

# Youth Entrepreneurial Service (YES) Foundation

## ANNUAL REPORT 2017

(public version)

Skopje, 17.04.2018

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## SECTION 1: Context & development activities

*YES Foundation aims to stimulate the entrepreneurship development and increasing the employment among youth by strengthening their skills and competences for (self) employability. Our vision is to become crib of entrepreneurship, producer of innovation and new businesses through continuous turnover of ideas that will give greater contribution to the development of the national economy.*

**Our activities are organized around 4 (four) main areas: business incubator, training, business support services & project development. We are focusing on four intervention areas: employment creation, entrepreneurship, employability, and equal opportunities ('four Es' model).**

Following the latest trends in the areas of start-up support, entrepreneurship and ICT, in 2017 we have initiated a thorough self-assessment exercise accompanied with identification of new short-term goals and accompanying activities in the following priority areas:

- **Stakeholders cooperation**
- **Training programmes**
- **Incubation services**
- **Marketing**

With the stakeholders' analysis, proper categories of **stakeholders** were identified: governmental organisations, donors, collaborates for the incubator services, potential project partners, mediums, SME funding organisations, and mentors. A series of stakeholder-related workshops were held with the participation of YES staff for the purpose of identification the organisations under the different categories and definition of pathways for cooperation. As a result, a stakeholders' matrix has been designed and establishment of new/renewed partnerships are undergoing. The stakeholders related activities are envisaged to continue in the first half of 2018, including more contacts with donors, organisations for incubator services like IPR agencies, media, training providers and similar.

Regarding the **training programme**, similar approach was adopted. Several target groups were identified (students/youth/unemployed; children; companies and organisations) and the planning activities were oriented towards these categories. Series of meetings were held for setting up new cooperation partnerships with different training providers. Proper time was dedicated to planning, resulting in fully developed annual 2018 training plan. Apart from IT courses and soft-skills related trainings, we have organised trainings in the area of personal development, creative workshops in design and crafts, and continuous operation of the mathematics academy. Our focus was also on increasing possibilities for online learning, developing and piloting courses for self-employment. In 2018 additional resources will be developed for CSOs on policy development, and for innovation learners on innovation management and innovation funding.

As regards the **incubator services**, an exercise was undertaken for their re-definition and identification of potential areas for improvement. Following good practices in the field, we have re-organised the services in the following categories:

- Infrastructure
- Training & capacity building

- Business services: analysis of business idea; analysis of the innovation capacity using IMP<sup>3</sup>rove tool; consultations on the following areas: business development, finances, marketing, legal aspects, accounting, and IPR, etc.
- Access to finance: consultation for accessing national and European SME-related programmes including identification of the adequate programme/call and support in preparation of the application, connecting with venture capital funds.
- E-bulletin with regular information on funding programmes, training courses, international matchmaking and networking events, partnering profiles, legislative and other business-related information.
- Internationalisation: free participation at b2b events, organised company missions, partner search through Enterprise Europe Network, support in the negotiation and contracting phase.
- Soft landing services
- E-shop: possibility for online sales of products prepared by start-up teams or YES companies available through our platform pretpriemac.mk - <https://eshop.pretpriemac.mk/default.aspx>.

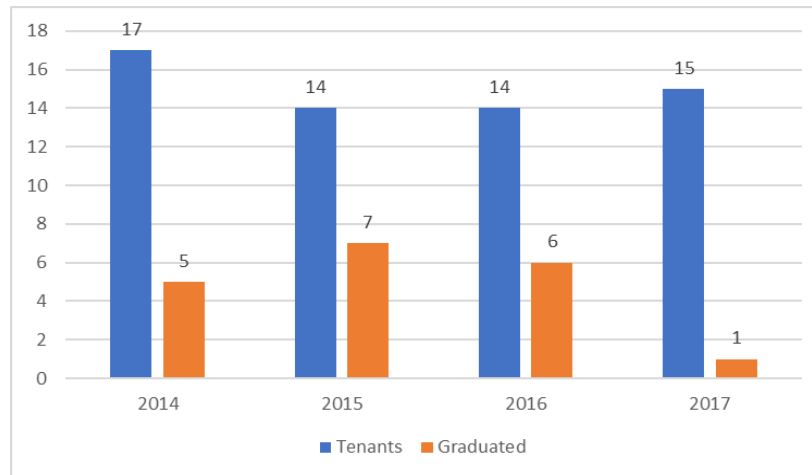
During the planning sessions, a need for renewed **marketing plan** emerged. In line with the outcomes of the aforementioned areas, in 2018 new promotional tools and pathways will be explored. Particular emphasis will be placed on further development of the YESNetwork (network of youth CSOs [www.yes-network.org](http://www.yes-network.org) established in 2014) by renewing existing and attracting new memberships.

## SECTION 2: Results from implemented activities

### BUSINESS INCUBATOR

The YES Incubator represents the core component of the foundation. In 2017, the incubator was operated at the location 'Gazi Baba' (600 square meters, 22 offices, 1 meeting room, 2 computer labs equipped with 12 PCs and 12 lap tops).

The incubator is 100% occupied; there are currently no available offices.



Following services have been provided:

1. Pre-incubation: consultation sessions for developing the business plans were provided on continuous basis, in addition dedicated free-of-charge self-employment summer courses were organised; online training resources were also created;

<b>Start-up summer school – August 2017</b>	Start your business 1 & 2
	Employ yourself 1 & 2
<b>Online courses on (self)-employment</b>	Available for blended learning at the dedicated platform <a href="https://platform.iportal4languages.eu/portal">https://platform.iportal4languages.eu/portal</a>
<b>Creative workshops for traditional crafts – June 2017</b>	Design and creation of dolls with ethnic costumes, of souvenirs, broches, and clothing
	Development of an e-shop that YES companies can use: <a href="https://eshop.pretpriemac.mk/">https://eshop.pretpriemac.mk/</a>

2. Incubation: offering standardized set of services (office and co-sharing space, access to meeting and training rooms, support and networking services, and promotion). The services are offered in 3 (three) packages (one package dedicated to virtual members); a

standardized set of additional services is defined as well. The tenants can also benefit from YES agreements with local stakeholders for special, discounted prices including: hotel accommodation, transportation, venue organisation, restaurants, publishing services etc.

3. **Scaling up:** building capacities for internationalisation, advisory services including access to markets and alternative sources of funding, b2f and brokerage events, investment summit.

*During 2017, particular emphasis has been placed on providing capacity building and partnering services for international scaling up. This new pilot action of the Enterprise Europe Network, started in June 2017, will enable selected scale-ups to benefit from a dedicated EEN-ScaleUP access to investment programme. The main outcomes of the programme are expected during 2018.*

## TRAINING & BUSINESS SUPPORT SERVICES

The training activities supported by YES contributes to: better utilisation of the existing resources (e.g. computer labs, available space), increased promotion of YES among its target group (primarily youth), and increased competitiveness of the clients (primarily tenant companies) through tailored-made capacity building. A regular TNA among tenant companies was undertaken identifying access to finance and European funds as two major training topics to be addressed in 2017.

During 2017 YES mainly supported training activities for IT skills (graphical design and wordpress) as well as for business skills development (branding, sales and negotiation). Several non-commercial trainings were organised as well, covering following topics: Horizon 2020, SME Instrument, IPR, access to finance and access to markets. The following table provides an overview of the commercial trainings held within YES:

#	Month 2017	Training course
1	February	Wordpress
2	March	Branding
3	April	Graphical design 1 & 2
4	May	Personal development
5	June	Sales
6	October	Graphical design 1 & 2
7		Social media
8	November	Business negotiation
9		Graphical design

The pre-defined business support services of YES include:

- Business development
- Matchmaking services
- Services for scale-ups, including advisory, capacity building and partnering
- IPR and innovation management
- Internationalisation and networking services
- Soft landing services: offered to foreign IT companies willing to enter both the Macedonian market and the incubator.

Several matchmaking events were organised/supported by YES aimed at fostering internationalisation of the client companies of YES:

- Mobile World Congress 2017, Барселона – Шпанија, 27.02-01.03.2017 (<https://www.b2match.eu/mwc2017>)
- TexWorld – Textile and Fashion Brokerage, Париз – Франција, 19-21.09.2017 (<https://www.b2match.eu/texworld2017>)
- Innovative youth and women’s entrepreneurship in Danube region, Нови Сад – Србија, 05.10.2017 (<http://womenandyouthsme.talkb2b.net/>)
- Business Briefing and B2B Opportunity on doing business with IT companies from Western Balkans, Даблин – Ирска, 17.10.2017 (<http://irelandbalkans.talkb2b.net/>)
- SME Vision 2020, Скопје – Македонија, 09-10.11.2017 (<http://smevision.talkb2b.net/>)
- Korea Grand Sourcing Fair 2017, Сеул – Јужна Кореја, 28-29.11.2017

## PROJECT DEVELOPMENT

The project development strategy is guided by the 4 (four) intervention areas: employment creation, entrepreneurship, employability, and equal opportunities (known as the “four Es”). Thematic priorities include: ICT development, youth and women entrepreneurship, development of civil society, entrepreneurship as neutral topic for improved multi-ethnic relations among youth, and social entrepreneurship; regional and cross-border cooperation is a horizontal thematic priority.

The following table provides an overview of the completed and on-going projects for 2017 as well as projects to start in 2018.

COMPLETED PROJECTS			
#	Project title	Role/ countries/location	Programme/ Donor
1	Facilitating integration of ethnic minorities into the labour market through enhancement of their employment potentials	Coordinator/ Macedonia	IPA Ministry of Finance
2	Building local capacity for youth policy development	Coordinator/ Macedonia	IPA Ministry of Finance
3	Teacher mobile application for innovative learning (t-MAIL)	Partner/ Macedonia, Belgium, Austria, Spain, UK, Hungary	ERASMUS+ (KA3)
4	SME Vision2020 – international networking event	Applicant/ Macedonia	CEI
5	Training and advisory services for Horizon 2020/SME Instrument	Applicant/ Skopje	City of Skopje, LED programme
RUNNING PROJECTS			
1	Together4Success: Young entrepreneurs, a driving force for good inter-ethnic relations	Applicant/ Macedonia	EC Delegation, IPA Media programme
2	Strengthening capacities and mechanisms	Applicant/	EC Delegation, IPA

	for supporting Chapter 20 reform processes (“YESNetwork+”)	Macedonia	CSO and Media programme
3	Balkan Mediterranean Centre for Entrepreneurship and Innovation (BalkanMed INNOVA)	Partner/ Macedonia, Albania, Greece, Cyprus, Bulgaria	Balkan Mediterranean programme
4	Enhancing competitiveness of SMEs through improved innovation support (InnoSupport)	Applicant/ Macedonia	IPA Ministry of Finance
5	Enhancing CSO capacities to enforce the creation of youth policies	Applicant/ Macedonia	IPA Ministry of Finance
6	Online Master Study Programme for Circular Economy	Partner/ Macedonia, Slovenia, Croatia and Latvia	Erasmus+
APPROVED PROJECTS – implementation start in 2018			
1	From startup to scaleup: Scaling up Europe’s entrepreneurial future	Applicant/ Macedonia	CEI

### SECTION 3: Financial results

On the basis of the profit and loss account and balance sheet an overview of the financial data for YES is following (amounts in thousands of euros):

Year	Turnover or equivalent	Net earnings or equivalent	Total balance sheet	Medium and long-term debt	Short-term debt (<1 year)
(2017)	441.260	53096	212.558	0	449
(2016)	424.356	41522	196.524	0	1.139
(2015)	274.605	56033	178.398	0	4.752
(2014)	143.500	65200	137.400	0	114.000

Further details on the financial aspects, including analysis of results, are not available in the public version of the Annual 2017 report.

### SECTION 4: Organisational capacity

During 2017 YES had 6 employees and a pool of external experts and cooperating partners subcontracted for different tasks whenever appropriate. The YES permanent staff includes the following positions:

#### Executive director – job description

Planning & analysis:

- Secures leadership and vision for long term development of the organisation
- Prepares reports, analyses and suggestions for fulfilling the objectives of the organisation



- Evaluation and supervision of the annual plans

#### Finances

- Prepares proposals for investments and financial strategies
- Supervises the preparation of the annual budget of the organisation, regular financial reports and financial revisions
- Prepares proposals for efficient use of short term and long-term debts, sales, and refinancing
- Supervises the overall process of collecting financial resources (rent, grants, etc.)

#### Marketing

- Supervision of the marketing and promotion activities (promotional materials, events, social media)
- Supervision of the marketing activities related to the training courses
- Coordination of the activities related to cooperation with different digital and printed mediums

#### Services

- Supervision and motivation of the employees
- Preparation of strategic directions for strengthening and improving the services
- Organising and negotiating meetings with potential clients
- Evaluation of analyses (target group analysis, analysis of the competition and similar)
- Preparing proposals for developing new services and trainings

### **Financial manager – job description**

- Responsible for all financial and administrative aspects of the organisation
- Business consulting for the incubator tenants and supporting the development of their businesses
- Organisation of promotional activities of the organisation
- Implementation of projects financed by different donors
- Responsible for organisation and coordination of the Global Entrepreneurship Week
- Preparation of reports for relevant organisations, collaborates and stakeholders
- Organisation of seminars, workshops and other events for the tenant companies of the incubator
- Extending the network of contacts and maintaining relations with different stakeholders from the governmental, nongovernmental and business sectors
- Providing training courses on entrepreneurship and career counselling

### **Project coordinator – job description**

- Assists with preparing and reviewing grant proposals.
- Preparing project applications for grant projects.
- Conducts presentations on research work and findings at conferences within projects.
- Conducts presentations on findings to college/university staff, community organizations, school staff, etc.
- Performs related duties and fulfils responsibilities as required.
- Assist the Executive director, where applicable, in the day to day duties of a project's administration
- Research and recommend solutions to design document problems, including conflicts, interferences and errors/omissions.
- Act as liaison with subcontractors in expediting drawings and related information
- Monitor field work, including contract work, to ensure compliance with Foundation standards, procedures, specifications and codes.
- Perform additional assignments and responsibilities as assumed or requested by supervision.
- Prepares narrative and financial reports for the implemented project with documentation included in cooperation with the financial manager.

- Communicate regularly with the contracting authority/the donor of the project for issues related to problems, projects outcomes and events within the projects.
- Managing the training centre:
- Organize events

### Project assistant – job description

- Assisting the Project coordinator in executing projects
- Maintain contacts with potential stakeholders
- Supervise tasks assigned to project workers as instructed by the director
- Supervise project workers and ensure that they stick to project specification and guidelines
- Keep records of all information related to project for documentation, clarification and presentation to management
- Draft project proposal ideas and present them to the director with convincing proof for approval Intermediate between the director and other employees to prevent agitations that may hinder the smooth flow of project execution
- Assist with the preparation of project progress reports
- Handle requests for information and data
- Schedule and coordinate meetings, appointments
- Maintaining web sites and social media

## SECTION 4: Improvements & development challenges

### BUSINESS INCUBATOR

In regards to the operation of the incubator, main priority for 2018 would be the introduction of the position of **operations manager**, that will centralise all activities related to daily operating of the YES incubator. In addition, continuous focus for 2018 remains the further improvement of the **incubator services** and promotion of the incubator towards its target audience.

The operational costs for running the incubator are reduced due to the cut of unnecessary expenditures and the level of costs is being directed towards the optimal one. The remaining challenges are addressed in the full, internal version of the 2017 Annual report.

### TRAINING

Training activities in 2018 are expected to continue on similar path as in the previous years. Apart from the online courses, no particular new developments are being planned or anticipated at this stage.

### PROJECT DEVELOPMENT

There are no particular challenges related to this area. The following table provides an overview of the underlying strategy for project development adopted and pursued by YES in 2017:

#	Funding programmes	Contracting authority	Main areas of intervention	Development trends/YES approach
1	IPA CSF	EC Delegation Ministry of Finance	- Socio economic empowerment of youth, particular focus may vary from students, youth in rural areas, minority groups etc.	Actions, toolkits and measures for empowered youth and CSOs, policy actions and networking.

			<ul style="list-style-type: none"> <li>- Competitiveness and innovativeness of SMEs</li> <li>- Development of the capacities of CSOs</li> <li>- Policy development</li> </ul>	
2	Erasmus + (KA1, KA2, KA3)	EACEA/EC	Youth training, entrepreneurial learning. In the case of projects related to adult or higher education: quality assurance and/or dissemination.	Collaborative events & learning tools. Positioning of YES as partner specialised in quality assurance and dissemination of project results, and in particular as highly experienced in non-formal entrepreneurial learning
3	Europe for citizens	EACEA/EC	Youth related trainings, events, campaigning and networking.	Providing additional benefits for the young people already involved in the larger scale YES projects.
4	Horizon 2020 COSME	EC EASME/EC	Innovation support services for start-ups and SMEs, social innovation involving ICT tools, alternative funding and other CSA (coordination and support) actions	Providing expertise in start-up support, adopting best practices in innovation financing, regional networking for IT and social businesses.
5	BALKAN-MED 2016-2020	Ministry of local-self governance (IPA regional component)	Entrepreneurship & Innovation	Providing expertise in start-up support, adopting best practices in innovation financing, regional networking for IT and social businesses.
6	IPA CBC	Ministry of local-self governance	Soft measures under socio-economic development	Providing technical assistance to grass-root organisations located in the CBC eligible area.
7	Funds for NGO and incubators	City of Skopje Ministry of Economy CEI SIOFA British embassy Re-granting scheme under other projects	Small scale projects for supporting ongoing activities of NGOs and incubators.	Regular funding secured for trainings for tenant companies and hosting international b2b event in Skopje. Funding for small-scale actions in the field of youth participation, youth policies and youth employability.
8	IPA TAIB	Ministry of Finance	Policy related projects in different fields	Policy actions, infrastructure and toolkits in the fields of youth, social and women entrepreneurship.

## APPENDIX: 2017 Financial statements

ЕМБС: 06068146

Целосно име: Фондација за претприемачки сервис за млади ПСМ Скопје

Вид на работа: 540

Тип на годишна сметка: Годишна сметка

Тип на документ: Годишна сметка

Година : 2017

**Биланс на приходи и расходи**

Ознака за АОП	Опис	Претход на година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
<b>201</b>	-- Расходи I. МАТЕРИЈАЛНИ РАСХОДИ, УСЛУГИ И АМОРТИЗАЦИЈА (202 до 210)	4.303.500,00			2.407.098,00
<b>202</b>	-- Потрошени материјали	320.479,00			88.549,00
<b>203</b>	-- Потрошена енергија	751.307,00			603.566,00
<b>204</b>	-- Други услуги	953.104,00			672.093,00
<b>205</b>	-- Превозни и транспортни услуги	535.657,00			171.267,00
<b>206</b>	-- Издатоци за реклама, пропаганда и репрезентација	629.244,00			752.850,00
<b>207</b>	-- Амортизација	411.700,00			
<b>209</b>	-- Наемнини	126.871,00			115.361,00
<b>210</b>	-- Други материјални расходи	575.138,00			3.412,00
<b>211</b>	-- ДРУГИ РАСХОДИ (212 до 221)	2.880.662,00			2.177.090,00
<b>212</b>	-- Провизија за платен промет	66.922,00			83.434,00
<b>213</b>	-- Камати на кредити и заеми				914,00
<b>214</b>	-- Премии за осигурување	624,00			7.572,00
<b>215</b>	-- Дневници за службено патување	353.910,00			398.395,00
<b>217</b>	-- Негативни курсни разлики	19.756,00			42.457,00
<b>219</b>	-- Други расходи	2.439.450,00			1.644.318,00
<b>222</b>	-- КАПИТАЛНИ И ДРУГИ СРЕДСТВА (223+224+225)				104.234,00
<b>224</b>	-- Средства за опрема				104.234,00
<b>226</b>	-- ПОМОШТИ, ДОНАЦИИ И ДРУГИ ДАВАЧКИ (227+228+229)	5.227.003,00			6.103.247,00
<b>227</b>	-- Помощти, донации и други давања на субјекти	5.227.003,00			6.103.247,00
<b>230</b>	-- ПЛАТИ И НАДОМЕСТИ НА ПЛАТИ(231+232)	2.767.770,00			3.137.883,00
<b>231</b>	-- а) Вкалкулирани плати	2.726.244,00			3.137.883,00
<b>232</b>	-- б) Вкалкулирани надомести	41.526,00			
<b>234</b>	-- Вонредни расходи				162.929,00
<b>235</b>	-- ВКУПНО РАСХОДИ (201+211+222+226+230+233+234)	15.178.935,00			14.092.481,00
<b>236</b>	-- Остварен вишок на приходи-добивка пред оданочување(250 минус 235) ако 250>235	10.918.996,00			13.045.061,00
<b>237</b>	-- Даноци, придонеси и други давачки од добивката	73.733,00			79.035,00
<b>238</b>	-- Остварен нето вишок-добивка (236-237)	10.845.263,00			12.966.026,00
<b>239</b>	-- Вкупно (235+236) или (235+237) ако 237 е поголемо од 236=252	26.097.931,00			27.137.542,00
<b>240</b>	-- ПРИХОДИ ОД ПРОДАЖБА НА ПРОИЗВОДИ, СТОКИ И УСЛУГИ (241+242)	2.503.138,00			1.697.678,00
<b>242</b>	-- Приходи од услуги	2.503.138,00			1.697.678,00
<b>243</b>	-- Приходи од камати и позитивни курсни разлики	50.510,00			43.741,00

244	-- Приходи од членарини, подароци, донации и приходи од други извори	13.596.019,00		13.009.779,00
245	-- Приходи од кирии и закупнини			1.524.004,00
247	-- Други приходи			17.077,00
248	-- Пренесен дел од вишокот на приходите од претходната година	9.948.264,00		10.845.263,00
250	-- ВКУПНО ПРИХОДИ 240+243+244+245+246+247+ 248+249	26.097.931,00		27.137.542,00
252	-- ВКУПНО (250+251)=239	26.097.931,00		27.137.542,00
438	-- Број на работници	5,00		5,00

**Биланс на состојба**

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
1	-- АКТИВА ПОСТОЈАНИ СРЕДСТВА (002+003+008+009)	3.740.558,00	11.106.766,00	7.493.736,00	3.613.030,00
2	-- НЕМАТЕРИЈАЛНИ СРЕДСТВА		408.075,00	397.326,00	10.749,00
3	-- МАТЕРИЈАЛНИ СРЕДСТВА (004 до 007)	665.558,00	7.623.691,00	7.096.410,00	527.281,00
6	-- Опрема	665.558,00	7.623.691,00	7.096.410,00	527.281,00
9	-- ДОЛГОРОЧНИ ФИНАНСИСКИ ВЛОЖУВАЊА	3.075.000,00	3.075.000,00		3.075.000,00
10	-- ПАРИЧНИ СРЕДСТВА, КРАТКОРОЧНИ ПОБАРУВАЊА И АКТИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (011+018+019+020+021+022+023+024)	8.345.662,00	10.347.636,00		10.347.636,00
11	-- ПАРИЧНИ СРЕДСТВА (012 до 017)	7.686.635,00	7.968.575,00		7.968.575,00
12	-- Жиро сметка	2.695.049,00	3.330.870,00		3.330.870,00
13	-- Благајна	85.692,00	70.123,00		70.123,00
14	-- Девизна сметка	4.905.894,00	4.567.582,00		4.567.582,00
19	-- КУПУВАЧИ	556.394,00	505.254,00		505.254,00
20	-- ПОБАРУВАЊА ЗА ДАДЕНИ АВАНСИ, ДЕПОЗИТИ И КАУЦИИ	3.000,00	1.850.023,00		1.850.023,00
22	-- ДРУГИ КРАТКОРОЧНИ ПОБАРУВАЊА	80.337,00			
23	-- ПОБАРУВАЊА ЗА ПОВЕЌЕ ПЛАТЕНИ ДАНОЦИ И ПРИДОНЕСИ	19.296,00	23.784,00		23.784,00
42	-- ВКУПНА АКТИВА (001+010+028+035+038+041)	12.086.220,00	21.454.402,00	7.493.736,00	13.960.666,00
44	-- ПАСИВА - ИЗВОРИ НА ДЕЛОВНИ СРЕДСТВА	530.681,00			538.030,00
45	-- Деловен фонд	530.681,00			538.030,00
46	-- РЕВАЛОРИЗАЦИОНА РЕЗЕРВА	134.877,00			
51	-- IV. КРАТКОРОЧНИ ОБВРСКИ И ПАСИВНИ ПРЕСМЕТКОВНИ СМЕТКИ (052 ДО 061)	575.399,00			456.610,00
53	-- б) Добавувачи	184.970,00			149.128,00
54	-- в) Обврски спрема државата за даноци и придонеси и други обврски	60.231,00			92.252,00
55	-- г) краткорочни финансиски обврски	70.079,00			27.657,00
61	-- Обврски за плати	260.119,00			187.573,00
62	-- V. ПАСИВНИ ВРЕМЕНСКИ РАЗГРАНИЧУВАЊА (063 до 065)	10.845.263,00			12.966.026,00
64	-- Дел од вишокот на приходите пренесен во наредната година	10.845.263,00			12.966.026,00
69	-- ВКУПНА ПАСИВА (044+046+047+051+062+066+067+068)	12.086.220,00			13.960.666,00

**Државна евиденција**

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
675	-- Издатоци за авторски хонорари (< или = на АОП 219 од БПР)	2.439.450,00			4.407,00
676	-- Издатоци за поврмени и приврмени работи (< или = на АОП 219 од БПР)				821.690,00

<b>677</b>	-- Помошти, донации и други давања на субјектите во добра и услуги(< или = на АОП 227 од БПР)	5.227.003,00	6.103.247,00
<b>680</b>	-- Плати(< или = на АОП 231 од БПР)	1.828.867,00	2.106.329,00
<b>681</b>	-- Придонеси на плати(< или = на АОП 231 од БПР)	736.083,00	847.227,00
<b>682</b>	-- Даноци на плати(< или = на АОП 231 од БПР)	161.294,00	184.327,00
<b>683</b>	-- Надомести на плати(< или = на АОП 232 од БПР)	37.374,00	
<b>684</b>	-- Даноци на надомести(< или = на АОП 232 од БПР)	4.152,00	
<b>686</b>	-- Приходи од камати(< или = на АОП 243 од БПР)		43.505,00
<b>687</b>	-- Приходи од позитивни курсни разлики (< или = на АОП 243 од БПР)	50.510,00	236,00
<b>691</b>	-- Приходи од донации(< или = на АОП 244 од БПР)	13.596.019,00	13.009.779,00
<b>695</b>	-- Просечен број на вработени врз основа на состојбата на крајот на месецот	5,00	5,00

### Распоредување на резултатот

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
<b>351</b>	-- А. ОСТВАРЕН НЕТО ВИШОК -ДОБИВКА	10.845.263,00			12.966.026,00
<b>353</b>	-- Б. ОСТАТОК ОД НЕТО ДОБИВКАТА ЗА РАСПОРЕДУВАЊЕ (351-352)	10.845.263,00			12.966.026,00
<b>358</b>	-- f) Дел за пренос во наредната година	10.845.263,00			12.966.026,00

### Структура на приходи по дејности

Ознака за АОП	Опис	Претходна година	Бруто за тековна година	Исправка на вредноста за тековна година	Нето за тековна година
<b>2598</b>	- 94.99 - Дејности на други организации врз база на зачленување, неспомнати на друго место				27.137.542,00

Изјавувам, под морална, материјална и кривична одговорност, дека податоците во годишната сметка се точни и вистинити.

Податоците од годишната сметка се во постапка на доставување, која ќе заврши со одлука (одобрување/одбивање) од страна на Централниот Регистар.