



EXCHANGE HOUSE IRELAND

National Travellers Service



*Annual Report & Financial  
Statements 2015*

**Company Registration No. 230850 (Eire)**

**TRIBLI LIMITED  
T/A EXCHANGE HOUSE IRELAND NATIONAL TRAVELLERS SERVICE  
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2015**

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**COMPANY INFORMATION**

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<b>Directors</b>	John Hanley Roseanne Power Carmel Terry Carmel Mulcahy Se O'Connor Patrick McCormack Michael O'Grady
<b>Secretary</b>	John Hanley
<b>Company number</b>	230850
<b>Charity number</b>	CHY 12835 CRA 20038472
<b>Registered office</b>	61 Strand Street, Dublin 1. D02 H683
<b>Auditors</b>	Browne Murphy & Hughes Chartered & Certified Accountants & Registered Auditors, 28 Upper Fitzwilliam Street, Dublin 2.
<b>Business address</b>	61 Strand Street, Dublin 1.
<b>Bankers</b>	A.I.B. Bank, 7/12 Dame Street, Dublin 2.

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**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
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**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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The directors present their annual report and financial statements for the year ended 31 December 2015.

**OBJECTIVES AND ACTIVITIES**

The main objectives of Tribli Limited, 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 over 35 years' experience providing Traveller specific, professional, front-line family support, crisis intervention, education, training and children and young people's services in Ireland. This "best practice" model is funded by the Health Services Executive, Department of Social Protection, Department of Children and Youth Affairs, SOLAS, Pobal (Dormant Accounts Fund), the European Union and a variety of charitable trusts.

We hold the contract from the HSE National Office for Suicide Prevention to deliver the National Traveller Mental Health Service, Ireland's only Traveller specific mental health service, offering suicide prevention and one-to-one mental health support services.

We hold Quality Qualifications Ireland (QQI) accreditation, and are approved by FETAC to design, develop, deliver, quality assure and accredit education and training courses.

Annually, we work with over 8,000 Travellers, almost one quarter of the Traveller population in Ireland, making us the largest Traveller specific service provider in the country.

We have four main areas of activity:

**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
- Alcoholics Anonymous (AA)
- Domestic Violence Programme

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**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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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

**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 FETAC Quality Assured centre (under Quality and Qualifications Ireland (QQI)), we deliver FETAC (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
- Department of Social Protection Community Employment Scheme
- National Educational Achievement Award
- Adult Basic Education
- FETAC (QQI) certified courses, levels 1 to 5
- Third level support
- European Union Partnership Projects

**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 Youth 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 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
  - Gaisce Awards
  - Detached Youth Work
  - Educational Away Programmes
  - Exchange House Ireland Cultural & Diversity Soccer League
  - On-Site Youth Services
  - Outreach Services
  - Stay-In-School Programme
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**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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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)

Currently we work with in excess of 300 young people in our catchment area providing integrated recreational, educational and developmental programmes.

**The National Traveller Mental Health Service**

In 2012 Exchange House Ireland expanded its services to the Traveller community by introducing innovative mental health services.

The new services were the National Traveller Suicide Prevention Service [NTSPS] and Travelling to Wellbeing [T2WB]. NTSPS, through funding from the HSE National Office of Suicide Prevention, aims to reduce the levels of suicide within the Traveller community. T2WB, with funding from Genio, aims to reduce the stigma of mental health and suicide in the Traveller community.

At the end of 2015 these two services merged, with support and funding from the HSE National Office of Suicide Prevention, to become the National Traveller Mental Health Service.

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. NTSPS 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.

These services are offered in West Cork in partnership with West Cork Travellers and Offaly in partnership with Offaly Traveller Movement.

**ACHIEVEMENT AND PERFORMANCE**

Some of the highlights of 2015 are:

- A balloon launch in February, on the Millennium Bridge across the Liffey, to highlight mental health and suicide within the Traveller community
- The completion of the EU Programme – Sunia Geel 2 with an international conference, held in Dublin in February, outlining the successful project and its work in combatting domestic violence and supporting victims with the Irish Traveller community, Muslim Migrants, Sinti and Roma across Europe

**TRIBLI LIMITED**  
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**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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- In April, to celebrate five successful years of Alcoholics Anonymous (AA) meetings at Exchange House Ireland, we hosted an Open Meeting with speakers from AA and AI Anon
- Our Educational and Training Service Manager, Cathleen McDonagh Clark, presented a paper at the Educational Studies Association of Ireland's national conference in April
- A group of our young people attended "Fighting Words" in May. This is a day of creative writing workshops designed for young people
- Our Strategic Plan 2015 – 2017 was launched in June by Minister Katherine Lynch, TD (Minister of State for Primary Care, Mental Health and Disability)
- In June we held our annual Exchange House Ireland Learners Awards Day with learners gaining awards in Levels 1 through to 6 in such areas Communications, IT, Graphic Design, Mathematics, Business English and Administration
- During the summer months the Children and Young Peoples' Service held eight Summer Projects getting over 150 young Travellers involved
- In September five of our young people started the Gaisce Awards programme
- We had our annual National Traveller Educational Achievement Awards in October, in Dublin City Council's Wood Quay Venue. Awards for Junior Cert/G.C.S.E.s, Leaving Cert/A-Levels, and 3rd Level awards were issued to 28 people by Dublin Councillor Daithí Doolan and Minister Aodhán Ó Riordáin, TD (Minister of State for New Communities, Culture and Equality)
- October was also a devastating time for the Traveller community with the horrendous tragedy of the fire at the site on Glenamuck Road, Carrickmines. Exchange House Ireland provided immediate response to the needs of the families and individuals affected by the disaster. We continue to provide support, in the areas of family support and mental health, to the families and will continue to do so well into the foreseeable future
- In December, we successfully secured continuing funding for our mental health services with the support of the HSE National Office of Suicide Prevention and created the National Traveller Mental Health Service
- Over the year the NTSPS and T2WB held ASIST Training, SafeTalk training, Traveller Culture & Suicide Prevention programmes, Mental Health & Suicide Awareness training for Practitioners and World Suicide Day events in Dublin, Cork and Offaly
- At the end of the year, QQI successfully validated our first ever Major Level 5 training programme entitled "Community Development"

#### **PLANS FOR THE FUTURE**

Exchange House Ireland National Traveller Service plans to continue the work outlined above in the coming years, subject to satisfactory funding arrangements. We plan to work towards the achievement of the objectives set out in our Strategic Plan 2015 – 2017

#### **Strategic Priorities**

- Build and enhance the national/ international remit of Exchange House Ireland and its core services at local, regional, national and European levels.
- Resource and establish – in partnership with local Traveller organisations, representative structures and funding agencies – regional, Traveller specific, crisis intervention hubs.
- 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**

- Excellence in governance and management.
- Excellence in financial management and reporting.
- Exchange House Ireland is a safe and supportive work environment for staff at all levels of the organisation

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**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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**The Family Support and Crisis Intervention Service Priorities**

- Facilitate access to social work and family support services at times of crisis to Traveller individuals and their families in homes, communities and prisons.
- Provide a range of counselling, addiction, therapeutic and training services to clients from the Traveller community and partner organisations.
- Work with families to create safe environments free from domestic violence.

**The Children and Young Peoples' Service Priorities**

- Deliver positive recreational, social, leadership and educational services to Traveller young people in the Greater Dublin Area.
- Enhance opportunities for Traveller children to achieve at school in the Greater Dublin Area.
- Enhance opportunities for Traveller young people to minimise risk and take an active role in their communities in the Greater Dublin Area.

**The Education and Training Service Priorities**

- Maintain and manage the only, Traveller specific, Quality Qualifications Ireland accredited education and training centre in Ireland.
- Celebrate Traveller educational achievement.
- Provide first and second chance education opportunities to members of the Traveller community.
- Promote access to further education, training and employment within the Traveller community

**The National Traveller Mental Health Service Priorities**

- Deliver creative and positive activities to raise awareness of and prevent suicide within the Traveller community.
- Build community, family and individual resilience around mental health, suicide and self-harm.
- Deliver free Cognitive Behaviour Therapy in partnership with St. Patrick's Mental Health Services
- Host a national Traveller Mental Health Learning Conference

**PRINCIPAL RISKS AND UNCERTAINTIES**

The principal risk facing the organisation in the coming year is the level of funding we will receive from our various funders. Since the economic downturn we have experienced many challenges in our funding levels which have caused us to rely on our reserves to continue our high level and quality of services. As these reserves deplete so too does our ability to provide our full range of services.

**Risk Management**

The Directors are conducting a review of the major risks to which the organisation is exposed and with finalising a register in 2016.

**Health and Safety**

Procedures are in place to ensure the health and safety of staff and visitors

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing Document**

Tribli Limited, 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. In the event of the organisation being wound up, members are required to contribute an amount not exceeding €1 per member of the organisation. Our goals and approaches are guided by our charitable objectives as laid out in these documents.

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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**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 five sub-committees of the Board:

- Finance and Audit
- Staff and Human Resources
- EU, Research and Policy
- Governance Code
- Risk Management

The Chief Executive Officer (CEO) is responsible to the board and carries out their executive orders.

The CEO has a management team of five managers: the Family Support and Crisis Intervention Service Manager, the Education and Training Service Manager, the Children and Young Peoples' Service Manager, the National Traveller Mental Health Service Manager, and the Finance Manager.

**Reserve level statement**

The Board of Tribli Ltd 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 (which comes to approx €138,000 at the statutory minimum level)

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 €263,000, i.e. 2 months annual current core operational expenditure.

Therefore, the total sum of reserves required on an on-going basis should be in the order of €401,000.

At the end of 2015, the reserve level as shown in the balance sheet on page 6 came to €55,118 so the level of reserves are short of those required at the start of 2016, should the need arise to wind up the company.

This is below the minimum level of what we ideally would like to keep in our reserves, therefore this policy will be reviewed again in line with the development of a budget for the organisation in 2016.

**Directors and secretary**

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

- John Hanley
- Roseanne Power
- Carmel Terry
- Carmel Mulcahy
- Se O'Connor
- Patrick McCormack
- Timothy Slattery
- Michael O'Grady

(Resigned 25 September 2015)

**Results and dividends**

The results for the year are set out on page 6.

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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**Supplier payment policy**

The directors acknowledge their responsibility for ensuring compliance, in all material respects, with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. Procedures have been implemented to identify the dates upon which invoices fall due for payment and to ensure that payments are made by such dates. Such procedures provide reasonable assurance against material non-compliance with the Regulations. The payment policy during the year under review was to comply with the requirements of the Regulations.

**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.

**Taxation status**

The company is a registered charity CHY12835.

**Auditors**

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

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DIRECTORS' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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**Statement of directors' responsibilities**

The directors are responsible for preparing the Annual 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.

**Statement of disclosure to auditors**

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 auditors are 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 auditors are 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.

By order of the board

John Hanley  
**Secretary**  
31 March 2016

Carmel Terry  
**Director**

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**INDEPENDENT AUDITOR'S REPORT**  
**TO THE MEMBERS OF TRIBLI LIMITED**

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We have audited the financial statements of Tribli Limited for the year ended 31 December 2015 set out on pages 11 to 24. 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 issued by the Financial Reporting Council.

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.

**Respective responsibilities of directors and auditors**

As explained more fully in the Directors' Responsibilities Statement set out on , the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

**Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the assets, liabilities and financial position of the company as at 31 December 2015 and of its deficit for the year then ended; and
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and, in particular, the requirements of the Companies Act 2014.

**Matters on which we are required to report by the Companies Act 2014**

- 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.
- The financial statements are in agreement with the accounting records.
- In our opinion the information given in the Directors' Report is consistent with the financial statements.

**TRIBLI LIMITED  
(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE  
CAPITAL)  
INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF TRIBLI LIMITED**

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**Matters on which we are required to report by exception**

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.

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

31 March 2016

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

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
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**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

		2015 Restricted Funds	2015 Unrestricted Funds	2015 Total Funds	2014 Total Funds as restated
	Notes	€	€	€	€
<b>Incoming Resources</b>					
Income	2	631,209	1,210,353	1,841,562	1,941,785
Investment Income		-	58	58	128
		<u>631,209</u>	<u>1,210,411</u>	<u>1,841,620</u>	<u>1,941,913</u>
<b>Resources Expended</b>					
Costs of Generating Funds		(1,595)	(23,246)	(24,841)	(3,183)
Charitable activities		(641,440)	(914,875)	(1,556,315)	(1,857,436)
Management and administration costs		(20,534)	(291,098)	(311,632)	(159,376)
Governance costs		-	(29,928)	(29,928)	(4,124)
<b>Total Resources Expended</b>	<b>3</b>	<u>(663,569)</u>	<u>(1,259,147)</u>	<u>(1,922,716)</u>	<u>(2,024,119)</u>
<b>Deficit for the financial year</b>	<b>13</b>	<u>(32,360)</u>	<u>(48,736)</u>	<u>(81,096)</u>	<u>(82,206)</u>
<b>Total comprehensive income for the year</b>		<u><u>(32,360)</u></u>	<u><u>(48,736)</u></u>	<u><u>(81,096)</u></u>	<u><u>(82,206)</u></u>

John Hanley  
**Director**

Carmel Terry  
**Director**

**TRIBLI LIMITED**  
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**BALANCE SHEET**  
**AS AT 31 DECEMBER 2015**

	Notes	2015		2014 as restated	
		€	€	€	€
<b>Fixed assets</b>					
Tangible assets	5		33,962		35,035
<b>Current assets</b>					
Debtors	7	45,079		19,653	
Cash at bank and in hand		137,750		512,688	
		<u>182,829</u>		<u>532,341</u>	
<b>Creditors: amounts falling due within one year</b>	8	(114,722)		(122,795)	
Net current assets			68,107		409,546
<b>Total assets less current liabilities</b>			<u>102,069</u>		<u>444,581</u>
<b>Creditors: amounts falling due after more than one year</b>	9		(46,951)		(308,368)
<b>Net assets</b>			<u><u>55,118</u></u>		<u><u>136,213</u></u>
<b>Reserves</b>					
Other reserves	12		66,247		66,247
Income and expenditure account	13		(11,129)		69,966
<b>Members' funds</b>			<u><u>55,118</u></u>		<u><u>136,213</u></u>

The financial statements were approved by the board of directors and authorised for issue on 31 March 2016 and are signed on its behalf by:

John Hanley  
**Director**

Carmel Terry  
**Director**

**Company Registration No. 230850**

**TRIBLI LIMITED**  
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**CAPITAL)**  
**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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	Notes	Other reserves €	Profit and loss reserves €	Total €
<b>As restated for the period ended 31 December 2014:</b>				
<b>Balance at 1 January 2014</b>		66,247	152,173	218,420
<b>Period ended 31 December 2014:</b>				
Deficit and total comprehensive income for the year		-	(82,206)	(82,206)
<b>Balance at 31 December 2014</b>		66,247	69,966	136,213
<b>Period ended 31 December 2015:</b>				
Deficit and total comprehensive income for the year		-	(81,096)	(81,096)
<b>Balance at 31 December 2015</b>		66,247	(11,129)	55,118

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	Notes	2015		2014	
		€	€	€	€
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	17		(361,460)		(90,050)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(13,536)		(30,067)	
Interest received		58		128	
<b>Net cash used in investing activities</b>			(13,478)		(29,939)
<b>Net cash used in financing activities</b>			-		-
<b>Net decrease in cash and cash equivalents</b>			(374,938)		(119,989)
Cash and cash equivalents at beginning of year			512,688		632,677
<b>Cash and cash equivalents at end of year</b>			<u>137,750</u>		<u>512,688</u>

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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**1 Accounting policies**

**Company information**

Tribli Limited is a limited company domiciled and incorporated in Eire. The registered office is 61 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") and the requirements of the Companies Act 2014. The financial statements are also prepared to comply with "Accounting and Reporting by Charities" (Charities SCORP), the revised 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 on the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These financial statements for the year ended 31 December 2015 are the first financial statements of Tribli Limited prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1st January 2015. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

**1.2 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.

**1.3 Tangible fixed assets**

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

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

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

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the profit and loss account.

**1.4 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 LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

---

**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.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset (or cash-generating unit) is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

**1.5 Cash and cash equivalents**

Cash and cash equivalents 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.

**1.6 Financial assets**

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

***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 .

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

---

**1 Accounting policies**

**(Continued)**

***Impairment of financial assets***

Financial assets, other than those held at fair value through surplus and deficit, 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.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in surplus or deficit.

**1.7 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.

**1.8 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.

**1.9 Retirement benefits**

The pension costs charged in the financial statements represent the contributions payable by the company during the year in accordance with FRS17.

**1.10 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.

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

**2 Income/Service charges**

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

	<b>2015</b>	<b>2015</b>	<b>2015</b>	<b>2014</b>
	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>	<b>Total</b>
<b>Income</b>	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>	<b>Funds</b>
<i>HSE - Social Inclusion Unit</i>		510,200	510,200	510,198
<i>HSE - National Office for Suicide Prevention</i>		180,002	180,002	111,500
<i>HSE - South Dublin Local Drugs Task Force</i>	92,036		92,036	92,036
<i>CDYSB/Dept. of Children and Youth Affairs - SPY</i>		248,754	248,754	248,754
<i>CDYSB/Dept. of Children and Youth Affairs - YPFSF</i>		55,135	55,135	55,135
<i>Pobal</i>	31,622		31,622	36,628
<i>LTI Programme</i>	71,018		71,018	71,242
<i>Department of Social Protection</i>	299,196		299,196	266,353
<i>Schools Completion - Clondalkin</i>		6,097	6,097	6,503
<i>Schools Completion - Ballyfermot</i>		9,000	9,000	10,000
<i>Genio</i>		170,738	170,738	155,746
<i>EU Commission</i>	124,437		124,437	375,617
<i>Gifts and Donations</i>		127	127	385
<i>Other Income</i>	12,900	30,300	43,200	1,687
	<b>631,209</b>	<b>1,210,353</b>	<b>1,841,562</b>	<b>1,941,785</b>

**3 Operating deficit**

**2015**  
€

**2014**  
€

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

Fees payable to the company's auditors for the audit of the company's financial statements	4,839	4,839
Depreciation of tangible fixed assets	14,608	12,413
	<u>19,447</u>	<u>17,252</u>

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

**4 Employees**

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

	<b>2015</b>	<b>2014</b>
	<b>Number</b>	<b>Number</b>
Chief Executive Officer	1	1
Finance Manager	1	1
Department Managers	3	3
Support Staff	25	25
CE Employees	24	24
	<u>54</u>	<u>54</u>

	<b>2015</b>	<b>2014</b>
	<b>Number</b>	<b>Number</b>
€0 - €10,000	17	20
€10,001 - €20,000	12	10
€20,001 - €30,000	3	3
€30,001 - €40,000	5	12
€40,001 - €50,000	14	7
€50,001 - €60,000	2	1
€60,001 - €70,000	1	1
	<u>54</u>	<u>54</u>

Their aggregate remuneration comprised:

	<b>2015</b>	<b>2014</b>
	<b>€</b>	<b>€</b>
Wages and salaries	1,383,279	1,358,227
Social security costs	113,917	120,213
Pension costs	18,772	23,552
	<u>1,515,968</u>	<u>1,501,992</u>

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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<b>5</b>	<b>Tangible fixed assets</b>	<b>Plant and machinery etc</b>
	<i>Current financial year</i>	
		€
	<b>Cost</b>	
	At 1 January 2015	326,872
	Additions	13,536
		<hr/>
	At 31 December 2015	340,408
		<hr/>
	<b>Depreciation and impairment</b>	
	At 1 January 2015	291,838
	Depreciation charged in the year	14,608
		<hr/>
	At 31 December 2015	306,446
		<hr/>
	<b>Carrying amount</b>	
	At 31 December 2015	33,962
		<hr/> <hr/>
	At 31 December 2014	35,035
		<hr/> <hr/>

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

<b>5 Tangible fixed assets</b>	<b>(Continued)</b>	
<i>Prior financial year</i>	<b>Plant and machinery etc</b>	
		<b>€</b>
<b>Cost</b>		
At 1 January 2014		296,805
Additions		30,067
		<u>326,872</u>
<b>Depreciation and impairment</b>		
At 1 January 2014		279,424
Depreciation charged in the year		12,413
		<u>291,837</u>
<b>Carrying amount</b>		
At 31 December 2014		<u>35,035</u>
At 31 December 2013		<u>17,382</u>
<b>6 Financial instruments</b>	<b>2015</b>	<b>2014</b>
	<b>€</b>	<b>€</b>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	86,136	87,705
	<u>86,136</u>	<u>87,705</u>
<b>7 Debtors</b>	<b>2015</b>	<b>2014</b>
	<b>€</b>	<b>€</b>
<b>Amounts falling due within one year:</b>		
Other debtors	45,079	19,653
	<u>45,079</u>	<u>19,653</u>
<b>8 Creditors: amounts falling due within one year</b>	<b>2015</b>	<b>2014</b>
	<b>€</b>	<b>€</b>
	<b>Notes</b>	
Trade creditors	8,349	12,817
Other taxation and social security	28,586	35,090
Other creditors	77,787	74,888
	<u>114,722</u>	<u>122,795</u>



**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

13 Reserves (Continued)

14 Prior period adjustment

**Changes to the balance sheet**

	<b>At 31 December 2014</b>		
	<b>As previously reported</b>	<b>Adjustment</b>	<b>As restated</b>
	<b>€</b>	<b>€</b>	<b>€</b>
<b>Creditors due after one year</b>			
Deferred income	(137,630)	(170,738)	(308,368)
	<u>                    </u>	<u>                    </u>	<u>                    </u>
<b>Capital and reserves</b>			
Profit and loss	240,704	(170,738)	69,966
	<u>                    </u>	<u>                    </u>	<u>                    </u>

**Changes to the profit and loss account**

	<b>Period ended 31 December 2014</b>		
	<b>As previously reported</b>	<b>Adjustment</b>	<b>As restated</b>
	<b>€</b>	<b>€</b>	<b>€</b>
Turnover	2,112,523	(170,738)	1,941,785
	<u>                    </u>	<u>                    </u>	<u>                    </u>
Profit/(loss) for the financial period	88,532	(170,738)	(82,206)
	<u>                    </u>	<u>                    </u>	<u>                    </u>

The prior year adjustment relates to Income which was received in 2014 that should have been deferred. The accounts have been adjusted to reflect same.

15 **Security**

AIB hold a letter of lien over deposits.

16 **Related party transactions**

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

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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<b>17 Cash generated from operations</b>		
	<b>2015</b>	<b>2014</b>
	<b>€</b>	<b>€</b>
Loss for the year after tax	(81,094)	(82,206)
<b>Adjustments for:</b>		
Investment income	(58)	(128)
Depreciation and impairment of tangible fixed assets	14,608	12,413
<b>Movements in working capital:</b>		
(Increase)/decrease in debtors	(25,426)	23,733
(Decrease)/increase in creditors	(8,073)	18,727
(Decrease) in deferred income	(261,417)	(62,589)
<b>Cash absorbed by operations</b>	<u>(361,460)</u>	<u>(90,050)</u>
<b>18 Approval of financial statements</b>		

The directors approved the financial statements on the 31 March 2016

**TRIBLI LIMITED**

**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE  
CAPITAL)**

**MANAGEMENT INFORMATION**

**FOR THE YEAR ENDED 31 DECEMBER 2015**

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)**  
**DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	€	2015 €	€	2014 €
<b>Income</b>				
HSE Social Inclusion Unit		510,200		510,199
HSE National Office for Suicide Prevention		180,002		111,500
HSE South Dublin Local Drugs Task Force		92,036		92,036
CDYSB/Dept. of Children and Youth Affairs - SPY		248,754		248,754
CDYSB/ Dept. of Children and Youth Affairs - YPFSS		55,135		55,135
Pobal		31,622		36,628
LTI Programme		71,018		71,242
Department of Social Protection		299,196		266,353
School Completion - Clondalkin		6,097		6,503
School Completion - Ballyfermot		9,000		10,000
Genio		170,738		155,746
EU Commission		124,437		375,617
Gifts and Donations		127		385
Other Income		43,200		1,687
		<u>1,841,562</u>		<u>1,941,785</u>
<b>Investment revenues</b>				
Bank interest received		58		128
		<u>1,841,620</u>		<u>1,941,913</u>
<b>Total Incoming Resources</b>				
<b>Costs of generating funds</b>	(24,841)		(3,183)	
<b>Charitable activities</b>	(1,556,315)		(1,857,436)	
<b>Management and administration costs</b>	(311,632)		(159,376)	
<b>Goverance costs</b>	(29,928)		(4,124)	
<b>Total Resources Expended</b>		<u>(1,922,716)</u>		<u>(2,024,119)</u>
<b>Operating deficit</b>		<u>(81,096)</u>		<u>(82,206)</u>

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**SCHEDULE OF ADMINISTRATIVE EXPENSES**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015 €	2014 €
<b>Costs of generating funds</b>		
Wages and salaries	20,932	-
Social security costs	2,250	-
Motor and Travel expenses	1,659	3,183
	<u>24,841</u>	<u>3,183</u>
<b>Charitable Activities</b>		
Wages and salaries	1,203,447	1,358,227
Social security costs	100,978	120,213
Education and Training	5,046	3,362
Staff pension costs	18,772	23,552
Motor and travelling expenses	47,291	58,411
Group Programmes	33,500	31,624
Family support materials	936	1,649
Subscriptions	4,860	3,458
Project Outputs	3,955	-
Legal and professional fees	18,837	15,209
NTSAP Grants	51,688	59,500
European Project Cost	67,005	182,231
	<u>1,556,315</u>	<u>1,857,436</u>
<b>Management and administration costs</b>		
Wages and salaries	158,900	-
Social security costs	10,689	-
Staff recruitment costs	740	4,958
Internal Events	3,443	6,851
Rent	500	500
Security costs	2,703	2,428
Cleaning	7,683	13,796
Power, light and heat	19,920	22,059
Property repairs and maintenance	11,203	11,329
Premises insurance	13,999	12,948
Computer running costs	4,636	7,790
Legal and professional fees	3,555	-
Consultancy fees	7,416	18,188
Audit fees	4,839	4,839
Gifts and donations	470	824
Bank charges	831	1,079
Printing and stationery	16,731	17,125
Family Support Services	12,497	4,303
Telecommunications	16,432	17,624
Sundry expenses	(163)	322
Depreciation	14,608	12,413

**TRIBLI LIMITED**  
**(A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE**  
**CAPITAL)**  
**SCHEDULE OF ADMINISTRATIVE EXPENSES (CONTINUED)**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015 €	2014 €
	<u>311,632</u>	<u>159,376</u>
<b>Governance costs</b>		
Management expenses	510	1,786
Staff Meetings	949	2,338
Promotion - Strategic Plan	5,287	-
Wages and salaries	20,932	-
Social Security Costs	2,250	-
	<u>29,928</u>	<u>4,124</u>