maintenance the organisation's charity status.

The Board completed as review of all policies and procedures of the organisation in 2020.

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.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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 2020, the year-end financial position and the approved 2021 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 and forms part of the Governance and Risk Management Sub-Committee's regular agenda. Risks are also reviewed by the organisation's Management Team and work on measures to reduce risk are being introduced and regularly monitored.

Health and Safety

Procedures are in place to ensure the health and safety of staff and visitors. It is intended as part of the overall priorities of the organisation to engage in a Health and Safety audit and act upon any recommendations arising from such an audit. The COVID-19 pandemic has required a number of health and safety measures to be reviewed and implemented ahead of schedule and the organisation has responded successfully in this regard.

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.

Impact of COVID-19

The measures and restrictions that the Irish government issued on the movement of people designed to slow the spread of the virus in late March 2020, including all non-essential businesses ordered to close temporarily, made a substantial impact on Exchange House Ireland National Travellers Service and the services provided. The organisation remained open during the lockdown, with the majority of staff working from home. The effects of COVID-19 on the Exchange House Ireland as a registered company have been so far few, the future is difficult to determine, yet the Board are confident that the company will continue as a going concern.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Reserves

Exchange House Ireland's reserve policy:

The Board have assessed that it needs to have a prudent reserves level that:

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

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

The total sum of reserves required on an on-going basis should be in the order of c. €400,000.

At the end of 2020, the reserve level as shown in the balance sheet came to €260,765 so the level of reserves are short of those required at the start of 2021, should the need arise to wind up the company.

This is below the minimum level of what ideally the organisation would like to keep in reserves; therefore this policy will be reviewed again in line with the development of a budget for the organisation in 2021.

Financial Review

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

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

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

In 2020 Exchange House Ireland raised a total of €1.86m, up c. €36k on 2019. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €4.3k 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.

A number of funders have requested that some surplus funding that has accumulated in previous years be expended on some once-off projects. Despite COVID-19 some of these projects started and as a result our expenditure in 2020 has generated a deficit. This expenditure is agreed with our funders and has been approved by the Board.

Accounting Records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by employing qualified and experienced staff, and ensuring that sufficient company resources are available for the task, and liaising with the company's auditors.

The accounting records are held at the company's registered office, 61 Strand Street, Dublin 1, D01 WC97.

Taxation status

The company is a registered charity CHY12835.

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Auditors

In accordance with the Companies Act 2014, section 383 (2), Browne Murphy and Hughes continue in office as auditors of the company.

Statement of disclosure to auditor

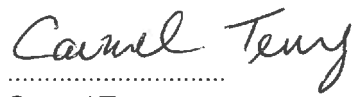
Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

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

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

The entity has availed of the small companies exemption contained in the Companies Act 2014 with regard to the requirements for exclusion of certain information in the Directors' report.


.....
Carmel Terry
Director
20/07/2021


.....
Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2020

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

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of the board



Carmel Terry

Director

20/07/2021



Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

Opinion

We have audited the financial statements of Tribli Company Limited by Guarantee (the 'company') for the year ended 31 December 2020 which comprise the income and expenditure account, the balance sheet, the statement of cash flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2020 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

TRIBLI COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

Opinions on other matters prescribed by the Companies Act 2014

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

- the information given in the directors' report is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

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

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

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

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

TRIBLI COMPANY LIMITED BY GUARANTEE

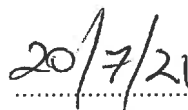
INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

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

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.


Jon Byrne
for and on behalf of **Browne Murphy & Hughes**


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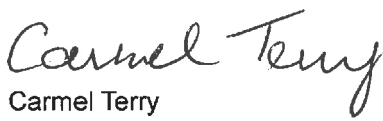
Chartered & Certified Accountants
& Statutory Auditors
28 Upper Fitzwilliam Street,
Dublin 2.

TRIBLI COMPANY LIMITED BY GUARANTEE

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 Restricted Funds €	2020 Unrestricted Funds €	2020 Total Funds €	2019 Total Funds €
Incoming Resources					
Income	3	1,861,906	1,766	1,863,672	1,827,724
Investment Income		-	27	27	13
		<u>1,861,906</u>	<u>1,793</u>	<u>1,863,699</u>	<u>1,827,737</u>
Resources Expended					
Charitable activities		(1,570,828)	(547)	(1,571,375)	(1,441,423)
Management and administration costs		(329,236)	(1,644)	(330,880)	(280,543)
Governance costs		(12,362)	-	(12,362)	(10,921)
Total Resources Expended	4	<u>(1,912,426)</u>	<u>(2,191)</u>	<u>(1,914,617)</u>	<u>(1,732,887)</u>
(Deficit)/surplus for the financial year	15	<u>(50,520)</u>	<u>(398)</u>	<u>(50,918)</u>	<u>94,850</u>
Total comprehensive income for the year		<u><u>(50,520)</u></u>	<u><u>(398)</u></u>	<u><u>(50,918)</u></u>	<u><u>94,850</u></u>


 Carmel Terry
 Director


 Joseph McHugh
 Director

TRIBLI COMPANY LIMITED BY GUARANTEE


BALANCE SHEET

AS AT 31 DECEMBER 2020


	Notes	2020 €	€	2019 €	€
Fixed assets					
Tangible assets	7		41,553		23,211
Current assets					
Debtors	9	143,693		121,306	
Cash at bank and in hand		320,041		437,423	
		463,734		558,729	
Creditors: amounts falling due within one year	10	(155,486)		(119,010)	
Net current assets			308,248		439,719
Total assets less current liabilities			349,801		462,930
Creditors: amounts falling due after more than one year	11		(22,789)		(85,000)
Net assets			327,012		377,930
Reserves					
Other reserves	12	66,247		66,247	
Income and expenditure account	15	260,765		311,683	
Members' funds			327,012		377,930

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

The financial statements were approved by the board of directors and authorised for issue on 20/1/21 and are signed on its behalf by:



Carmel Terry
Director


Joseph McHugh
Director

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Other Income and reserves expenditure account €	€	Total €
Balance at 1 January 2019		66,247	216,833	283,080
Year ended 31 December 2019:				
Surplus and total comprehensive income for the year		-	94,850	94,850
		<u>66,247</u>	<u>311,683</u>	<u>377,930</u>
Balance at 31 December 2019		66,247	311,683	377,930
Year ended 31 December 2020:				
Deficit and total comprehensive income for the year		-	(50,918)	(50,918)
		<u>66,247</u>	<u>260,765</u>	<u>327,012</u>
Balance at 31 December 2020		<u>66,247</u>	<u>260,765</u>	<u>327,012</u>

TRIBLI COMPANY LIMITED BY GUARANTEE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 €	€	2019 €	€
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(82,409)		49,551
Investing activities					
Purchase of tangible fixed assets		(38,000)		-	
Proceeds on disposal of tangible fixed assets		3,000		-	
Interest received		27		13	
Net cash (used in)/generated from investing activities			(34,973)		13
Net (decrease)/increase in cash and cash equivalents			(117,382)		49,564
Cash and cash equivalents at beginning of year			437,423		387,859
Cash and cash equivalents at end of year			<u>320,041</u>		<u>437,423</u>

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

Company information

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

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") as adapted for Section 1A and the requirements of the Companies Act 2014. The financial statements are also prepared to comply with "Accounting and Reporting by Charities" (Charities SORP), the statement of recommended practice issued by the Accounting Standards Board in 2000 and revised in 2015.

The financial statements are prepared in euros, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest €.

The financial statements have been prepared under the historical cost convention, The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company had adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income and expenditure

Income and expenses are included in the financial statements as they become receivable or due.

Expenses include VAT where applicable as the company cannot reclaim it.

1.4 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	20% straight line
Computer equipment	33.33% straight line
Motor vehicles	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

1.5 Impairment of fixed assets

At each reporting end date, the company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

(Continued)

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

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

1.6 Cash and cash equivalents

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

1.7 Financial assets

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

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

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in surplus or deficit.

1.8 Taxation

The company has obtained exemption from the Revenue Commissioners in respect of corporation tax, it being a company not carrying on a business for the purposes of making a profit. DIRT tax is payable on any interest income received in excess of €32.

1.9 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

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

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

1 Accounting policies

(Continued)

1.11 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the leases asset are consumed.

2 Judgements and key sources of estimation uncertainty

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

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

a) Establishing useful economic lives for depreciation of fixed assets

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

b) Impairment review following COVID-19

The COVID-19 pandemic has caused an adverse effect on the economic environment in which the company operates. In accordance with section 27.9 of FRS 102 this is an impairment indicator and the company has carried out an impairment review of its assets. The factors taken into consideration in performing an impairment review are based on estimates and are subject to uncertainty.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

3 Income

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

Income	2020 Restricted Funds	2020 Unrestricted Funds	2020 Total Funds	2019 Total Funds
HSE - Social Inclusion Unit (FSCI)	585,072	-	585,072	485,203
HSE - National Office for Suicide Prevention (NTMHS)	317,000	-	317,000	292,000
HSE - South Dublin Inner City Local Drugs Task Force (FSCI Addiction Service)	93,036	-	93,036	92,036
DCEDIY / CDETB / CDYSB - TYFS	167,577	-	167,577	335,335
DCEDIY / CDETB / CDYSB - UBU	167,577	-	167,577	-
DCEDIY / CDETB / CDYSB - Capital Grant Scheme General Fund	-	-	-	20,000
Pobal After School St Olivers Park	48,364	-	48,364	69,515
The Department of Education and Skills/SOLAS/CDETB (ETS-LTI Programme)	79,786	-	79,786	65,716
The Department of Education and Skills/SOLAS/CDETB	19,564	-	19,564	-
The Department of Social Protection - Community Employment (ETS-CE Scheme)	337,518	-	337,518	318,476
Schools Completion Programme Clondalkin After School St Olivers Park	4,200	-	4,200	5,775
Schools Completion Programme Ballyfermot After School Labre Park	8,500	-	8,500	8,500
The European Union/The European Commission European Projects	31,164	-	31,164	123,491
Public Appointment Service	2,260	-	2,260	-
Gifts and Donations	38	1,556	1,594	3,895
Other Income	250	210	460	2,324
NALA Fund (ETS)	-	-	-	585
Department of Justice (FSCI)	-	-	-	4,373
The Parish of the Travelling People	-	-	-	500
	1,861,906	1,766	1,863,672	1,827,724

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

4 Operating (deficit)/surplus	2020	2019
	€	€
Operating (deficit)/surplus for the year is stated after charging/(crediting):		
Depreciation of tangible fixed assets	19,658	14,765
Surplus on disposal of tangible fixed assets	(3,000)	-
	<u> </u>	<u> </u>

5 Employees

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

	2020	2019
	Number	Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	5	3
Support Staff	25	22
CE Employees	24	24
	<u> </u>	<u> </u>
	56	51
	<u> </u>	<u> </u>

	2020	2019
	Number	Number
€0 - €10,000	12	12
€10,001 - €20,000	18	18
€20,001 - €30,000	5	2
€30,001 - €40,000	5	9
€40,001 - €50,000	10	5
€50,001 - €60,000	3	3
€60,001 - €70,000	2	2
€70,001 - €80,000	1	-
	<u> </u>	<u> </u>
	56	51
	<u> </u>	<u> </u>

Their aggregate remuneration comprised:

	2020	2019
	€	€
Wages and salaries	1,486,165	1,308,422
Social security costs	129,778	112,552
Pension costs	22,065	16,499
	<u> </u>	<u> </u>
	1,638,008	1,437,473
	<u> </u>	<u> </u>

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

6 Taxation

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

7 Tangible fixed assets

	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
	€	€	€	€
Cost				
At 1 January 2020	325,395	13,852	61,449	400,696
Additions	-	-	38,000	38,000
Disposals	-	-	(30,500)	(30,500)
At 31 December 2020	325,395	13,852	68,949	408,196
Depreciation and impairment				
At 1 January 2020	302,184	13,852	61,449	377,485
Depreciation charged in the year	12,058	-	7,600	19,658
Eliminated in respect of disposals	-	-	(30,500)	(30,500)
At 31 December 2020	314,242	13,852	38,549	366,643
Carrying amount				
At 31 December 2020	11,153	-	30,400	41,553
At 31 December 2019	23,211	-	-	23,211

8 Financial instruments

	2020	2019
	€	€
Carrying amount of financial assets		
Debt instruments measured at amortised cost	388,565	514,015
Carrying amount of financial liabilities		
Measured at amortised cost	37,941	62,851

9 Debtors

	2020	2019
	€	€
Amounts falling due within one year:		
Other debtors	68,524	76,592
Prepayments	75,169	44,714
	143,693	121,306

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

10 Creditors: amounts falling due within one year

	2020	2019
	€	€
Trade creditors	5,228	11,618
Other creditors including tax and social insurance	73,207	78,870
Accruals	77,051	28,522
	<u>155,486</u>	<u>119,010</u>

11 Deferred Income

	2020	2019
	€	€
Deferred income	22,789	85,000
	<u>22,789</u>	<u>85,000</u>

During the year, the company received grant income which relates to the performance of specific projects and work. For those funds where the reflected work was not fully completed at year end, these were deferred to 2021 and will be recognised in income when this work is completed.

12 Other reserves

	€
At 1 January 2019	66,247
At 31 December 2019	<u>66,247</u>
At 31 December 2020	<u>66,247</u>

13 Members' liability

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

14 Security

AIB hold a letter of lien over deposits.

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

15 Income and expenditure account

	2020 €	2019 €
At the beginning of the year	311,683	216,833
(Deficit)/surplus for the year	(50,918)	94,850
	<u>260,765</u>	<u>311,683</u>
Split of Reserves		
Restricted funds	258,658	309,178
Unrestricted funds	2,107	2,505
	<u>260,765</u>	<u>311,683</u>
Split of Reserves		
Minor Income and Expenses	(51,099)	(50,701)
NEAA	(5,918)	(6,125)
Community Foundation of Ireland Fund	7,058	7,307
Department of Justice and Equality - Traveller LGBT+ Projects	(1,581)	(1,581)
T2WB	22,540	22,540
HSE Social Inclusion	118,481	104,326
HSE South Dublin Inner City Local Drugs Task Force	(39,585)	(40,487)
HSE National Office for Suicide Prevention	58,555	101,375
Connected Rainbow	695	695
DCEDIY / CDETБ / CDYSB - TYFS	(8,963)	(4,094)
DCEDIY / CDETБ / CDYSB - UBU	(25,305)	-
School Completion Programme Clondalkin	1,998	1,521
Pobal - Depart. of Children & Youth Affairs/Community Childcare Subvention (CCS) Programme	7,921	28,028
Pobal - Depart. of Arts, Heritage, Regional, Rural & Gaeltacht Affairs/The Dormant Account Fund	1,654	1,654
The Ireland Funds - Gaisce Award	96	96
The Department of Social Protection - Community Employment	54,049	30,912
The Department of Education and Skills/SOLAS/CDETБ	20,727	17,742
The Department of Education and Skills/SOLAS/CDETБ	167	-
Other	(469)	(469)
The European Union/The European Commission	99,745	98,944
	<u>260,765</u>	<u>311,683</u>

16 Related party transactions

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

TRIBLI COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

17 Events after the reporting date

In common with many countries, the Irish government issued guidance and restrictions on the movement of people designed to slow the spread of COVID-19. In late December 2020 further restrictions were imposed that would impact business from January 2021 onwards. Under these restrictions all "non-essential" businesses were again ordered to close temporarily. The company has remained operational, with staff working from home etc. It is not yet known when the current restrictions are going to be eased. The directors believe that the full effect of the latest COVID-19 restrictions on the company cannot be determined at this time, but they are confident that the company will be fully operational once all restrictions are lifted. The directors have carried out a review of company assets and feel that no impairment is necessary. They are of the opinion that the company will continue as a going concern.

18 Control

The company is controlled by the board of directors.

19 Non-audit services

Browne Murphy & Hughes provide non-audit services in relation to assistance in the compilation of financial statements as well as the company secretarial services.

20 Cash (absorbed by)/generated from operations

	2020	2019
	€	€
(Deficit)/surplus for the year after tax	(50,918)	94,850
Adjustments for:		
Investment income	(27)	(13)
Gain on disposal of tangible fixed assets	(3,000)	-
Depreciation and impairment of tangible fixed assets	19,658	14,765
Movements in working capital:		
Increase in debtors	(22,387)	(43,666)
Increase/(decrease) in creditors	36,476	(9,251)
Decrease in deferred income	(62,211)	(7,134)
Cash (absorbed by)/generated from operations	<u>(82,409)</u>	<u>49,551</u>

21 Analysis of changes in net funds

	1 January 2020	Cash flows	31 December 2020
	€	€	€
Cash at bank and in hand	437,423	(117,382)	320,041
	<u>437,423</u>	<u>(117,382)</u>	<u>320,041</u>

22 Approval of financial statements

The directors approved the financial statements on the 20/07/2021.