

**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 2021**

# TRIBLI COMPANY LIMITED BY GUARANTEE

## COMPANY INFORMATION

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<b>Directors</b>	Roseanne Power Carmel Terry Bernard Joyce John Wills Jason Denman Clíodhna Ferris Erika Ruigrok Fiona Prendergast Miriam Colum Joseph McHugh Frank Kavanagh Sharon Ward
<b>Secretary</b>	Simon Finnegan
<b>Company number</b>	230850
<b>Charity number</b>	CHY 12835 CRA 20038472
<b>Registered office</b>	61 Great Strand Street Dublin 1. D01 WC97
<b>Auditors</b>	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors, 28 Upper Fitzwilliam Street, Dublin 2. D02 H683
<b>Business address</b>	61 Great Strand Street Dublin 1. D01 WC97
<b>Bankers</b>	A.I.B. Bank, 7/12 Dame Street, Dublin 2. D02 H683

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# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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### 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.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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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 TUSLA School Completion Programme 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+

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## DIRECTORS' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

- Stronger and more responsive pathways will be forged with services.
- Culturally appropriate personal recovery plans will be developed which will be a resource for other services.

#### How we do it:

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

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

<b>Achievement and Performance</b>
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#### The Children and Young Peoples' Service

2021 saw our Children and Young Peoples' Service further cultivate engagement with the "UBU Your Place Your Space" youth services model for Ireland. UBU is delivered through the national network of ETBs, 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.

Guidelines for the CDETBS regarding youth work engagement during COVID-19 restrictions enabled the Service to provide a broad range of activities for Traveller young people, with some restrictions. The Service's young people groups are listed below

Group	Number of Young People	Age groups	Group focus
Labre Park, Ballyfermot Female	12	9 – 13	To provide space for young people to talk about issues affecting them, be it personal or their community as a whole. To challenge the intergenerational economic, cultural, and economic disadvantages experienced by the young people and to address issues arising from discussions about cultural/identity.
Labre Park, Ballyfermot Male	7	9 – 14	To provide a youth service off site for specific young people. These young people have poor school attendance and suffer from economic, cultural and educational disadvantage. We aim to address the above issues by providing activities of interest to the young people – outdoor activities, football, healthy lifestyle etc.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

Ballymun Female	14	9 – 13	To provide a youth service for specific young people. These young people have poor school attendance and suffer from economic, cultural and educational disadvantage. We aim to address the above issues by providing activities of interest to the young people – outdoor activities, personal development, healthy lifestyle etc.
Ballymun Male	13	9 – 13	To provide a service to the young people that can help them to get off site and away from the stressful environment in which they experience every day. The young people are experiencing intergenerational economic, cultural and educational disadvantages. They are also being exposed to violent behaviour related to high levels of criminal activity and feuding in their area.
Ballymun Adventure	8	14 – 17	To provide the young people with a safe space where they can develop socially and personally, a space where they are free from judgment and prejudice and they can be their true selves. We aim to empower the young people and to assist them in every way that we can to help them to reach their full potential. The young people are experiencing intergenerational economic, cultural and educational disadvantages. The young people are also being exposed to violent behaviour related to high levels of criminal activity and feuding in their area.
Finglas Female	15	10 – 16	To provide a youth service for specific young people. These young people have poor school attendance and suffer from economic, cultural and educational disadvantage. We aim to address the above issues by providing activities of interest to the young people – outdoor activities, personal development, healthy lifestyle etc.
Finglas Male	15	9 – 18	To provide a service to the young people that can help them to get away of site and away from the stressful environment in which they experience every day. The young people are experiencing intergenerational economic, cultural and educational disadvantages. Young people are also being exposed to violent behaviour related to high levels of criminal activity and feuding in their area.
St. Oliver's Park / Bridgeview, Clondalkin Female	8	9 – 14	To provide a youth service for specific young people. These young people have poor school attendance and suffer from economic, cultural and educational disadvantage. We aim to address the above issues by providing activities of interest to the young people – outdoor activities, personal development, healthy lifestyle etc.
St. Oliver's Park / Bridgeview, Clondalkin Outdoor Adventure	18	9 – 22	To provide the young people with a safe space where they can develop socially and personally, a space where they are free from judgment and prejudice and they can be their true selves. We aim to empower the young people and to assist them in every way that we can to help them to reach their full potential. The young people are experiencing intergenerational economic, cultural and educational disadvantages. The young people are also being exposed to violent behaviour related to high levels of criminal activity and feuding in their area.



# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

Stay-in-School Programme Dublin Wide	57 4 Schools	9 – 17	The programme aims to promote positive attitudes towards the education system. To help the young people overcome any obstacles their coming up against. To offer them supports with their homework. To link with school and parents around any issues arising.
AfterSchool Programmes Ballyfermot & Clondalkin	25	6 – 12 Parents Teachers	Supporting the children with their educational needs and continuing to foster links with schools and local services. Working with a targeted group of children, their parents and local schools to provide an afterschool's project consisting of a range of activities designed to meet the educational, recreational and developmental needs.
Unscheduled Work	50+	18+	This is ongoing work that happens on site before, after or during our time with groups. Parents or older teens may approach us with issues affecting them, looking for help or simply just to chat.

Some activity highlights of the service in 2021 are:

- A young persons' soccer league with 30+ young Travellers from various sites across Dublin. A tournament was held in the Phoenix Park for all involved
- 8 young people, from different sites, attended the launch of the Irish Traveller Movement's Traveller Youth Participation and Leadership Strategy with Minister for Children, Equality, Disability, Integration and Youth of Ireland, Roderic O'Gorman TD, in October
- To raise awareness of Alzheimer's disease, 7 young women walked the Bray Head Bray to Greystones walk. Some of the young people involved in the walk had family members that have been affected with Alzheimer's disease so they were very passionate about it and it gave a special meaning to the walk.
- We had some of our young people re-elected to Comhairle na nÓg Child and Youth Council in 2021. Comhairle na nÓg is a great platform where young people under the age of eighteen are given the opportunity to have their voices heard on various different topics which affect them such as mental health issues, climate change and LGBTQ+ issues.

#### 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) continued to be impacted by the COVID-19 restrictions in 2021, especially the pause on Learners attending education modules in person, or only in small groups when restrictions allow.

Extra funding sourced in 2020 and 2021 has provided digital/virtual supports for learners through a laptop loan scheme for learner and cameras, connection software, etc. in house, which has made remote learning possible and successful. This extra funding has come from:

- the CDETB's Mitigating against Educational Disadvantage Fund
- the RTÉ does Comic Relief Fund, and
- the Community Foundation of Ireland

The service further deepened relationships with various bodies to support tutors, both to secure tutor services and funding for such, examples of such the Liberties Education Network, CDETBs, Community Foundation of Ireland, Marino College and many more.

- The CE Scheme had 27 places, with 23 of those filled in 2021, females and males between the ages of 18 to 35. The scheme provided specific work roles and QQI Level 5 training modules to those participants in Community Development. The continuation of COVID-19 restrictions as well as there being no CE Supervision from early in the year caused pressure on the Scheme. Never-the-less learners participated in industry standard training modules, engaged with third level access courses and employment engagement programmes.
- The LTI Programme had 7 learners in 2021. The programme offers full-time education, at QQI level 4, to 16-22 year olds for progression pathways to employment. The programme promotes further education and options in the labour market. Deeper connections have been developed with employment services within the community and career guidance counsellors.
- As well as our core activities the Service provides one-to-one Literacy Support to individuals not part of the two above programmes. We work with people from pre literacy to degree level, supporting their work. LOC completed Literacy Tutor programme with the ETB and is qualified to deliver this service. Literacy supports are crucial for a number of our learners in order to support their learning development

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

- The Service continued to receive a number of self-referrals from Travellers engaged in education outside of Exchange House Ireland looking for support, advice and further referral assistance as well as contacts from other agencies and education providers for support and advice. In 2021 these referral and contacts numbered over 150. 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 2021 include:

- The 2021 Exchange House Ireland National Educational Achievement Award (NEAA) was held live online and in the Exchange House Ireland's Youth Hall on the 4th of November, with the support of the Public Appointment Service and Dublin City Council. 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 52 recipients of the award this year, with 28 people, along with their families and teachers, attending in person. The Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris TD, presented the awards.
- Learners attended briefing sessions with Maynooth University Access, College Connects and Business in the Community to develop tailored supports for learners interested in furthering their education.
- 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.
- The Service delivered their intercultural training to UCD's Mature Years Access programme staff. This developing relationship hopes to increase access for Travellers to studies in UCD.
- 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.

The COVID-19 restrictions during 2021 meant the service was unable to provide a full face-to-face service. Never-the-less, all staff of the service worked creatively and painstakingly to deliver the best service possible to the Traveller community.

The service had 470 referrals received via the duty service, both self-referrals and from other agencies. We worked with 629 Traveller individuals and families presenting with the following issues:

Main presenting issues (may present with more than one)	Individuals or families
Accommodation	227
Mental Health	133
Child welfare/children in or at risk of care	60
Legal/justice	50
Addiction support	48
Community/Social Welfare	47
Parenting Support	47
Physical Health	30
Information & Resource	30
Domestic/Family Violence	26
Financial Issues	25
Child education	16
Bereavement	14
Sexual Abuse	7
Training	7
Intimate Relationships	4
Discrimination	2
Sexual Identity	1
Other	13

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## DIRECTORS' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2021

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56% of these presentations were female, 34% were male, with 10% unknown; 42% were from the Greater Dublin area, with an even distribution of calls from 16 other counties in Ireland.

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

In September 2021, after an absence of 18 months due to COVID-19, there was a resumption of our 'in person' Prison In-Reach work, with a Social Work Clinic in the Dochas Centre every Friday and an Addiction Clinic there every Monday. On average 4 people would attend each clinic each week.

Some of the presenting issues which the female service users bring to the respective clinics include the following:

- Addiction counselling
- Looking to access treatment post release
- Emotional support
- Liaise with TUSLA in respect of having children in care and resuming contact, and/or access with their child (ren)
- Support around release planning (e.g. accommodation; training/employment)

Some highlights of the Services activities are listed below:

- Two members of, in partnership with Sonas (Domestic Violence Service), co-facilitated the 'TLC Kidz Programme'. TLC Kidz is an evidence-based 12-week psychoeducational group for mothers and children who have experienced domestic abuse. This programme, which entails child and mother groups running concurrently for 12 weeks, is an early intervention approach which is about reducing risk, increasing safety and well-being, and mitigating the long-term effects of domestic abuse on health and wellbeing, education, relationships and development. The programme helps children heal from the impact of domestic abuse, and also helps mothers in understanding their child's experiences and support their recovery by focusing on strengthening the mother-child bond.
- Our Addiction Service became a founding member of the 'South Dublin City Drug & Alcohol Alliance' (the Alliance). The Alliance currently has 12 partner organisations as members. Key components of the collaborative relationship between the members includes: leadership support & mentoring; influencing & communicating with funders and statutory agencies; raising awareness of the work of drug & alcohol charities; running joint campaigns; sharing training & knowledge; sharing policies & procedures; collaborative tendering & joint bids for funding; agreeing referral pathways so service users can access the most appropriate services; deliver services together; quality standards, benchmarking and impact measurement.
- One member of the team has developed a formal link with YPAR (Young People at Risk North Inner City). YPAR has a long history of community development and advocacy on key policy issues which affect marginalised young people in the north inner city. They will be sitting on the Homeless Children & Families Working Group which is facilitated by YPAR. This working group provides practical supports to families, and supports co-operation and co-ordination between services, and advocates at a policy level, in order to achieve the best outcomes for children and families who are homeless. It will be beneficial for the Service to have input into this Working Group as there are always a significant number of homeless Traveller families and children residing in emergency accommodation in the north inner city.
- The Addiction Service staff attended a number of Workshops under the Quality Framework Project (QFP), which was funded and facilitated by the South Inner City Drug & Alcohol Task Force (SICDATF). The QFP will support EHI's Addiction Service to achieve compliance with National Standards for Better Safer Healthcare under the following 5 themes: 1) person-centred care & support; 2) effective care & support; 3) safe care & support; 4) leadership, management & governance and 5) workforce.
- One member of the team presented two separate Workshops to the second year Masters in Social Work class in Trinity College Dublin.
- The Service facilitated two professional social work placements (each placement was of 115 weeks' duration). The social work placements (which are undertaken in accordance with the Code of Professional Conduct and Ethics for Social Workers – CORU -), have recently operated within a 'Hybrid Placement Model' which was developed by TCD as a blended learning approach in response to changed work practices in social work service delivery, necessitated by the covid-19 pandemic.

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## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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- Members of the team demonstrated a commitment to evidence-based practice and continuous professional development by participating on the following training courses/workshops:
  - 'An Overview of Dual Diagnosis'
  - Trauma-informed Practice.
  - Attendance at the 2nd Intergenerational Trauma Conference.
  - Attendance at both 'Safetalk' & 'ASIST' training. This training provides guidance on how to provide clear and practical support to individuals who may be at risk of suicide.
  - Attendance the National Child Protection and Welfare Social Work Conference facilitated by the Irish Association of Social Workers.
  - Attendance at a series of online seminars by the Mercy Law Resource Centre in respect of Social Housing Law.
  - Attendance at training by Community Law & Mediation in relation to Housing Law & The Prevention of Homelessness.
  - 'Guidance on Making Freedom of Information Requests' training which was facilitated by FLAC Traveller Legal Service.
  - Attendance at the annual mental health conference by St Patrick's Mental Health Services.
  - Domestic Violence training delivered by Women's Aid
  - Social Work Practice Teacher Training
  - Designated Liaison Person (DLP) training.
  - Facilitating NVR (Non-Violence Resistance) training online: practical workshop for NVR Facilitators who are interested in delivering NVR online.

### **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 were somewhat impacted and reduced due to the restrictions due to COVID-19 the service reconfigured with elements of moving to online or over the phone meetings and other protocols introduced for face-to-face work.

The highlights from 2021 include;

- Two short films "It Doesn't Matter" and "John Boy" were launched in 2021. These Suicide Prevention Promotion Short Films were co-produced with 11 aspiring actors and writers from the Traveller community. "It Doesn't Matter" was launched online at First Fortnight Festival and "John Boy" launched at the Galway Film Fleadh 2021. There has been over 11K and 25K views (respectively) of the short films online and high levels of engagement through social media (900+) of Traveller specific bodies and sites. The level of viewership specifically from the Traveller community demonstrates an ability to tackle stigma and engagement in mental health and suicide by the community through artistic expression.
- To mark World Suicide Prevention Day on 10th September and remember those lost from the Traveller community to suicide Exchange House Ireland and 17 other local Traveller organisations around Ireland, i.e. the Travellers Together Preventing Suicide network, hosted an online show showcasing Traveller musicians, poets and philosophers. The show, with the support of Dublin City Council, was filmed over one day at the Liffey Trust with 10 artists. The show was released online on the 10th September and has over 14.5K views
- In October, 30 Traveller men from Finglas, Coolock and Blanchardstown took part in a Walk & Talk event at Balrath Woods, in Co. Meath as part of World Mental Health Day
- 6 LTI Learners engaged in a mental health team building day with the Men's Mental Health Worker
- In a collaboration with the Service and the Rotunda Hospital, 10 Traveller women made 10 short films promoting perinatal mental health
- The service teamed up with award winning poet and writer, Dave Lordan, to offer 2 Traveller writers a six-session writing mentorship
- A faith based group of 10 Traveller women from Ballyfermot went on 2 spiritual outings to Knock Shrine and to St. Bridget's Well in Dundalk. The women use spirituality as a way of practicing mindfulness which supports their mental health
- The Service provided support and resource to the National Action Group for LGBT+ Traveller and Roma. The support included completing grant funding applications for a resource worker and funding for "Coming Out" Leaflets and an Annual Calendar

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## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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- St. Patrick's GAA Club in Wicklow Town has a good number of local Traveller involvement, with 28 adult men playing in the club, numerous Traveller children playing at junior and minor levels and other Traveller community members involved in the clubs administration and coaching. Exchange House Ireland, to develop links with this success story of positive community mental health, sponsored shorts and socks for an upcoming junior hurling final in Co. Wicklow. The final also included a guest visit, informal talk on suicide prevention and training session hosted by our Mental Health Social Worker

### **Individual Projects and Programmes with special funding**

#### Addiction Peer Support Training

Following the awarding of a community grant from The South Inner City Drugs & Alcohol Task Force (SICDATF), and in partnership with Urrus Training, we delivered 'Addiction Peer Support Training'. This training was in alignment with The National Drug Strategy: Reducing Harm, Supporting Recovery (2017- 2025), in respect of facilitating effective responses to the challenges of drug & alcohol use as they impact on individuals, families and communities. This training was held online over 6 sessions. There was an average of 11 participants per session.

This peer support training covered some of the following topics:

- Drug use and individual's progression to addiction.
- Drug categories and types, signs & symptoms.
- The effects of addiction upon the family.
- Motivational interviewing, the wheel of change, and brief intervention skills.
- Mentoring theory and practice.
- An overview of different types of services and how to access them.

The specific aim of this training was to enable people in the community to acquire and develop skills and confidence to become a peer supporter/mentor when they encounter someone in the community with drug/ alcohol misuse or addiction.

It is hoped to hold a second round of training in 2022.

#### Limerick Traveller Women's Network

Funding was awarded by the Irish Human Rights and Equality Commission (IHREC) to support the Castletroy/ Childers Road Action Group to complete a 12-week Human Rights & Equality Training. The funding was also to support the wider development of a wider representative network for Travellers in Limerick city.

The project achieved the following in 2021:

- 13 women from Castletroy/Childers Road Action Group completed the 12-week Human Rights and Equality Training
- 30 women from across eight Traveller sites and standard housing in Limerick city, signed up to be part of a Limerick Traveller Women's Network.
- 24 of these women completed a three-session workshop on creating vision, aims & objectives for representation of Travellers in Limerick City
- 107 Traveller families were surveyed across Limerick City to find out their opinion on Traveller representation locally

Work on this project is expected to be completed in early 2022.

#### National Traveller Youth Mental Health Project

A successful application to the RTE Toy Show fund (via the Community Foundation of Ireland) allowed Exchange House Ireland to pilot a Traveller Youth mental health programme. The pilot would produce the design of a youth mental health service for young Travellers in Ireland by working with 5 youth groups and 5 adult groups in 5 areas across Ireland (Mid-west, Midlands, North-west, South-east and Dublin).

The aim of the project is to find out what issues are most affecting young Travellers' mental health; what barriers are in the way of supporting young Travellers' mental health and what existing supports are helping young Travellers' mental health.

Plans for the project include:

- To recruit one full-time Youth and Community Development Worker and one part-time Family Support Worker
- To contract a Youth Psychotherapist/Counsellor to the project
- To complete 5 mental health factfinding and information workshops work with 50-70 young Travellers (12-18 years old) across the 5 sites in Ireland

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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- To work with 25-30 adult Travellers across the 5 areas to workshop their beliefs, opinions and experiences. This pilot project will run into 2023.

### EU Projects and General Exchange House Ireland Highlights in 2021

As for many organisations, 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.

In April, Exchange House Ireland hosted the *My Community 2020* project's final conference "Let's Stay Connected". This project was funded by the EU's Erasmus+ Programme and was partnership with six other organisations from Bulgaria, France, Italy, Latvia, Spain and the UK. The project goal was to develop a training programme for people to develop their technical abilities through creating films and sound recording about their local history. The conference, held online, had over 50 participants and was a great opportunity for the learners across our 7 countries to share their productions. This marked the end of the very successful project *My Community 2020*. It is hoped the course developed can be used in future mental health development programmes.

In September, with a softening of COVID-19 restrictions, Exchange House Ireland celebrated Traveller Pride with an open-door event at our offices, welcoming local businesses and residents to visit us and learn about the Traveller community and the services we offer. It was a great opportunity to share with the local community.

In November, we welcomed Minister of State at the Department of Rural and Community Development, Joe O'Brien TD, to Exchange House Ireland, to launch the Department's "Support Communities Dormant Account Funds". Minister O'Brien got to meet some of our staff as well as representatives from the Traveller Counselling Service and the Traveller Mediation Service.

Every year the 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. Here is a selection of organisations and bodies that we connected with in 2021:

- Alzheimer Awareness
- An Garda Síochána
- AONTAS
- CATRO, Bulgaria
- College Connects
- Community Action Dacorun, UK
- Common Purpose
- Community Crisis Response Team Ireland
- Community Education Network
- Community Foundation of Ireland
- Business in the Community
- Dochas Centre
- Dublin City Council
- Dublin's Lord Mayor's Office
- Euro-Net, Italy
- First Fortnight Mental Health Festival
- FLAC Traveller Legal Advice
- Focus Ireland
- Foróige
- Galway Film Fleadh
- Grangegorman Social Work Team
- Gulbenes Novada Pasvaldiba, Latvia
- HSE Dublin South
- HSE Mental Health Louth
- HSE Mental Health Meath
- HSE North Dublin Adult Mental Health Services
- Hub na nÓg
- Intreo
- Irish Association of Social Workers

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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- Irish Human Rights and Equality Commission
- Irish National Organisation of the Unemployed (INOUE)
- Irish Prison Service
- Irish Traveller Movement
- Liberties Education Network
- Limerick University
- Local Authorities across Ireland
- Local Employment Services
- Local Traveller organisations across Ireland
- Magenta Consultoria Projects, Spain
- Marino Institute of Education
- Maynooth University
- Mercy Law Centre
- Minceir Whiden
- NALA
- National Action Group for LGBT+ Traveller and Roma Rights
- National Suicide Research Foundation
- National Suicide Bereaved Support Service
- National Traveller and Roma Inclusion Strategy (NTRIS) Committee
- National Traveller MABS
- National Traveller Mental Health Network
- National Traveller Women's Forum
- NUI Galway
- Parish of the Travelling People
- Pavee Point
- Pieta House
- Pistes Solidaires, France
- Probation Service
- Public Appointments
- QQI
- Road Safety Authority
- Rotunda Hospital
- Safe Ireland
- Sonas Domestic Violence Service
- Specialist Perinatal
- Stephen's Green Trust
- St. Patrick's Hospital
- St. Vincent de Paul
- Technical University of Dublin
- The Irish Wheelchair Association
- The Wheel
- Traveller Counselling Service
- Traveller Mediation Service
- Traveller Pride 2021 Committee
- Travellers in Prison Initiative
- Trinity College Dublin
- Turn-2-Me
- TUSLA (Child and Family Agency)
- UCD
- Urrus Training
- Women's Aid
- Young People at Risk in North Inner City (YPAR)
- Youth at Risk Network

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### Plans for the Future

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

#### The 5 Strategic Priorities

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

#### Governance and Board of Management Strategic Priorities

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

#### Education and Training Service Strategic Priorities

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

#### Children and Young Peoples' Service Strategic Priorities

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



# **TRIBLI COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2021**

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### **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.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

### Structure, Governance and Management

#### Governing Document

Tribli Company Limited by Guarantee, *via* 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 Vice Chairperson, a Treasurer and a 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
- *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)

#### Attendance at Board Meetings in 2021

- |                            |     |
|----------------------------|-----|
| • <i>Miriam Colum</i>      | 5/8 |
| • <i>Jason Denman</i>      | 3/8 |
| • <i>Clíodhna Ferris</i>   | 6/8 |
| • <i>Bernard Joyce</i>     | 4/8 |
| • <i>Frank Kavanagh</i>    | 5/8 |
| • <i>Joe McHugh</i>        | 8/8 |
| • <i>Nancy Power</i>       | 4/8 |
| • <i>Fiona Prendergast</i> | 7/8 |
| • <i>Erika Ruigrok</i>     | 7/8 |
| • <i>Carmel Terry</i>      | 8/8 |
| • <i>Sharyn Ward</i>       | 3/8 |
| • <i>John Wills</i>        | 6/8 |

#### 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*
- *Finance Manager – Simon Finnegan*

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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### 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. The Board made their final review of the Governance Code and gave their final approval, and made Exchange House Ireland National Travellers Service compliant with the Governance Code, at their Board of Management meeting in October 2021. A review 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.

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 2021, the year-end financial position and the approved 2022 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 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, that continued into 2021, 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.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2021*

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### **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 2021 made a substantial impact on Exchange House Ireland National Travellers Service and the services provided. The organisation remained open during the various lockdowns, with the majority of staff working in a blended capacity in both the office and from home. The effects of the State's response to COVID-19 on Exchange House Ireland, as a registered company have been so far few, however, the future is difficult to determine, yet the Board are confident that the company will continue as a going concern.

### **Reserves**

Exchange House Ireland's reserve policy:

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

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

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

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

At the end of 2021, the reserve level as shown in the balance sheet came to €214,794 so the level of reserves are short of those required at the start of 2022, 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 2022.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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### 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 2021 Exchange House Ireland raised a total of €1.859m, down c. €4k on 2020. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €7.9k 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.

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 2021 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.

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

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### 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

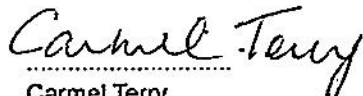
Each of the directors in office at the date of approval of this annual report confirms that:

- 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  
...30/12/22.....

  
.....  
Joseph McHugh  
Director

# TRIBLI COMPANY LIMITED BY GUARANTEE

## DIRECTORS' RESPONSIBILITIES STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2021

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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.

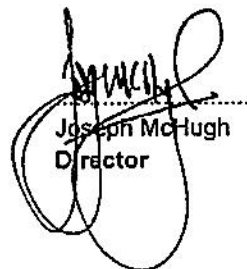
On behalf of the board



Carmel Terry

Director

30/6/22



Joseph McHugh  
Director

# TRIBLI COMPANY LIMITED BY GUARANTEE

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE

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#### Opinion

We have audited the financial statements of Tribli Company Limited by Guarantee (the 'company') for the year ended 31 December 2021 which comprise the income and expenditure account, the balance sheet, the statement of changes in equity, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. 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 2021 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

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 company's ability to continue as a going concern for a period of at least twelve months from 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 in the annual report. 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**

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#### **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: [https://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](https://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.

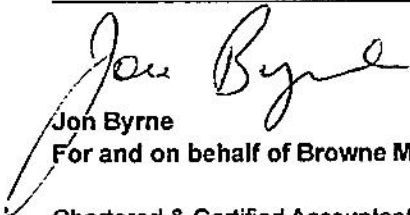
This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. 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.

**TRIBLI COMPANY LIMITED BY GUARANTEE**

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

**TO THE MEMBERS OF TRIBLI COMPANY LIMITED BY GUARANTEE**

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Jon Byrne

For and on behalf of Browne Murphy & Hughes

Date: ...30/6/22.....

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 2021

	Notes	2021 Restricted Funds €	2021 Unrestricted Funds €	2021 Total Funds €	2020 Total Funds as restated €
<b>Incoming Resources</b>					
Income	3	1,858,720	767	1,859,487	1,863,672
Investment Income		-	10	10	27
		<u>1,858,720</u>	<u>777</u>	<u>1,859,497</u>	<u>1,863,699</u>
<b>Resources Expended</b>					
Charitable activities		(1,547,148)	(481)	(1,547,629)	(1,571,375)
Management and administration costs		(368,589)	(251)	(368,840)	(330,880)
Goverance costs		(9,569)	-	(9,569)	(12,362)
		<u>(1,925,306)</u>	<u>(732)</u>	<u>(1,926,038)</u>	<u>(1,914,617)</u>
<b>Total Resources Expended</b>	4				
<b>(Deficit)/Surplus for the financial year</b>	13	(66,586)	45	(66,541)	(50,918)
		<u>(66,586)</u>	<u>45</u>	<u>(66,541)</u>	<u>(50,918)</u>
<b>Total comprehensive income for the year</b>		<u>(66,586)</u>	<u>45</u>	<u>(66,541)</u>	<u>(50,918)</u>

*Carmel Terry*  
Carmel Terry  
Director

*Joseph McHugh*  
Joseph McHugh  
Director

# TRIBLI COMPANY LIMITED BY GUARANTEE


## BALANCE SHEET

AS AT 31 DECEMBER 2021

		2021		2020 as restated	
	Notes	€	€	€	€
<b>Fixed assets</b>					
Tangible assets	7		70,950		41,553
<b>Current assets</b>					
Debtors	9	89,429		143,693	
Cash at bank and in hand		490,045		320,041	
		<u>579,474</u>		<u>463,734</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(147,094)</u>		<u>(155,486)</u>	
<b>Net current assets</b>			<u>432,380</u>		<u>308,248</u>
<b>Total assets less current liabilities</b>			<u>503,330</u>		<u>349,801</u>
<b>Creditors: amounts falling due after more than one year</b>	11		<u>(288,536)</u>		<u>(68,466)</u>
<b>Net assets</b>			<u>214,794</u>		<u>281,335</u>
<b>Reserves</b>					
Income and expenditure account	13		<u>214,794</u>		<u>281,335</u>
<b>Members' funds</b>			<u>214,794</u>		<u>281,335</u>

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 30/6/22 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 2021

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	Notes	Own Income and shares expenditure account		Total
		€	€	€
<b>As restated for the period ended 31 December 2020:</b>				
Balance at 1 January 2020		66,247	311,683	377,930
<b>Year ended 31 December 2020:</b>				
Surplus and total comprehensive income for the year		-	(50,918)	(50,918)
Prior period adjustment		-	(45,677)	(45,677)
Balance at 31 December 2020		-	281,335	281,335
<b>Year ended 31 December 2021:</b>				
Deficit and total comprehensive income for the year		-	(66,541)	(66,541)
Balance at 31 December 2021		-	214,794	214,794

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# TRIBLI COMPANY LIMITED BY GUARANTEE

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

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		2021		2020 as restated	
	Notes	€	€	€	€
<b>Cash flows from operating activities</b>					
Cash generated from/(absorbed by) operations	19		218,384		(82,409)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(48,390)		(38,000)	
Proceeds on disposal of tangible fixed assets		-		3,000	
Interest received		10		27	
<b>Net cash used in investing activities</b>			<b>(48,380)</b>		<b>(34,973)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>			<b>170,004</b>		<b>(117,382)</b>
Cash and cash equivalents at beginning of year			320,041		437,423
<b>Cash and cash equivalents at end of year</b>			<b>490,045</b>		<b>320,041</b>

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# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

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### 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:

Leasehold improvements	10% straight line
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 2021

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### 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 2021

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### 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 2021

### 3 Income

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

	2021	2021	2021	2020
<i>Income</i>	<i>Restricted</i>	<i>Unrestricted</i>	<i>Total</i>	<i>Total</i>
	<i>Funds</i>	<i>Funds</i>	<i>Funds</i>	<i>Funds</i>
HSE - Social Inclusion Unit (FSCI)	525,843	-	525,843	585,072
HSE - National Office for Suicide Prevention (NTMHS)	315,000	-	315,000	317,000
HSE - South Dublin Inner City Local Drugs Task Force (FSCI Addiction Service)	93,756	-	93,756	93,036
HSE S39 PR	45,675	-	45,675	-
The Department of CEDIY / CDETB / CDYSB - TYFS	-	-	-	167,577
The Department of CEDIY / CDETB / CDYSB - UBU	347,533	-	347,533	167,577
Department of CEDIY / Dormant Accounts	282	-	282	-
Pobal After School St Olivers Park	41,850	-	41,850	48,364
The Department of Education and Skills/SOLAS/CDETB (ETS-LTI Programme)	75,813	-	75,813	79,786
The Department of Education and Skills/SOLAS/CDETB (MAEDF)	36,016	-	36,016	19,564
The Department of Social Protection - Community Employment (ETS-CE Scheme)	311,698	-	311,698	337,518
Schools Completion Programme Clondalkin After School St Olivers Park	2,036	-	2,036	4,200
Schools Completion Programme Ballyfermot After School Labre Park	8,500	-	8,500	8,500
Community Foundation Ireland (CFI)	16,100	-	16,100	-
Community Foundation Ireland (CFI) - RTÉ - Toy Show	5,349	-	5,349	-
Community Foundation Ireland (CFI) - RTÉ Does Comic Relief	2,660	-	2,660	-
The European Union/The European Commission European Projects	5,489	-	5,489	31,164
Public Appointment Service	6,249	113	6,362	2,260
Gifts and Donations - Public Donations	227	454	681	1,594
Other Income	700	200	900	460
IHREC	15,924	-	15,924	-
Dun Laoghaire County Council	-	-	-	-
Involve	2,020	-	2,020	-
	<b>1,850,711</b>	<b>767</b>	<b>1,859,487</b>	<b>1,863,672</b>
<b>Public Donations</b>			<b>2021</b>	<b>2020</b>
Ad Hoc Donations			387	1,163
Regular EFTs			294	431
			<b>681</b>	<b>1,594</b>

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

<b>4</b>	<b>Operating deficit</b>	<b>2021</b>	<b>2020</b>
		€	€
	Operating deficit for the year is stated after charging/(crediting):		
	Depreciation of tangible fixed assets	18,993	19,658
	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:

	2021	2020
	Number	Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	5	5
Support Staff	22	25
CE Employees	24	24
	<u>          </u>	<u>          </u>
	53	56
	<u>          </u>	<u>          </u>

	2021	2020
	Number	Number
€0 - €10,000	5	12
€10,001 - €20,000	22	18
€20,001 - €30,000	5	5
€30,001 - €40,000	4	5
€40,001 - €50,000	11	10
€50,001 - €60,000	4	3
€60,001 - €70,000	1	2
€70,001 - €80,000	1	1
	<u>          </u>	<u>          </u>
	53	56
	<u>          </u>	<u>          </u>

Their aggregate remuneration comprised:

	2021	2020
	€	€
Wages and salaries	1,446,067	1,486,165
Social security costs	132,020	129,778
Pension costs	26,827	22,065
	<u>          </u>	<u>          </u>
	1,604,914	1,638,008
	<u>          </u>	<u>          </u>

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

### 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

	Leasehold improvements	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
	€	€	€	€	€
<b>Cost</b>					
At 1 January 2021	-	325,395	13,852	68,949	408,196
Additions	48,390	-	-	-	48,390
At 31 December 2021	48,390	325,395	13,852	68,949	456,586
<b>Depreciation and impairment</b>					
At 1 January 2021	-	314,242	13,852	38,549	366,643
Depreciation charged in the year	4,839	6,554	-	7,600	18,993
At 31 December 2021	4,839	320,796	13,852	46,149	385,636
<b>Carrying amount</b>					
At 31 December 2021	43,551	4,599	-	22,800	70,950
At 31 December 2020	-	11,153	-	30,400	41,553

### 8 Financial instruments

	2021 €	2020 €
<b>Carrying amount of financial assets</b>		
Debt instruments measured at amortised cost	553,103	388,565
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	68,628	37,941

### 9 Debtors

	2021 €	2020 €
<b>Amounts falling due within one year:</b>		
Other debtors	63,058	68,524
Prepayments	26,371	75,169
	89,429	143,693

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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<b>10 Creditors: amounts falling due within one year</b>	<b>2021</b>	<b>2020</b>
	€	€
Trade creditors	14,639	5,228
Other creditors including tax and social insurance	97,666	73,207
Accruals	34,789	77,051
	<u>147,094</u>	<u>155,486</u>
<b>11 Deferred Income</b>	<b>2021</b>	<b>2020</b>
	€	€
Deferred income	<u>288,536</u>	<u>68,466</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 2022 and will be recognised in income when this work is completed.

### 12 Members' liability

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

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

### 13 Income and expenditure account

	2021	2020
	€	as restated €
At the beginning of the year	327,012	377,930
Prior year adjustment	(45,677)	(45,677)
As restated	281,335	332,253
Deficit for the year	(66,541)	(50,918)
At the end of the year	214,794	281,335
<b>Split of Reserves</b>		
Restricted funds	146,395	212,981
Unrestricted funds	68,399	68,354
	214,794	281,335
<b>Split of Reserves</b>		
Minor Income and Expenses	(51,055)	(51,100)
Unrestricted Funding	66,247	66,247
NEAA	(8,980)	(5,918)
Community Foundation of Ireland Fund	7,057	7,058
Department of Justice and Equality - Traveller LGBT+ Projects	(4,099)	(1,581)
T2WB	22,540	22,540
HSE Social Inclusion	86,548	118,481
HSE South Dublin Inner City Local Drugs Task Force	(38,670)	(39,585)
HSE National Office for Suicide Prevention	50,427	58,555
Connected Rainbow	695	695
The Department of Children and Youth Affairs / CDYSB - TYFS	(8,963)	(8,963)
The Department of Children and Youth Affairs / CDYSB - UBU	(23,616)	(25,305)
School Completion Programme Ballyfermot	(33)	-
School Completion Programme Clondalkin	793	1,998
Pobal - Depart. of Children & Youth Affairs/Community Childcare Subvention (CCS) Programme	8,775	7,921
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	12,061	8,372
The Department of Education and Skills/SOLAS/CDET B	23,601	20,727
The Department of Education and Skills/SOLAS/CDET B	-	167
Other	(2,268)	(469)
The European Union/The European Commission	71,984	99,745
	214,794	281,335

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

### 14 Security

AIB hold a letter of lien over deposits.

### 15 Events after the reporting date

There is an ongoing reporting event which is COVID-19. In late 2021 further government restrictions were imposed to reduce virus transmission. These restrictions were subsequently eased in early 2022. The board of directors have assessed the carrying value of the assets and liabilities of the company and they are satisfied that there is no material impact by the effects of COVID-19 on the company.

### 16 Related party transactions

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

### 17 Control

The company is controlled by the board of directors.

### 18 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.

### 19 Cash generated from/(absorbed by) operations

	2021	2020
	€	€
Deficit for the year after tax	(66,541)	(50,918)
<b>Adjustments for:</b>		
Investment income	(10)	(27)
Gain on disposal of tangible fixed assets	-	(3,000)
Depreciation and impairment of tangible fixed assets	18,993	19,658
<b>Movements in working capital:</b>		
Decrease/(increase) in debtors	54,264	(22,387)
(Decrease)/increase in creditors	(8,392)	36,476
Increase/(decrease) in deferred income	220,070	(62,211)
<b>Cash generated from/(absorbed by) operations</b>	<b>218,384</b>	<b>(82,409)</b>

### 20 Analysis of changes in net funds

	1 January 2021	Cash flows	31 December 2021
	€	€	€
Cash at bank and in hand	320,041	170,004	490,045

# TRIBLI COMPANY LIMITED BY GUARANTEE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2021

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### 21 Prior year adjustment

The comparative amounts in the statement of financial activities and balance sheet reflect a prior year adjustment in respect of the recognition of deferred income. The prior year adjustments impacts the financial statements as follows.

	As previously stated €	Effect of adjustment €	As restated €
Income (2019)	1,827,724	(45,677)	1,782,047
Deferred Income (31/12/2019)	85,000	45,677	130,677
Income and Expenditure Reserves (31/12/2019)	377,930	(45,677)	332,253

### 22 Approval of financial statements

The directors approved the financial statements on ....30/6/22....