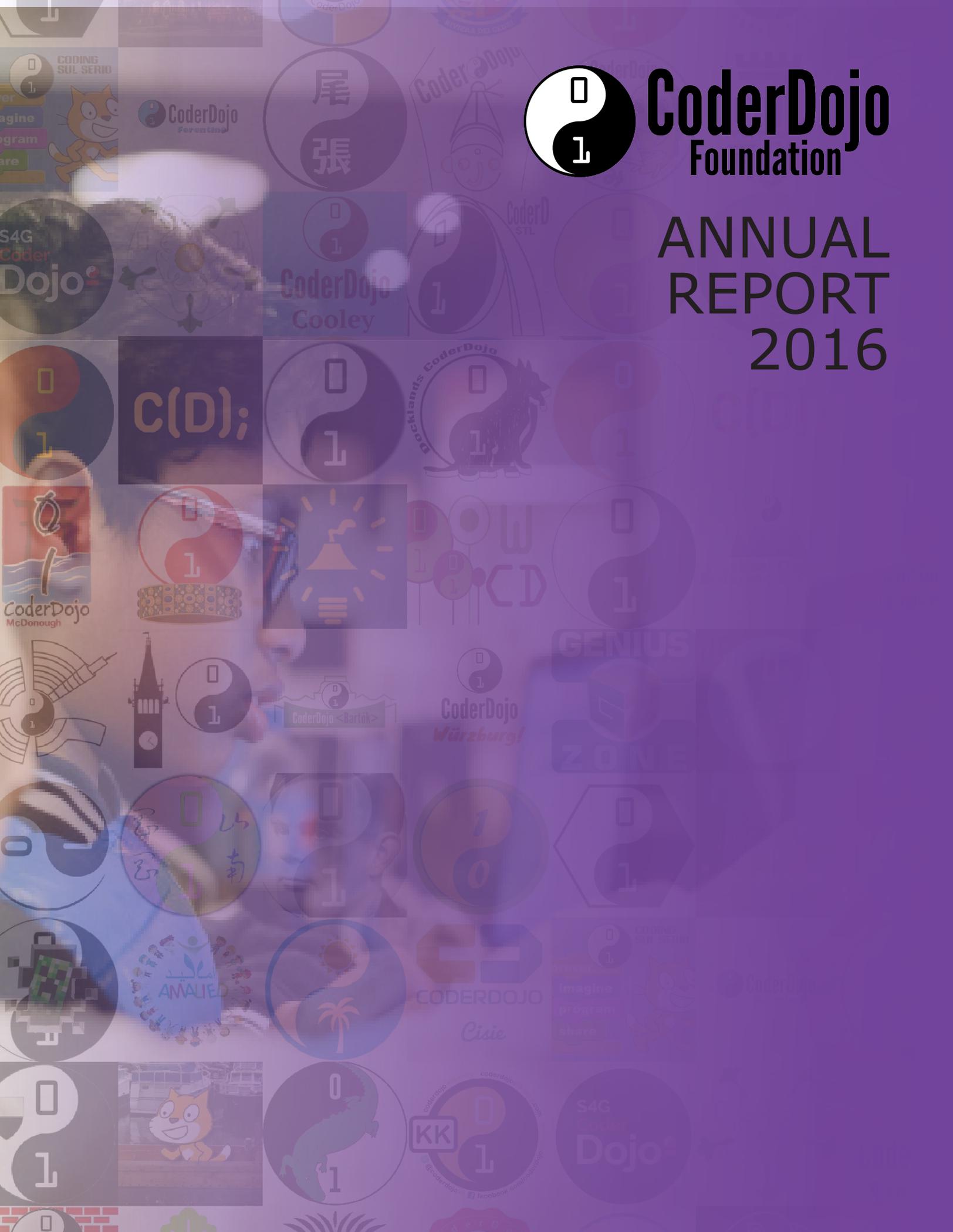




**CoderDojo**  
Foundation

# ANNUAL REPORT 2016





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# Our Mission

To reach young people from all over the world engaging them such that that they become creators with technology in a meaningful, creative and social way.

# Our Vision

A world where every child has the opportunity to learn how to code and be creative in a safe, social and fun environment.

# Our Values

## **Community & Contribute:**

At the core of CoderDojo is our connected community. Our community of volunteers is the lifeline that power the CoderDojo movement globally. The community is our compass. The Foundation exist's to enable & support the community.

All members of the Foundation are members of the Community & contribute as such.

## **Transparency:**

The Foundation team are accountable to our community and stakeholders. The team believe that transparency builds trust, which is why we produce annual & quarterly reports that openly share all the details of our strategies, plans, goals and our relationships with funders & partners.

## **Delivering Positive Impact:**

Our community is made up of individuals who generously & kindly volunteer their time and

resources to the movement. The CoderDojo Foundation team must reliably deliver value to this community and strive to continuously improve on all of our offerings and services, while being responsive and accountable to all of our stakeholders.

We as an organisation believe that CoderDojo can continue to be a force for positive change in the world!

## **Be Cool, Be Creative, Have Fun:**

CoderDojo is fundamentally about providing opportunities for young people to have fun with

technology in a club based environment which is based on inclusion, innovation and creativity. This is at the core of our objectives and underpins and focuses the CoderDojo team on our activities and priorities.

## **Respect:**

Respect is fundamental. We respect & value other people's ideas, their beliefs and their cultures. We openly and actively engage with all community members and stakeholders to challenge our thinking and to work on creating & maintaining fully inclusive environments at all Dojos.

## Open & Free:

We are based on the principles of open source and of volunteer led movements, all that we do is provided openly and is free; gratis and libre.

# Our 2016 Objectives

## Enablement

- 40% of Dojos adhering to the CoderDojo Best practice standards (Tao) to ensure a consistent & quality experience across Dojos globally.
- Develop E-learning module for demonstrating Global Child Protection Best Practice Standards
- Train a minimum of 12 staff and volunteers trained as CoderDojo Ireland Child Protection Trainers.
- 70% of Champions referencing Kata as a support used by their Dojo and a decrease in % of Community not familiar with Kata to 15%.
- Implement filtration and rating feature on Kata.
- Launch Beginner, Intermediate & Advanced Series available in 10 different programming languages including Python, Scratch, Java, Unity, Ruby & PHP
- Existing Sushi series translated into 10 languages
- Impact measured by CTR & Download with a minimum of 2,000 downloads per Series

## Engagement

- Develop direct relationships with 15,000 kids & young people via the CoderDojo Community Platform Zen.
- Rewarding & Recognizing both the hard (i.e technical competence) and soft (i.e mentoring, presentation skills etc) of CoderDojo youth through the deployment of Open Badges with 15 unique CoderDojo badges launched, 14,580 unique badges awarded to CoderDojo ninjas.
- 750 Ninja Projects demoed at Coolest Projects with 10% international representation.
- Develop direct relationships with 3,500 Champions & Mentors via the CoderDojo Community Platform, in addition 90% Champions connected to Zen.
- Build robust mentor onboarding process to ensure adequate dissemination of ethos & child protection
- Rewarding & Recognizing of CoderDojo adult volunteers through the deployment of Open Badges. Launch 5 unique mentor/champion badges with 350 badges awarded.

## Scaling

- Grow the CoderDojo movement to 1,330 Dojos impacting 43,900 young people on a regular basis and have impacted 65,000 young people historically.
- Secure 3 global growth partners with 5 active Dojos per partner.
- Retain 80% of all Dojos.
- Regional license signed within UK, Belgium, Western Australia, Italy, Canada, Japan. CoderDojo Netherlands mobilised, CoderDojo USA 501c3 fully established and CoderDojo Ireland fully established.

# Message from the Executive Director



2016 was an undeniably milestone year for the CoderDojo. Marking the 5th birthday of the movement, releasing our first book, 'Create with Code', and hitting 1,000 active Dojos are just a few. In July, coinciding with the 5th birthday of the movement, I was honoured to take up the position of Executive Director, after starting as the first employee of the Foundation back in January 2013.

It apt that during the Summer of 2016 our team took a moment to to pause (briefly!), reflect on the progress we had made and plan for how we can provide even greater tangible impact to the Community. CoderDojo has been on an incredible journey, but challenges remain within the movement. From securing enough volunteers to provide engaging learning environments, to attracting a high enough percentage of girls or facilitating parental engagement. We set about to reimagine our strategy and in September we released the refined version setting down three pillars of our work; Community Enablement, Community Engagement and Global Scaling. These pillars are focused on addressing challenges and seizing opportunities so that the movement grows and sustains, giving ninjas all around the world have the life changing opportunity to attend their local Dojo.

I feel privileged to be able witness the benefit of CoderDojo, hearing these stories of impact as varied as the CoderDojo movement itself. From ninjas who learn leadership skills like Kirie from Japan. In 2013 Kirie was inspired to set up a Dojo, aged only 16. Initially just 4 ninjas attended, by the end of 2016 he was studying Pedagogy at Gakushin University, continues to Champion his Dojo with 30 ninjas now attending!

To ninjas who gain confidence like Sara. Sara joined the Docklands Dojo in 2015 as a shy 7 year old ninja, bursting with a natural ability not often seen. By the end of 2016, on asking ninjas to self-nominate to show their projects she put her hand up, having gained a confidence in herself and her ability to present in front of her peers! Throughout 2016 we continued to focus on building the foundations that enable CoderDojo to scale at a faster rate and sustain in the communities where currently present.

As I look into 2017, I know that many more achievements within the community will be made. More Ninjas will discover a hidden talent or develop a skill they can use to impact their world and community. More young girls will find that technology can be a creative tool. More local businesses will get involved and open their premises to their community. More corporates will encourage employees to volunteer. More parents will become inspired, opening up new Dojos to meet demand. Most importantly, CoderDojo will continue to multiply, creating more opportunities for more young people to learn to code in a creative learning environment.

# Message from the Chair & CoderDojo Co-Founder

Right now, as you are reading this, a young person is working on coding their dreams into reality. This is a great and wonderful thing but there is a sadness here as well. For every young person coding up the next Internet sensation there are tens of thousands of young people who remain illiterate to the power of code, who will soldier on in an ever more technically driven world without access to that power themselves.

2016 has been a remarkable year for CoderDojo, 1100 verified continuously active CoderDojo locations. Our Fifth anniversary. The publication of our first book, CoderDojo Nano. Mid-year, our talented CEO Mary Moloney left us for greener pastures in the commercial world. Our team has proven resilient and effective at the Foundation and the demand for CoderDojo is, if anything, increasing.

As a global movement CoderDojo continues to grow strongly and to provide excellent learning spaces where all young people are welcome and supported totally free of charge to this day and forever. Each Saturday my family and I still attend the very first CoderDojo and our passion is undiminished. So too is the passion of the thousands of CoderDojo volunteers across the world.

That being said, the Foundation that supports the global growth of CoderDojo requires deeper and broader partnerships. In 2016 over 60% of funds raised by the Foundation were restricted for specific projects and deliverables rather than for the delivery of their core mission, to provide support to new volunteers, create infrastructure and content to the longstanding clubs who have been running for years across the globe.

Still we are committed to the dreams of young people across the world becoming realities. We are particularly committed to the dreams of the young women in the world for whom coding is a career and in 2017 will launch several initiatives to empower more girls to start and continue their journey with CoderDojo. We are also expanding into the regions that most desperately need access to the power of code in the developing world and our work there needs more support than ever. For these initiatives in particular, which require higher resourcing, we need equal belief and commitment from growth partners and funders to our own mission that an opportunity to code is one which should be open to all.

Complacency on anyone's part would be a disaster right now. We're in a position to make a huge difference, more so than at any time in our five year history. We have a model that works sustainably, one which works toward the global good and one that without ongoing generosity will likely fall short in the long term and leave young people behind when they could have been coding their dreams into reality.

*B.M. Lint*



# CoderDojo Foundation Team 2016

At the end of 2016 we had 9 full-time employees. There were some big changes in the team with Mary Moloney moving on in July 2016. Giustina Mizzoni changed from her role as Head of Development to Executive Director. We'd like to thank Mary as well as the employees and interns (Adam, Cian & Diego) who joined us throughout 2016 to further our mission.



Giustina Mizzoni  
Executive Director



Rosa Langhammer  
Reporting



Peter O'Shea  
Community



Ross O'Neill  
Community



Nuala McHale  
Engagement



Philip Harney  
Content



Guillaume Feliciano  
Technical



Daniel Brierton  
Technical



Rachel Schoene  
Enablement

# Celebrating 5 years of CoderDojo

July 2016 marked the 5th Birthday of the CoderDojo movement. CoderDojo has come an incredibly long way since the very first Dojo was started by James Whelton and Bill Liao at the National Software Centre in Co. Cork, Ireland in 2011.

James and Bill's dedication to inclusiveness and foresight, and to make the CoderDojo model open source, has enabled the movement to grow exponentially. Since that first Dojo, the movement has become truly global, now in over 65 countries, giving thousands of young people opportunities that previously didn't exist.

*"In the 5 years CoderDojo has existed, it has continually stunned me with the people and places it has reached, the evolution of it as a movement and the amazing community and supporters who perpetually brought it to new levels, having a profound and meaningful effect on so many lives in so many different ways. I am filled with hope and joy with what CoderDojo will continue to achieve over the next 5 years, no doubt, continuing to stun me."*

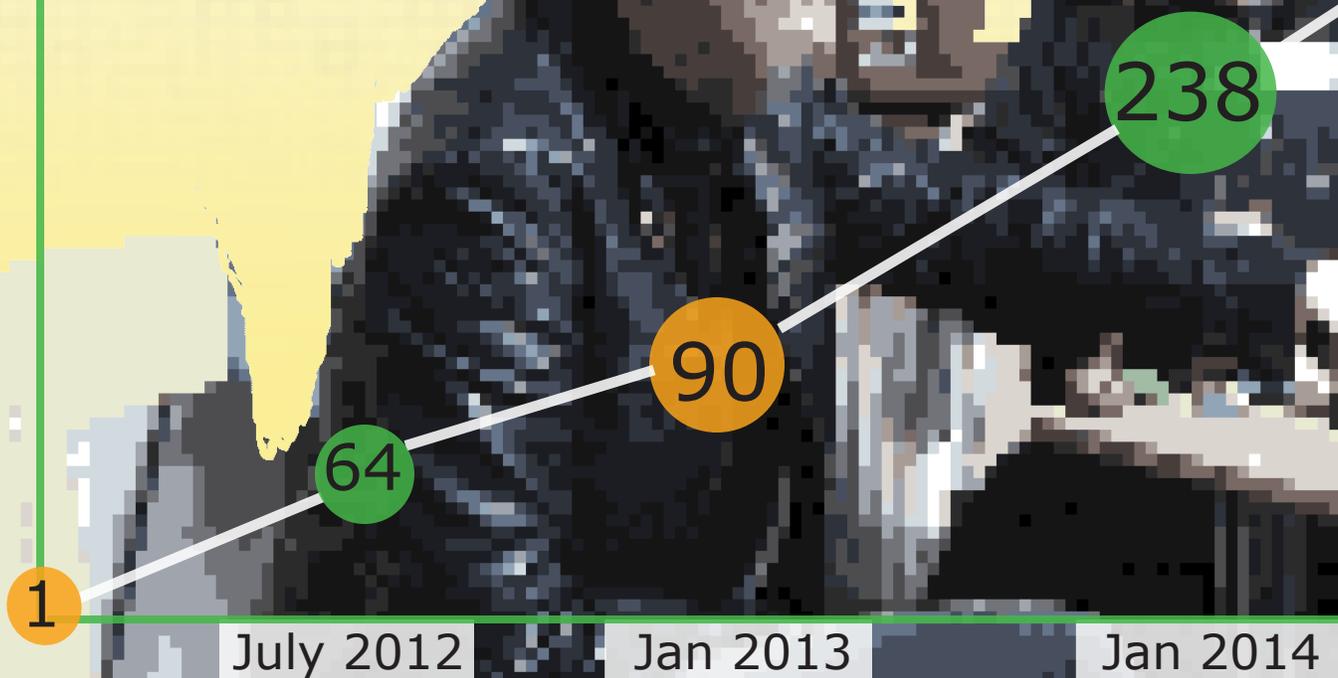


James Whelton, CoderDojo co-founder



# Dojo Global Growth

Dojos in  
**65**  
Countries





1,100

854

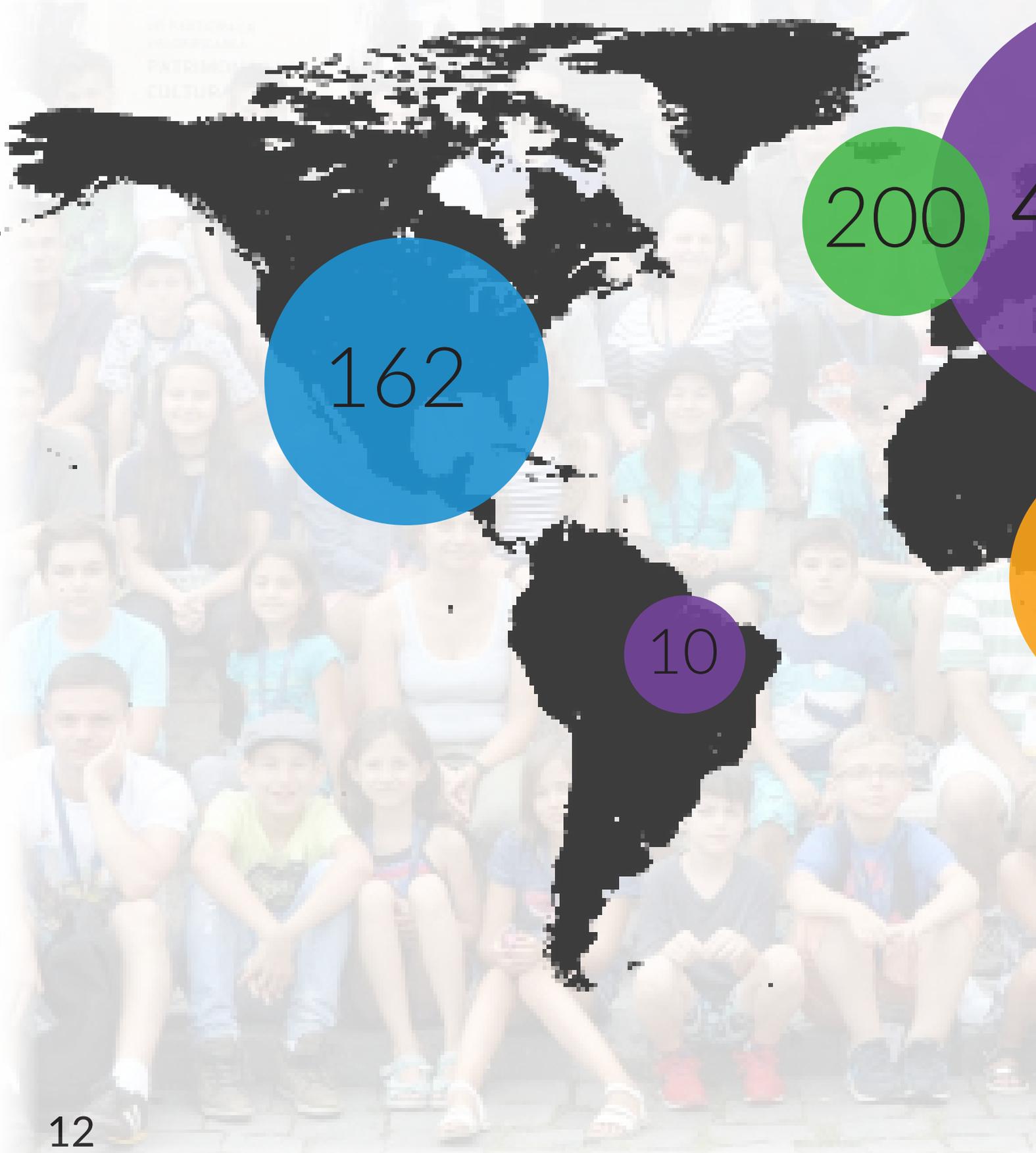
583

Jan 2015

Jan 2016

Jan 2017

# Dojo Global Reach



162

200

10

studii universitare de  
LICENȚĂ, MASTERAT ȘI DOCTORAT!

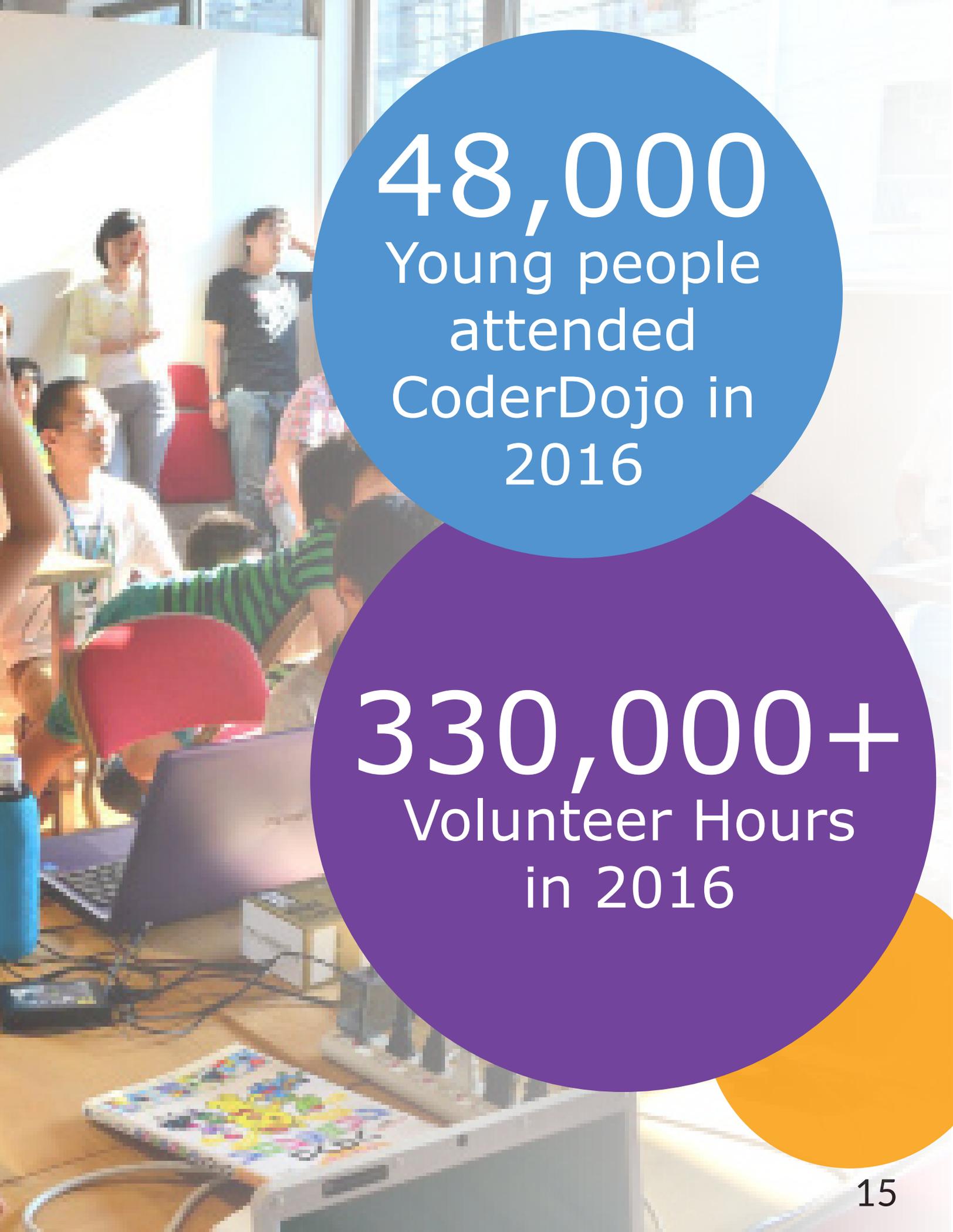
415

98

20

95





**48,000**  
Young people  
attended  
CoderDojo in  
2016

**330,000+**  
Volunteer Hours  
in 2016

# Ninja Quotes



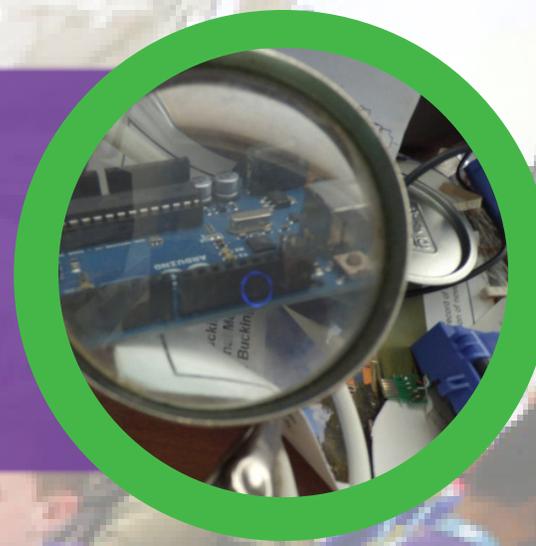
"CoderDojo has definitely helped me to learn programming quicker. I have found that CoderDojo is also a great way to make new friends."  
-Harvey, 14

"from the moment I started CoderDojo, all of the stereotypes were smashed- everyone was extremely friendly, helpful and approachable."  
-Aoife, 17



CoderDojo "didn't just teach me how to code, it made me think differently, and it made me understand so much about computers."

-Luka, 15



"I didn't really realise how much I actually enjoyed using technology until I started coding!"

-Síofra, 16

This is a really cool part of being in CoderDojo, you can not only learn but you can help other people to learn.coding!"

-Niamh, 14



# View from a CoderDojo Ninja Femi

***Femi, 11, is a CoderDojo Ninja in London, UK. He is a Tourette's Syndrome Champion who, with his mother, set up a South London Raspberry Jam with an autism & Tourette's Syndrome friendly ethos.***

The very first event we got involved was a Coderdojo at Dragon Hall in London. I helped my mum run a Physical Computing workshop. The mentors were really good. I moved on from Physical Computing and decided "I want to learn different things now". The workshops offered at CoderDojo were the sorts of things I was looking to do such as JavaScript, HTML, CSS and PHP. It also introduced me to more in-depth lessons in Python. I've gone to some amazing CoderDojos with my mum – at places like the Telegraph (UK newspaper), John Lewis (UK Department Store), Thomson Reuters, Google and Mozilla.

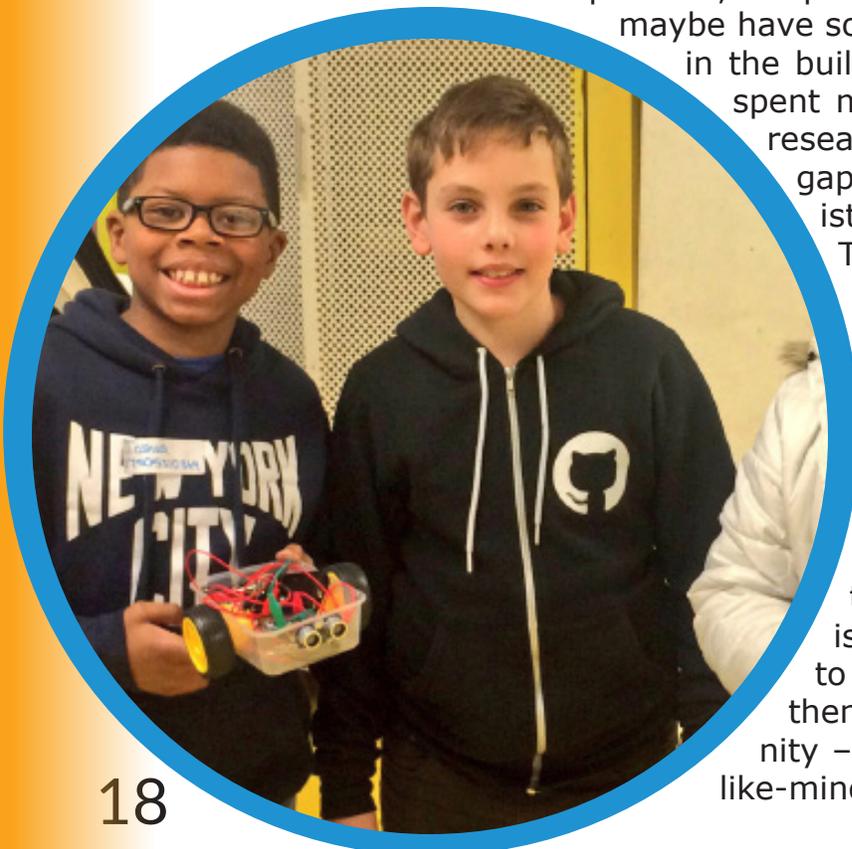
After going to quite a few Dojos, I was invited to join a Game Developers course that would lead to a trip to Dublin for the CoderDojo Coolest Projects Showcase. It was amaz-

"Coding opens up a whole new community – a social community where you can meet like-minded people" and share knowledge."

ing. We learnt about ideation, design, graphics and view points (1st, 2nd and Birds Eye View). Although it was difficult working within a team, I did make some cool friends. The Coolest Projects event in Dublin itself was awesome; so much to do, so much swag!

I learnt that at the beginning part of the project you have to state your ideas confidently and if possible, use programme platform that everyone can use – maybe have some workshops so everyone can take part in the building of the game. I think we could have spent more time in the ideation stage, with the research about different types of games, the gaps and what you like and dislike from existing games; what works and doesn't work. The platform we used was really effective and I really liked our controls. Overall, it was an amazing journey and I learnt so much which I will take to future digital projects.

With the speed of technological advancement like with VR and AR, we are going to become more and more reliant on this technology in all aspects of our lives. This is where jobs are going to be and we need to develop these technological skills to get them. Coding opens up a whole new community – a social community where you can meet like-minded people and share knowledge.







# View from a CoderDojo Parent

## Grace

*Grace is a Raspberry Pi Certified Educator, based in London, who got involved in CoderDojo in London through mentoring in the Dragon Hall Dojo and bringing her eldest son, Femi, with her into the world of CoderDojo.*

For Femi, the Dojos he goes to enables him to flex his skills and build on the knowledge and understanding he's gained from other events, like Code Club or Raspberry Pi Jam. We are lucky in London as there are several regular Dojos he can attend and each one has unique and distinct features. The volunteers bring a whole range of skills and experience to guide the Ninjas and have a wealth of information on the courses and online resources that are available. The venues are fabulous and are at the centre of technology and industries that are intrinsically linked to coding and computer programming. This gives the kids a really good insight into the workplaces they might be working in in future years; it makes it feel accessible and achievable.

"The volunteers bring a whole range of skills and experience to guide the Ninjas"

For the parents, well what more do you want; free coding events in amazing spaces, enthusiastic and knowledgeable mentors and often fab coffee and refreshments - a place to get to know other parents, swap notes and, ok, sometimes just read the weekend papers for an hour or so. The Coolest Projects programme was fantastic and Femi learnt so much, not just about Game Development and coding but also project management, team work and the whole process of coming up with ideas and following through to the end stage. The trip to Dublin, was an amazing experience in itself and enabled Femi to develop some good friendships and to critically evaluate his team's performance which has already been useful in subsequent coding projects.

"[CoderDojo is] a great community which we look forward to enjoying for many years to come"

Thank you CoderDojo - for giving us some awesome opportunities for Femi to develop his coding skills, widen his knowledge and have many many hours of great fun. It is a great community which we look forward to enjoying for many years to come, especially as my other son, aged 6, has started to get into the Scratch and Kano workshops too.



# Alumni Youth Survey

In August 2016, we conducted a youth survey of young people who attended the first year of the first 10 Dojos EVER to see what impact attending CoderDojo had on them 5 years since the first CoderDojo. The results were amazing!



"Having new experiences and learning and interacting with many different aspects of computer programming and design, I even got to mentor at some clubs which I never thought I would do but I found it surprisingly enjoyable"



"It's hard to pick just one thing- the people, the opportunities to visit amazing places, the contacts made which lead to great work placements, and the huge amount of confidence mentoring in Dojos has given me"

# Key Findings

**90%**

Want to or are already studying Computer Science at University

**87%**

still attend CoderDojo

**80%**

Now mentor at a Dojo

**For 59%**

Attending CoderDojo influenced their perception of technology, making it more accessible than they previously thought

Four youths from those surveyed have gone on to start their own Dojo!

"The atmosphere is really fun and makes coding less 'scary' to learn. Everyone is very welcoming and open-minded. I have had some of my memories with friends attending CoderDojo"

# Community Support

Community is at the core of the CoderDojo Foundation's mission and vision. Connecting with the CoderDojo community on a local level is something that we do on a daily basis to ensure Dojos are supported from their very first day of creation. Community support encompasses everything we do from cultivating engagement to the development of tools to content and infrastructure. Ultimately, the more pillars of support provided to all Dojos globally, increases the likelihood of the movement scaling and sustaining.

This year the team hosted more than 300 1 on 1 or small group calls with Dojos Champions and volunteers from around the world. Providing tailored support is central to our vision. The topics covered in 2016 varied from starting a Dojo to learning content to best practices of running a club and mentor retention.

We also continued to deliver on our engagement strategy in particular on social media and on our Community Forums and have created a new global slack community to give more real time support to community members through informal channels.

Throughout 2016 more than 250 Dojos were verified by our team! These Champions heard about CoderDojo through various channels from online web search, at events, from partner organisations or from the best evangelists existing community members! In 2017, the focus of the community team will be to analyse the growth of CoderDojo to date, with the goal of discovering the best methods and efforts that stimulate and cultivate growth. In particular we will look at regions globally where communities of Dojos are starting their first Dojos and how we can best support the opening of more Dojos in that region.

## Regionalisation

As the CoderDojo community grows around the world, groups of volunteers have gathered together to support the existing community and to grow CoderDojo in the region. They normally do this with the support of an existing non-profit organisation or they set-up their own in their country. In 2016 we supported 9 formal regional bodies and 1 informal regional body who had signed regional licenses or MOUs. Additionally we supported various informal bodies to become formal regional bodies and look forward to welcoming them to our growing list of Regional Bodies.



# Regional Bodies in 2016

Belgium

Bulgaria

Indiana

Japan

The Netherlands

New South Wales

Turkey

Western Australia

West Sound, Seattle

## Other informal groups in 2016

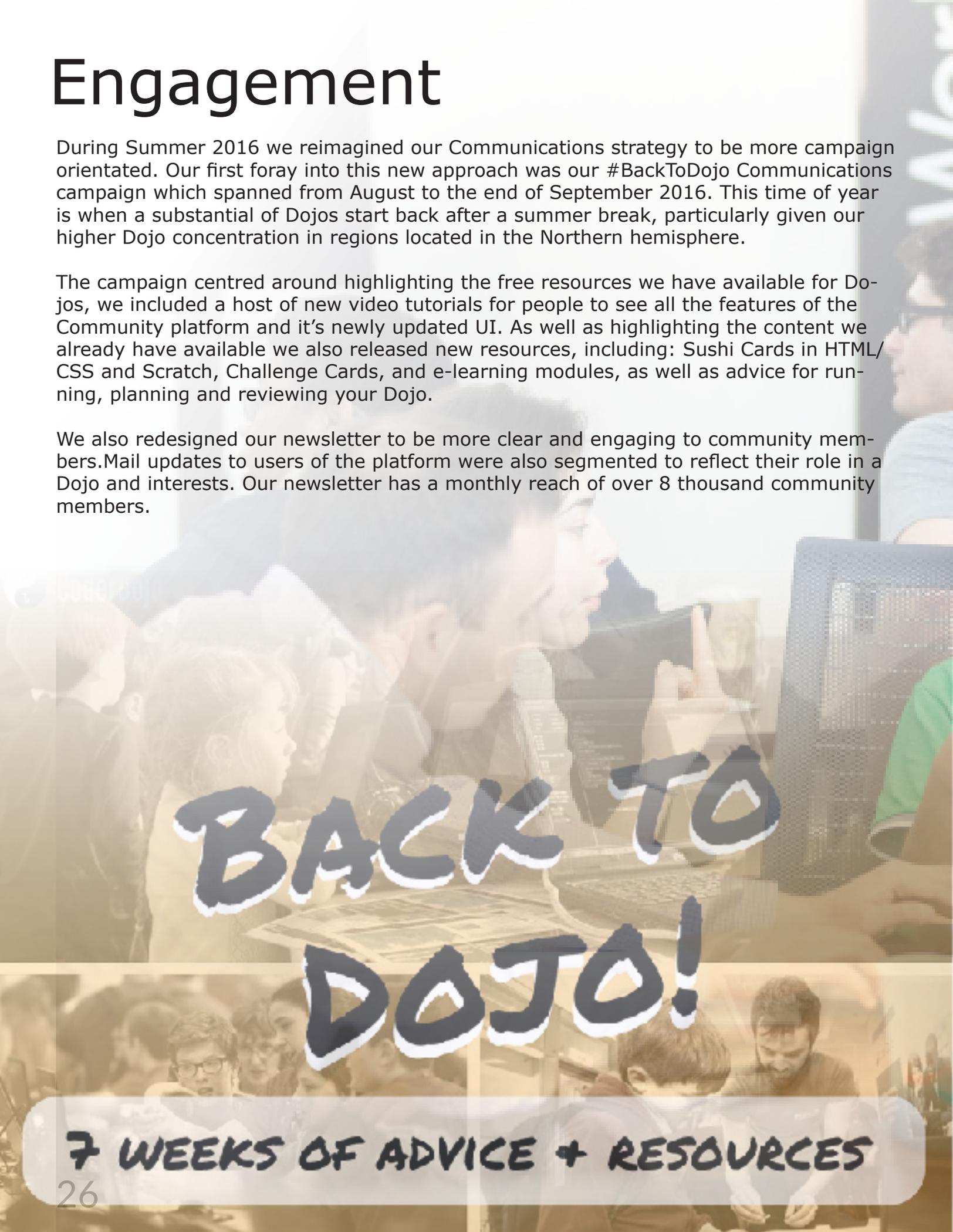
Spain

# Engagement

During Summer 2016 we reimagined our Communications strategy to be more campaign orientated. Our first foray into this new approach was our #BackToDojo Communications campaign which spanned from August to the end of September 2016. This time of year is when a substantial of Dojos start back after a summer break, particularly given our higher Dojo concentration in regions located in the Northern hemisphere.

The campaign centred around highlighting the free resources we have available for Dojos, we included a host of new video tutorials for people to see all the features of the Community platform and it's newly updated UI. As well as highlighting the content we already have available we also released new resources, including: Sushi Cards in HTML/CSS and Scratch, Challenge Cards, and e-learning modules, as well as advice for running, planning and reviewing your Dojo.

We also redesigned our newsletter to be more clear and engaging to community members. Mail updates to users of the platform were also segmented to reflect their role in a Dojo and interests. Our newsletter has a monthly reach of over 8 thousand community members.



**BACK TO  
DOJO!**

**7 WEEKS OF ADVICE + RESOURCES**



**40K** average  
monthly hits



**27K+**  
Followers



**16K+**  
Likes



**1.3K** average  
monthly sessions

# CoderDojo Coolest Projects 2016



In June 2016 we saw 700 projects from CoderDojo ninjas showcased on the day with 13,000 attendees, 30+ speakers and 200 volunteers! Each year we are awed and inspired by the level of talent, creativity and innovation exhibited by CoderDojo ninjas at this event. This event showcases the positive impact that CoderDojo is having on the next generation of young creators. Each year community members travel from across Europe to take part, in 2016 we saw CoderDojo ninjas travel from over 10 countries including Poland, Romania, Italy, Spain, Belgium, the Netherlands and more!

*There is something very special about the CoderDojo community in how the young members every year challenge their learning, take it to the next level by creating impressive real world and exciting projects. These young people put no boundaries on imagination and instead create projects that wow the judges and attendees.*

*Running the largest technology event in Ireland would not be possible without the dedication of the amazing implementation team which includes CoderDojo Foundation and CoderDojo champions. These people work all year round to plan every aspect of this event around the young people who participate. I want to thank them for their massive contribution which provides such inspiration to the CoderDojo community."*

Noel King - Coolest Projects Co-Founder



700  
Projects displayed



13,000  
attendees





200+  
Volunteers

29%  
Female entries





# EU Dojo 2016 & MEP Engagement

On October 18th, the fourth annual #EUDojo event was held in the EU Parliament in Brussels. CoderDojo, who were recently awarded a European Citizen's Prize, hosted the event along with Seán Kelly MEP. Eighty Volunteers, youths and parents from across Europe were invited to participate in the event. The young coders travelled from Belgium, Bulgaria, Italy, Ireland, the Netherlands, and Romania to the EU Parliament to showcase their coding and technology skills and taught MEPs how to write their first lines of code!

"We were delighted to co-host EU Dojo again this year, the flagship CoderDojo event for Europe Code Week, with our partners Microsoft and Liberty Global. Europe remains the strongest region for CoderDojo growth, with 800+ Dojos running in the region alone. By showcasing youths digital making and creative skills we hope that CoderDojos vision will spread further across Europe, giving more young people the opportunity to code, create and learn about technology!" -Giustina Mizzoni, Executive Director, CoderDojo Foundation.

The event took place during Europe Code Week which runs this year from the 15th – 23rd of October. During the coding session, the young coders taught MEPs how to create a basic HTML website and showed other hardware and Scratch projects they had created in their local Dojos.

EUDojo was also a great opportunity to connect with our MEP ambassadors, Michel Boni (Poland), Antanas Guoga (Lithuania) and Eva Palanova (Bulgaria), who promote and encourage the growth of CoderDojo in their respective regions.



150+  
attendees



Children from  
8  
countries



10+  
MEPs

# DojoCon 2016

DojoCon is the annual global CoderDojo conference for the community who make Dojos possible. The official annual event is a fantastic opportunity to connect with the generous people who are at the core of the movement. At the DojoCon conference, ideas are shared both from within the movement and from industry leaders through keynote talks and through workshops to develop new ways to inspire at CoderDojo.

This year's DojoCon, held in Dun Laoghaire, Ireland, was one of our most international and diverse yet. The central theme of 2016's Dojocon was 'CoderDojo Connects: Smarter Tech, Smarter Living, and over 250 Dojo members travelled from Belgium, around Ireland, Italy, Japan, Turkey, the Netherlands, the UK and the USA to meet, share and gain insight from each others experiences of CoderDojo. The event was a great success including soapbox talks from the community, in depth talks and hands on workshops to deepen the knowledge and skills of mentors throughout the event.

At the closing of DojoCon 2016, the host of next years DojoCon was announced as Warrington Dojo, UK. 2017 will be the first year DojoCon will be held outside of the island of Ireland and we are very excited to see what the very capable team at Warrington come up with!



3  
Days

150+  
Attendees





# Regional Dojocons in 2016

Japan

Belgium

Toscana



# CoderDojo Tools & Infrastructure Website, Community Platform & Resources Platform

In 2016 our main aim was to simplify our technical infrastructure for community members and other users of our sites. We made significant progress on the usability of our Community Platform features such as badges, ticketing and the forums to ensure that Community members could have a place to organise, join and manage their Dojo, as well as giving a central platform for community members from around the world to collaborate online.

To make our online sites more accessible we also understood that for each of the CoderDojo sites, users must have a more unified experience than what they previously were. In summer 2016, we updated the UI of both the community platform and the website after extensive mockups. This means the experience of using our website ([coderdojo.com](http://coderdojo.com)) and our community platform is more intertwined and feels similar. The next phase of this redesign is an update to our resources base in 2017, which will involve extensive work to give a similar experience and feel but also to increase the functionality of our current platform so that it makes it easier for volunteers and young people to find and use resources, as well as being able to contribute and create resources.

In 2017, we will maintain a focus on improving our current usability and functionality as well as maintaining stable platforms for users. As always we are continuously looking for feedback on our forums or through email.





# Learning Resources

Throughout 2016 we've been working to deliver more of the content that our annual survey and community feedback tell are the most in demand. Highlights include: a complete set (Beginner, Intermediate and Advanced) of Sushi Cards for Scratch, leading to some awesome advanced level projects I've seen from some of our Ninjas; finishing out the HTML/CSS and JavaScript series and releasing two sets of material for Python, which happens to be my favourite programming language. We've also made sure there are digital badges supporting each of these series so Ninjas can mark their achievements.

We've developed tools and guidelines to make content creation and sharing easier, initially with Chopsticks last summer and, following on from the feedback we received on that, prototyping the GitBook plug-ins that will be releasing over the course of 2017.

We piloted a few new concepts: Meta Sushi Cards for Game Design and prototype Challenge Cards for Ninjas who've learned how to code and are now looking for cool projects to do with those skills. We're going to be releasing a lot more of them in the coming year and hopefully having a lot of fun with them!

We've engaged with the community in planning for a new resource section to be added to the CoderDojo website in 2017 and I'm really looking forward to what that's going to open up to us.

We also saw the start of community engagement with e-learning modules on our site and will be looking to expand that in the coming year, launching our first module aimed at Ninjas.

In short, we've had a productive year, nearly filled out the most popular and requested languages, and we'll be completing those and a bunch of other projects I'm really excited about in the coming year.



10+  
Educational  
Resources



2  
E-learning  
modules created





1

HTML/CSS Book  
(CoderDojo Nano)  
released



4

Dojo Organisational  
resources



# CoderDojo Partnerships

## Key funders in 2016



**The O'Sullivan  
Foundation**

## Other Funders in 2016

- Domain.ie
- Dublin Web Summit
- Dun Laoghaire County Council (Dojocon)
- FTTH Council Europe
- General Electric Europe
- Intel Ireland
- Liberty Global
- Log Me In
- Portal XML
- Pluralsight
- Rational
- SFI Discover
- Survey Monkey
- Symantec
- Ulster Bank

## Major Pro-Bono partners



A&L Goodbody





# Lessons Learned

As a small team with a large global remit it's imperative that we continuously seek to improve our activities through installing an agile culture. Throughout 2016 we learnt lessons large and small but two core themes centered on communication and building for scale.

## **Building for Scale**

During the initial life of CoderDojo, planning for the long term scalability and sustainability through development of infrastructure and resources wasn't a core priority. When we began to develop resources such as the first version of Zen, or tools such as Sushi cards the focus was on solving an immediate need and the scalability of the resources wasn't considered. For example, historically, the educational materials produced by the Foundation used technologies that tightly-coupled written content with the presentation of that content. This meant that translating the material required specialised tools which had to be acquired and learned, which poses issues in terms of accessibility. Upon realising this, we set out to address these issues while also making it easy for our community members to create material that matched the visual style of CoderDojo without needing to do any more work than writing the content. While our first effort, Chopsticks, proved overly technical to setup and maintain on a user's computer. 2017 will see us migrate most of the display code into a plugin for GitBook—an open source tool to generate interactive online books and PDFs from text files. This will remove any need for setup and configuration of the tool and lets community members jump straight into writing content. This enables both Foundation staff and community members to use any web browser to easily create, update and view educational content that remains visually appealing while offering considerable gains in accessibility and ease of translation. Content creation is one specific example, utilising an attitude of building for scale translates across all aspects of our work. Moving into 2017, building for scale will be a core focus when developing all resources, events or strategies.

## **Communication**

Over the years, the CoderDojo Foundation have been on a continuous learning curve to ensure our communication with all stakeholders is improved, in particular our communications and feedback loop with CoderDojo community members. Being only five years old, the movement is made up of passionate volunteers who joined at various stages seeking to make a positive contribution to their community. CoderDojo is diverse and unique and all of these variants make it difficult to ensure that each Dojo and each of our different segments of community members, from parents to volunteers, are receiving information and tools which are useful and relevant to them. In addition, we want to connect with our community to get feedback on our content, tools and infrastructure. By continuously seeking feedback, and learning to correctly prioritise feedback specifically, we've learned to communicate better, ask for feedback, encourage contributions, prioritize our resources better and not to overreach too far into the future.



# Thank You....

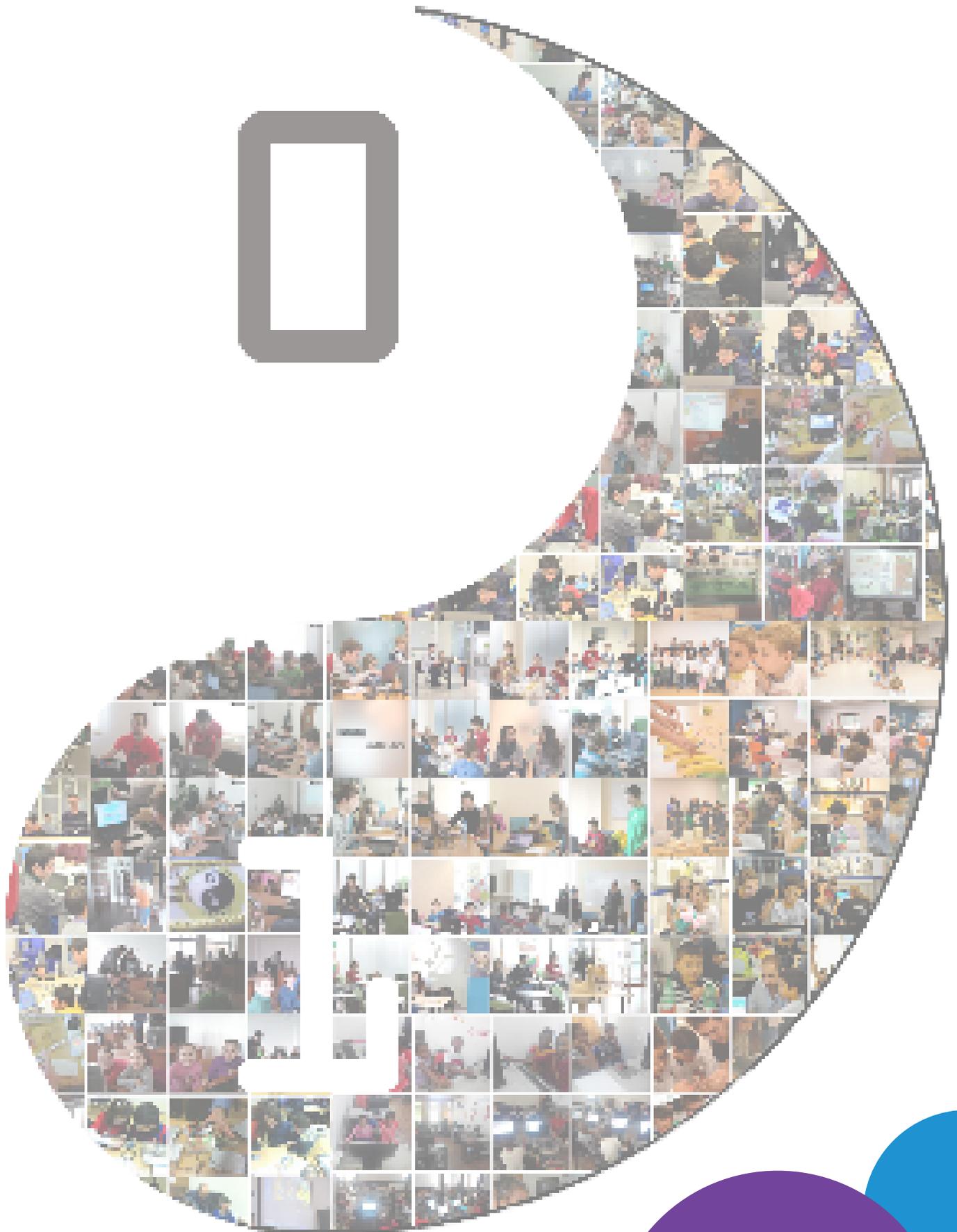
**To all of our Cool Volunteers, and awesome parents around the world.** Without your dedication, CoderDojo would have the success it achieved in 2015.

**To all of our Supporters, Funders and Partners.** You help the CoderDojo to provide day to day support, cool projects, infrastructure and cool tools to our awesome community! We are always delighted to welcome new partners to the community and look forward to many more years of support from both new and existing partners.

**To the most important people in every Dojo...the Ninjas!** Your awesome projects and enthusiasm to learn about technology, even when you just want to play minecraft, keeps both the CoderDojo Foundation and all of the volunteers of CoderDojo energised and constantly on our toes trying to keep up with your ideas!

Remember keep 'being Cool'!







**CoderDojo**  
Foundation

中野

CoderDojo  
Cooley

C(D);

CoderDojo  
Bolzano Bozen

CoderDojo  
Castelletto

GENIUS

ZONE

CoderDojo  
Würzburg!

CODERDOJO THESSALONICA

Microsoft Dublin  
CoderDojo

CODERDOJO

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CODING SUL SERIO

never  
imagine  
program  
share

CoderDojo  
Ferentino

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S4G  
Coder  
Dojo

CoderDojo  
Cooley



# Hello World Foundation t/a CoderDojo Foundation

Reports and Financial Statements for The  
Financial Year Ended 31 December 2016

# 2016 Directors, Chairperson & Secretary

Bill Liao - Chairperson,  
Noel Ruane - Secretary  
Sean O'Sullivan  
Cyril Treacy  
James Whelton  
Una Fox

## Principal Banker

Allied Irish Bank,  
66 South Mall,  
Cork,  
Ireland

## Auditor

Byrne Curtin Kelly,  
Certified Public Accountants and Statutory Audit Firm,  
Suite 4 & 5,  
Bridgewater Business Centre,  
Conyngham Road,  
Islandbridge,  
Dublin 8

## Solicitors

A&L Goodbodys,  
28 North Wall Quay,  
Dublin 1

## Registered Office

Dogpatch Labs,  
Unit A,  
The CHQ Building,  
Custom House Quay,  
Dublin 1

# Achievements and Performance

## **Global Reach and Attendees**

By the end of 2016 the number of Dojos globally stood at just over 1100, an increase of 23% from January 2016. Through assumptions made based on the results of the annual survey more than 48,000 young people went to CoderDojo in 2016. An increase of 15,200 youths (32,800) from 2015. This is a tremendous result for a movement that has only been in existence for 5 years.

Of these young people 29% of attendees were female (Annual Survey 2016). Since the first annual survey conducted in 2013, this number has held constant. In 2017, we aim to initiate a project specifically focused on improving female attendance within the global movement. To achieve gender parity in Dojos we need to look at the content we create with a lens of diversity, ensuring we are appealing to all young people, we need to provide more tailored tips and encouragement to volunteers, and continue to promote CoderDojo female role models of all ages.

By year end, there was an average of 8 volunteers per Dojo donating more than 330,000 hours to CoderDojo activities! Without dedicated volunteers, CoderDojo would not be able to transform the lives of so many young people worldwide.

## **Notable Projects**

During 2016, one of our most notable Enablement projects, was the overhaul of the UI of both the CoderDojo website and Zen. This overhaul is part of the first steps to unify all CoderDojo platforms. The

core aim is to improve the experience of all visitors whether they are parents seeking to secure a place in a Dojo, Champions starting a Dojo, or volunteers wishing to source the most relevant content for ninjas.

2016 was also a great year for content as we hired our first ever dedicated Content Lead, Philip, in March 2016. Huge strides were made in relation to the Content now available, but also in the tools available for contributing and creating content. One of the larger content projects undertaken in 2016 was the creation of the first E-learning modules for volunteers. '*CoderDojo Ethos*' and '*How to Mentor*', were released in September 2016 to highly positive feedback from new and existing volunteers. In 2017 we aim to create more e-learning and interactive courses for volunteers, parents and young people involved in CoderDojo.

## **Impact Measurement**

Significant progress was made throughout 2016 in relation to measuring the impact of the global movement by launching CoderDojo Polls. This gives us the ability to collect real time data through email and text messaging surveys. The first ever Ninja survey was completed targeting CoderDojo alumni who attended some of the first 10 global Dojos. In 2017, we aim to complete the first global Ninja survey, to determine more information about the impact of CoderDojo on young people, along with influencing factors and more so we can better target and reach young people globally.

# Governance

The Board of the Company is in place to provide independent, effective leadership and to supervise the management of the Company. The Board is responsible for the overall governance and strategic direction of the Company and must ensure that the Company is solvent, well run and delivers against its charitable objects. The board is responsible for providing leadership, setting the strategy and exercising control over the Company. In addition its governance duties include supervising the CEO/Executive Director, senior management, monitoring, questioning and reviewing the activities of the Company, and ensuring board succession.

## Good Governance Code

On establishment in May 2013, the board committed that it should always hold itself accountable to best practices in corporate governance. It committed to ensuring it met the Good Governance Code. This journey was completed, when the board declared itself compliant as a Type C organisation on the 19th of November 2015. Our compliance statement can be viewed [here →](#).

# Board Structure

## Expertise

Board members are selected based on the skillsets they have and can bring to the board's functions. A robust and diverse board is important to ensuring adequate discussion and debate. Skillsets sought at board level include, social entrepreneurship and technology sectors. Membership of the board will not fall below 5 and will not exceed 10 members. Any proposed new members are initially discussed at board level before being approached. All new board members are provided with an induction pack outlining governance information to familiarise them with the Company's board and operations.

## Term & Schedule

An initial fixed term of one year is imposed on all new board members. After this initial term a board member can be elected for a term of two years. Board members, will be eligible for re-election of two further two year terms, making the maximum term that a board member can serve as seven years. The Board meet no less than four times per calendar year.

## Sub Committees

The board has chosen to delegate certain powers to an audit, compensation and governance sub-committee. The responsibility of the sub-committee is to;

- Review and approve the annual audited accounts,
- Approve any payments in excess of the amount authorised as per financial management policy,
- Approve salary increases to C level staff and
- Conduct annual performance appraisal of the CEO.

The 2016 members of the Audit, Compensation and Governance sub-committee were, Bill Liao and Noel Ruane.

The establishment of any further sub committees and their members will be decided at board level.

## Internal Controls

The directors acknowledge their overall responsibility for the Company's systems of internal control and for reviewing its effectiveness. They have delegated responsibility for the implementation of this system to Management. This system includes financial controls, which enable the board to meet its responsibilities for the integrity and accuracy of the Company's accounting records.

## Budget Control

A detailed budget was prepared for 2016 in line with the strategic plan. The budget was reviewed by the Finance Sub-committee and approved by the Board. The actual results were compared against the budget during the year to ensure alignment with the strategic plan, tight budgetary control and value for money. Management accounts are sent to the Chairman, and Board on a regular basis.

## Management & Staff

The Board acknowledge with appreciation the committed work of our management team and staff. There were 9 full-time staff at 2016 year end. Our continuing success and our achievements are due to their professionalism, dedication and commitment to our mission. The Board has delegated the responsibility of the day to day management and decision making of the Company to the CEO and later to the Executive Director and her senior management team.

## Risks and Uncertainties

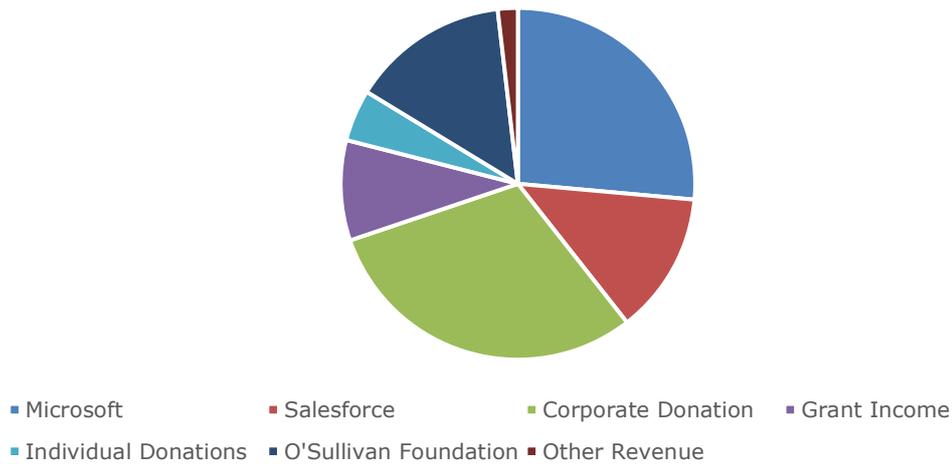
In 2015 a Risk Register was created as part of compliance with the Good Governance code. It is reviewed formally on an annual basis. Its purpose is to manage risk within the Company. As a not for profit dependent on generous donations, one of the key future risk identified is securing future funding to enable it to continue, sustain and scale its activities and impact. Other high impact risks include "burn-out" of volunteers and reduced Dojo retention. All of these high impact risks will affect the impact that CoderDojo makes to the young people which it seeks to serve. All risks are monitored and reviewed on a regular basis with interventions regularly launched to reduce the likelihood of their occurrence.

# Results for Financial Year

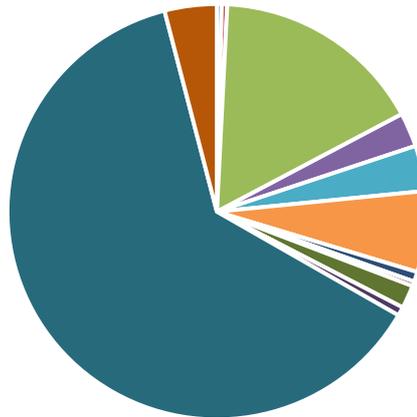
The board were happy with the financial performance of the Company for the financial year 2016. It is acknowledged that this is the first year that the Foundation did not at least break even and was required to utilise a small amount of reserves (€20,209) to continue operations. The company has developed a diverse base of core funders with its main sources being Microsoft, Salesforce, The O’Sullivan Foundation and other corporate donors.

A trend from the 2016 financial year is the increasing amount of funding that is restricted against specific projects. For 2016, 61% of all income raised was restricted. By comparison, in 2015, 46% of income raised was restricted. This trend is concerning. The core function of the Foundation is to provide highly responsive and tailored community support and engagement. These activities are required for the future sustainability and growth of the movement. All team members have a role to play in providing this support. The vast majority of project based funding does not support these core and highly required operations.

Breakdown of Income



## Breakdown of Expenditure



- Accounting
- Bank fees, reevaluations, depreciation, foreign currency losses and gains.
- Coolest Projects
- Community bursaries, hardware and postage
- Events
- External contractors
- Hosting and domain services
- Marketing
- Operations expenses
- Subscriptions
- Salaries, interns, employer tax and training
- Travel

## Related Parties

During the year the company was granted a donation from The O'Sullivan Foundation in the sum €102,000. A director of Hello World Foundation, Sean O'Sullivan, is the sole benefactor of the O'Sullivan Foundation.

## Legal Status

The Company is a company limited by guarantee, not having a share capital, incorporated in Ireland on 22<sup>nd</sup> February 2013 under the Companies Acts 2014, registered number 524255. The Company has been granted charitable status, for taxation purposes, by the Revenue Commissioners, charity number CHY20812.

In 2015 the Company registered with and reported to the new Charity Regulator body. Our CRA number is 20082857.

## Events after the reporting period

In order to continue the success and growth of our organisation the board have agreed to a merger with the Raspberry Pi Foundation. This will greatly improve the services to our members and ensure the continued success of CoderDojo. The proposed merger date is 25th May 2017, pending approval from the Charities Regulatory Authority, where upon all activities and control will transfer to the board of the Raspberry Pi foundation.

## Companies Act 2014

As of 1 June 2015, the company has been converted into a company limited by guarantee under Sec 1189 & 1190 of the Companies Act 2014.

## Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

## Accounting Records

The measures that the directors have taken to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the engagement of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's registered office at Dogpatch Labs, CHQ Building, Custom House Quay, Dublin 1.

## Statement of Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

# Auditors

Byrne Curtin Kelly, (Certified Public Accountants), were appointed auditors by the directors to fill the casual vacancy and they have expressed their willingness to continue in office in accordance with the provisions of Section 383(2) of the Companies Act 2014.

Approved by the Board on \_\_\_\_\_ and signed on its behalf by:

\_\_\_\_\_  
Noel Ruane  
Director

\_\_\_\_\_  
Bill Liao  
Director

# Hello World Foundation Directors' Responsibilities Statement

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with 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. 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 profit or loss of the company for the 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 profit or loss of the company to be determined with reasonable accuracy and 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.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditor in connection with preparing the auditor's report) of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

**Signed on behalf of the board on \_\_\_\_\_**

\_\_\_\_\_  
Noel Ruane  
Director

\_\_\_\_\_  
Bill Liao  
Director

# Independent Auditors' Report to the Members of Hello World Foundation

We have audited the financial statements of Hello World Foundation T/A CoderDojo Foundation for the year ended 31 December 2016 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, the Accounting Policies and the related notes. 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, 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 Practice 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 Directors' 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 assets, liabilities and financial position of the company as at 31 December 2016 and of its results for the year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework 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.

**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 require us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by Sections 305 to 312 of the Act are not made.

---

**Darren Connolly**

**for and on behalf of**

**BYRNE CURTIN KELLY**

Certified Public Accountants and Statutory Audit Firm

Suite 4 & 5

Bridgewater Business Centre

Conyngham Road

Islandbridge

Dublin 8

**Date:** \_\_\_\_\_

# Statement of Financial Activities

for the Financial Year Ended 31 December 2016

	Notes	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
<b>Income From:</b>					
Donations and Legacies	5	397,284	288,071	685,355	906,890
Charitable Activities	6	35,253	42,951	78,204	92,099
Total Income		432,537	331,022	763,559	998,989
<b>Expenditure on:</b>					
Raising Funds	7	-	15,415	15,415	48,326
Charitable Activities	8	259,395	253,277	512,672	513,316
Other	9	124,101	131,580	255,681	306,824
Total Expenditure		383,496	400,272	783,768	868,466
<b>Net Incoming Resources/ (Expenditure)</b>		<b>49,041</b>	<b>(69,250)</b>	<b>(20,209)</b>	<b>130,523</b>
Accumulated funds brought forward		94,151	331,677	425,828	295,305
<b>Total Funds Carried Forward</b>		<b>143,192</b>	<b>262,427</b>	<b>405,619</b>	<b>425,828</b>

There are no recognised gains or losses other than the surplus from continuing operations disclosed above.

# Statement of Financial Position

As at 31 December 2016

	Notes	2016 Total	2015 Total
<b>Non-Current Assets</b>			
Tangible Assets	13	2,733	4,420
<b>Current Assets</b>			
Receivables	14	86,459	27,174
Cash at bank and in hand		326,009	499,905
		412,468	527,079
<b>Payables:</b>			
Amounts falling due within one year	15	(9,582)	(105,671)
<b>Net Current Assets</b>		402,886	421,408
<b>NET ASSETS</b>		<b>405,619</b>	<b>425,828</b>
<b>Represented by</b>			
Restricted Funds		143,192	94,151
Unrestricted Funds		262,427	331,677
		<b>405,619</b>	<b>425,828</b>

The financial statements were approved and authorised for issue by the Board of Directors on \_\_\_\_\_ and signed on its behalf by:

Noel Ruane  
Director

Bill Liao  
Director

# Statement of cash flows

For the Financial Year Ended 31 December 2016

	Note	2016	2015
<b>Cash flows from operating activities</b>			
(Deficit)/surplus for the year		(20,209)	130,523
Adjustment for:			
Depreciation		4,226	4,553
Profit/loss on disposal of tangible assets		-	1,057
		<b>(15,983)</b>	<b>136,133</b>
Movements in working capital:			
Movements in receivables		(35,733)	(27,174)
Movements in payables		(119,641)	105,671
		<b>(171,357)</b>	<b>214,630</b>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible assets		(2,539)	(6,078)
Receipts from sale of tangible assets		-	689
		<b>(2,539)</b>	<b>(5,389)</b>
Net cash used in investment activities			
Net (decrease)/increase in cash and cash equivalents		(173,896)	209,241
Cash and cash equivalents at beginning of financial year		499,905	290,664
Cash and cash equivalents at end of financial year	16	<b>326,009</b>	<b>499,905</b>

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2016

## 1. Accounting Policies

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

### **Statement of compliance**

The financial statements of the company for the year ended 31 December 2016 have been prepared on the going concern basis and in accordance with generally accepted accounting principles in Ireland and Irish statute comprising the Companies Act 2014 and in accordance with the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland (FRS 102) issued by the Financial Reporting Council.

### **Basis of preparation**

The financial statements have been prepared under the historical cost convention.

Historical cost is generally based on the fair value of the consideration given in exchange for assets.

The company has applied the recommendations contained in Charities Statement of Recommended Practice (FRS 102) effective 1 January 2015.

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

### **Income**

Income from donations, gifts and legacies is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. This includes donations, gifts, bequests, income from donation of assets and membership income.

Income from Charitable Activities also includes any grant income received to carry on the charitable purpose of the organisation. This income may be classed as restricted or unrestricted dependant on the conditions included in each agreement.

### **Resources Expended**

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services are supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

Expenditure of Raising Funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Support costs include those incurred in the governance by the trustees of the charity's assets and are primarily associated with constitutional and statutory requirements of operating the organisation..

### **Fund Accounting**

Unrestricted funds are general funds that are available for use at the board's discretion in furtherance of any of the objectives of the charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

## **Property, plant and equipment and depreciation**

### **Cost**

Property, plant and equipment are recorded at historical cost or deemed cost, less accumulated depreciation and impairment losses. Cost includes prime cost, overheads and interest incurred in financing the construction of property, plant and equipment. Capitalisation of interest ceases when the asset is brought into use.

Equipment and fixtures and fittings are stated at cost less accumulated depreciation and accumulated impairment losses.

### **(ii) Depreciation**

Depreciation is provided on property, plant and equipment, on a straight-line basis, so as to write off their cost less residual amounts over their estimated economic lives.

The estimated economic lives assigned to property, plant and equipment are as follows:

Computer Equipment	- 20% Straight line
--------------------	---------------------

The company's policy is to review the remaining useful economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated property, plant & equipment are retained in the cost of property, plant & equipment and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

## **Cash and cash equivalents**

Cash and cash equivalents include cash on hand, demand deposits and other short- term highly liquid investments with original maturities of three months or less. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

## **Trade and other payables**

Trade and other payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

### **Employee benefits**

The company provides a range of benefits to employees, including annual bonus arrangements, paid holiday arrangements and defined contribution pension plans.

#### **Short term benefits**

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

### **Taxation**

As a result of the company's charitable status, no charge to corporation tax arises under the provisions of Section 207 of the Taxes Consolidation Act, 1997.

### **Deferred Income**

Income is deferred at the balance sheet date when voluntary income has been received with specified terms imposed by the funding organisation which have not been fully met at the balance sheet date

### **Donated Services**

Donated services in kind that can be valued with reasonable confidence are included in the financial statements.

# Notes to the Financial Statements

For the Financial Year Ended 31 December 2016

## **2. Significant accounting judgements and key sources of estimation uncertainty**

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

(a) Establishing useful economic lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful economic lives is included in the accounting policies.

## **3. Departure from Companies Act 2014 presentation**

The directors have elected to present a Statement of Financial Activities instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

## **4. Income**

Income represents donations and sponsorship from third parties arising from its activities undertaken in Ireland.

## 5. Income from Donations and Legacies

	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
Corporate Donations	389,536	206,225	595,761	651,058
Individual Donations	7,748	25,846	33,594	206,832
Donations in Kind	-	56,000	56,000	49,000
	<b>397,284</b>	<b>288,071</b>	<b>685,355</b>	<b>906,890</b>

## 6. Income from Charitable Activities

	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
Grant Income	35,253	30,024	65,277	78,378
Other Income	-	12,927	12,927	13,721
	<b>35,253</b>	<b>42,951</b>	<b>78,204</b>	<b>92,099</b>

## 7. Expenditure on Raising Funds

	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
Fundraising	-	15,415	15,415	48,326
	<b>-</b>	<b>15,415</b>	<b>15,415</b>	<b>48,326</b>

## 8. Expenditure on Charitable Activities

	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
Community Support & Partnerships	21,887	69,572	91,459	85,012
Community Infrastructure & Content	196,256	138,068	334,324	274,310
Communities Bursaries & Hardware	41,237	16,199	57,436	93,654
Governance, Management, Financials and Legal	15	29,438	29,453	60,340
	<b>259,395</b>	<b>253,277</b>	<b>512,672</b>	<b>513,316</b>

## 9. Other Expenditure

	2016 Restricted Funds	2016 Unrestricted Funds	2016 Total	2015 Total
Events Marketing & Brand Management	124,101	55,554	179,655	231,192
Donations is Kind	-	56,000	56,000	49,000
Other	-	20,026	20,026	26,632
	<b>124,101</b>	<b>131,580</b>	<b>255,681</b>	<b>306,824</b>

## 10. Employees and Remuneration

### Number of employees

The average number of persons employed by the company during the financial year was as follows:

	Financial year ended 31/12/2016 No.	Financial year ended 31/12/2015 No
<b>Staff</b>	9	7

The aggregate payroll costs of these employees were as follows:

	Financial year ended 31/12/2016	Financial year ended 31/12/2015
<b>Salaries</b>	404,061	313,765
<b>Social Welfare Costs</b>	40,415	33,626
<b>Redundancy Costs</b>	-	14,019
	<b>444,476</b>	<b>361,410</b>

The number of employees with remuneration for the year falling within the rate bands are as follows;

	2016	2015
<b>€100,000 - €110,000</b>	0	1
<b>€90,000 - €100,000</b>	0	0
<b>€80,000 - €90,000</b>	1	0
<b>€70,000 - €80,000</b>	0	0

Remuneration paid to our CEO is included in the relevant bands as detailed above.

There are no other staff members with remuneration above €70,000 in 2016.

## 11. Surplus On Ordinary Activities Before Taxation

The surplus on ordinary activities before taxation is stated after charging;	Financial year ended 31/12/2016	Financial year ended 31/12/2015
<b>Directors' remuneration</b>	-	-
<b>Auditors' remuneration</b>	5,077	-
<b>Depreciation</b>	4,266	4,553

## 12. Taxation

No charge to taxation arises due to the fact that the company has obtained charitable status and in accordance with Section 207 (as applied to companies by Section 76) of the Taxes Consolidation Act, 1997, has been granted an exemption from corporation tax, capital gains tax and deposit interest retention tax.

### 13. Tangible Assets

		<b>Computer Equipment</b>
<b>Cost:</b>		
At 1 January 2016		13,797
Additions		2,539
Disposals		-
<b>At 31 December 2016</b>		16,336
<b>Depreciation:</b>		
At 1 January 2016		9,377
Charge for financial year		4,226
<b>At 31 December 2016</b>		13,603
<b>Net Book Amount:</b>		
At 31 December 2016		<b>2,733</b>
At 31 December 2015		<b>4,420</b>

**In respect of prior financial period;**

		<b>Computer Equipment</b>
<b>Cost:</b>		
At 1 January 2015		9,465
Additions		6,078
Disposals		(1,746)
		13,797
<b>At 31 December 2015</b>		
<b>Depreciation:</b>		
At 1 January 2015		4,824
Charge for financial year		4,553
		9,377
<b>At 31 December 2015</b>		
<b>Net Book Amount:</b>		
At 31 December 2015		<b>4,420</b>
At 31 December 2014		<b>4,641</b>

**14. Receivables:**

Amounts falling due within one year

	2016	2015
<b>Donations receivable</b>	62,907	27,174
<b>PAYE/PRSI</b>	23,552	-
	<b>84,459</b>	<b>27,174</b>

**15. Payables:**

Amounts falling due within one year

	2016	2015
<b>Deferred Income</b>	-	70,000
<b>Accruals</b>	9,582	2,904
<b>PAYE/PRSI</b>	-	32,767
	<b>9,582</b>	<b>105,671</b>

**16. Cash and cash equivalents**

	2016	2015
Cash and bank balances	326,009	499,905

**17. Contingent Liabilities**

The organisation had no material contingent liabilities at the year ended 31 December 2016

**18. Capital Commitments**

The organisation had no material Capital Commitments at the year ended 31 December 2016

## 19. Related Party Transactions

During the year the company was granted a donation from The O'Sullivan Foundation in the sum €102,000 (2015:€167,000). A director of Hello World Foundation, Sean O'Sullivan, is the sole benefactor of the O'Sullivan Foundation.

## 20. Events after the reporting period

In order to continue the success and growth of our organisation the board have agreed to a merger with the Raspberry Pi Foundation. This will greatly improve the services etc to our members and ensure the continued success of CoderDojo. The proposed merger date is 25th May 2017, pending approval from the Charities Regulatory Authority, where upon all activities and control will transfer to the board of the Raspberry Pi foundation.

## 21. In Kind Income

The organisation has been supplied the following services free of charge:

	2016	2015
<b>Rent</b>	48,000	25,000
<b>Consultancy</b>	8,000	24,000
	<b>56,000</b>	<b>49,000</b>

## 22. Approval of the financial statements

The financial statements were approved and authorised for issue by the board of directors on \_\_\_\_\_.