

**GAISCE -  
GRADAM AN UACHTARÁIN -  
THE PRESIDENT'S AWARD**

**A Company Limited by Guarantee  
not having a Share Capital**

**Report and Audited Financial Statements**

**Year Ended**

**31 December 2016**

**Registration Number: 251020**

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**REPORTS AND AUDITED FINANCIAL STATEMENTS**

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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
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**GENERAL INFORMATION**

For the year ended 31 December 2016

<b>Honorary Patron</b>	President of Ireland
<b>Council</b>	John Concannon Norma Smurfit Aonghus Sammin Andrew Madden Ellen O'Malley Dunlop Carmel Nic Airt Justin McAleese Miriam Dollard - Appointed 24 November 2016 Donal Óg Cusack - Resigned 25 February 2016 Martin O'Rourke - Resigned 17 February 2016 Caroline McCamley - Resigned 31 August 2016 Sharon Finegan - Resigned 24 November 2016
<b>Secretary</b>	Yvonne McKenna
<b>Registered Office</b>	Ratra House North Road Phoenix Park Dublin 8
<b>Auditors</b>	Norton & Norton Chartered Accountants & Registered Auditors 35 Carysfort Avenue Blackrock County Dublin
<b>Principal Bankers</b>	Bank of Ireland Lower Baggot Street Dublin 2
<b>Solicitors</b>	A&L Goodbody North Wall Dublin 1

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD  
(A Company Limited by Guarantee not having a Share Capital)**

**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

The Council submits herewith its report and audited financial statements for the year ended 31 December 2016.

**Structure, Governance and Management of Gaisce**

The Company herein referred to as "Gaisce" is a company limited by guarantee and does not have a share capital.

The principal purpose, objectives and operation of the Company, which are set out in its Memorandum and Articles of Association include the establishment and administration of a system of non-competitive awards for young people particularly those most in need of opportunity and inspiration in recognition of personal worthwhile achievements within their leisure time.

The Company has been granted charitable status by the Revenue Commissioners, number CHY8482. It is also registered with the Charities Regulatory Authority, number 20020903. It is compliant with the Statement of Guiding Principles of Fundraising.

Gaisce is governed by a Council of members as provided for in its Constitution. The Council consists of 8 members currently, as noted on page 2 of this report. Their appointment and rotation are also provided for in its Constitution.

Gaisce acknowledges the importance of compliance with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations. External expertise was retained during the year and further investment in staff resources in the current year is being made towards this end.

Gaisce appoints a number of sub-committees and working groups whose remit and activities are defined within the Council handbook. These include: Finance and Audit; Keeping Children and Young People Safe; Joint Award Committee; and International Award Committee.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Structure, Governance and Management of Gaisce (continued)**

The following table outlines attendance at Council meetings:

	Total	21/01	18/02	21/04	26/05	20/06 AGM	14/07	24/11
John Concannon	6 out of 7	1	0	1	1	1	1	1
Donal Óg Cusack	0 out of 1	0	Resigned 02/2016					
Caroline McCamley	5 out of 6	1	1	1	1	0	1	Resigned 08/2016
Andrew Madden	7 out of 7	1	1	1	1	1	1	1
Ellen O'Malley Dunlop	7 out of 7	1	1	1	1	1	1	1
Martin O'Rourke	1 out of 1	1	Resigned 02/2016					
Aonghus Sammin	7 out of 7	1	1	1	1	1	1	1
Norma Smurfit	4 out of 7	1	1	1	0	0	1	0
Sharon Finegan	2 out of 6	0	1	0	0	1	0	Resigned 11/2016
Justin McAleese	4 out of 7	0	1	0	1	1	1	0
Carmel Nic Airt	5 out of 7	1	1	0	1	1	1	0
Miriam Dollard	1 out of 1							1 Appointed 11/2016

Gaisce has a team of staff largely based in Dublin, and headed by its Chief Executive Officer who reports directly to the Council through the Chairperson. During 2016, a number of new opportunities and other changes were made. A Business Development Manager role was created and filled. Two new Development Officers were recruited to replace retiring staff. An additional Development Officer was recruited for a 12-month period specifically to advance the objectives of the Youth Employability Initiative grant to support the delivery of Gaisce across community-based probation projects. Gaisce also recruited a member of staff to review, revise and update operational, organisational and governance policies and procedures. Council approved the creation of a new role – Operations and Development Manager. Recruitment for this role will begin early in 2017.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Principal Activity and Review of the Performance**

This report herein addresses the Company's areas of priorities of its current strategic plan.

*I. Provide an innovative and challenging Gaisce programme (Quantity and Quality).*

The year of 2016 proved to be another record breaking year for applications to undertake the Gaisce Award programme with 23,938 registrations. This figure represented a 4% increase in the number of young people registering for the programme overall, although there was a decrease in the number of young people registering for the Silver and Gold programme. The proportionate breakdown of applications by Bronze, Silver and Gold levels in 2016 was 93:6:1 compared with 92:7:1 in 2015.

At 13,934, the number of completions in 2016 was slightly lower than 2015 (by 134 or -1%). However, as completion dates are affected by the timing of an award ceremony, this is well within an acceptable margin. Overall completion rates of 58% are very strong by comparison with similar programmes internationally. The proportionate breakdown of completions by Bronze, Silver and Gold levels in 2016 was 93:7:1 compared to 92:8:1 in 2015.

Gaisce delivered 46 President Award Leader (PAL) training sessions in 2016, with collective attendance of 558 individuals representing 338 organisations. Overall, 161 new organisations received training to deliver the Gaisce programme and 133 new organisations became active Gaisce Award Partners (77 or 48% of those trained in 2016 and 56 organisations that had received training prior to 2016). All PAL applicants were screened according to Gaisce's policy: in order to complete the application process, prospective PALs are required to submit to Garda vetting, attend PAL training and provide the contact details for two referees from whom Gaisce sources written and verbal references. Gaisce delivered 'Gaisce Support Leader' training for prisoners in Castlerea, Limerick and the Midlands prisons. In collaboration with Scouting Ireland, Gaisce also delivered two sessions of Adventure Journey Supervisor training.

Gaisce entered its second cycle of National Quality Standards Framework (NQS) in 2016, fully complying with the requirements of the evaluation that is undertaken by the Department of Children and Youth Affairs (hereafter, DCYA).

65 young people received their Gold Gaisce Award from President Michael D Higgins at the annual Gold ceremony in Dublin Castle. The ceremony was MC-ed by broadcaster and Gaisce awardee Maria Walsh, with special guests The Strypes. More than 400 young people received their Silver Award across three regional ceremonies held by Gaisce. These events were MC-ed by Keith Cunningham (RedFM), Chris Donoghue (Newstalk) and Máire Treasa Ní Dhubhghaill (RTÉ). Special guests included GAA stars Jonny Cooper and Alan O'Meara and Olympian Gary O'Donovan.

The Civic Merit Award is presented to PALs that have mentored Gaisce participants for five years. More than 30 PALs achieved this distinction in 2016 and were recognised at a reception with special guest legend Brian Cody and MC-ed by Gaisce awardee and Council member Justin McAleese.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Principal Activity and Review of the Performance (continued)**

*II. Make Gaisce accessible to all young people and programme delivery effective and sustainable. (Accessibility)*

Reflecting Gaisce's commitment to ensuring diversity of access points to the Award programme, of the 161 new organisations trained to deliver Gaisce in 2016, 85 (53%) were non-school organisations and, of secondary schools (76), 18 (or 24%) were DEIS schools. Of the 133 new organisations that became active Gaisce Award Partners in 2016, 61 (or 46%) were non-schools and 20 (or 15%) of schools were DEIS.

Gaisce delivered 6 bespoke PAL training sessions in 2016. These included training delivered to: Garda Youth Diversion Programmes; organisations that work with young people living in direct provision (seeking asylum); and Special Schools for young people with an intellectual disability.

Gaisce increased its prison programme in 2016 and began to roll out the PAL Support Leader Role for prisoners. As it had in 2015, Gaisce secured a grant from the Ireland Funds in 2016 to support organisations that work with members of the travelling community to deliver the Gaisce programme. Gaisce was successful in its application for funding under the Youth Employability Initiative (Dormant Accounts) to support the delivery of Gaisce across community-based probation projects and secured funding from the Coca Cola Thank You fund to support the delivery of Gaisce in 2017 to young people living in direct provision.

Supporting Gaisce participants and PALs, Gaisce developed a number of new guides including:

- 'Inspire', a 46-page booklet for PALs;
- 'Dream Big', a 25-page booklet for Gaisce participants;
- a 19-page booklet for Gaisce Award Partners; and
- a 22-page Code of Conduct for PALs

In addition, Gaisce ran a series of regional peer support network and information-sharing workshops for PALs ('PAL Connect') and piloted a volunteer role for Gaisce Awardees to present to prospective Gaisce participants (Youth Engagement Volunteer).

Gaisce continued to work closely with the Duke of Edinburgh's Award in Northern Ireland, furthering the aims of the Joint Award Initiative, whereby any young person who meets the conditions of the Duke of Edinburgh's Award in Northern Ireland at any level has a choice of certification: a Duke of Edinburgh's Award, a Duke of Edinburgh's International Award or a Gaisce – The President's Award. 114 young people in Northern Ireland achieved a Gaisce Award in 2016, including 19 Gold Awards. Gaisce also worked closely with the Duke of Edinburgh's International Award Foundation towards formalising a relationship with the organisation and fully expects this to be achieved early in 2017.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Principal Activity and Review of the Performance (continued)**

*I. Raise awareness and recognition of Gaisce and its contribution throughout Irish society.*

Gaisce held stands at 18 national conferences and events, including BT Young Scientist and Technology Exhibition and TY Expo. The combined reach was in excess of 55K target audience. Gaisce presented at 4 national conferences and presented and/or spoke at 12 events and ceremonies organised by third parties, including Gaisce Award ceremonies organised by Award Partners.

Gaisce's social media presence increased in 2016. Facebook 'likes' increased by 1,440 (or 16%) to 10,175. Facebook engagement was 17.5K with a reach of 1.75 million. Twitter followers increased by 750 (or 50%) to 2,250. Twitter engagement was 11K+, with reach of ca. 384K. Instagram followers increased by 375 (or 62%) to 975. Instagram impressions was over 70K, with reach of more than 200K

In 2016, Gaisce sought to explore how it could give recognition to organisations, projects and/or programmes that facilitate a young person to achieve one or more of their Gaisce challenge areas, without being the Gaisce Award Partner where the young person is registered to undertake their Gaisce Award. There was significant interest in formally acknowledging 'Challenge Partners' and, by year end, more than 20 Challenge Partner agreements were signed with a variety of national organisations including An Óige, BT Young Scientist and Technology Exhibition, Children's Books Ireland, CoderDojo, Don Bosco Care, Eco-Unesco, the Irish Youth Music Awards, the Hope Foundation and Young Social Innovators.

Gaisce maintained regular contact with the Office of Uachtarán na hÉireann, updating officials on the organisation's progress in relation to its strategic priorities. Upon request from Áras an Uachtaráin, Gaisce recruited volunteers for summer garden parties hosted by the President. Gaisce received positive expressions of interest from more than 400 young people, all of whom were either participating in the Gaisce programme or a Gaisce award holder, from which more than 80 young people were chosen to volunteer across all eight events.

Regular contact was maintained with DCYA officials also, including biannual 'national organisation' meetings attended by Gaisce, the second of which provided an opportunity to meet with newly appointed Minister Katherine Zappone.

*II. Ensure Gaisce's sustainability to deliver its schemes*



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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS  
For the year ended 31 December 2016**

**Principal Activity and Review of the Performance (continued)**

In 2016, Gaisce undertook a full review of operational practices which resulted in considerable and significant changes being introduced to ensure the company provides a more consistent, sustainable and evidence-based approach to its work, as well as greater individual and collective responsibility and accountability. Over the course of the year, Gaisce developed a comprehensive performance and development management system and competency framework. Staff engaged enthusiastically in the process and the system is ready for full roll out in 2017. With respect to improving Management Information Systems (MIS) and Information and Communication Technology (ICT), Gaisce introduced a CRM system (Salesforce) in 2016 and made significant progress towards an initial upgrade of the company's bespoke online system.

Financially, the company performed well in 2016. The company received a 2.5% increase in its core DCYA grant, income from fees surpassed expectation and, although corporate/sponsorship targets were not met, Gaisce was successful in securing a number of grants to further its work.

A comprehensive Awardee Strategy to connect, engage and involve Gaisce's considerable alumni was developed for roll out in 2017. Gaisce will seek to recruit Awardees in a variety of volunteer roles that will assist the company achieve its objective to grow awareness and appetite for the Gaisce Award programme and increase registrations, progressions and completions.

**Results and Dividends**

The results are set out on the following pages. There was a surplus of €10,024 in 2016. The payment of a dividend is not applicable as the entity is a company limited by guarantee not having a Share Capital.

Gaisce is extremely grateful for the financial support of the Department of Children and Youth Affairs, in the form of a core grant. In 2016, the core grant received from DCYA was €646,282, representing a 2.5% increase on the grant received in 2015. Excluding registration fees, raised funds (comprising non-core grants, sponsorship etc., both public and private) amounted to €95,732, which is less than funds raised in 2015. Gaisce is conscious that the return on investment in fundraising is unsatisfactory and this will be a key area for attention in 2017.

Income from registration fees in 2016 was €356,374, 7% less than fees income received in 2015. As fees income received in 2015 was disproportionately positive affected by the introduction of improved collection management systems, this decrease was fully expected and does not reflect a decline in registrations (which increased in 2016).

Gaisce is committed to increasing and broadening its revenue base to support the strategic and sustainable growth of the programme and this will be a key area of focus in 2017.

**Government Grants**

Gaisce is in receipt of grants from the Department of Children and Youth Affairs.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Pension**

Gaisce operates a defined contribution pension scheme for employees who began employment with the company prior to 2014. The contribution made by the company is twice the contribution of a participating staff member, to a maximum of 13% gross salary. Staff employed from 1<sup>st</sup> January 2014 are required to contribute to the Single Public Sector Pension Scheme (SPSPS). The company does not financially contribute to the SPSPS.

**Reserves Policy**

To ensure Gaisce has sufficient funds to deliver core functions during a period of unforeseen difficulty, Council aspires to generating a General Reserve of €500,000. In 2016, Council achieved its aspiration of stabilising a Special Reserve fund of €100,000 to facilitate proposals to Council from the CEO and/or Council Members.

**Principal Risks & Uncertainties**

The company faces increasing administrative costs, increasing regulation compliance costs, and a reduction in sponsorship income. Thankfully, however the level of the Company's core Government grant has shown a small increase, allowing Gaisce to meet the additional requirements and costs thus far.

**Future Developments**

Uachtarán na hÉireann is the patron of Gaisce. Gaisce's future is dependent on the agreement of An tUachtarán to continue with the Gradam an Uachtaráin scheme. In addition, the Government provides a grant, through the Department of Children and Youth Affairs, towards the cost of operating Gaisce's activities. That financial support has been a major source of funding for Gaisce since it was founded and Gaisce is grateful for the support of the Department of Children and Youth Affairs.

Council looks to the future with the encouragement and support that it receives from An tUachtarán, Government, PALs, Gaisce Award Partners and other supporters and sponsors.

Gaisce is at the mid-point of its current strategic plan. Acknowledging progress towards achieving the objectives of the plan, the following areas will be focused upon in 2017:

- Broadening the revenue base of the company, ensuring financial sustainability for growth;
- Finalising and implementing an Awardee Engagement Strategy;
- Exploring further how the company can recognise PALs, Gaisce Award Partners and Challenge Partners;
- Increasing awareness of, appetite for and accessibility to the Gaisce Award programme at all levels, particularly Silver and Gold.

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**COUNCIL'S REPORT AND AUDITED FINANCIAL STATEMENTS**

For the year ended 31 December 2016

**Auditors**

Gaisce's 2015 auditor – Gerard P. McCarthy – merged with Nortan & Nortan Chartered Accountants and Registered Auditors in 2016. Norton & Norton have expressed their willingness to continue in office in accordance with Sections 380 to 385 of the Companies Act, 2014. In line with company policy, Council will nominate auditors for its 2017 accounts at its Annual General Meeting.

**Books of Account**

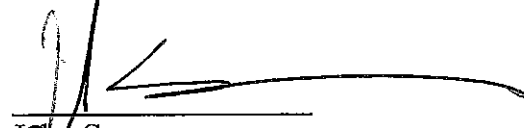
The council members have taken measures to ensure compliance with Section 336 of the Companies Act, 2014 in relation to keeping proper books of accounts. It has implemented policies & procedures for, recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The books of account of the Company are maintained at the Registered Office.

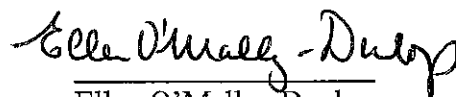
**Subsequent Events**

There have been no significant events since the year end.

Council acknowledges the diligence of the CEO in carrying out her duties, and thanks all team members for the contribution they make to the company and the commitment and dedication that they show. Council also wish to acknowledge the support of more than 1,000 active President's Award Leaders (PAL) and several hundred organisations (Gaisce Award Partners) in which they choose, whether as employees or volunteers, to deliver the Gaisce programme. Council is keenly aware that young people benefiting from the Gaisce programme is fully reliant on individuals (PAL), Gaisce Award Partners and Challenge Partners supporting participants through their Gaisce journey and takes this opportunity to sincerely thank them all.

On behalf of the board

  
\_\_\_\_\_  
John Concannon  
Director

  
\_\_\_\_\_  
Ellen O'Malley Dunlop  
Director

Date: 27/9/2017

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
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**STATEMENT OF COUNCIL'S RESPONSIBILITIES**  
For the year ended 31 December 2016

**Statement of the Council's Responsibilities**

The Council members are responsible for preparing the Council's Report and the financial statements in accordance with applicable law and Generally Accepted Accounting Practice in Ireland including the accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland.


Irish Company law requires the council members to prepare financial statements for each financial year. In line with best practice, and in anticipation of changes in the requirements of the Charities Regulatory Authority, Gaisce has prepared this year's accounts in line with the Statement of Recommended Practice for Financial Reporting by Charities (SORP) which is recommended by the Accounting Standards Board. Under company law, the council members 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 profit and loss of the company for that financial year and otherwise comply with the Companies Act, 2014.


In preparing these financial statements we, the Council are required to :

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

The Council is 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 profit and loss of the Company to be determined with reasonable accuracy, and enable the financial statements to be audited. It is also responsible for safeguarding the assets of the Company and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

On behalf of the board

  
\_\_\_\_\_  
John Concannon  
Director

  
\_\_\_\_\_  
Ellen O'Malley Dunlop  
Director

Date: 27/9/2017

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
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**INDEPENDENT AUDITOR'S REPORT TO THE SHAREHOLDERS**

For the year ended 31 December 2016

We have audited the financial statements of GAISCE - Gradam an Uachtaráin - The President's Award for the year ended 31 December 2016 which comprise the Statement of Financial Activities, Balance Sheet, Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish Law and accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland.

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 the Council and auditors**

As explained more fully in the Statement of Council's Responsibilities set out on page 11, the company's Council is responsible for the preparation of the statutory 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 applicable Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

**Scope of audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the statutory 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 Council's Report to identify material inconsistencies with the audited statutory 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.

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS** (continued)  
For the year ended 31 December 2016

**Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2016, and of its net income for the year then ended; and
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland and the requirements of the Companies Act, 2014.

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

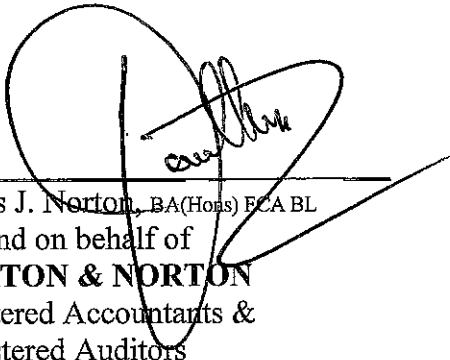
We have obtained all the information and explanations that we consider necessary for the purposes of our audit.

In our opinion:

- the accounting records of the company were sufficient to permit the statutory financial statements to be readily and properly audited
- The financial statements are in agreement with the accounting records.
- The information given in the Council's Report is consistent with the financial statements.

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

We have nothing to report in respect of the provisions in the Companies Act, 2014 which requires us to report to you if, in our opinion, the disclosures of Council members' remuneration and transactions specified by sections 305 to 312 of the Act are not made.



James J. NORTON, BA(Hons) FCA BL  
For and on behalf of  
**NORTON & NORTON**  
Chartered Accountants &  
Registered Auditors

Date: 29/9/2017

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
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**STATEMENT OF FINANCIAL ACTIVITIES**  
For the year ended 31 December 2016

	Note	Unrestricted Funds	Restricted Funds	Total 2016	Restated Total 2015
		€	€	€	€
<b>INCOME AND ENDOWMENTS FROM</b>				-	
Charitable Activities	3	375,810	655,562	1,031,372	1,044,507
Donations and Legacies	4	67,016	-	67,016	117,651
Investment income		165	-	165	71
<b>TOTAL INCOME AND ENDOWMENTS</b>		<u>442,991</u>	<u>655,562</u>	<u>1,098,553</u>	<u>1,162,229</u>
<b>EXPENDITURE ON</b>					
Charitable Activities	5	11,784	986,590	998,374	880,408
Raising Funds	6	81,689	-	81,689	59,050
Other Expenditure	7	-	8,466	8,466	8,708
<b>TOTAL EXPENDITURE</b>		<u>93,473</u>	<u>995,056</u>	<u>1,088,529</u>	<u>948,166</u>
<b>NET INCOME/(EXPENDITURE)</b>	9	<u>349,518</u>	<u>(339,494)</u>	<u>10,024</u>	<u>214,063</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
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**STATEMENT OF FINANCIAL ACTIVITIES (continued)**  
For the year ended 31 December 2016

	Note	Unrestricted Funds	Restricted Funds	Total 2016	Restated Total 2015
		€	€	€	€
NET INCOME/(EXPENDITURE)		349,518	(339,494)	10,024	214,063
Transfer between funds		(339,494)	339,494	-	-
<b>NET MOVEMENT IN FUNDS</b>		<u>10,024</u>	<u>-</u>	<u>10,024</u>	<u>214,063</u>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward – as restated	20	357,438		357,438	143,375
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>367,462</u></u>	<u><u>-</u></u>	<u><u>367,462</u></u>	<u><u>357,438</u></u>

All activities relate to continuing operations.

The company had no gains or losses in the year other than those stated in the statements of financial activities.

A detailed breakdown of the above items is included in the notes to the financial statements.

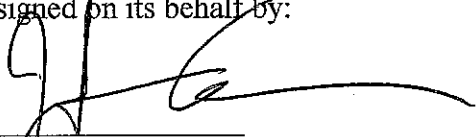



**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**STATEMENT OF FINANCIAL POSITION**  
 As at 31 December 2016

	Note	2016	Restated 2015
		€	€
<b>Fixed Assets</b>			
Tangible Asset	14	6,974	10,559
<b>Current Assets</b>			
Stock	15	31,627	42,405
Debtors & Prepayments	16	57,380	64,289
Cash at bank and on hand		321,278	389,352
		<u>410,285</u>	<u>496,046</u>
<b>Creditors: amounts falling due within one year</b>	17	(49,797)	(149,167)
		<u>360,488</u>	<u>346,879</u>
<b>Net current assets</b>		<u>367,462</u>	<u>357,438</u>
<b>Total assets less current liabilities</b>		<u>367,462</u>	<u>357,438</u>
<b>Creditors: amounts falling due after more than one year</b>	18	-	-
<b>Net Assets</b>		<u><u>367,462</u></u>	<u><u>357,438</u></u>
<b>Funds of the Company</b>	20	€	€
Restricted Funds		-	-
Unrestricted Funds			
- Designated		122,027	66,065
- Undesignated		245,435	291,373
		<u>367,462</u>	<u>357,438</u>

The financial statements were approved and authorised for issue by the Council on 27<sup>th</sup> Sep 2017 and signed on its behalf by:

  
 John Concannon  
 Director

  
 Ellen O'Malley Dunlop  
 Director

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**STATEMENT OF CASHFLOW**

For the year ended 31 December 2016

**Reconciliation of Operating Profit to Net Cash Inflow from Operating Activities**

	Note	2016 €	2015 €
Net Income		10,024	214,063
Depreciation Charges		8,467	8,708
Interest Charged		-	-
Income in Advance Released		-	53,336
(Increase)/Decrease in Stock		10,778	7,315
(Increase)/Decrease in Debtors		6,909	(49,006)
Increase/(Decrease) in Creditors		(99,370)	(112,398)
<b>Net Cash Outflow from Operating Activities</b>		<u>(63,192)</u>	<u>122,018</u>

Cashflow Statement	Note	2016 €	2015 €
Net cash flow from operating activities	8	(63,192)	122,018
Servicing of Finance		-	-
Taxation		-	-
Capital Expenditure		(4,882)	(11,159)
Acquisitions & Disposals		-	-
Equity Dividend Paid		-	-
Management of liquid resources		-	-
Financing		-	-
Increase/(Decrease) in cash and cash equivalent for the year		<u>(68,074)</u>	<u>110,859</u>
<b>Analysis of net funds</b>	2015	Cashflow	2016
	€	€	€
Cash at bank and net funds	<u>389,352</u>	<u>(68,074)</u>	<u>321,278</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**STATEMENT OF ACCOUNTING POLICIES**

For the year ended 31 December 2016

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

**1. Accounting Policies**

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied within the same accounts.

**Basis of preparation**

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute comprising the Companies Act, 2014. Accounting standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by Chartered Accountants Ireland and issued by the Financial Reporting Council and including FRS 102 effective 2015 and Charities SORP FRS 102 (effective 1 January 2015) and Charities SORP 102. The financial statements have been prepared under the historical cost convention.

**Going Concern**

The financial statements have been prepared in accordance with the going concern concept.

**Income**

Income represents total funds received during the year in respect of the services provided during the year.

**Tangible fixed assets**

Tangible fixed assets are recorded at historic cost.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
(A Company Limited by Guarantee not having a Share Capital)

**STATEMENT OF ACCOUNTING POLICIES**

For the year ended 31 December 2016

**Depreciation**

Depreciation is provided on tangible fixed assets on the basis and at the rates stated below, which are calculated to reduce the assets to realisable values by the end of their expected working lives:

<b>Category</b>	<b>Rate per annum</b>	<b>Bases</b>
Software Development	20%	Straight Line
Computers/Equipment	33.33%	Straight Line
Website Development	33.33%	Straight Line

**Impairment of Fixed Assets**

Fixed assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the assets carrying amount exceeds its recoverable amount.

**Grants**

Grants which are received from the Department of Children and Youth Affairs are protected and are not be used as security for any other activity without prior consultation with the Department of Children and Youth Affairs.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD****(A Company Limited by Guarantee not having a Share Capital)****Notes to and forming part of the financial statements**

For the year ended 31 December 2016

**2. Income**

Income represents funding received and receivable from the Department of Children and Youth Affairs and from fund-raising events, charitable donations and interest earned. Any fundraising is restricted to the purpose for which it is raised. All income derives from the company's principal activity.

**3. Income from Charitable Activities**

	Unrestricted Funds	Restricted Funds	Total 2016	Restated Total 2015
	€	€	€	€
Department of Children & Youth Affairs				
Main Grant	-	646,282	646,282	629,987
Additional Support	-	-	-	25,000
Youth Employability Initiative	-	9,280	9,280	-
Participant Fees	356,374	-	356,374	383,520
Coca Cola Thank You Fund (Designated)	10,000		10,000	-
Ireland Funds (Designated)	6,000		6,000	6,000
St. Patrick's (Designated)	1,500		1,500	-
Bank of Ireland (Designated)	1,000		1,000	-
Training	936		936	-
	<u>375,810</u>	<u>655,562</u>	<u>1,031,372</u>	<u>1,044,507</u>

**4. Donations and Legacies**

	Unrestricted Funds	Restricted Funds	Total 2016	Total 2015
	€	€	€	€
Sponsorships	66,200	-	66,200	74,163
Merchandise	816	-	816	300
Income in advance for 2015 (restated)				43,188
	<u>67,016</u>	<u>-</u>	<u>67,016</u>	<u>117,651</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**  
**Notes to and forming part of the financial statements (continued)**  
For the year ended 31 December 2016

**5. Direct Charitable Expenditure**

Direct charitable expenditure comprises direct costs plus allocated support costs as follows:

	<b>2016</b>	<b>2015</b>
	<b>€</b>	<b>€</b>
<b>Direct costs</b>		
Staff costs	479,653	435,429
Medals, Certs & Award Ceremonies	107,548	93,404
Staff Travel	49,428	44,947
PR, Advertising, Marketing & Conferences	53,888	26,375
CRM / Online System	33,196	55,362
Insurance	29,026	27,302
PAL/Volunteer Training, Support & Expenses	28,714	15,353
Postage/Courier	22,178	14,402
Organisation Development -- Gaisce Journey	16,025	-
I.T.	13,142	5,741
Telephone, Internet & Communications	11,512	8,622
Staff Training	10,112	12,022
Ratra Related Expenses	9,339	9,938
Sponsorship/Grants	6,281	5,000
Office Supplies/Catering	5,361	3,930
Joint Award	315	25,076
Other Direct Costs	35,429	30,601
<b>Support costs</b>		
Staff costs	55,393	41,996
Organisation Development - Governance	12,891	-
Legal & Professional	6,231	14,528
Audit Fees	4,151	4,467
Bookkeeping	6,662	4,050
Ratra Related Expenses	913	972
Office Supplies/Catering	524	384
Bank Charges	462	507
	<u>998,374</u>	<u>880,408</u>

Direct costs are those incurred wholly and exclusively for the primary objects of the charity.

Support costs represent general expenditure which cannot be exactly split between the primary functions of the company at the time at which they are incurred but can be allocated on a reasonable basis after the event.

Included in the direct charitable expenditure is an amount of €6,000 in respect of the expending of funds received from the Ireland Fund.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**  
**Notes to and forming part of the financial statements (continued)**  
For the year ended 31 December 2016

**6. Costs of Raising Funds**

	<b>2016</b>	<b>2015</b>
	€	€
<b>Direct costs</b>		
Staff costs	62,947	47,723
Telephone, Internet & Communications	2,032	1,521
I.T.	942	683
Business Development	3,873	-
<b>Support costs</b>		
Staff costs	7,554	5,727
Governance	1,758	
Legal & Professional	850	1,981
Audit Fees	566	609
Bookkeeping	908	552
Ratra Related Expenses	125	133
Office Supplies/Catering	72	52
Bank Charges	62	69
	<u>81,689</u>	<u>59,050</u>

**7. Other Expenditure**

	<b>2016</b>	<b>2015</b>
	€	€
Depreciation	<u>8,466</u>	<u>8,708</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**  
**Notes to and forming part of the financial statements (continued)**  
For the year ended 31 December 2016

**8. Analysis of Expenditure By Activity**

	Charitable Activities €	Fundraising €	Other €	Total 2016 €	Total 2015 €
Staff costs	535,046	70,501	-	605,547	530,875
Medals, Certs & Award Ceremonies	107,548	-	-	107,548	93,404
Staff Travel	49,428	-	-	49,428	44,947
PR, Advertising, Marketing & Conferences	53,888	-	-	53,888	26,375
CRM / Online System	33,196	-	-	33,196	55,362
Insurance	29,026	-	-	29,026	27,302
PAL/Volunteer, Training, Support & Expenses	28,714	-	-	28,714	15,353
Postage Courier	22,178	-	-	22,178	14,402
Organisation Development	28,916	1,758	-	30,674	-
I.T.	13,142	942	-	14,084	6,424
Telephone, Internet & Communications	11,512	2,032	-	13,544	10,143
Staff Training	10,112	-	-	10,112	12,022
Ratra Related Expenses	10,252	125	-	10,377	11,043
Sponsorship/Grants	6,281	-	-	6,281	5,000
Joint Award	315	-	-	315	25,076
Legal & Professional	6,231	850	-	7,081	16,509
Audit Fees	4,151	566	-	4,717	5,076
Bookkeeping	6,662	908	-	7,570	4,602
Business Development	-	3,873	-	3,873	-
Office Supplies/Catering	5,885	72	-	5,957	4,366
Bank Charges	462	62	-	524	576
Other	35,429	-	8,466	43,895	39,309
	<u>998,374</u>	<u>81,689</u>	<u>8,466</u>	<u>1,088,529</u>	<u>948,166</u>

All support costs are allocated based on the estimated amount of staff time which each type of activity absorbs.

**9. Net Income**

Net income is stated after charging the following items:

	2016 €	2015 €
Depreciation	8,466	8,708
Auditor's remuneration - Audit	4,717	5,076
- Non Audit	-	-
Operating lease – land and buildings	-	-

None of the members of the Council of Gaisce received remuneration for their services.



**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

(A Company Limited by Guarantee not having a Share Capital)

Notes to and forming part of the financial statements (continued)

For the year ended 31 December 2016

**10. Taxation**

The Company has been granted charitable status and as such is not liable to corporation tax. It is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments". Its reference number is 4723849I.

<b>11. Directors' remuneration and transactions</b>	<b>2016</b>	<b>2015</b>
	€	€
For services other than as directors:		
Salaries	-	-
Pension Contributions	-	-
	<u>          </u>	<u>          </u>

Council members provide their services exclusively on an ex-gratia basis. Reimbursements for some incidental expenses during the year in the amount of €3,864 were made to them.

**12. Staff Numbers and Costs**

The average number of employees employed by the Company during the year was 12.5 (2015, 11).

The aggregate payroll costs of these employees was as follows:

	<b>2016</b>	<b>2015</b>
	€	€
Wages and salaries	522,037	447,319
Social welfare costs	52,936	45,090
Other pension costs	30,574	38,466
	<u>605,547</u>	<u>530,875</u>

<b>Total Employee Benefits</b>	<b>Number of Employees</b>
€	
60,000 – 70,000	Nil
70,000 – 80,000	1

The highest level of remuneration paid to any individual during the year was an amount of €77,304.

**13. Pension Costs**

The company operates a pension scheme in respect of certain of its employees. The scheme and its assets are held by independent trustees. The pension charge represents contributions due by the Company and amounted to €30,574 during the year (2015, €38,466).

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**  
**Notes to and forming part of the financial statements (continued)**  
For the year ended 31 December 2016

**14. Tangible Fixed Assets**

	<b>Software Development</b>	<b>Office Equipment</b>	<b>Website Development</b>	<b>Total</b>
	€	€	€	€
<b>Cost:</b>				
At 1 January 2016	12,300	105,311	49,327	166,938
Additions		4,881		4,881
Disposals		-	-	-
At 31 December 2016	<u>12,300</u>	<u>110,192</u>	<u>49,327</u>	<u>171,819</u>
<b>Accumulated Depreciation</b>				
At 1 January 2016	12,300	94,752	49,327	156,379
Charge for the year	-	8,466	-	8,466
On disposals	-	-	-	-
At 31 December 2016	<u>12,300</u>	<u>103,218</u>	<u>49,327</u>	<u>164,845</u>
<b>Net Book Value</b>				
At 31 December 2016	<u>-</u>	<u>6,974</u>	<u>-</u>	<u>6,974</u>
At 31 December 2015	<u>-</u>	<u>10,559</u>	<u>-</u>	<u>10,559</u>

**GAISCE – GRADAM AN UACHTARÁIN – THE PRESIDENT’S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**  
**Notes to and forming part of the financial statements (continued)**  
For the year ended 31 December 2016

**14. Tangible Fixed Assets (continued)**  
**In respect of prior year**

	Software Development	Office Equipment	Website Development	Total
	€	€	€	€
<b>Cost:</b>				
At 1 January 2015	12,300	94,151	49,327	155,778
Additions		11,160		11,160
Disposals		-	-	-
	<u>12,300</u>	<u>105,311</u>	<u>49,327</u>	<u>166,938</u>
<b>Accumulated Depreciation</b>				
At 1 January 2015	12,300	86,044	49,327	147,671
Charge for the year	-	8,708	-	8,708
On disposals	-	-	-	-
	<u>12,300</u>	<u>94,752</u>	<u>49,327</u>	<u>156,379</u>
<b>Net Book Value</b>				
At 31 December 2015	-	10,559	-	10,559
At 31 December 2014	-	8,107	-	8,107

**15. Stock**

	2016	2015
	€	€
Finished goods – Medals/Pins	31,627	42,405
	<u>31,627</u>	<u>42,405</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

Notes to and forming part of the financial statements (continued)  
 For the year ended 31 December 2016

**16. Debtors**

	2016	2015
	€	€
Trade debtors	-	5,064
Prepayments and accrued income	57,380	59,225
	<u>57,380</u>	<u>64,289</u>

There is no amount included in debtors which is receivable in more than one year (2015, Nil)

**17. Creditors: amounts falling due within one year**

	2016	2015
	€	€
Trade creditors	11,071	39,117
Other creditors	1,231	129
Bank loans and overdraft	405	193
Paye/Prsi	13,781	104,728
Accruals	23,309	5,000
	<u>49,797</u>	<u>149,167</u>

**18. Creditors: amounts falling due after one year**

	2016	2015
	€	€
Bank loans and overdrafts	-	-
Directors' loans	-	-
	<u>-</u>	<u>-</u>

**19. Borrowings**

There are no creditors falling due after more than one year.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

Notes to and forming part of the financial statements (continued)  
 For the year ended 31 December 2016

**20. Funds of the Company**

	2016	2015
	€	€
Balance as at 1 January as previously stated	357,438	86,911
Adjustment for restatement of effects of adopting SORP 2015	-	56,464
Balance as at 1 January as restated	<u>357,438</u>	<u>143,375</u>
Surplus for the year as stated/previously stated	10,024	164,875
Adjustment for restatement of effects of adopting SORP 2015	-	49,188
Surplus for the year as restated	<u>10,024</u>	<u>214,063</u>
Balance as at 31 December	<u><u>367,462</u></u>	<u><u>357,438</u></u>

The adjustment for restatement of effects of adopting SORP 2015 are as follows:

	€
In relation to income-in-advance for 2014 and prior	56,464
In relation to income-in-advance for 2015	49,188

Total effect of restatement arising from adoption of SORP 2015 105,656

**20.1 Designated Special Reserve**

The Council resolved to transfer an amount of €43,062 from the General Undesignated Funds to Designated Special Funds at the end of the year.

**21. Provision of Premises**

The Company operates from premises situated at Aras an Uachtaráin, Phoenix Park, Dublin, which is owned by the Office of Public Works. The premises are provided rent free.

**22. Comparative Figures**

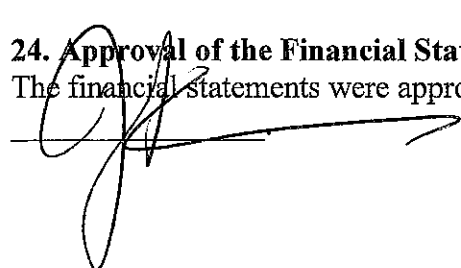
Certain of the prior year comparative figures have been reclassified to conform to the current year presentation.

**23. Company Limited by Guarantee**

The company is limited by guarantee and does not have a share capital. The liability of each member is limited to maximum of €6.

**24. Approval of the Financial Statements**

The financial statements were approved by and authorised for issue by the directors on 27/9/2017



**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**Supplementary Information**

**GAISCE – GRADAM AN UACHTARÁIN – THE PRESIDENT’S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**Detailed Statement of Financial Activities**  
For the year ended 31 December 2016

	2016	2016	2015
	€	€	€
<b>Income – Core Funding</b>			
Department of Children and Youth Affairs			
Grant		646,282	629,987
Youth Employability Initiative		-	25,000
Additional Support		9,280	-
<b>Other Income</b>			
Income: Sponsors		66,200	35,413
Income: Participants Fees		356,374	383,520
Income: Designated Income		18,500	-
Income: Training		936	
Income: Other		816	300
Sponsorship Income in Advance		-	38,750
Interest Receivable		165	71
<b>Income in Advance for 2015 - Restated</b>			49,188
		<hr/>	<hr/>
		1,098,553	1,162,229
<b>Direct Costs – Medals/Pins/Award Ceremonies</b>		(107,548)	(93,404)
		<hr/>	<hr/>
		991,005	1,068,825
<b>Administrative expenses</b>			
Wages and salaries	522,037		447,319
Employer’s PRSI/NI contributions	52,936		45,090
Employer’s Pension Contribution	30,574		38,466
Staff Training & Development	10,112		12,022
PAL/Volunteer training, support and expenses	28,714		15,352
Staff recruitment costs	4,204		540
Insurance	29,026		27,302
Postage/Courier	22,178		14,402
Office supplies/Catering	10,769		9,158
PR, Advertising & Marketing	53,888		27,441
Sponsorship costs	6,281		5,000
Telephone & Internet	13,544		10,143
Computer costs	-		-
CRM/Online System	33,196		55,362
IT Support	6,282		4,551
Computer Hard/Software	7,802		1,873

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**  
**(A Company Limited by Guarantee not having a Share Capital)**

**Detailed Statement of Financial Activities**  
For the year ended 31 December 2016

	2016	2016	2015
	€	€	€
Website (development & hosting)	2,904		9,893
Staff Travel & Subsistence	49,428		44,947
Council expenses	3,864		4,465
Research & Development	35		517
Legal/Professional fees	7,081		16,510
Consultancy fees	-		-
Financial services (bookkeeping)	7,570		4,602
Audit	4,717		5,076
Bank/Payment process charges	1,160		1,149
Ratra Related Maintenance	10,377		11,042
International Award Association	771		2,675
Joint Award/NI	315		25,076
Subscriptions & Membership fees	4,448		6,081
Depreciation	8,467		8,708
Organisation Development	30,674		-
Business Development	3,873		-
Events	3,315		-
Other General Expenses	10,439		-
	<hr/>	980,981	<hr/> 854,762
<b>Net income/(expenditure) for the year</b>		<hr/> <hr/> 10,024	<hr/> <hr/> 214,063