ANNUAL REPORT

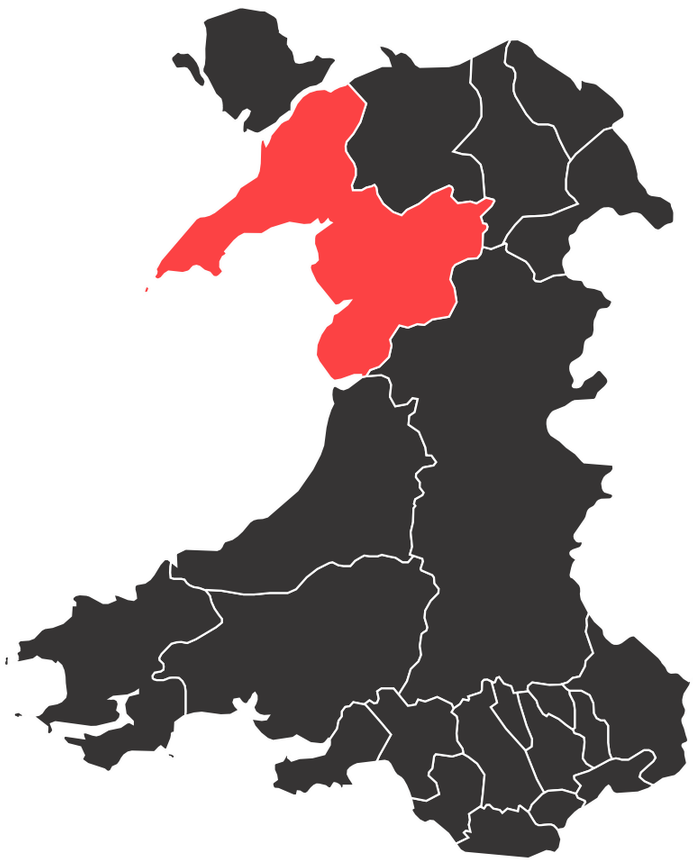
2017-2018

GISDA

DARPARU CEFNOGAETH A CHYFLEOEDD I BOBL IFANC

PROVIDING SUPPORT AND OPPORTUNITIES FOR YOUNG PEOPLE

CONTACT US



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Cyngor Gwirfoddol Cymru wcva Wales Council for Voluntary Action

Weston Charity Awards

Arloesi Gwynedd Wledig

Department for Work & Pensions

Nationwide

Ariennir gan y Loteri Genedlaethol National Lottery Funded

A WORD FROM OUR CHAIRMAN AND CHIEF EXECUTIVE

It was a special year and full of exciting developments in GISDA. We have been reviewing the company's foundation to ensure that we are in a strong place to serve the area's homeless and vulnerable young people today and in the future. We spent a considerable amount of time reviewing and updating the company's constitution and then ensuring that our Governance structures work well and are up to date.

It has been a very important piece of work that will protect the company and ensure we are legally compliant.We were fortunate receive a capital grant from the Welsh Government to buy our main office on the Maes in Caernarfon. We are all very pleased with this support as it gives the company some long-term security.

We took advantage of an opportunity to buy the old bank building next door and we are in the process of completing a feasibility assessment including consultation with staff, young people and the community to ensure its best use.There has been a significant demand for our services and staff have been very busy responding to demand by working very hard to support some of our homeless and vulnerable young people.

I would like to thank all of them for their perseverance, support and hard work. It is a privilege and a pleasure to all support young people,We will be launching the GISDA's 2019 -2023 Strategy during this year's annual general meeting, this document will not only help us plan for the challenging years ahead but also will set a firm direction for the whole company to ensure the results best for young people.

Thanks also to Elizabeth and Gethin who are part of the Management Team and also to the GISDA Management Board which is the company's backbone and regularly give their time voluntarily. I'm looking forward to next year with so many exciting plans in progress.

Sian Elen Tomos - Chief Executive

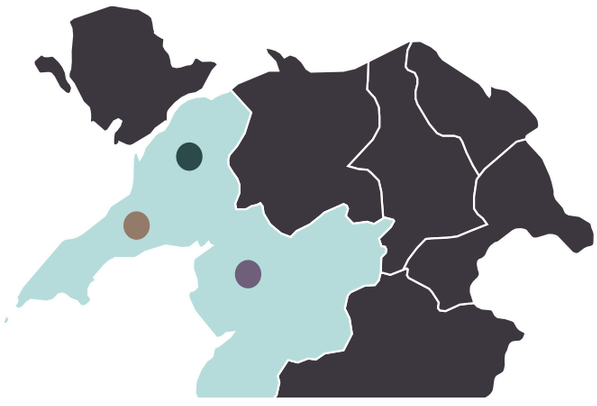
GISDA'S YEAR

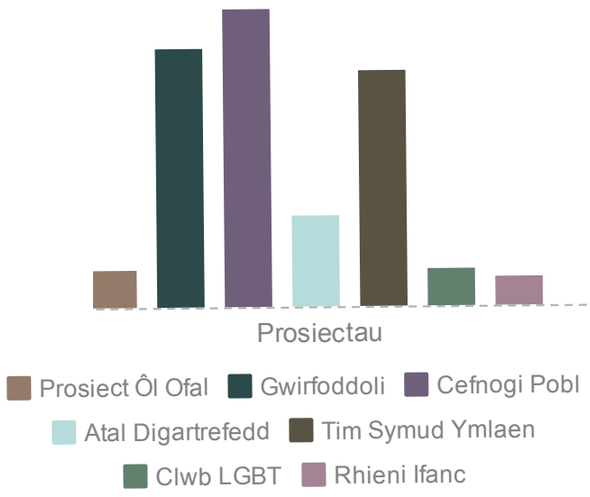
2017-18

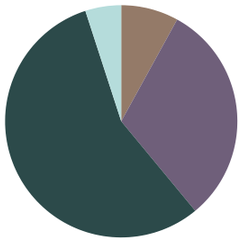
477

NUMBER OF REFERRALS

During 2017-2018 GISDA received a total of 477 referrals. See below which project within GISDA provided a service for each referral.







56% from Arfon
8% from Dwyfor
31% from Feirionydd
5% from outside Gwynedd

SUPPORTING PEOPLE

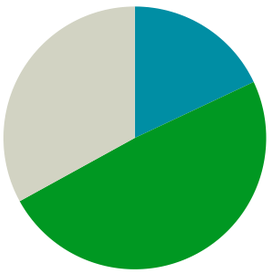
THIS IS GISDA'S CORE SERVICE PROVIDING ACCOMMODATION AND SUPPORT FOR HOMELESS AND VULNERABLE YOUNG PEOPLE

This is our largest project and within our Cefnogi Pobl team there are key workers, support workers, sleeping in workers and a property co-ordinator. The team is doing a remarkable job to support the most vulnerable young people of our society and make a big difference to their lives.

The team provides a service for 64 young people at any one time. It is intense and therapeutic support. Our young people usually receive support for a year and a half before moving on.

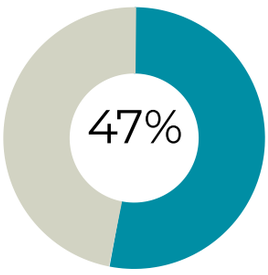
Some young people need longer-term shelter and therefore we try to pull other services in when appropriate and try to always ensure that the young person is central.

We are always analysing the data as this is the project where we collect most statistics. Please turn over to see some of the team's statistics over the year:



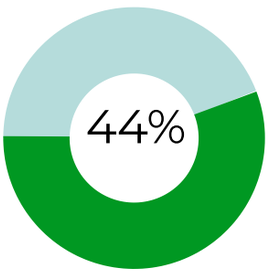
AGE

18% of our referrals between the age of 14-17, 49% between the age of 18-21 and 33% between the age of 22-26



RELATIONSHIPS

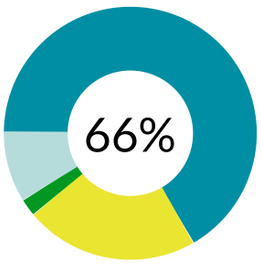
The main reason that young people were referred to GISDA was a breakdown of relationship



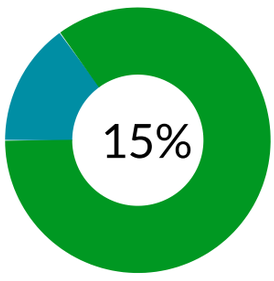
MENTAL HEALTH

Percentage of young people with a mental health disorder of some degree, who presented themselves as homeless during the year.

NEET (NOT IN EDUCATION, EMPLOYMENT OR TRAINING)



66% of referrals are NEET, 22% in education, 2% in training and 9% in work.



The percentage of NEET following support from GISDA decreased to 15%

SOFA SURFING

50% of our referrals were 'sofa surfing' on arrival

SERVICE USER FEEDBACK

A YEAR ON

"It has been a year now, since I have left GISDA.

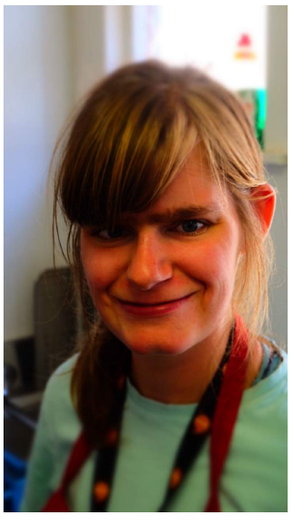
GISDA supported me so much before I even moved into their supported housing, and continued to do so, after I left. Mine and my family's life have improved so much, thanks to GISDA. We are now living in our permanent home.

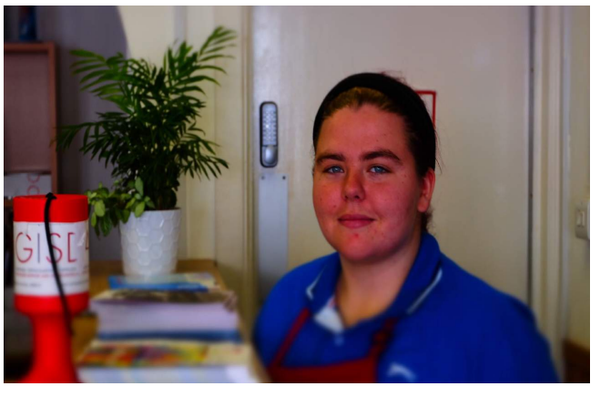
"We couldn't have done it without them". Whenever I had a problem, Staff were only a phone call away and always there to help when we needed. I had a range of support which helped me from form filling, visiting viewing and accessing potential move on accommodation.

I also had Support with managing my finances, building my confidence and helping me access mother and baby groups which all helped me socialize and get to know other mothers and make good friends. GISDA Staff always make you feel welcome and always make sure that you're happy. Without GISDA I would not have found my forever home, I cannot thank them enough!"

"I find it easier to get help with my depression and other problems here because I can talk to one of the staff. It's easier for me to be alone because when I see my family I remember all the bad stuff I've done that's hurt them and it makes me worse like I get suicidal thoughts but being away I have my own space to think about them and try to make a better life for myself."

VOLUNTEERING





GISDA is proud to continue offering volunteering opportunities within the company. Although Gwynedd Council's CIST fund expired this year it was decided to extend the volunteering co-ordinator's contract as the project was such a success.

During the year 125 people were supported in volunteering roles within GISDA, 60% female and over 50% being young people under 25.

Volunteering not only benefits the company (equivalent to over £40,000 2017-18) but benefits the individual by gaining confidence, self-worth, pride and strengthening their skills and cv.

Gwynedd Young Volunteers Grant was received from Mantell Gwynedd which enabled us to pay to train 18 individuals in courses such as Food Hygiene, Positive Attitude and First Aid.

We continue to offer a QCF Work in Catering course through Agoriad Cymru to volunteers within the Te a Cofi project.

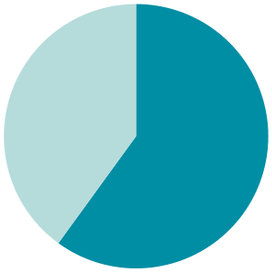
Together with this training, support is also offered to help each individual prepare for life and work from the volunteer co-ordinator and the dedicated café staff. We have a number of positive case studies where young people have progressed to paid work or to full-time education following a volunteering period with GISDA.

Ffion's Story

During May 2018 Ffion Jones from Pwllheli spent time on a work experience placement with GISDA as part of her Introduction to Work course with Coleg Menai. As a young person Ffion spent time under the care of GISDA following a family breakdown.

Receiving a house and a support worker Ffion was able to move forward with her life rearing three children whilst working in a variety of jobs. Following her decision to further her education she spent time shadowing our supporting people team at our hostel in Caernarfon.

17 INDIVIDUALS VOLUNTEERED



60% FEMALE

40% MALE

£40,117

ANNUAL FINANCIAL VALUE

The financial value of our voluntary services increases year by year.

She enjoyed seeing all the work that is done with the young people especially having experienced the other side. This September, Ffion will be starting an Access course in Health and Social Care in Pwllheli with the hope of being able to contribute to GISDA's team in the near future.

AGE

- 75% are between 16-24
- 17% between 26-40
- 8% over 40

VOLUNTEER WITH US

If you are interested in volunteering or getting work experience then contact us:

01286 671153

gisda@gisda.co.uk

TE A COFI

Te a Cofi has gone from strength to strength in the last year and now employs 4 full time staff. These staff regularly support around 20 volunteers and offer support in work for other young people on programs such as Active Inclusion and AdTRAC.

The atmosphere when walking to the café is a special one and our customers often remark on this. Creating such a nice feeling is difficult but the staff have worked tirelessly to ensure the balance between food of high quality and a strong welcoming atmosphere for everyone.

The café is very busy and we are grateful to our loyal and regular customers for their support their willingness to be patient at times while young people are developing new skills.

Staff feel they want more space to provide more services such as meals on wheels and providing a buffet and so on - we recognize this and are taking steps to look at our options to expand our capacity.

SUSPENDED COFFEE

The 'Suspended Coffee' scheme has been implemented in Te a Cofi for 3 years and continues going from strength to strength. The idea behind the plan is simple - when you buy a cup of coffee in the cafe, you can pay for another. The second coffee is then available to a person who can not pay for themselves.However, in the Tea a Cofi Café, coffee is not the only option, customers can also order anything from the menu for a person in need.

GISDA SYMUD YMLAEN TEAM

The GISDA Moving Forward Team was established at the beginning of last financial year to try to respond to the demand for alternative education providers and staff who were experienced in engaging with young people who were struggling to cope with mainstream provision.

GISDA has always provided a variety of alternative educational opportunities and creative and recreational experiences to empower young people on their path towards independent living.

The Moving Forward Team is an attempt to formalize that and create a firm and clear structure for service users and commissioners from the wide range of support and sessions available.

TRAC

A variety of alternative education courses are provided for Gwynedd and Anglesey pupils who are part of the 11-19 TRAC project, which is a project that supports 11-19 year olds who disconnect with education and are at risk of becoming NEET (not in education, work or training).

The challenge is to balance our ability to provide the service but to also ensure the project is sustainable as we are commissioned as and when and there is sometimes no consistency.

However, during the year, the TRAC GISDA team worked in 7 secondary schools across Gwynedd and Anglesey and some of the workshops

The Moving Forward team has only been operational for a year and staff have achieved a lot in their first year and we firmly believe as a company that it has the potential to develop further opportunities. Here are some different aspects of what the team provides:

provided were units in Anger Management and Confidence Training. TRAC is a preventative project that helps those pupils who are struggling to reach their potential within a school for a variety of reasons.

ADTRAC

A new Team in Gwynedd and Anglesey was established within the two Local Authorities to run the AdTRAC scheme which is a scheme that supports 16 to 25 year olds to move on to the world of work.

GISDA works very closely with both parties and so far we have been commissioned to provide a volunteer support program within our 'Te a Cofi' social enterprise to provide support and skills to increase confidence before moving on to paid work. We want to continue to co-ordinate with this team to avoid duplication and provide when necessary.

ACTIVE INCLUSION PROJECT

YOUNG PEOPLE MOVING ON TO WORK

Active Inclusion is a project to support young people to gain skills and confidence and move on to work. WCVA leads on the project and we are delivering the service on their behalf.

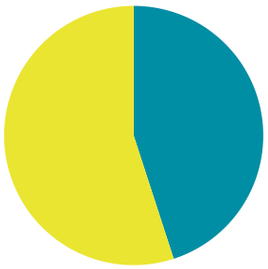
The project has been extremely successful. Here are some interesting Active Inclusion statistics within the period January 2017 to March 2018.

40 OF YOUNG PEOPLE JOINED THE PROJECT

SHANE'S STORY

Shane was one of our first young people to commit to the Active Inclusion project, he was given a work

100% WERE NEET ON ARRIVAL



20 between 18-20

17 over 21 years old

19 joined strand 1, and 21 joined strand 2 (working)

placement at the Star Hotel, Llan Ffestiniog as a trainee chef.

Whilst there, Shane worked very hard during his time on Active Inclusion, working varied and unsociable hours.

Shane said that this opportunity has enabled him to develop new skills and increase his confidence in gaining full-time work in a sector that he was interested in.

> "At the time, i was unemployed and someone mentioned GISDA had a new project. It sounded really good and it shows that it was a good project as i got a work placement for 6 months"

The salary that Shane has recieved through being on the project has enabled him to start taking driving lessons and to think about his future.

He has now passed his Theory test and hopes to have a full driving license in the coming months. Shane has to rely on public transport which makes it difficult to arrive at work at certain times. He has now finished on the project and has been given a full time role with the Seren Hotel. We would like to congratulate Shane and thank the Seren Hotel for being a part of the project

SOME OF OUR YOUNG PEOPLE IN THEIR NEW JOBS

GISDA LGBT+ YOUTH CLUB

We are fortunate that a former GISDA, who is now a qualified Social Worker, now working for CAMHS, has started and continues to run a youth club on our behalf voluntarily.

Over the year the club has gone from strength to strength and the number of people that have attended the club has risen to 15 on a few occasions, growing every week.

Although the club was run by volunteers we were fortunate to win a £ 10,000 lottery grant bid to support the club. GISDA has recognized for many years that we have a lack of specialists in this important area as we encounter so many young people annually facing mental illness based on their sexuality.

We are fortunate that Aled has volunteered his own time to establish and maintain this important service within GISDA. Mari has begun to organize and build a group by enabling young people to attend conferences, invite different people to talk to the club to share their experiences, work more closely with local schools and so on.

The club has huge potential and we would like to expand the opportunities to run a club in another Gwynedd area and build on our experiences to be able to provide advice and support to the families, units and schools of Gwynedd.

The club has received very positive media coverage and from that the numbers have increased dramatically with young people from Presdatyn, Harlech and Anglesey attending regularly.

We strongly believe at GISDA that every young person has the right to feel comfortable and happy without having any oppression or discrimination due to their sexuality within our communities.

GISDA CARE LEAVER'S

This service is funded by Gwynedd Council social services. Part 6 of the Social Services and Welfare (Wales) Act 2014 ensures that the provision of a personal adviser is statutory.

The GISDA Care Leaver Service supports young people who have been through the care system. Like other GISDA services we follow the therapeutic model ('Model Fi') when working with and supporting young people.

We have two Personal Advisers who work for the benefit of young people by supporting them on broad issues such as emotional support, housing related support, benefits, job searching, managing behaviour, dealing with domestic violence cases and much more.

Our agreement was renewed during the year for 3 further years with a budget increase. We now employ an Education Worker as part of the team that works directly with care leavers specifically to help with their skills and accreditation with intent of moving them closer to the labor market.

In addition, we have an agreement with Social Services to accommodate a young parent in one of our houses. During the year we are hoping to continue to build on this service and try to attract new funding as the statistics and outcomes of young people in care in Wales continue to be much lower than if they were not in care.

YOUNG PARENTS PROJECT

We have received three years funding from Children In Need to employ two support workers for 3 years to work with young parents under the age of 18.

TÎM RHIENI IFANC GISDA

The staff carry out special work promoting the rights of young parents, empowering them to feel confident and assist with various issues.

A number of case studies have proven the value and success of the project and the funders are extremely happy with how the project is progressing. The staff hold group and 1:1 sessions and work closely with colleges and health visitors when necessary.

Staff have also been successful in securing various grant applications to help the young people attend college or get help with travel or childcare costs. Resources within the project are limited but the difference the staff make without further resources has been outstanding.

GISDA has been supporting young parents for many years and has run several successful projects.

We believe that all young parents should have the opportunity to be a young person as well as a parent with access to all opportunities available to them.

HOMELESSNESS PREVENTION

The Homelessness Prevention project is funded by the Welsh Government. The Homelessness Prevention Worker has been working with a group of organizations to create sessions in schools for year 9 children – called DEWIS. The organizations include the Police and Domestic Violence Service.

The project is also responsible for looking for affordable accommodation for young people and receives referrals from Gwynedd Council homelessness department.

We have a good relationship with a variety of local landlords and we are in the process of creating an attractive package for landlords that will include intensive support for young people.

We have a very good relationship with Gwynedd Council's Homelessness section in accordance with the Housing Act 2014.

During the year renewal works have been completed on a house during the previous year. By working together and developing a relationship with Social Services, it was decided to allocate accommodation care leavers.

Since the summer of 2017 there is a family that is supported by Personal Advisers to have a home at 55 Cae'r Saint.

The relationship on arrangement with Social Services has worked well and the family has had intensive support to develop skills to live independently.

The project was funded by the Welsh Government and Gwynedd Council.

55 Cae'r Saint

3 NEWBOROUGH ST, CAERNARFON

During the year we bought our second house, providing accommodation for a young person. Our intention was to offer a high quality home for our service users. Due to the successful relationship with Social Services during delivery of care last year in Caer Saint; we decided to extend this support and provision to care leavers with another house in Newborough Street, Caernarfon.

Social Services are eager to use this new dwelling to support care leaver who are in work, training or education. Part of the project will be to use the house to teach living independently skills through different activities and intense support.

Having financial security through developing our relationship with Social Services gives GISDA a chance to develop further properties for young people in Gwynedd. Using this model in our strategy our hope is to be more self-sufficient as grants get more and more competitive.

The house has been given a significant investment of long hours and hard work from our staff in a very short period to ensure that our young people have a quality home.

'ME MODEL'

GISDA has adopted a psychological model of service delivery for years and back in 2015 we developed it in a unique therapeutic framework called 'Model Fi' to include elements of moving on to work in an atmosphere of understanding and support.

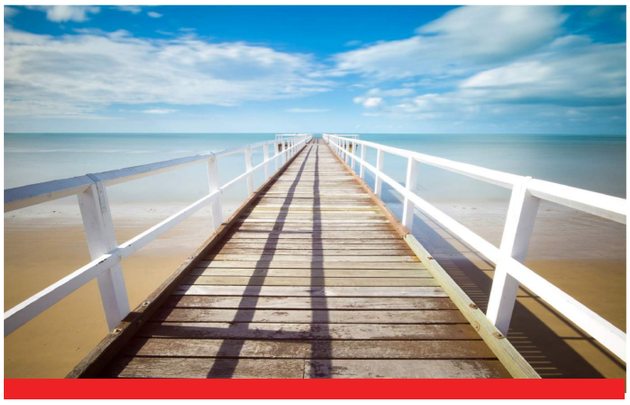
The company's staff have continued to ensure that they work consistently in a therapeutic way and other elements have been successful in particular training that the company has invested significantly in over the years for courses that ensure individuals' understanding of psychological perspective.

Another successful part is that staff have space to reflect on their work under the supervision of a very experienced psychologist. Staff appreciate this time and it is an opportunity for them to get each other's support in a safe and neutral space.

The Welsh Government has shown an interest in the GISDA method of working for several years and have now themselves created an ACE team (Adverse Childhood Experiences) that shares similarities and attributes very similar to GISDA's 'Model Fi'.

During the period of 2017-2018 a review of 'Model Fi' was commissioned and following this we have realized that further resources are needed to ensure that the model is truly integrated into GISDA.

We are in the process of putting a plan in place to achieve this and to see what action we can take within our existing resources to ensure that we continue to follow a therapeutic pathway in providing services for vulnerable young people.



THE MODEL'S STRUCTURE

PARTICIPATION

↓

EQUALITY AND DIVERSITY POLICIES

↓

STAFF TRAINING

↓

REFLECTIVE PRACTICE

↓

ACCESS TO COUNSELLING AND PSYCHO-THERAPY

↓

ALTERNATIVE EDUCATION

↓

MONITOR AND REVIEW SERVICES

↓

STAR

↓

WORK WITH MENTAL HEALTH SERVICES

GRANTS FOR YOUNG PEOPLE

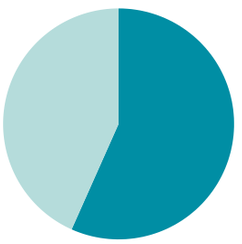
GISDA HELPING HAND GRANT

Any financial donation that arrives at GISDA is usually kept, as a rule, for helping young people in need and as they move on to their own homes for the first time.

The grant is available to the young people who receive support from GISDA, and a young person can request up to £ 75.

This grant really makes a difference to the lives of our young people and we are grateful to the public for raising money and contributing.

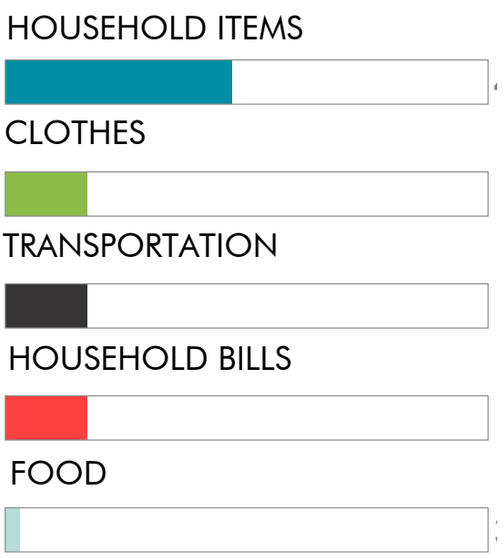
£4,670 TOTAL DONATIONS 17/18



17 FEMALES

13 MALES

THIS IS HOW THE GRANT WAS USED THIS YEAR:



If you would like to raise money for GISDA, contact us for a fundraising package or you can contribute using the links below:

JustGiving.com/GISDA

Giveasyoulive/GISDA

STRATEGY
2019-2023

FUTURE PLANS

With GISDA's current business plan for 2016-2019 coming to an end the company has been working on a new strategic plan for 2019-2023 giving consideration to the needs and direction of the company over the coming years. Completing the strategy was an open process which enabled us to work together focusing on GISDA's main aim.

Working closely with the Management Board the Management Team presented GISDA's new strategic plan for 2019-2023 to the Management Board by whom it was approved.

We had an internal team day in September to formally present the strategy to GISDA staff and get feedback across the company about what should be prioritised in moving forward with

The 2019-2023 Strategy will be officially launched at the 2018 GISDA AGM.

The Strategy notes our values, our priorities and our long-term commitment to continue providing support and opportunities to homeless and vulnerable youg people.

It reflects our discussions across the company from young people's opinions up to the Management Board and is something we are very proud of.

We are confident that it will be a vibrant document and that our results will reflect the strategic aims within it over the coming years. We will focus on the following 5 strategic aims:

the strategy.

EIN NODAU STRATEGOL

VOICE

GISDA ensuring that the voice of homeless and vulnerable young people is central to everything.

ACCOMODATION

GISDA responding to the housing and support needs of homeless and vulnerable young people.

SUPPORT AND OPPORTUNITIES

GISDA providing opportunities to homeless and vulnerable young people through creative, artistic, therapeutic, leisure and educational activities.

COMMUNITY

GISDA participating and playing part in the community for the benefit of homeless and vulnerable young people

SUSTAINABILITY

GISDA developing plans, social enterprises and fostering partnerships to ensure sustainability

GISDA GOVERNANCE

GISDA's Management Board conducted a governance review and assesment during 2017-2018.

The Board has committed to adhere to the principles of the Governance Code for Charities to ensure that GISDA not only complies with the law and relevant regulation but also promotes a culture where everything works towards fulfilling GISDA's vision.

The Board have put a plan in place to ensure this including an annual assesment of GISDA's governance arrangements.As part of this and following intense consultation GISDA's charitable objectives were upcdated.

The new constitution was approved by the Charity Commission and has now been registered with Companies House and the Charity Commission.

Our new strategy was developed in parallel with this exciting work and the two weave together and provide clear leadership to the Management Team in going forward to prioritise an appropriate operational programme.

WELL-BEING AIMS

A PROSPEROUS GISDA

Create exciting opportunities to prepare young people and contribute towards decreasing deprivation amongst young people through promoting employability and careers for each young person.

A RESILIENT GISDA

Arm and empower the next generation with the skills and resilience to face life's challenges.

A HEALTHIER GISDA

Use Public Health Wales standards to ensure

A GISDA OF COHESIVE COMMUNITIES

Adopt communal principles and taking responsibility for integrating young people into the community and ensuring a place for the community within GISDA

A GISDA OF VIBRANT CULTURE AND THRIVING WELSH LANGUAGE

Help and empower staff and young people to develop their confidence to contribute in Welsh.

A GLOBALLY RESPONSIBLE GISDA

the company promotes the health and well-being of staff and young people by adopting the '5 ways to well-being' principle.

A MORE EQUAL GISDA

Implement equal opportunities policies in every aspect of our work and remove any barriers young people face.

A GLOBALLY RESPONSIBLE GISDA

Commit to play our part in reducing our carbon footprint and implement our enviromental policies.

HEALTHY WORKPLACE

GWOBR IECHYD Y GWEITHLE BACH
SMALL WORKPLACE HEALTH AWARD
ARIAN • SILVER
Cymru Iach ar Waith
Healthy Working Wales

SMALL WORKPLACE SILVER HEALTH AWARD

This year we were successful in receiving a silver award for a healthy workplace. To earn this award, we had to prove that we invest in different things, you will find a few recent examples from this page.

In addition GISDA's terms of work are favorable and reach some of the requirements of the 'Healthy Workplace Award' silver standard

CYCLING

Over the summer, a small group of staff and GISDA Managers went on a trip from Caernarfon to Felinheli with a diverse bicycle fleet of the local Antur Waunfawr initiative.

Everyone enjoyed it and it was an opportunity to socialize, keep fit and healthy and team building skills. We would encourage anyone to try it, there are all kinds of different types of bikes available and staff are very supportive.

KEEPING OUR STAFF HEALTHY

It was decided at the beginning of the summer to allocate free time for staff who wanted to stay fit and healthy and to do so in work time. Everyone got ¾ hours a week or 3 hours a month over the summer to go to the gym, do yoga or any activity that helped their health or mental well-being of staff. Feedback has been positive from the staff involved so far.

Two members of staff began to attend the gym together with staff from other teams going on walks while the weather was nice. This was a pilot scheme and we will look to develop it further to ensure a happy and healthy workplace.

GISDA SUMMARY ACCOUNTS 2017-18

INDEPENDENT AUDITOR'S STATEMENT TO THE TRUSTEES OF GISDA

We have examined the summarised statements of GISDA for the year ended 31 March 2018.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

The trustees are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the charities SORP.

Our responsibility is to report to you our opinion on the consistency of the summarised financial statement with the full financial statements and Trustees' Annual Report.

We also read the other information contained in the summarised annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised financial statements.

We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements and on the Trustees' Report.

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2017

	2018	2017

	£	£
INCOME		
Voluntary income		
Building Donation	390,000	100,000
Donation	7,425	7,732
INCOME FROM CHARITABLE ACTIVITIES		
Grants, rental agreements etc.	1,352,999	1,666,664
Profit on disposal of fixed assets	6,300	-
Bank intrest	140	152
Other Income	1,458	1,015
TOTAL INCOME	1,758,322	1,775,563
EXPENDITURE	1,465,950	1,636,988
NET INCOME AND NET MOVEMENT IN FUNDS FOR THE YEAR		
Funds at 1 April 2017	868,776	730,201
Funds at 31 March 31 2018	1,161,148	868,776

BALANCE SHEET
AS OF 31 MARCH 2018

	2018	2017
FIXED ASSETS	£	£
Tangible fixed assets used by the charity	980,840	401,416
CURRENT ASSETS		
Stock	1,331	1,500
Debtors	95,201	186,307
Cash at bank	367,001	393,942
	463,533	463,533
CREDITORS		
(amount falling due within one year)	136,793	114,389
NET CURRENT ASSETS	1,161,148	868,776

INCOME FUNDS

Restricted funds	752,309	377,220
Unrestricted funds	408,839	491,566

OPINION

In our opinion the summarised financial statement is consistent with the full financial statements and the Trusttes' Annual Report of GISDA Cyfyngedig for the year ended 31 March 2018

W J Matthews a'i Fab
Archwiliwr Cofrestredig
Cyfrifwyr Siartredig 11-15 Y
Bont Bridd Caernarfon

-17 September 2018

STATEMENT BY TRUSTEES

The attached summarised accounts are a summary of information extracted from the annual accounts and certain information relating to both the statement of financial activities and the balance sheet.

The summarised accounts may not contain sufficient information to allow a full understanding of the financial affairs of the Charity. For further information the full annual accounts, the auditor's report and the trustees' report should be consulted. Copies of these can be obtained from GISDA, 22/23 Caste Square, Caernarfon, Gwynedd. LL55 2NA.

The full annual accounts have been subject to external scrutiny by an independent auditor and received an unqualified report.

The annual accounts were approved by the Board on 17th September 2018 and will be submitted to the Charity Commission and to the Registrar of Companies in due course.

Signed: MR Tudor Owen (Cadeirydd)
For and on behalf of the Trustees