



EXCHANGE HOUSE IRELAND
National Travellers Service

2018

Annual Review & Financial Statements





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Chairperson's Statement



I am pleased to present the Annual Report and Financial Statements of Exchange House Ireland National Travellers Service. In this report we seek to demonstrate the activities carried out by the organisation, its impacts and benefits and how it organises and funds its operations in line with the principles of good governance and transparency. The Directors present their annual report and audited financial statements for the year ended 31 December 2018. This report reflects the commitment of the Board to provide the best services to the members of the Traveller community we support at Exchange House Ireland.

Exchange House Ireland has a strong reputation for delivering high standard professional services. Our reputation is something we value highly as it enables us to build trust with our service users and to work with them to build high quality professional services. 2018 was an important year for Exchange House Ireland where we put in

place our new CEO and did the groundwork for our new Strategic Plan 2019 – 2022. This plan was created in collaboration with the Board, staff members, service users and partners. This work has allowed us as an organisation to look towards the future and focus on the key areas that will allow us to continuously improve and grow our service.

It is clear from the work we have undertaken this year that what defines Exchange House Ireland is its people - our service users, families, funders and our enthusiastic and professional staff group. Our work is focused on front line service delivery as well as working with partner services to help them to improve accessibility and equity for Travellers.

The Board monitors the activities of our services in terms of quality as well as financial reporting. I would like to take this opportunity to thank my fellow Board Members for their time, commitment and dedication to the good governance of Exchange House Ireland.

I would also like to thank our main funders without whom we would be unable to deliver the important and valuable work you can see reflected in our Annual Review.

A handwritten signature in black ink that reads "Carmel Terry". The script is cursive and elegant.

Carmel Terry

Chief Executive Officer's Review

2018 has been another great year for Exchange House Ireland. The staff team in all of our services have shown unwavering commitment to their roles. They have worked with motivation and enthusiasm to help members of the Traveller community to realise positive outcomes in their lives and the lives of their families. This report reflects the efforts of everyone in our service and the efforts of the individuals they have been working with.

In the second half of 2018 each of the services contributed to our new Strategic Plan which is to be launched in 2019. As a result of individual service workshops, one-to-one consultation and a whole organisation strategic planning day, Exchange House Ireland have created a blueprint for the next four years of our service. This will be a plan to build on all of the fantastic work that Exchange House Ireland has built its reputation on over the years.

As part of our mission we work as Travellers and non-Travellers, side-by-side, to reflect the Ireland that we want to see in the future. We want to see an Ireland where Travellers are fully valued and receive the equitable treatment, which is their right, without barriers and exclusions.

As the CEO of Exchange House Ireland I am filled with an enormous sense of pride. I have reflected on the excellent work that has taken place with Traveller young people by our Children and Young People's Service, helping them to have a voice and to value their cultural heritage. I have been constantly impressed by the work of our Education and Training Service with our learners progressing on into further education and employment. I have seen the amazing differences our Family



Support and Crisis intervention Service have made to people facing multiple social hardships in an environment where access to housing has become consistently more difficult. I have observed the lifelines of hope that are being created by our National Traveller Mental Health Service in a world where viewpoints are hardening and multiple factors are putting ever increasing pressure on people's lives.

We are aware at Exchange House Ireland that there are many challenges to face over the coming years in the work that we do. We are proud and confident that we are an organisation that can and will meet those challenges.

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

Kevin Burn

Directors' Report

Objectives and Activities

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

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

Vision

Exchange House Ireland is a provider of Traveller specific frontline services of excellence in an Ireland where the distinct ethnicity, identity and experience of Travellers is acknowledged, celebrated and respected.

Mission

To provide a range of Traveller specific frontline services and supports to, with and for individuals, families and communities and enhance choices with care and integrity

Core Principles

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

- Professionalism

- Equality
- Diversity
- Excellence

We have four main areas of activity:

The Children and Young Peoples' Service

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

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

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

Exchange House Ireland Youth Service runs the following of programmes:

- After-Schools Programme in Labre Park, Ballyfermot
- After-Schools Programme in St. Oliver's Park/Bridgeview, Clondalkin
- Back-up Youth Support Programme
- Comhairle na nÓg / Dáil na nÓg

- Children's Equality Commission Advisory Group
- Gaisce Awards
- Detached Youth Work
- Personal Development Programmes
- Healthy Lifestyle Choices Programmes
- Inter-Site Youth Co-operation
- Cyber Safety Workshops
- On-Site Youth Services
- Outreach Services
- Stay-In-School Programme

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

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

Currently we work with nearly 500 young people in our catchment area providing integrated recreational, educational and developmental programmes.

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

The Education and Training Service

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

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

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

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

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

Services include:

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

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

The Family Support and Crisis Intervention Service

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

The services provided are:

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

Using the following models:

- Crisis intervention
- Solution focused
- Group work

- Holistic multi-disciplinary approach
- Motivational interviewing
- Cognitive Behavioural approach
- Harm reduction
- Psychodynamic approach
- Integrative approach
- Relational approach

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

The National Traveller Mental Health Service

There are two main areas of this service – Suicide Prevention & Mental Health Promotion, and Direct Mental Health Support.

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

The direct mental health support aspect of the service aims to reduce the stigma around mental health and suicide in the Traveller community. It was developed to support individualised recovery plans/programmes with Travellers experiencing mental health issues. The service has developed a culturally appropriate recovery model using a

community development approach. We will address inequalities by working with Travellers and service providers to deepen their understanding, improve referral pathways and aid recovery.

The benefits:

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

How we do it:

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

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



Amy

Amy is 15 years old and comes from a family of eight. She is the youngest in her family. Her parents are separated. Her mother is bringing up the eight children on her own, is unemployed, and finds it very hard to make ends meet.

Amy left the school system early to go to Youthreach. Her mother thought this would be a good idea for her, as the school programme did not suit her. Amy spent a lot of time alone and had some difficulty expressing herself and struggled with social skills. She found it hard to mix with girls of her own age and was extremely shy.

Exchange House Ireland Children and Young Peoples' Service encouraged Amy to get involved in programmes that we run with Young Women's groups. We discussed various options with her about accessing our services, other services and amenities local to her. We involved her in some of our programmes, where she mixes with groups of girls her own age and gets involved in activities as part of a group. She also comes on regular off-site outings with our service. She is now fully engaged with our service in our group programmes.

Amy's self-esteem has improved greatly. She now regularly meets up with friends from the site she live on, and together they are involved in a group programme we hold weekly, of which Amy has become a trusted helper. She has expressed an interest in becoming involved in a national project, which is due to take place in the very near future. She regularly attends programmes run by our Children and Young Peoples' Service and is eager to learn new skills in self-development and leadership. She very much enjoys helping younger members of the group and had become a good role-model for them.

*“...Amy's self-esteem
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and is eager to learn new skills in
self-development and leadership...”*

Achievement and Performance

The Children and Young Peoples' Service

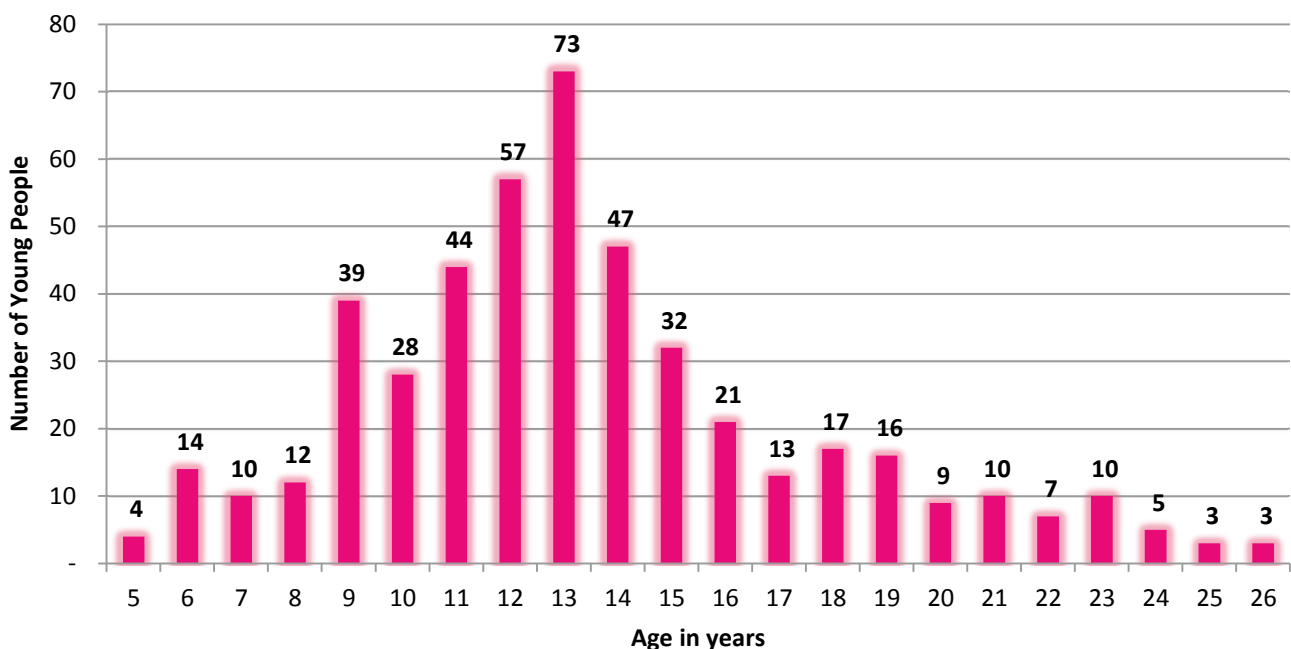
Just over 470 young people accessed the services of the Children and Young Peoples' Service in 2018. The majority of these young people connect with the weekly on-site and off-site core youth programmes; approximately 35 young people attend the AfterSchool Programmes in Labre Park, Ballyfermot and St. Oliver's Park, Clondalkin; 32 young people engage with the highly successful Stay-in-Schools programmes; and 120 young people of all ages are catered for during the Service's Summer Programmes. The service also developed, in conjunction with our National Traveller Mental Health Service, activity based mental health group programmes with over 80 young men.

Figure 1 shows the breakdown of those engaging with the Children and Young Peoples' Service

The various programmes the Service runs often produces some very positive responses and outcomes, some examples include:

- Engagement in assisting and planning activities by young people

Figure 1:
Graph detailing the number of Young People engaging with the Service by their age in years



- Positive changes in attitudes towards school, along with better behaviour and appearance
- The, much in demand, Stay-in-School programmes, run in conjunction with, now, 4 schools – De la Salle, Ballyfermot; Coláiste Bríde, Clondalkin; Moyle Park College, Clondalkin, and St. Kevin's, Clondalkin – continues to see great results with 100% of participants staying in school, increased attendance, completion of homework and improvement in behaviour.
- The two AfterSchool programmes, running at full capacity with waiting lists, continued to promote continuing education for all the young Travellers who attend the programmes.

Some activity highlights of the service are:

- 4 young Travellers were elected to Comhairle na nÓg.
- The Summer Projects, held over 6 weeks of the summer, attracted 120 young people.
- Further developing a number of Men's groups, in conjunction with the National Traveller Mental Health Service and the Addiction Service, to promote good mental health and well-being and raising awareness in the area of addiction. The groups also bring men from different sites together.
- Our Stay-in-School programme continued to be a great success with 4 schools availing of

the service. The programme runs at full capacity and continues to prove great success.

- Trips to the Cavan Centre continued to be a success in 2018. These trips are organised to accommodate specifically targeted young people who it is deemed, for various reasons such as family background, issues at home etc., that such a trip would be very beneficial. This year we brought young people from different sites and mixed them at these trips adding an extra dimension. The activities at the centre are all focused on personal development and team working.

The Education and Training Service

The Education and Training Service continued to provide core services via the Department of Social Protection Community Employment Scheme (CE Scheme) and the SOLAS/City of Dublin Education and Training Board Local Training Initiative (LTI Programme).

- The LTI Programme had 12 learners in 2018. The programme offers full-time education, at QQI level 4, to 16-23 year olds for progression pathways to employment. The learners completed 9 modules, with 2 major awards and 61 minor awards. Two people progressed into full-time employment and three people went into further education.
- The CE Scheme had 25 participants in 2018. The scheme provided work experience and QQI Levels 3 to 5 training modules to those participants in Community Development. Many participants are also developing their work related skills and entering full-time employment.
- Again 2018 saw a large number of people (260) contacting our service for support, advice and further referral regarding their educational needs.
- As well as our core activities the Service provides one-to-one Educational Support to individuals not part of the two above programmes. In 2018 over 52 people availed of this service. The needs of these individuals spanned from basic literacy support to primary degree assistance.

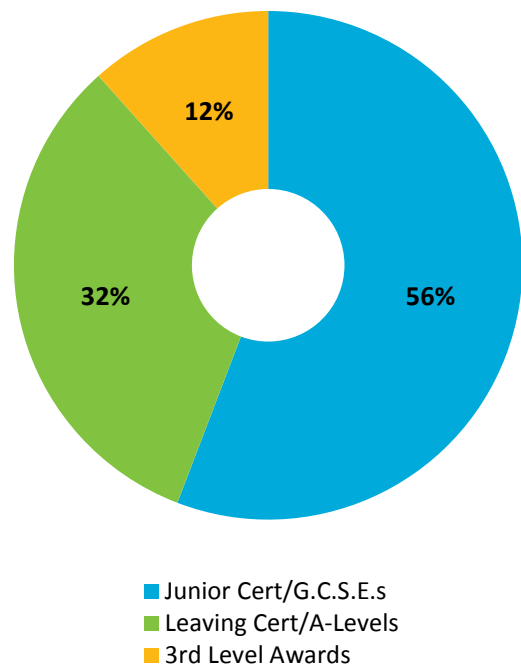
The Service's highlights in 2018 include:

- The Education and Training Service made a concerted effort in 2018 to link in with other

education services and representative bodies to ensure we maintain best practice and are providing up-to-date services for our staff and learners.

- The 2018 Exchange House Ireland National Educational Achievement Award (NEAA) was another success. Members of Traveller community, across the 32 counties of Ireland, were nominated for the award, ranging from ages 15 to 35, who completed second level and third level qualifications across all the QQI levels. Unfortunately, there was a "Level Orange" storm on the day of the awards and many nominated recipients were unable to attend the award ceremony in Dublin City Council's Wood Quay venue. Recently graduated with her doctoral degree, Dr. Sindy Joyce presented the awards.

Figure 2:
Graph detailing the percentage of levels of education awarded at the NEAAs in 2018



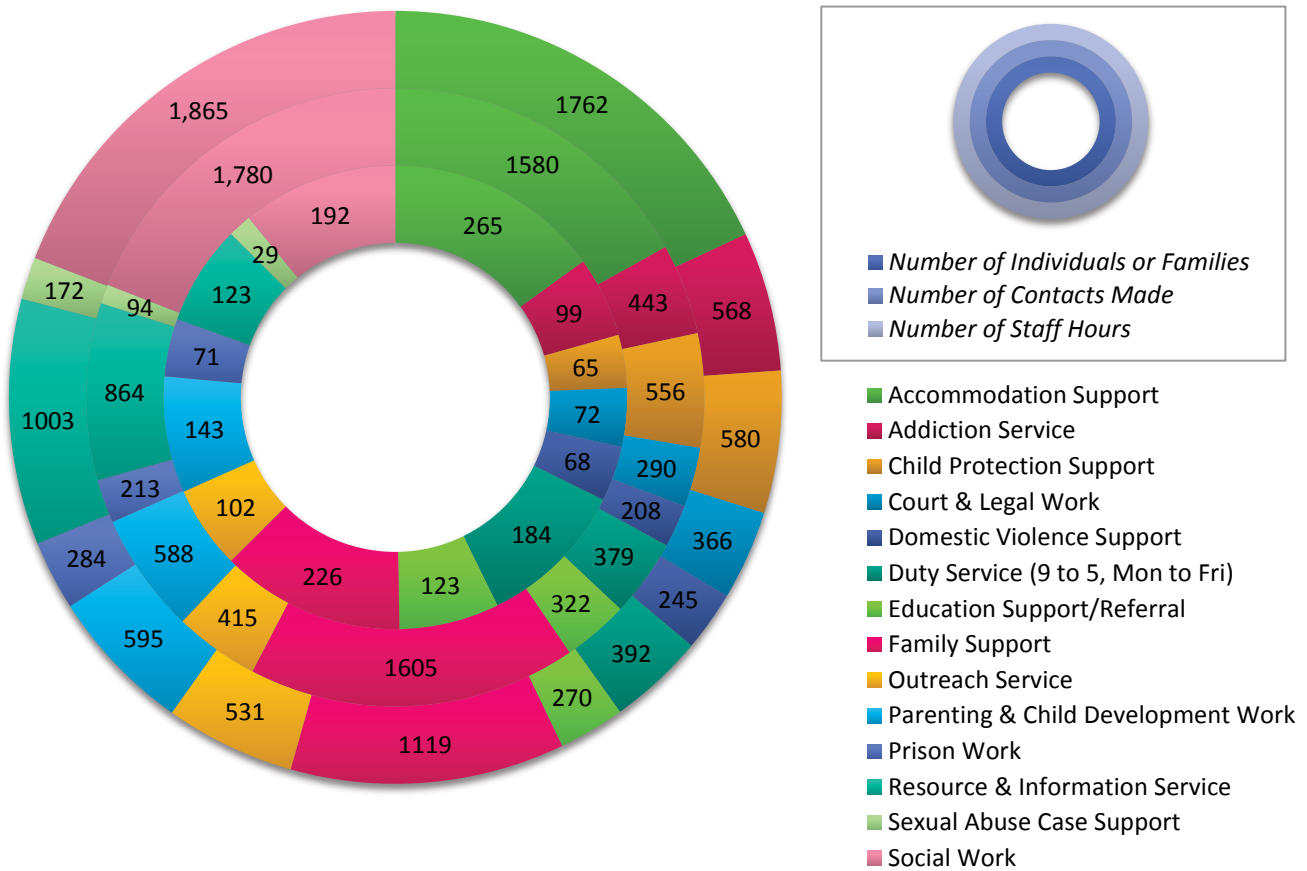
- The Service provided intercultural training with their programme "An Introduction to the Traveller Community" to various agencies and community groups, with 100 people attending across all programmes.
- Exchange House Ireland, through the Education and Training Service, continues the reengagement process with Quality and Qualifications Ireland (QQI).

The Family Support and Crisis Intervention Service

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

In 2018 the service worked with nearly 400 Traveller individuals and families, many of whom would avail of various areas of our service, equating to just over 9,750 staff hours (see Figure 3). The number of people presenting with accommodation continued to rise in 2018, along with an increase in requests for social and family support services.

Figure 3:
Detailing breakdown of numbers relating to the various services provided by the Family Support and Crisis Intervention Service



The Service and its Staff, as well as providing the cores services above, continued to develop personal and organisational skills, engaged in

relevant networking, developed new services, and enhanced current services.

Some highlights of the Services activities are listed below:

- Staff continue to support families and individuals to improve their living conditions and/or find accommodation.
- Our prison service has been further developed with the fostering of deeper relations with St. Stephen’s Trust and the Travellers in Prison Initiative.
- The Service, in conjunction with the Children and Young Peoples Service and the National Traveller Mental Health Service, developed a summer programme for a number of families over a three week period. This programme brought families together to experience fun family days out, while at the same time promoting good family practices and well-being
- Further connections with third level institutions and Social Work students were

developed in 2018, delivering cultural awareness programmes to TCD, UCD and Griffith College.

- Seminars were also delivered to other service providers and relevant bodies, such as TUSLA, Trinity Court, Irish & UK Mental Health Pharmacists Association and Crumlin Children's Hospital
- More clients were presenting seeking support with their personal or family physical health issues.

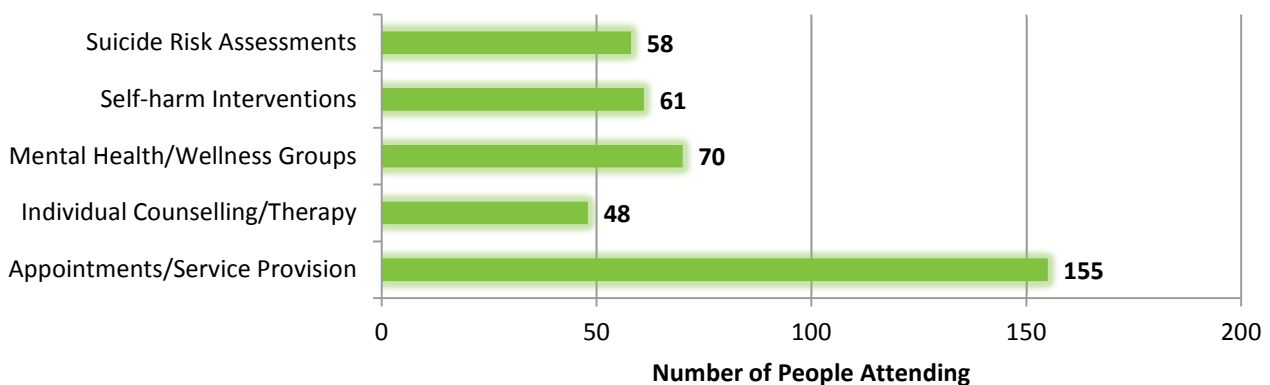
The National Traveller Mental Health Service

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

Here are some of the activities that the Service carried out in 2018 in this area:

The Service, as part of the National Traveller Mental Health Network, continued to listen to the voice of Travellers regarding mental health, highlight the issues, explore ways to address them, to advocate on the issues, share best practice and to develop and input into policy in the area.

Figure 4:
Outline of the services offered, the numbers who availed of these services and their demographics



- The Service strengthened relationships with other mental health and suicide prevention services to develop Traveller specific responses. These include: ARI (Advancing

Recovery Ireland), Mental Health Reform, Shine, Pieta House, SpunOut, BeLonG To, Suicide or Survive (SOS), Turn2Me, Women's Mental Health Forum and the Samaritans.

- The Service has always been at the forefront of raising awareness of and supporting LGBT+ Travellers within their community and continues to form part of the National Action Group for LGBT Travellers and Roma and hosts their quarterly meetings.
- The Service provided a national outreach service designed to build capacity and improve mental health for Travellers outside of the greater Dublin region.
- Specific mental health and well-being programmes, along with suicide prevention programmes, have been developed local Traveller organisations, including: Meath Travellers Group, Southside Travellers Action Group, Limerick Traveller Health Unit, Kerry Travellers, Sligo Travellers, Galway Travellers, Laois Travellers, Waterford Travellers and Finglas Traveller Action Group.
- As well as proving programmes to local Traveller organisations, the Service is invested in a number of local and national Traveller mental health forums, including: the Dublin City Council Social Inclusion for Travellers Group, the Limerick Traveller Health Unit committee, the Meath Travellers Health committee and the Youth at Risk Network
- The Service took a place at the "Connecting for Life" Oversight Group, assisting the in reviewing the progress of the many goals and

preparing for future national plans in mental health and suicide prevention.

- Exchange House Ireland became a key participant in the Best Practice Guidance

Programme for organisations operating in the areas of suicide prevention, and as part of that engages in quality improvement through participation with the GAIT (Guidance Assessment Improvement Tool)

- The National Traveller Mental Health Service also provided two SafeTALK training programmes, one in Dublin, one in Sligo, for service providers to the Traveller community.
- Two Mental Health First Aid training courses were delivered in 2018.
- We were invited to present at the Maternal Mental Health Conference at St. Patrick's Hospital.

In total over 392 Travellers availed of the various services provided by the National Traveller Mental Health Service in Ireland in 2018.

Those presenting were between the ages of 24 and 59. Areas where individuals were presenting with were: trauma, childhood sexual abuse, institutional abuse, domestic violence, suicidality, self-harm and grief/loss/bereavement.

Our response services to those presenting included: direct Mental Health support, either through one-to-one support, family support, and/or group therapy, amongst others. (See Figure 4)

EU Projects and other Exchange House Ireland Highlights in 2018

Exchange House Ireland (EHI) has been working in partnerships with many organisations across Europe in projects of mutual benefit to our services and the Traveller community in Ireland. In 2018 the organisation was involved in five projects; see Figure 5 (page 17) for details.

In March, Exchange House Ireland had the joy of being a partner in organising and hosting the celebration of Traveller Ethnicity in Kilmainham Hospital along with the Irish Traveller Movement, the National Traveller Women's Forum, Pavee Point, Involve, the Parish of the Travelling People, Minceirs Whiden, National Traveller MABS, with the support of the Department of Justice and Equality.

A major highlight in our calendar this year was our Open Day to celebrate Culture and Identity as

part of National Traveller Pride Week. There was story-telling, exhibitions, music, and a host of interesting stalls and stands, plus plenty of activities for young people in attendance. The event, held in June, was attended by over 150 people from our service users, funders, service partners, and the local workplace and residential community. This second open day was a great success with all attending leaving with a great sense of pride.

Exchange House Ireland also welcomed a new Chief Executive Officer, Kevin Burn. Kevin started employment with us as a Social Worker, becoming the Service Manager before taking up the role of CEO.

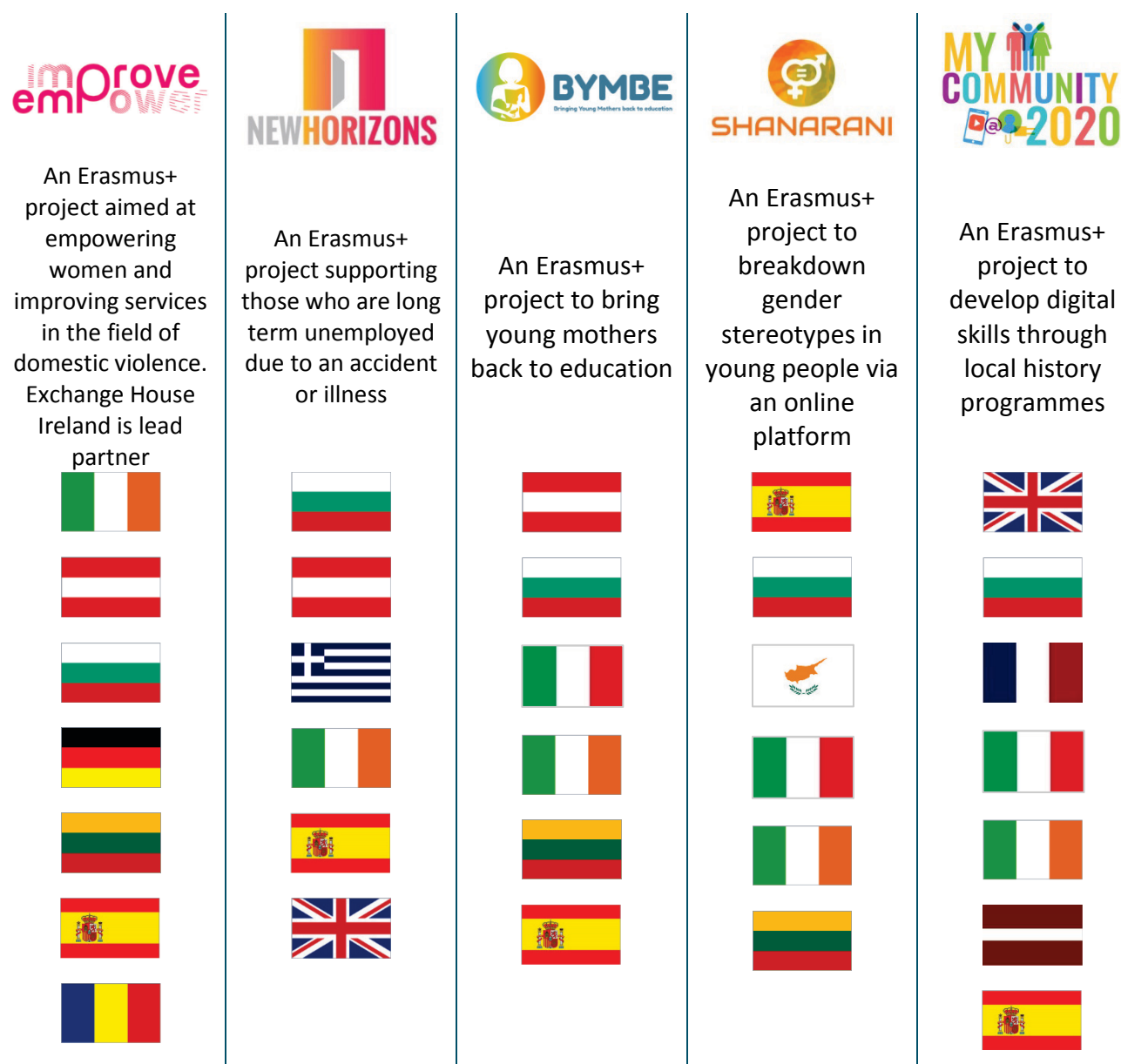
A further highlight for Exchange House Ireland was the hosting of the EMPROVE Project Domestic Violence conference in September. The conference was emceed by the wonderful Emma Murphy and with a special presentation by the amazing Norah Casey. All of our partners in the project made presentations to a gathering of nearly 100 guests (from Ireland and other European countries). The conference was an terrific success and has already developed new relationships with service providers giving best responses to victims of Domestic Violence.

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

- *AONTAS AGM*
- *Carrickmines Steering Group*
- *The Community Education Network AGM*
- *Community Foundation of Ireland – Behaviour and Attitudes Research Committee “Traveller Community National Survey (2017)”*
- *Contextual Conceptual Therapy (CCT) Conference, Seattle, USA*
- *Connection for Life Oversight Group*
- *Department of Justice and Equality launch “Care and Justice: Children and Young People in Care in Contact with the Criminal Justice System”*
- *Dublin City Council Social Inclusion*
- *The Intreo Careers Fair: Presented information*
- *The Irish National Organisation of the Unemployed AGM*
- *The Irish Traveller Movement AGM*

- The LGBT and Traveller & Roma National Action Group
- National Traveller Ethnicity Celebration Committee
- National Traveller Mental Health Network
- National Traveller Pride Steering Committee
- The National Traveller Women’s Forum Conference
- Traveller Counselling Service National Conference
- Traveller Men’s Health Day
- Travellers in Prisons Initiative
- TUSLA Domestic Violence Conference
- Youth at Risk Network

Figure 5:
 Infographic outlining the projects Exchange House Ireland were involved in 2018, with a description of the project objectives and the countries the partner organisations come from.



Michael

Michael came to Exchange House Ireland's Education and Training Service enquiring about what educational opportunities may be available to him. Michael was really unsure of what he wanted to do having had completed his junior certificate. In collaboration with our service team, we suggested that an appropriate course, for Michael, would be to complete the QQI level 4 "Pathway to Employment" programme in Exchange House Ireland's Local Training Initiative (LTI).

The "Pathway to Employment" programme would give Michael the equivalent of a leaving certificate and would give him a taste of different modules that would, hopefully, broaden his experiences, build on his personal strengths and capacities, and provide him with the tools to build his confidence in order to engage in further education, training or employment.

During 2018 Michael completed 9 level four modules. He worked extremely hard to achieve these results, taking into account his previous education levels. Michael's attendance was excellent and he participated in all aspects of the programme to a high standard. Michael felt a great sense of achievement having attained a full QQI level 4 Award upon on completing the programme.

Since completing the programme Michael has contacted us looking for a reference for a job he had applied for in an electricity supply company, which, we are delighted to say, he was successful in getting and is currently still employed as a sales representative with them. Michael attributes his success to the support he received and results he achieved in Exchange House Ireland's Education and Training Service.

"...Michael attributes his success to the support he received and results he achieved in Exchange House Ireland's Education and Training Service..."



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. And although our current Strategic Plan came to an end in 2017, we plan to build on the achievements of the plan, and work towards a new plan of 2019-2022

Strategic Priorities

- To continue to provide first class, best-practice services to the Traveller community in Ireland
- To build and enhance the national and international remit of Exchange House Ireland and its core services at local, regional, national and European levels.
- To actively engage in research, development and policy processes that enhance opportunities for the experiences of our client group inform Traveller specific and intersectional learning, policy and service delivery.

Organisational Priorities and Plans

- To ensure excellence in governance and management are maintained and enhanced
- To ensure excellence in financial management and reporting in accordance with the wishes of funders and the conventions set out by the Charity Regulatory Authority
- To ensure all aspects of the organisation comply with risk management procedures
- To ensure that Exchange House Ireland continues to be a safe and supportive work environment for staff at all levels of the organisation

The Children and Young Peoples' Service Priorities and Plans

- To continue to deliver positive recreational, social, leadership and educational services to Traveller young people in the Greater Dublin Area
- To enhance opportunities for Traveller children to achieve at school in the Greater Dublin Area.
- To enhance opportunities for Traveller young people to minimise risk and take an active

role in their communities in the Greater Dublin Area

- To provide more sessions on drug and alcohol awareness, mental health awareness, and healthy eating
- Expand the Stay-in-School programme to include more schools
- Make more connections with local youth services for Traveller young people to access and engage with
- Ensure support for the young people, especially boys, participating in Comhairle na nÓg and the Children's Equality Commission Advisory Group
- To develop more mental health and well-being programmes for young men
- To further engage young people in addiction awareness programmes
- To encourage young people, through inter-site mixing, to face their fears and take part in activities outside of their comfort zones.

The Education and Training Service Priorities

- Continue to maintain and manage our Traveller specific, Quality Qualifications Ireland (QQI) accredited education and training centre
- To provide industry standard employment specific training modules
- To celebrate Traveller educational achievement, especially through the Exchange House Ireland National Educational Achievement Award (NEAA) and to increase the profile of the NEAAs.
- To continue to provide and enhance first and second chance education opportunities to members of the Traveller community
- To promote access to further education, training and employment within the Traveller community
- To design and develop a database that will capture the diverse needs and requests generated by self-referrals for education and training supports
- To develop and build upon relationship with other educational bodies for progression for Learners and Participants

The Family Support and Crisis Intervention Service Priorities and Plans

- To continue to facilitate access to social work and family support services at times of crisis to Traveller individuals and their families in homes, communities and prisons
- To provide a range of counselling, addiction, therapeutic and training services to clients from the Traveller community and partner organisations
- To work with families to create safe environments free from domestic violence
- To Review and enhance work policies, e.g. child protection, lone working, outreach, etc.
- To Continue links with partner agencies, especially Tusla, the Rape Crisis Centre, Barnardos, Local Authorities, and An Garda Síochána
- To Strengthen links with housing and homeless agencies and charities across the country
- To continue to support clients with housing needs and advocate for services and improvements in living conditions
- To explore further relations with the Irish Prison Service and the Irish Probation Service to offer Travellers a more holistic and Traveller specific service
- To develop more addiction services for men in prison
- To further provide training on Traveller culture and other information sessions to relevant agencies, in conjunction with the Education and Training Service
- To attend relevant conferences, seminars, groups and talks for staff development and improving service provision
- To maintain an up-to-date child protection policy for the organisation
- To deepen links between other Exchange House Ireland services
- To offer more cultural awareness training, in conjunction with the Education and Training Service to core agencies, giving opportunities to promote our services
- To maintain and deepen links with UCD's, Trinity College's and NUI Galway's Social Work Departments

The National Traveller Mental Health Service Priorities

- To work with partners to develop the National Traveller Mental Health Network, including the roll out of a national survey and identifying key priorities with regard to Traveller mental health
- To deliver creative and positive activities to raise awareness of and prevent suicide and mental health within the Traveller community
- Continue to build community, family and individual resilience around mental health, suicide and self-harm prevention
- To build upon the developments in increasing awareness about LGBT issues within the Traveller community
- To roll out the Traveller specific #LittleThings campaign across Ireland
- To develop and deliver targeted training and awareness programmes to Traveller men and women
- To have free Cognitive Behaviour Therapy in partnership with St. Patrick's Mental Health Services continue into 2019
- To develop a coordinated team of trauma informed responders who can be activated in crisis situations
- To host the second National Traveller Mental Health Conference, intending it to be larger and more successful than in 2017
- Have more local awareness building events
- To deepen relationship with other local and national suicide prevention and mental health awareness building organisations, and offer them culturally specific response mechanisms; such as: ARI, Mental Health Reform, SpunOut, BeLonG To, Suicide or Survive, Turn2Me, Women's Mental Health Forum and the Samaritans
- To continue to organise and run Traveller Men's group to increase awareness of their mental health and prevent suicide within the community through meetings, events, trips and sporting activities

Structure, Governance and Management

Governing Document

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

Organisational Structure

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

There are 3 sub-committees of the Board:

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

Directors and Secretary

- Carmel Terry *Chairperson*
- Emamoke Idowu *Treasurer* (joined Feb 18)
- Jason Denman (joined Feb 18)
- Clíodhna Ferris (joined Feb 18)
- John Hanley (resigned Jul 18)
- Bernard Joyce
- Patrick McCormack (resigned Sep 18)
- Michael O'Grady (resigned Jun 18)
- Roseanne Power
- Erika Ruigrok (joined Feb 18)
- John Wills (joined Feb 18)

- Simon Finnegan *Company Secretary* (non- director)

Executive Management Team

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

- Family Support and Crisis Intervention Service
Team Lead
Sarah Murray
- National Traveller Mental Health Service
Team Lead
Allyson Coogan
- Finance Manager
Simon Finnegan

Governance

The Board of Management uphold the virtues of best practice and transparency in all areas of the organisation. To ensure these virtues remain at the forefront of governance within the organisation the Board embarked upon the Governance Code for Charities, developed by The Wheel, and approved by the Charities Regulator. This process has been superseded by the Charities Regulator's own governance code. The Governance and Risk Management Sub-Committee began work on this new governance code and hope to have it completed by the third quarter of 2019

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

The Board believe that they have complied with the requirements of the Companies Act, 2014 with regard to accounting records by employing personnel with appropriate expertise and by providing adequate resources to the financial function. Accounts are prepared in accordance with the Companies Act, 2014 and, voluntarily in line with Charities SORP (Statement of Recommended Practice).

Based on the results for 2018, the year-end financial position and the approved 2019 budget, the Board believes that the organisation has adequate resources to continue in operational existence for the foreseeable future. However, ongoing funding levels from the organisation's various funders continue to be a concern and are constantly monitored.

Principal Risks and Uncertainties

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

Risk Management

The Board are conducting a review of the major risks to which the organisation is exposed and finalising a register, plus registers for each individual service department within the organisation. This organisation has engaged the services of a facilitator to develop the register to reflect our needs.

Health and Safety

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

Governance Code for Charities

As the Board progress through the process of implementing the Governance Code, as set out by the Charities Regulator, there are some areas where there is a shortfall or lack in desired comprehensive governance. As these areas are highlighted the Board and organisation have committed to introducing or enhancing practices to ensure full compliance with the Code.

Staff and Volunteer Vetting

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

place and other staff have received vetting training.

A fully trained Designated Child Protection Liaison Officer is in place. All staff have received Child Protection Training. Exchange House Ireland's Child Protection Policy undergoes regular reviewing to ensure it is as up-to-date as possible. In 2018 we published our Child Protection Safeguarding Statement.

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 2018, the reserve level as shown in the balance sheet came to €283,080 so the level of reserves are short of those required at the start of 2019, 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 2019.

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 2018 Exchange House Ireland raised a total of €1.75m, down c. €160k on 2017. The main reason for this difference on 2017 is due to a pre-finance lump sum for a European Project received in 2017. The majority of this income is from statutory bodies and small funding grants from various bodies; c. €13k comes from non-statutory fund raising and donations.

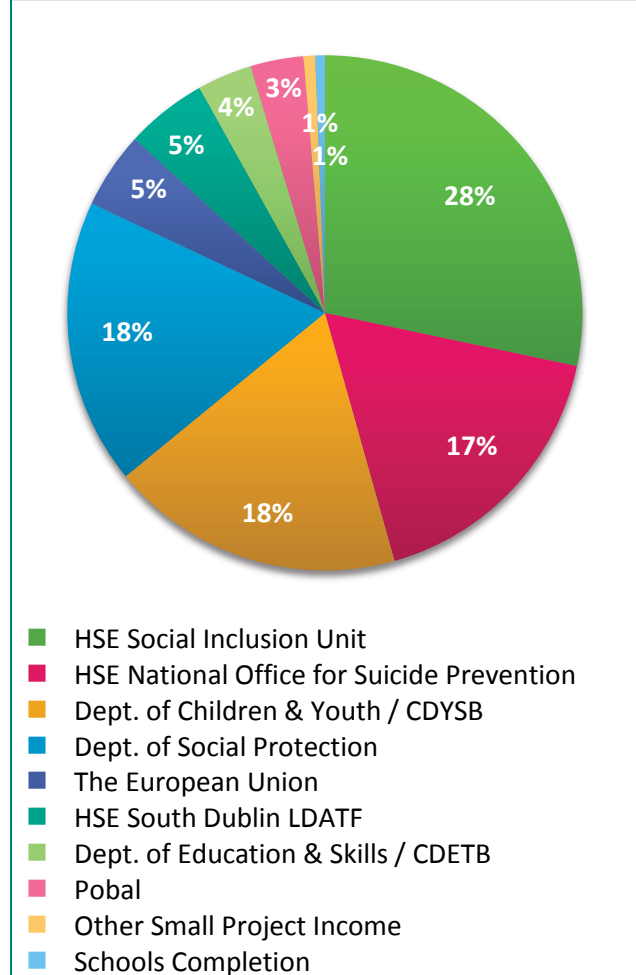
Exchange House Ireland experienced some reduction in funding from some sources and some small increases from other sources.

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

As a result of prudent management of our expenditure, 2017 was a positive year financially, which allowed us to continue to focus on the implementation of our strategic priorities for Traveller individuals and families.

Income

Figure 6:
Breakdown of income sources



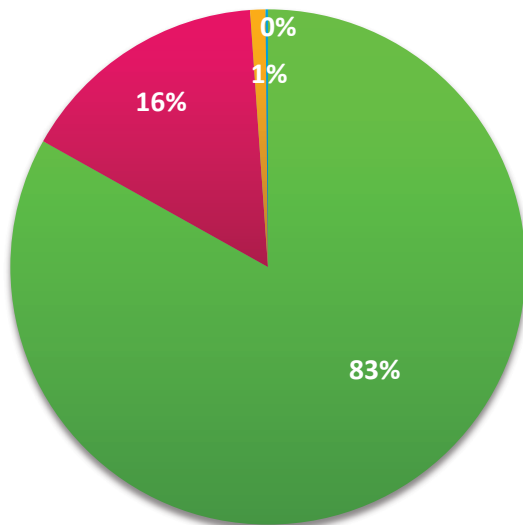
Accounting Records

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

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

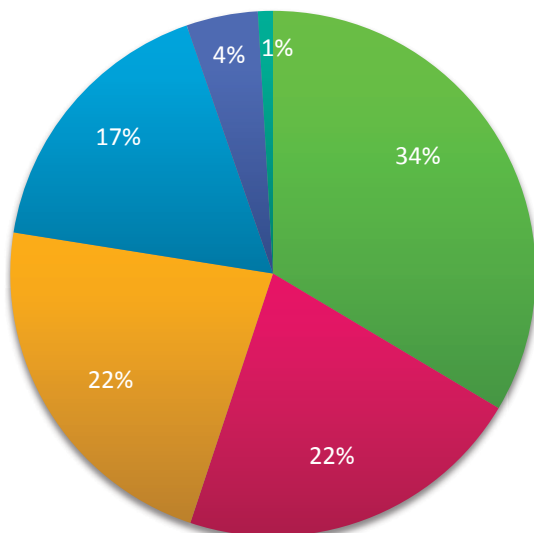
Expenditure

Figure 7:
Breakdown of Organisational Expenditure



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

Figure 8:
Breakdown of Expenditure by Service



- Family Support & Crisis Intervention Service
- Children & Young Peoples' Service
- Education & Training Service
- National Traveller Mental Health Service
- European Union
- Other Small Projects

Taxation Status

The company is a registered charity CHY12835.

Auditors

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

Statement of disclosure to auditor

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

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

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

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

Carmel Terry

Carmel Terry
Director
11th July 2019

Emamoke Idowu

Emamoke Idowu
Director



John

A few months ago Maggie contacted the Exchange House Ireland Children and Young Peoples' Service about her 15 year old son, John. She raised concerns that John was at serious risk of anti-social behaviour.

Maggie and her husband Martin, who is unable to work due to physical health problems, have a family of seven children. John is their eldest child and has dropped out of school. All their other children are still in school, but John feels that if he works with other family members he can contribute at home. John also he suffers with ADHD, which is hard on him and the family. Recently John has begun to spend a lot time hanging around with boys who are much older than him. His parents were very concerned.

Our Youth Workers met with John to find out what he wanted and if we could assist him in anyway. Since our first meeting he has become part of a specific programme we run with a group of boys, of his age group, which addresses issues around anti-social behaviour. We have had meetings with John and his parents, and some local agencies, to discuss options for John's future education and his involvement with our service. We are encouraging the John to mix with boys his own age and to become involved in projects in his own community.

We are engaging well with John and he has developed a good relationship with one of our Youth Workers who he trusts and can talk to. He has begun to get more involved in other local services too, as well as our service. He has expressed an interest in football and other sports. He does want to continue his education further but is anxious at being separated from his friends. We continue to work closely with John, his parents and appropriate agencies for him to continue his education and, always, to give him ongoing support.

“...He does want to continue his education further but if anxious at being separated from his friends...”

Directors' Responsibilities Statement

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

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

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

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

On behalf of the Board



Carmel Terry
Director
11th July 2109



Emamoke Idowu
Director

Auditor's Report

Independent Auditor's Report

Opinion

We have audited the financial statements of Tribli Company Limited by Guarantee (the 'company') for the year ended 31 December 2018 set out on pages 31 to 43. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2018 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014

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

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

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report. We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of directors for the financial statements

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

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

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website

This description forms part of our auditor's report.

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



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

11th July 2019

Financial Statements

Income and Expenditure Account for the year ended 31st December 2018

	Notes	2018 Restricted Funds €	2018 Unrestricted Funds €	2018 Total Funds €	2017 Total Funds €
Incoming Resources					
Income	2	1,767,722	3,961	1,816,683	1,904,340
Investment Income			6	6	14
		<u>1,767,722</u>	<u>3,967</u>	<u>1,816,689</u>	<u>1,904,354</u>
Resources Expended					
Costs of Generating Funds		(2,508)	-	(2,508)	(10,182)
Charitable Activities		(1,393,893)	(2,710)	(1,396,603)	(1,547,107)
Management & Administration		(265,042)	67	(264,975)	(231,251)
Governance Costs		(16,189)	-	(16,189)	(6,267)
Total Resources Expended	3	<u>(1,677,632)</u>	<u>(2,643)</u>	<u>(1,680,275)</u>	<u>(1,794,807)</u>
Surplus/(deficit) for the year	13	90,090	1,324	91,414	109,547
Total comprehensive income for year		<u>90,090</u>	<u>1,324</u>	<u>91,414</u>	<u>109,547</u>



Carmel Terry
Director
11th July 2019



Emamoke Idowu
Director

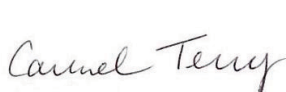
Financial Statements

Balance Sheet as at 31st December 2018

	Notes	2018 €	2017 €
Fixed Assets			
Tangible assets	6	<u>37,976</u>	<u>35,277</u>
Current Assets			
Debtors	8	77,640	72,611
Cash at bank and in hand		<u>387,859</u>	<u>323,575</u>
		465,499	396,186
Creditors: amounts falling due within one year	9	<u>(128,261)</u>	<u>(108,234)</u>
Net current assets		<u>337,238</u>	<u>287,952</u>
Total assets less current liabilities		<u>375,214</u>	<u>323,229</u>
Creditors: amounts falling due after more than one year		<u>(92,134)</u>	<u>(131,563)</u>
Net assets		<u>283,080</u>	<u>191,666</u>
Reserves			
Other reserves	11	66,247	66,247
Income and expenditure account	13	216,833	125,419
Members' funds		<u>283,080</u>	<u>191,666</u>

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

The financial statements were approved by the board of directors and authorised for issue on 11th July 2019 and are signed on its behalf by:



Carmel Terry
Director
11th July 2019



Emamoke Idowu
Director

Financial Statements

Statement of Changes in Equity for the year ended 31st December 2018

	Notes	Other reserves €	Income and expenditure account €	Total €
Balance at 1 January 2017		66,247	15,872	82,119
Year ended 31 December 2017:				
Surplus & total comprehensive income for the year		-	109,547	109,547
Balance at 31 December 2017		<u>66,247</u>	<u>125,419</u>	<u>191,666</u>
Year ended 31 December 2018				
Surplus & total comprehensive income for the year		-	91,414	91,414
Balance at 31 December 2018		<u>66,247</u>	<u>216,833</u>	<u>283,080</u>

A Reflection on the Irish Traveller Ethnicity Celebration by Chelsea Berhdolt

On Thursday, March 15th, 2018, a major celebration was held in the Royal Hospital Kilmainham to mark the first anniversary of the state's recognition of Traveller ethnicity. Travellers were acknowledged as an indigenous ethnic minority on March 1st of 2017, in a speech by former Taoiseach Enda Kenny, and it was the culmination of about three decades of advocacy for such recognition.

The all-day celebration marking this anniversary was organized by numerous Traveller organisations coming together with support from the Department of Justice and Equality. Open and free to all members of the public, the event displayed many different aspects of Traveller culture, including music, language, and craft traditions. There were several educational workshops and displays of historical photographs throughout the day, along with performances and speeches by children and prominent Traveller advocates and supporters. The emphasis of the day was very clearly one of celebration, and as an American student Social Worker being immersed in a smaller community within a foreign culture, it held an interesting level of excitement for me. I noticed the balance evident between showcasing Traveller crafts and contributions from their past while still highlighting their current talent and impact. There was a definite feeling of inclusion between the Traveller community and the wider settled community, and the joyous cultural aspects throughout the day made it both a learning opportunity and an enjoyable celebration.

I had the chance to listen to some extremely talented musicians, hear speeches from strong and charismatic advocates, watch a tinsmithing demonstration and overall learn a little more about all that the Traveller community has contributed to society. I had the pleasure of meeting President Michael Higgins, along with my colleagues at Exchange House Ireland, as he and his wife attended the celebration.

I enjoyed my experience at this celebration, and it has been the highlight of my placement thus far. My hope is that it will help lead toward shared equality of opportunity for the Traveller community and better understanding amongst the wider Irish community.

“...The emphasis of the day was clearly one of celebration...”



Financial Statements

Statement of Cash Flows *for the year ended 31st December 2018*

	Notes	2018 €	2017 €
Cash flows from operating activities			
Cash generated from operations	18	87,143	22,776
Investing activities			
Purchase of tangible fixed assets		(22,865)	(9,906)
Interest received		6	14
Net cash used in investing activities		(22,859)	(9,892)
Net cash used in financing activities		-	-
Net increase in cash and cash equivalents		64,284	12,884
Cash and cash equivalents at beginning of year		323,575	310.691
Cash and cash equivalents at end of year		<u>387,859</u>	<u>323,575</u>

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2018

1 Accounting policies Company information

Tribli Company Limited by Guarantee is a limited company domiciled and incorporated in Eire. The registered office is 61 Great Strand Street, Dublin 1, D01 WC97

1.1 Accounting convention

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

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

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

1.2 Going concern

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

1.3 Income and expenditure

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

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

1.4 Tangible fixed assets

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

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

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

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

1.5 Impairment of fixed assets

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

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

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

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

1.6 Cash and cash equivalents

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

1.7 Financial assets

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

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

Loans and receivables

Trade debtors, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost.

1.8 Taxation

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

1.9 Employee benefits

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

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

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

1.10 Retirement benefits

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

1.11 Leases

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

Financial Statements

Notes for the Financial Statements for the year ended 31st December 2018

2 Income / Service Charges

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

	2018 Restricted Funds €	2018 Unrestricted Funds €	2018 Total Funds €	2017 Total Funds €
HSE – Social Inclusion Unit	465,205	-	465,205	535,201
HSE – National Office for Suicide Prevention	312,367	-	312,367	340,000
HSE – South Dublin Inner City Local Drugs and Alcohol Task Force	92,036	-	92,036	92,036
Department of Children & Youth Affairs / City of Dublin Youth Service Board – SPY	270,122	-	270,122	267,722
Department of Children & Youth Affairs / City of Dublin Youth Service Board – YPFSP	61,713	-	61,713	59,339
Pobal – Community Childcare Subvention Funding	59,970	-	59,970	48,805
Department of Education & Skills / SOLAS / City of Dublin Education & Training Board	61,992	-	61,992	70,058
Department of Social Protection – Community Employment	322,826	-	322,826	317,432
Schools Completion Programme – Clondalkin	6,239	-	6,239	5,629
Schools Completion Programme – Ballyfermot	4,500	-	4,500	8,500
The European Union / The European Commission	86,814	-	86,814	142,240
Gifts and Donations	-	1,856	1,856	3,036
Other Income	50	2,105	2,155	395
The Ireland Funds – Gaisce Awards	1,297	-	1,297	4,220
NALA Fund	-	-	-	352
Community Foundation of Ireland	7,500	-	7,500	5,275
Department of Justice and Equality	2,854	-	2,854	3,000
Parish of the Travelling People	500	-	500	500
Dublin City Council	1,000	-	1,000	600
	1,767,722	3,961	1,771,683	1,904,340

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2018

3 Operating surplus / (deficit)

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

	2018 €	2017 €
Depreciation of tangible fixed assets	<u>20,166</u>	<u>18,369</u>

4 Employees

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

	2018 Number	2017 Number
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	2	2
Support Staff	24	26
Community Employment Employees	24	24
	<u>52</u>	<u>54</u>

	2018 Number	2017 Number
€0 - €10,000	10	12
€10,001 - €20,000	23	16
€20,001 - €30,000	3	6
€30,001 - €40,000	5	5
€40,001 - €50,000	7	14
€50,001 - €60,000	3	1
€60,001 - €70,000	1	0
	<u>52</u>	<u>54</u>

	2018 €	2017 €
Their aggregate remuneration comprised:		
Wages and Salaries	1,272,481	1,355,242
Social Security costs	106,873	114,796
Pension Costs	19,858	23,802
	<u>1,399,212</u>	<u>1,493,840</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2018

5 Taxation

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

6 Tangible fixed assets

	Fixtures, fittings & equipment	Computer equipment	Motor vehicles	Total
				€
Cost				
At 1 January 2018	302,530	13,852	61,449	377,831
Additions	22,862	-	-	22,865
At 31 December 2018	<u>325,395</u>	<u>13,852</u>	<u>61,449</u>	<u>400,696</u>
Depreciation and impairment				
At 1 January 2018	267,253	13,852	61,449	342,554
Depreciation charged in the year	20,166	-	-	20,166
At 31 December 2018	<u>287,419</u>	<u>13,852</u>	<u>61,449</u>	<u>362,720</u>
Carrying amount				
At 31 December 2018	<u>37,976</u>	<u>-</u>	<u>-</u>	<u>37,976</u>
At 31 December 2017	<u>35,277</u>	<u>-</u>	<u>-</u>	<u>35,277</u>

7 Financial instruments

	2018 €	2017 €
Carrying amount of financial assets		
Debit instruments measured at amortised cost	<u>442,202</u>	<u>385,723</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>83,622</u>	<u>65,213</u>

8 Debtors

	2018 €	2017 €
Amounts falling due within one year:		
Other debtors	54,343	62,148
Prepayments	23,297	10,463
	<u>77,640</u>	<u>72,611</u>

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2018

9 Creditors

	2018	2017
	€	€
Amounts falling due within one year:		
Trade creditors	32,413	12,414
Other taxation and social security	79,042	77,270
Other creditors	16,806	18,550
	<u>128,261</u>	<u>108,234</u>

10 Deferred income

	2018	2017
	€	€
Other deferred income	<u>92,134</u>	<u>131,563</u>

11 Other reserves

	€
At 1 January 2017	<u>66,247</u>
At 31 December 2017	<u>66,247</u>
At 31 December 2018	<u>66,247</u>

12 Members' Liability

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

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2018

13 Income and expenditure account

	2018 €	2017 €
At the beginning of the year	125,419	15,872
Surplus for the year	91,414	109,547
At the end of the year	<u>216,833</u>	<u>125,419</u>
Split of Reserves		
Restricted funds	215,967	103,267
Unrestricted funds	866	22,152
	<u>216,833</u>	<u>125,419</u>
Split of Reserves		
Family Support & Crisis Intervention	(53,049)	(64,554)
Children and Young Peoples' Service	708	596
NEAA	(2,905)	(2,339)
Community Foundation of Ireland	14,555	7,055
Travelling 2 Wellbeing	22,540	22,540
HSE Social Inclusion	82,668	77,462
HSE South Inner City Drugs & Alcohol Task Force	(40,877)	(42,289)
HSE National Office for Suicide Prevention	90,627	75,063
Connected Rainbow	695	695
Department of Children & Youth Affairs / CDYSB – SPY	-	(6)
Department of Children & Youth Affairs / CDYSB – YPF SF	-	(24,831)
School Completion Programme Clondalkin	816	(3)
Pobal – Dept. Children & Youth Affairs (CCS) Programme	30,251	12,726
Pobal – Dormant Accounts	1,654	1,654
The Ireland Funds – Gaisce Awards	96	-
Dept. of Employment and Social Protection – Community Employment	18,540	4,767
Dept. of Education and Skills/SOLAS/CDET B	16,805	12,018
Other	2,139	2,138
European Union/European Commission	54,179	42,726
	<u>216,833</u>	<u>125,419</u>

14 Security

AIB hold a letter of lien over deposits

15 Related party transactions

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

Financial Statements

Notes for the Financial Statements (cont.) for the year ended 31st December 2018

16 Control

The company is controlled by the board of directors

17 Non-audit services

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

18 Cash generated from operations

	2018 €	2017 €
Surplus for the year after tax	91,414	109,547
Adjustments for:		
Investment income	(6)	(14)
Depreciation and impairment of tangible fixed assets	20,166	18,369
Movements in working capital:		
(Increase) in debtors	(5,029)	(18,881)
Increase/(decrease) in creditors	20,027	(25,048)
(Decrease) in deferred income	(39,429)	(61,197)
Cash generate from operations	<u>87,143</u>	<u>22,776</u>

19 Approval of financial statements

The directors approved the financial statement on the 11th July 2019

Company Information

Name	Tribli Company Limited by Guarantee (CLG), trading as Exchange House Ireland National Travellers Service	
Registered address	61 Great Strand Street Dublin 1 D01 WC97	
Directors	Miriam Colum Jason Denman Clíodhna Ferris John Hanley Emamoke Hope Idowu Bernard Joyce Patrick McCormack Michael O'Grady Roseanne Power Fiona Prendergast Erika Ruigrok Carmel Terry John Wills	(appointed 11 th July 2019) (appointed 12 th February 2018) (appointed 12 th February 2018) (resigned 3 rd July 2018) (appointed 12 th February 2018) (resigned 5 th September 2018) (resigned 19 th June 2018) (appointed 31 st January 2019) (appointed 12 th February 2018) (appointed 12 th February 2018)
Secretary	Simon Finnegan (non-director)	
Company number	230850	
Revenue charity number	CHY12835	
Registered charity number	20038472	
Principal bankers	AIB Bank 7/12 Dame Street Dublin 2 D02 KX20	
Auditors	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors 28 Upper Fitzwilliam Street Dublin 2 D02 H683	
Insurance brokers	BHP Insurances Ltd. First Floor Unit 16A Fonthill Business Park Dublin 22 D22 F2P1	

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Exchange House Ireland National Travellers Service

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