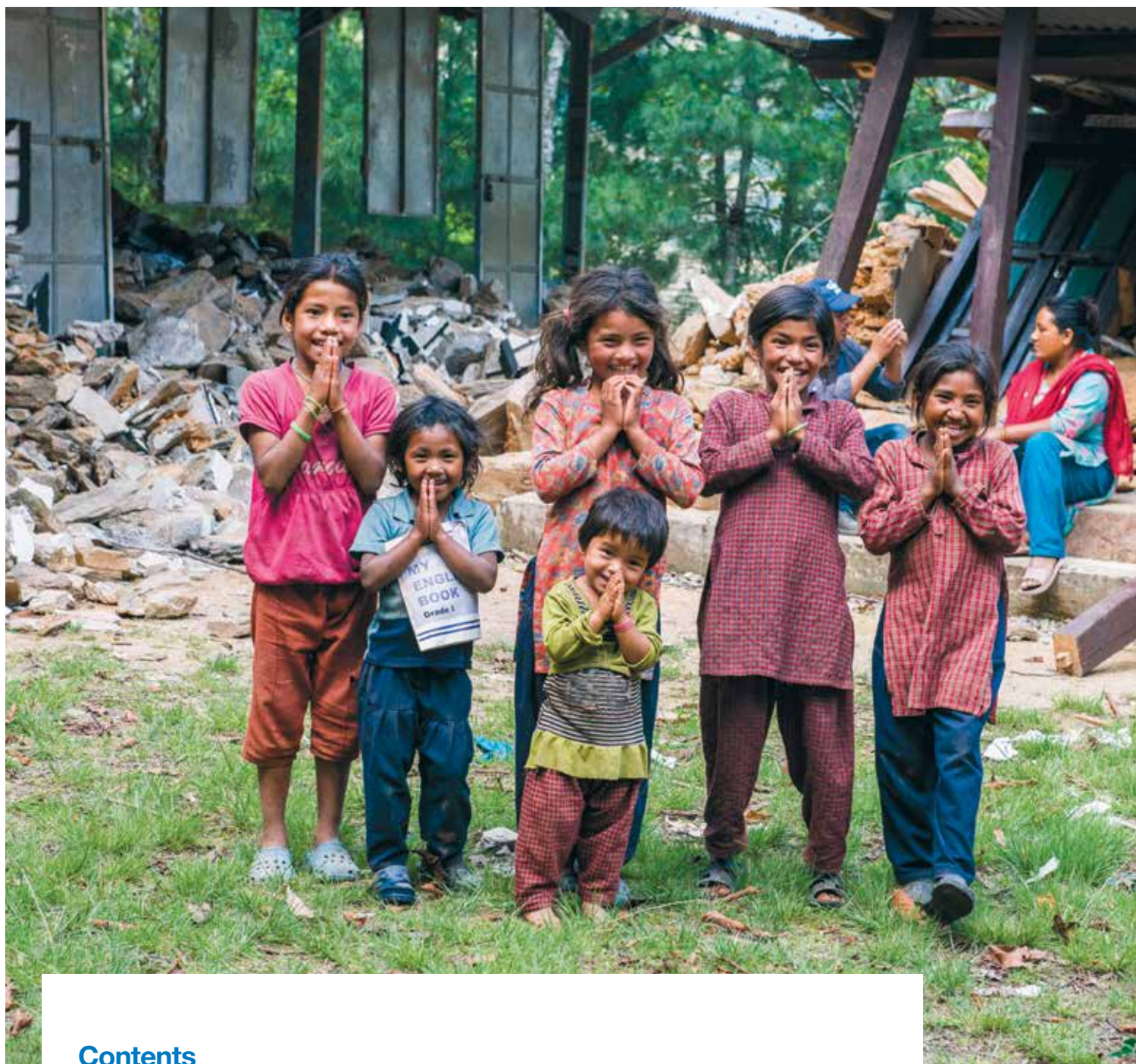


ANNUAL REPORT AND FINANCIAL STATEMENTS **2015**



PLAN
INTERNATIONAL



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Cover Image: Amita, aged 5, at a Temporary Learning Centre in Dolaha district, Nepal. With Nearly 9,000 dead, 16,800 injured, 500,000 homes destroyed and 270,000 homes damaged, the earthquakes that struck Nepal on April 25 and May 12 have left a country reeling. Plan International has been active in Nepal since 1978 and is playing a central role in the post-earthquake recovery effort.

Read more inside and online www.plan.ie/nepalearthquake  

Above: 'Namaste!' – Children from Kathmandu take a break from school in one of Plan International's Temporary Learning Spaces to say hello!

(All photos copyright of Plan International unless otherwise stated)

FROM THE CEO AND CHAIRPERSON

The past year has been challenging and yet has presented opportunities for Plan International Ireland to grow and support children and communities in growing numbers. We were able to assist children in many different situations – in emergencies, in refugee camps and in their own communities. We continue to provide children with access to education, employment skills, and water and sanitation. We support children with disabilities and champion child protection by campaigning against child marriage, female genital mutilation and ensuring that children's births are registered.

This important work would not have been possible without the generous support from our donors and supporters. Your commitment is greatly appreciated.

The number of global crises has continued to increase. Over the past year our Disaster Risk Management team responded to 11 emergencies in 13 countries including the Ebola outbreak in West Africa. Our staff were on the front line in Guinea, Liberia and Sierra Leone. The work of the emergency team can particularly be seen in our response to the devastation caused by the earthquakes in Nepal in April and May. Plan International has assisted more than 46,000 households primarily through the distribution of shelter equipment, water and sanitation supplies, and educating children in the safe spaces that we established.

In the future, Plan International Ireland must be ready to respond to this increasing number of crises, both natural – such as the earthquake in Nepal and the continued follow on response to Typhoon Haiyan in the Philippines – and man-made, such as the humanitarian situation in Syria, and the hardship and loss of life faced by migrants crossing the Mediterranean into Europe.

It is incumbent on the EU and member states to look after migrants. Plan International Ireland welcomes the recommendations in the recent working group report on direct provision to improve the situation of asylum seekers in Ireland.

Our long-term development work in West Africa continues. The region is the poorest in the world, and Plan International Ireland is committed to improving the lives of communities there. This year we supported families to develop livelihoods through our network of 28,725 Village Savings and Loans Associations, to access clean water and sanitation facilities through the construction of 3,081 family latrines, and helped to improve the quality of education for 41,830 children.

Our Universal Birth Registration campaign has continued with Plan International Ireland supporting almost half a million birth registrations. Our programme work has now expanded to support communities in Egypt and Sri Lanka.

Plan International Ireland has also contributed to humanitarian debate and discussion within Ireland. This has allowed us to engage with partners and government, and host a number of events such as the launch of a report on our work on disability and our annual Because I am a Girl event which promotes gender equality in development.

Child sponsorship remains core to our work. Over 6,000 children are currently sponsored through Plan International Ireland, and more than 1,300,000 are sponsored through the global Plan International family. Sponsorship funding enables Plan International to commit long term support to communities.

We realise the importance of understanding how every Euro is spent. Plan International Ireland remains committed to good governance and transparency. We enclose annual independently audited financial statements, and remain in compliance with the Charities Act 2009, the Dóchas Code of Corporate Governance, and the Statement of Guiding Principles for Fundraising.

We are entering the final year of our 2012–2016 strategic plan and have commenced work on the new plan for 2016–2020. This plan will ensure that we continue to stand up for child rights, that children fulfil their potential and that Plan International Ireland continues to make a difference in the lives of children and their communities. You will also have noted that, as part of our planning for the future, our name and logo has changed. Officially our new name is Plan International Ireland.

The work detailed in this report would not have been possible without the support Plan International Ireland receives from the Irish public, our regular givers and child sponsors, Irish Aid, the EU, trade unions and the trusts and foundations who have named us as beneficiaries. We are also grateful for the hard work put in by our ambassadors, our board of directors, and our dedicated staff and volunteers.

Again, thank you all for your continued support.



Geraldine Kelly

Geraldine Kelly, Chairperson



David Dalton

David Dalton, CEO



In Cameroon, only 55% of children complete primary school education. Many children drop out of school as a result of poorly qualified teachers, inadequate school infrastructure, and a lack of materials and equipment. This is aggravated by poverty and a lack of interest from parents. Plan International tackles the problems in basic education by increasing school enrolment, constructing and rehabilitating school infrastructure facilities, promoting early childhood centres and supporting teacher-training to improve the quality of teaching and learning in classrooms.

Plan International Cameroon's school improvement project has successfully helped government partners, parents and teachers to increase children's access to education, and to make sure that they continue to complete their schooling.

A background image showing children in a classroom. In the foreground, a child's hand is visible, writing in a notebook. Other children are blurred in the background, some sitting at desks.

OUR STORY

Founded in 1937, Plan International is one of the world's oldest and largest international development agencies, working in partnership with millions of people, in 51 developing countries, to end poverty. By actively involving children, and working at a grass roots level with no religious or political affiliations, we unite and inspire people around the globe to transform the world for children.

Last year alone, Plan International worked with more than 86,000 communities, reaching a population of 165 million, including 81 million children.

We have only one agenda: to improve the lives of children.

OUR VISION

Plan International's vision is of a world in which all children realise their full potential in societies that respect people's rights and dignity.

OUR MISSION

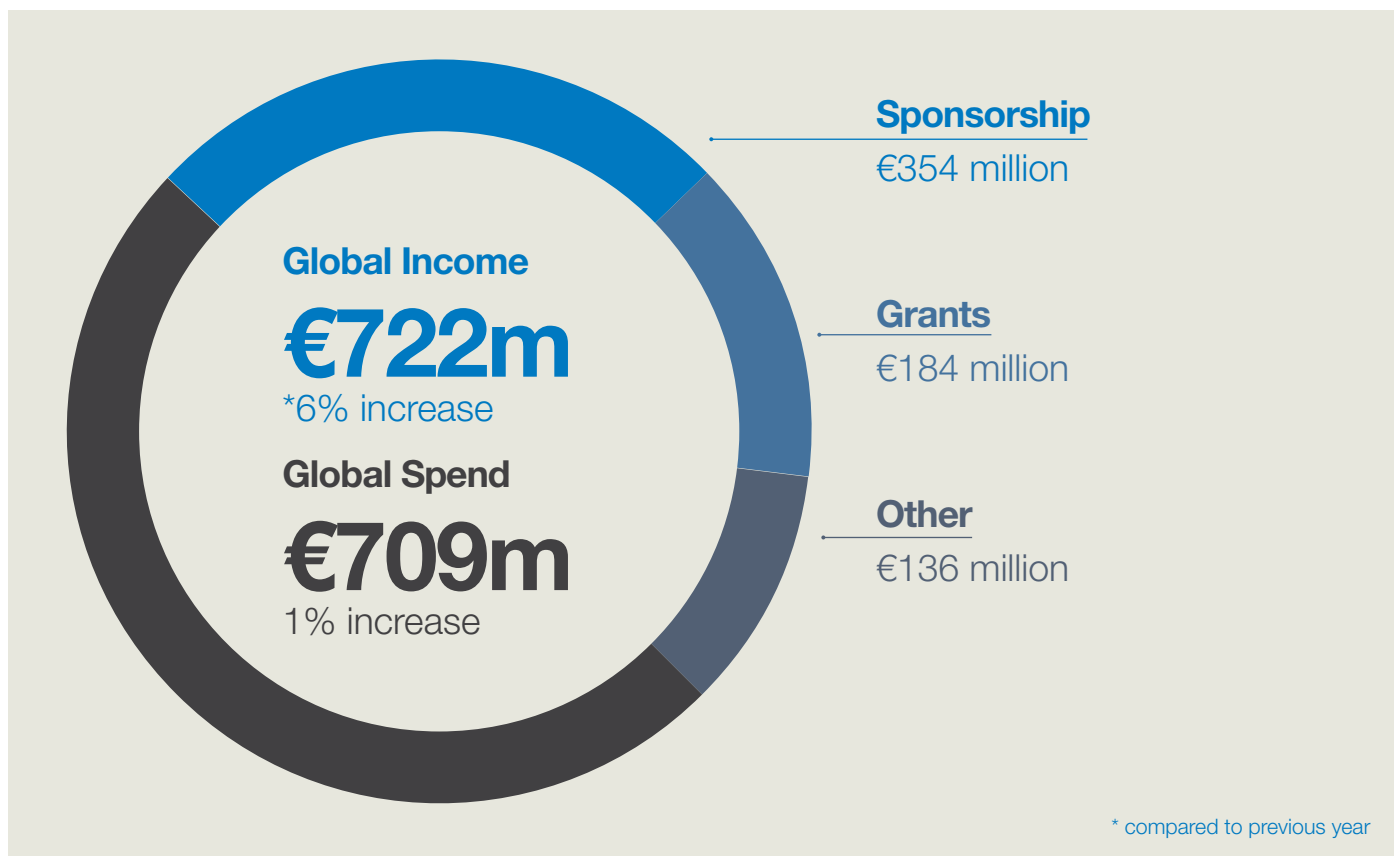
Plan International achieves lasting improvements in the quality of life of deprived children in developing countries through a process that unites people across cultures and adds meaning and value to their lives by:

- Enabling deprived children, their families and their communities to meet their basic needs and to increase their ability to participate in, and benefit from, their societies.
- Building relationships to increase understanding and unity among people of different cultures and countries.
- Promoting the rights and interests of the world's children.

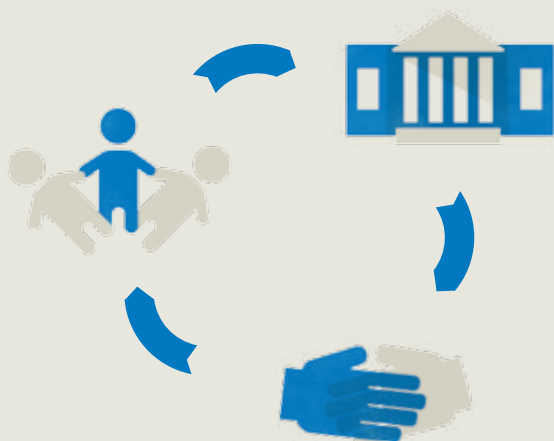
Find out more at www.plan.ie/about-plan



PLAN INTERNATIONAL'S GLOBAL IMPACT



We have
partnerships with:



3,878

national and local governments

1,110

national and local NGOs

27,777

local community-based groups

8,408 staff across
51 programme countries
worked with:

164.9 million people



Including **81.4** million children

Reaching **86,676** communities



802,185

Total number of people trained as, or in:



104,231

Education Workers



289,437

Health Workers



272,755

Child Protection



135,762

Business Skills

Find out more at www.plan.ie/about-plan



EMERGENCY RESPONSE



Plan International Ireland's Disaster Risk Management team responded to 11 emergencies in 13 countries over the past year. Children in Plan International response areas were provided with access to education, psychosocial support, clean water, food, shelter, a healthy environment, and a safe place to play.

While Plan International Ireland has endeavoured to engage locally trained staff to respond to humanitarian disasters, when there is a shortfall or gap in expertise, dedicated members of Plan International Ireland are more than willing to answer that call. This year six staff members were deployed to assist various emergencies across the globe.

In Dublin, Plan International Ireland was part of the Irish Humanitarian Summit Steering Committee, representing the Dóchas Humanitarian Aid Working Group.

Year at a Glance

22,634

Children in conflict areas provided with access to education.

8,000

Families provided with shelter and emergency supplies in Nepal.

56,000+

People provided with hygiene kits and Ebola-prevention assistance.

11

The number of emergencies responded to by Plan International Ireland.

Snapshot Impression: Nepal from the air



Dualta Roughneen, Plan International Ireland's Emergency Response Manager spent four weeks in Nepal in the immediate aftermath of the earthquake

'It was only from the air, in a two seat helicopter, dropping bags of food to remote mountainous communities that I began to fully appreciate the scale of the devastation. The view from above powerfully illustrated how more than 80% of houses in these cut off regions had been levelled; rendering them totally uninhabitable, leaving tens of thousands homeless as the rainy season looms.

We have flown over some of the most cut off areas and dropped these essential items to those most in need. This distribution will ensure those who were sleeping without shelter in sub-zero conditions, will at least have some protection from the elements tonight. Thousands of tents and blankets have been distributed, but more are needed. This isn't a long-term solution, but it's something.

The monsoon season is fast approaching and the weather will only get worse, so additional resources are desperately required. Plan is working with local organisations, village committees and authorities to make sure those communities that are suffering get emergency assistance as quickly as possible.'



While Syrian refugees are being welcomed in some EU states, others face hostility and hardship on their journey. Many Syrian refugees have sought sanctuary in Egypt. Child rights organisation Plan International is providing assistance to refugee families, particularly children. It is supporting local community centres that are providing a safe space for children to play and for families to talk about their harrowing experience, so they can start to move forward with their lives.

4 year old Mouaiad, pictured here with his mother, is just one of the children Plan International Egypt is helping through education programmes, medical care and trauma support. At Plan International, we know that the trauma of fleeing's one country, hits children the most. The instability, the fear and violence experienced can last a lifetime. Over the course of the last 12 months, Plan International Ireland's work with refugees has extended to Ethiopia, the Middle East, Central African Republic, Mali and Egypt.

12-year-old Rofika from Dinajpur in Bangladesh is the proud owner of a birth certificate.



CHILDREN'S RIGHTS



Children are entitled to rights and benefits and to participate in the socio-political life of their communities. However, in many parts of the world, they either lack the legal status to enjoy their entitlements or have little say in decisions that affect their lives. Plan International works to help children and young people to become aware of their rights and learn what they, their parents, and their governments need to do to fulfil them. Plan International also assists governments and communities around the world to ensure that children are registered at birth in order to obtain a legal identity; this is the very first step for children to be visible and to enjoy and exercise their rights as citizens.

This year, Plan International Ireland continued work on its Universal Birth Registration programme in Liberia and Sierra Leone. The programme aims to increase the number of children with birth certificates. This in turn protects them from exploitation and violence and enables them to avail of public services. Working in partnership with government, we are introducing advanced, IT-based solutions for birth registration, enabling a faster and more cost-effective birth registration service.

In West Africa, the Universal Birth Registration programme has persevered and grown, and has registered 445,188 children in the last two years. The programme's exceptional performance was recognised by Dóchas when it received the Innovative Programme of the Year award in June 2015.

In addition, Plan International Ireland is also working with young people in Egypt to engage them in improving their lives and their communities through effective participation. Plan International Ireland believes strongly that children and young people should be at the heart of development priorities in Egypt. They represent more than one-third of the population and are at higher risk of poverty than the general population. Their economic marginalisation is compounded by their exclusion from socio-political planning processes that influence their future.

Year at a Glance

1,235

Children targeted for direct involvement in youth engagement and voice activities in Egypt.

\$8.10

Decrease in the cost of birth registration in Sierra Leone (a 58% reduction).

182,703

Community members targeted by outreach activities in Sierra Leone and Liberia, leading to increased commitment and demand for birth registration.

65

Egyptian community development associations and youth groups engaged.

Case study: Bangladesh Rubi's life could have been very different



Rubi, now aged 19, at her home in Bangladesh

Four years ago, Rubi rushed home from school to share the results of her Secondary

School Certificate with her family, but when she arrived, her whole future changed: her parents had arranged her marriage.

Desperate and not knowing where to turn for help, Rubi told Plan International's partner organisation, her high school friends and school teacher. As an ambassador of the organisation's global Because I am a Girl campaign, Rubi had long been aware of the importance of birth registration and other key issues, and so she knew she legally couldn't marry before she turned 18.

After several visits and discussions, Rubi's parents were informed about the legal implications of child marriage and this convinced them to abandon the arranged marriage.

Find out more at www.plan.ie/programmes-overview/child-protection



ECONOMIC SECURITY



When families lack basic economic security, children are often the first to feel the effects of poverty. Often parents are forced to make difficult decisions. Children may be forced to leave school, or worse, go hungry.

For this reason, Plan International works with community partners to ensure that families in extreme poverty have the necessary skills to increase their income and to access financial and government services. For example, in the past year, Plan International Ireland has worked with marginalised communities in Sierra Leone and Sri Lanka to ensure financial stability and access to services.

The Food Poverty Reduction Initiative in Moyamba District, Sierra Leone works to improve the food and household economic security of vulnerable families. By providing training in livestock and crop management; increasing and diversifying income sources; fostering a culture of saving; facilitating access to affordable credit; improving food processing techniques and nutrition; and diversifying the diets of school children, Plan International Ireland has strengthened these families and built their resilience to future challenges and shocks. The success of this initiative can be credited to Plan International's innovative system of empowering local communities by establishing community forums.

Our Empowering Women through e-Governance programme, which is supported through our Women's Innovation Fund, is enabling women living in, and around, plantations access information on their rights as citizens.

Year at a Glance

1,149



Village Savings and Loans Associations worked with in Sierra Leone, Burkina Faso, Guinea and Guinea Bissau.

124



School vegetable gardens developed and over 1,200 children benefitting from practical vegetable growing classes and improved nutrition in Sierra Leone.

28,725



Members benefitting from Village Savings and Loans Associations.

12,990



Rural women benefitting from improved access to information about their rights, services and economic opportunities in Sri Lanka.

Case study: Sri Lanka Connect the marginalised through technology



Map of Sri Lanka featuring location of Plan International Country Office and Programme Units.

The Empowering Women through e-Governance programme in Sri Lanka has just kicked off this year. Historically dependent on their employers, the plantation owners, for basic social services, women living in, and around, tea and rubber plantations have become economically isolated from Sri Lankan society.

These women often have lower levels of education, poor working conditions, high levels of unemployment, lack access to information, and are highly vulnerable to violence.

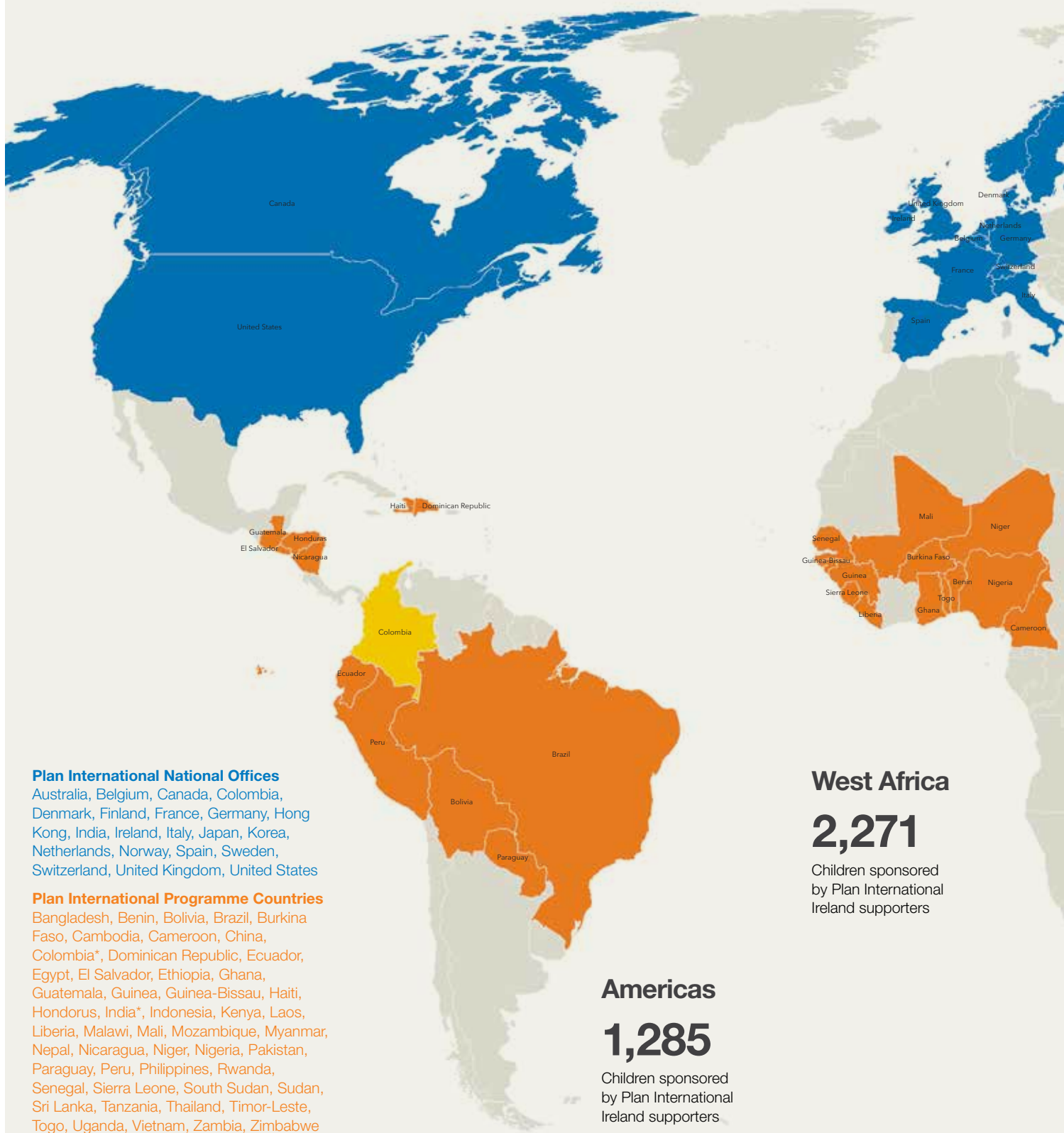
As technology is becoming a bigger part of life and work in Sri Lanka, these women are being left behind. Their lack of digital literacy combined with a reliance on plantation owners and government institutions for services and resources has prevented them from being able to seek new opportunities, access new markets, and enhance their livelihoods.

This project will assist women in target communities to claim and exercise their rights as citizens. It will work with community groups to develop information and communications technology (ICT) skills for rights advocacy and government interaction, and will raise awareness of women's rights and gender based violence issues. By bringing women together in community-based groups, the project will reduce isolation, connect marginalised women to the broader Sri Lankan society and give them greater control over their own livelihoods.

Find out more at www.plan.ie/programmes-overview/economic-security  



Tharushi, a tea leaf picker
at work on Rookwood Tea
Estate, Kandy, Sri Lanka.



Plan International National Offices

Australia, Belgium, Canada, Colombia, Denmark, Finland, France, Germany, Hong Kong, India, Ireland, Italy, Japan, Korea, Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom, United States

Plan International Programme Countries

Bangladesh, Benin, Bolivia, Brazil, Burkina Faso, Cambodia, Cameroon, China, Colombia*, Dominican Republic, Ecuador, Egypt, El Salvador, Ethiopia, Ghana, Guatemala, Guinea, Guinea-Bissau, Haiti, Honduras, India*, Indonesia, Kenya, Laos, Liberia, Malawi, Mali, Mozambique, Myanmar, Nepal, Nicaragua, Niger, Nigeria, Pakistan, Paraguay, Peru, Philippines, Rwanda, Senegal, Sierra Leone, South Sudan, Sudan, Sri Lanka, Tanzania, Thailand, Timor-Leste, Togo, Uganda, Vietnam, Zambia, Zimbabwe

*India and Colombia are primarily programme countries, but also operate as fundraising countries.

West Africa

2,271

Children sponsored by Plan International Ireland supporters

Americas

1,285

Children sponsored by Plan International Ireland supporters

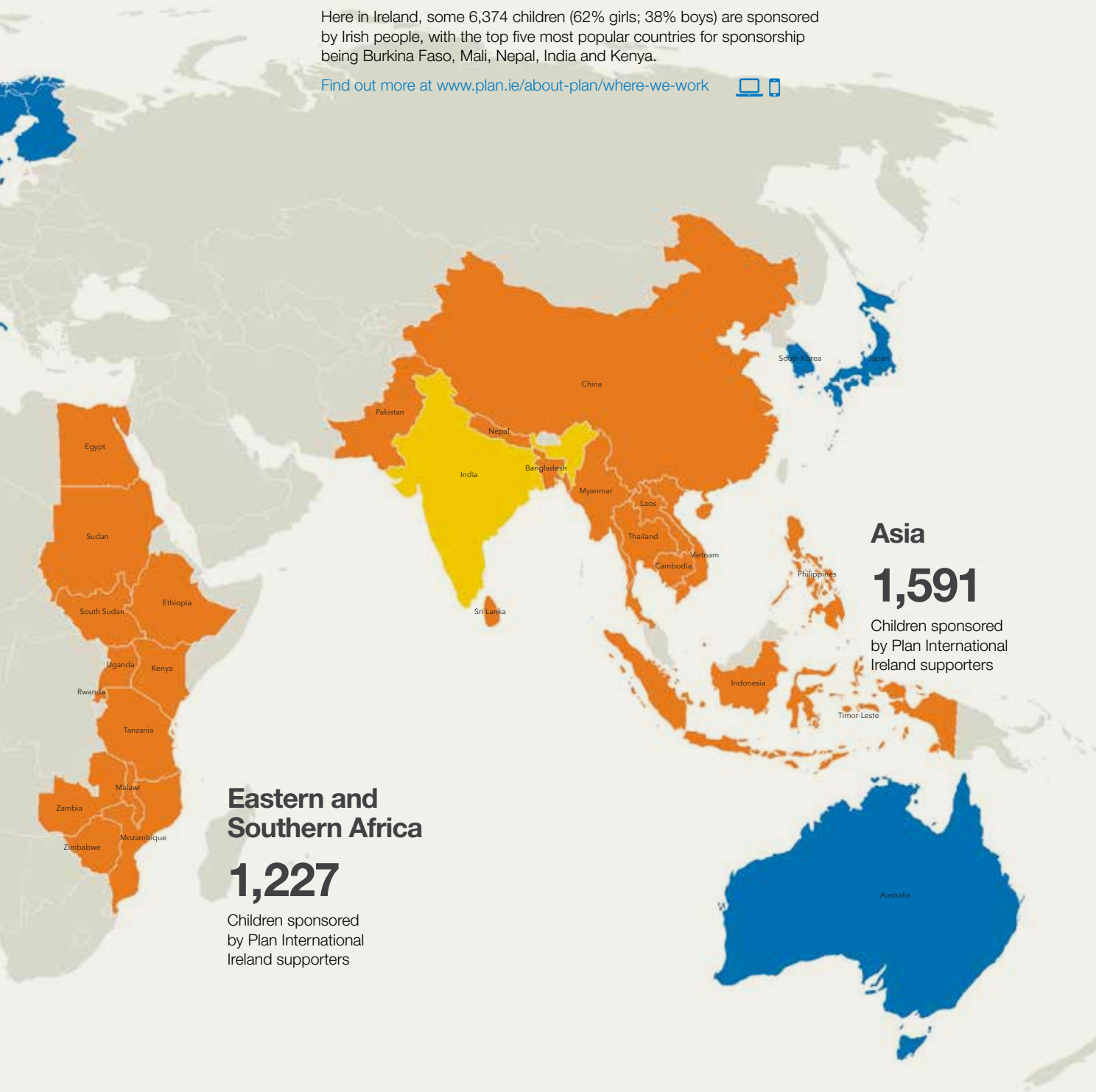
OUR GLOBAL NETWORK

Where We Work

From the arid regions of East and West Africa, to the tribes of South East Asia; from the snow-capped mountain ranges of South America, to the bustling streets of West Africa's capital cities, globally over 1.3 million children are sponsored by Plan International supporters.

Here in Ireland, some 6,374 children (62% girls; 38% boys) are sponsored by Irish people, with the top five most popular countries for sponsorship being Burkina Faso, Mali, Nepal, India and Kenya.

Find out more at www.plan.ie/about-plan/where-we-work



PLAN INTERNATIONAL IRELAND'S NEPAL EMERGENCY RESPONSE

Two devastating earthquakes struck mountainous and land-locked Nepal in April and May 2015. On 25th April, a 7.8M earthquake struck to the northwest of the country's capital, Kathmandu followed by a 7.3M earthquake on the 12th May to the north east of the capital.



Over one third of the Nepalese people, over 8 million citizens, have been impacted by these destructive earthquakes. Of the country's 75 districts, 35 have been directly, and another 17 indirectly, affected. Widespread destruction of residential, government, cultural and infrastructural buildings resulted. Rural areas, especially in the mountains were particularly devastated, and have been difficult to reach, except by foot and by helicopter, due to their isolation.


Plan International has had an extensive presence in Nepal since opening in 1978. In the immediate aftermath of the earthquakes, field offices were established in Makwanpur and Baglung as well as in the capital Kathmandu. To date (July 30th, 2015), Plan International has reached an estimated 46,109 households in the affected areas, primarily through distribution activities. That is more than 196,000 people, including over 82,000 children. This has been achieved through distribution of 46,121 tarpaulins and 42,650 water kits, as well as the establishment of 62 Child Friendly Spaces, 166 Temporary Learning Spaces, and help desks providing protection, education, shelter and health information.

Plan International Ireland was among the first responders to provide basic shelter to the victims. Following a Rapid Needs Assessment, Irish Aid funding has provided 1,950 families with shelter and sleeping mattresses and a further 1,950 families with NFI (non-food item) kits. Plan International Ireland also led a consortium with World Vision and Save the Children, funded by ECHO, to provide immediate support to victims living in the Dolakha and Ghorka regions including food, shelter, water and sanitation, health and protection. Two staff members from Dublin – Dualta Roughneen and Emilia Sorrentino – deployed to Nepal to support these efforts in the immediate aftermath of the earthquakes.

Despite their immediate needs being met, residents in these areas remain at risk. Monsoon season started in Eastern Nepal on June 13th and causes an average of 270 deaths per year. This year, it is feared that the monsoon, added to the effects of the earthquakes, will pose a serious health and sanitation threat to vulnerable children. A greater risk of mass mud and landslides has been caused by the many aftershocks leaving the terrain weakened.

Plan International is acutely aware that children are particularly vulnerable in times of natural disaster. Making sure that their core needs – including shelter, water, health care, and essential protection mechanisms are met – will be among our immediate priorities.





Palistha, 11, plays with her friends near a tent camp in Kathmandu, Nepal.

**‘TO DATE, WE HAVE REACHED
46,109 HOUSEHOLDS IN THE
AFFECTED AREAS. THAT IS MORE
THAN 196,000 PEOPLE, INCLUDING
OVER 82,000 CHILDREN’**



In response to the Ebola outbreak in summer 2014, Plan International mobilised in West Africa to implement water and hygiene behaviour awareness campaigns, in addition to its Open Defecation Free (ODF) programmes.

WATER AND SANITATION



Plan International works with communities to improve access to safe drinking water and basic sanitation, and to raise awareness of the importance of hand washing and waste management. Many people who lack access to basic sanitation are forced to defecate out in the open, thereby contaminating their own food and water supplies. Plan International stresses the importance of sanitation and encourages a total ban on open defecation. Plan International supports communities to take the lead in improving their own sanitation, and works alongside government, communities and local groups to ensure that initiatives are sustainable in the long term.

Year at a Glance

106



Boreholes.

50



New school Sanitation Blocks for Boys and Girls.

18



New drinking water stations in schools.

3,081



Family latrines built.

Case study: Burkina Faso Water, Sanitation and Hygiene (WaSH) project



This year marks the end of a large Water, Sanitation and Hygiene (WaSH) project that Plan International Ireland has been implementing in the south-western Burkina Faso provinces of Poni and Noumbiel. The project targeted, in particular, children and teachers in 303 schools in 15 towns and reached 326,967 members of the local community.

Clean water is vital for school children. Access to clean water can limit the amount of time they are sick and increase the time spent in school. Plan International Ireland is supporting communities through the construction of boreholes, located close to villages and homes to

reduce the amount of time spent travelling to collect water. This can dramatically increase the level of school attendance by girls who no longer have to spend hours every morning and evening collecting water for their families.

Women and children's safety is significantly improved when appropriate latrines and toilet facilities are located nearby. Clean, separate latrines are of particular advantage to school-going girls, as it prevents them from needing to leave school once they have begun menstruation.

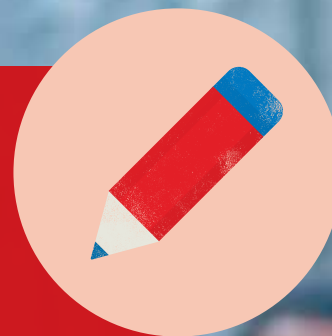
Since the project started, 106 boreholes with hand pumps have been constructed and 50 school latrines and 3,081 household latrines were installed.

The programme trained 290 masons from local communities to assist in construction. It also worked to strengthen the capabilities and technical services of government bodies to enable them to support communities. Water-user associations and village health committees were set up to manage facilities and promote hygiene and sanitation initiatives into the future.

EDUCATION

Plan International Ireland is working to realise the right to quality education for children in Burkina Faso, Sierra Leone, Guinea and Guinea Bissau by improving access, enhancing quality and strengthening school governance. Our work in education aims to ensure inclusive, safe, healthy and child-friendly learning environments. Our approach focuses on both policy and practice, and acknowledges that not only is education a basic human right, it is also crucial for the empowerment of children, young people and their communities in securing their human rights.

Plan International Ireland's education programmes were significantly affected by the Ebola outbreak in West Africa. Despite the challenge, we adapted to respond, and were involved in training and awareness raising, as well as the construction of hand washing facilities in schools and the distribution of over 20,000 care packages hygiene kits to quarantined homes. Our colleagues in Sierra Leone and Liberia were heavily involved in the management of Community/Ebola Care Centres.



Year at a Glance

41,830

Children's education enhanced.

205

Schools supported.

601

Children with disabilities' education enhanced.

1047

Teachers trained.

Case study: West Africa Quality, Inclusive, Participative Education



The Irish Aid-funded EQulP (Education: Quality, Inclusion and Participation) programme, now in its fourth year is a comprehensive programme that aims to address the key issues of quality and inclusion that are vital, but long overlooked, components of the Right to Education.


The EQulP programme works at the micro level to identify the localised barriers to education for marginalised girls and children with disabilities in the poorest households. These barriers are being addressed at a local level and successful outcomes will be used to drive policy change at district, national and international level.

The programme also aims to improve teacher training practices, strengthen the capacity and commitment of local educational authorities to support quality and inclusive education, and strengthen institutional arrangements that have a sustained impact on education quality and meaningful inclusion of all children.

Hien Yéri Felicité, who is visually impaired, is one example of the impact EQulP is having for students. Last year, Yéri Felicité from the Junior High School of Boussoukoula, Burkina Faso and three other students were to be expelled from their school for failing their exams.

However, Plan International, through the EQulP project, stepped in and provided information and guidance to all schools about a new law that allows children with disabilities, such as Yéri Felicité, to repeat their exams more than two times. Thankfully Yéri Felicité was able to return to Boussoukoula to finish her studies. She has gone from strength to strength and is now ranked second in her class with an academic performance of 13.60 / 20.

Plan International Ireland is critically analysing the approach to education in West Africa, challenging and reviewing standard interventions, conducting research to fill existing knowledge gaps and investing in key staff in the region that can support an increased focus on, and commitment to the quality of education.



Plan International Ethiopia's extensive Child Development work is aimed at ensuring that children, like 5-year old Henock, get a good start in life through early learning and development. This kindergarten in Addis Ababa, established with the support of Plan International, is now managed by the local government and community. Children in Ethiopia, particularly those from rural areas, often do not have access to early learning services and parents lack the awareness to support this important aspect of their child's development. Through this project, Plan International is working with disadvantaged children and their parents to ensure children are engaged in age-appropriate learning and are prepared for school.

Alifa from Lalmonirhat, Bangladesh reading a letter from her sponsor in Ireland. Last year Plan International Ireland sponsors sent 2,844 letters to the children they sponsor.



SPONSORSHIP & REGULAR GIVING

Child sponsorship remains central to Plan International Ireland. While revenue and sponsor numbers fell slightly in this calendar year, mainly due to the continued economic downturn, income from, and interest in, child sponsorship remains strong. Child sponsorship offers the sponsored child the opportunity to grow and develop together with his or her sponsored community, provides Plan International with a regular and sustainable source of much needed funding, and it gives a sponsor an opportunity to see how their contributions are being used.

Plan International's child sponsorship model is child-centred and community-driven, aimed at eradicating the causes and responding to the consequences of poverty. Plan International believes that through child sponsorship, we can continue to help and support vulnerable, isolated and neglected communities to lift themselves out of poverty and claim their rights. It is through child sponsorship that we can facilitate the sustained development of communities, with the clear objective of laying the foundations for continued, community-led development.

Child Sponsorship

€1.7m 

Annual revenue generated from Child Sponsorship.

6,374 

The current number of children sponsored with Plan International Ireland.

€374,350 

Tax take through the Revenue Commissioners' Tax Rebate Scheme.

2,844 

Letters written by Irish sponsors to their sponsored children.

Regular Giving

The success of our Because I am a Girl Fund – established to specifically fund gender-focused programming – has been maintained.

1,778 

Number of members supporting the Because I am a Girl fund.

€123,000 

Total revenue generated from the fund.

PLAN INTERNATIONAL IRELAND'S FGM ERADICATION PROGRAMME IN GUINEA BISSAU

Community-Based Action Tackling Female Genital Mutilation (COMBAT)



Group of young people enjoy the celebrations to end FGM in their community in Guinea Bissau.

Protecting children and young people from abuse, neglect, exploitation and violence is central to everything Plan International does. This includes Gender Based Violence (GBV) and practices such as Female Genital Mutilation (FGM). Plan International Ireland's current programme, Community-Based Action Tackling Female Genital Cutting (COMBAT), aims to improve preventative measures for GBV, in particular FGM, and access to quality treatment for its survivors in two regions of Guinea Bissau.

Female Genital Mutilation (FGM) is a harmful practice that involves the partial or total excision of the external genitalia of a girl or woman for socio-cultural reasons. The procedure is generally performed in unhygienic conditions and without any form of anaesthetic on young girls (1–14 years), and in some cases on babies, unmarried women, women during pregnancy, and on women who have just given birth.

Women and girls that undergo FGM can experience severe negative health consequences, including extreme pain and emotional trauma, haemorrhage, infection, transmission of HIV and other viruses, a decrease in sexual sensation, childbirth difficulties, incontinence, infertility, reproductive health issues and even death.

A woman who has undergone FGM is twice as likely to die during labour as a woman who has not undergone the practice. However, there is a poor understanding of the connection between the practice and the negative health consequences in Guinea Bissau. Improving the understanding of the link between FGM, the negative health consequences, gender-based violence and the rights of women and girls is critical to reducing support for the practice.

The goal of COMBAT is to contribute towards the total eradication of FGM in Guinea-Bissau by reducing support for the practice and ultimately achieving public declarations of abandonment of FGM in at least 16 target communities. This will be achieved through improved understanding of the harmful consequences of FGM and improved enforcement of the law banning the practice in the target communities.

The partners we work with are vital to the success of this programme. Plan International is working with ex-practitioners, women who themselves once earned a living by performing excision on young girls, and are now actively campaigning for its eradication. Plan International also works in partnership with traditional and religious leaders to spread the message, as they are highly trusted and respected in the local communities. Religious leaders are actively supporting us to tackle the perception that FGM is prescribed by Islam. We also work closely with the government in Guinea Bissau, in particular the Department of Justice and the police, to improve enforcement of the law criminalising FGM in the country.

While we are making significant progress, we have only reached a fraction of the communities where FGM is widely practiced, and many thousands of young girls remain vulnerable. Globally 140 million women and girls are estimated to have undergone FGM, and unless progress is made a further two million per year are at risk. Plan International Ireland programme in Guinea Bissau is a significant step towards eradicating the harmful practice of FGM and we look forward to the next year of this programme.

140 m 

Women globally have undergone FGM.

2 m 

Girls and women at risk every year.

2 times 

Women are twice as likely to die during labour because of FGM.

DEVELOPMENT EDUCATION AND ADVOCACY



Development Education enables people to understand the world around them and to act to transform it. Our work in Development Education works to tackle the root causes of injustice and inequality, globally and locally.

Plan International Ireland engages within the Irish NGO sector, and externally, to inform, educate and inspire people to take action on global development issues.

Two 'Peer to Peer Development Education' projects were facilitated last year, one in Dublin and one in Cork. The project enabled young people to develop skills in Leadership and Facilitation while learning about Gender Inequality and Sustainable Development.

Year at a Glance

600

Students directly engaged.

451

People reached through training, public engagement and events.

Plan International Ireland Leading the way on Children's Rights at home and overseas



David Dalton, Plan International Ireland CEO (centre) joined by colleagues representing Childfund, WorldVision, Unicef, National Youth Council and the Children's Rights Alliance

Plan International Ireland continues to work closely with primary and post primary schools providing information sessions and repeat workshops on our programme areas.

We will continue to work locally, focusing on global issues, to inspire more Irish people to think critically about the world around them and their role as citizens in it.

We remain a proactive member of the Dóchas Development Education Working Group, and the Irish Development Education Association (IDEA).

Through these collaborations, Plan International Ireland has contributed to much needed research in the Development Education sector and supported numerous policy submissions.

Plan International Ireland chairs the Children's Rights Coalition which advocates for the prioritisation of children's rights in Irish government policy.

In June 2015, the Coalition, supported by Plan International Ireland, organised a conference called Making Rights a Reality to discuss the impact the Sustainable Development Goals will have on children in Ireland and internationally.



Children at the end of their Development Education course.

LOCAL SUPPORT MEANS GLOBAL IMPACT

At Plan International Ireland, we are heavily reliant on the Irish public who freely give of their time and make financial contributions to help achieve our mission of delivering lasting improvements in the quality of life of those most in need.

Without this input, we simply couldn't continue. Whether it be participating in one of our fundraising events, supporting an appeal, sponsoring a child or supporting our campaigning efforts, this home-based, grassroots support is vital to our work.

Here's just a small selection of the support we received in the last 12 months.



1. CBRE's Bruce and Jean Campbell were joined by international colleagues as they crossed the Pyrennes in support of Plan's education work in Sierra Leone. During this partnership CBRE's EMEA offices have pledged to raise €850,000 to help provide an education to more than 135,000 children, particularly girls, in Sierra Leone.

2. Plan International Ireland's Rachel Duke (r) with Aidan Dunne and staff from Aidan Dunne Pharmacy in Whitehall, Dublin. Management, staff and customers from the chain of pharmacies came together in support of Plan International Ireland's Nepal Appeal and raised €2,000.

We are hugely grateful to our ambassadors who give so much of their time, effort and commitment in support of our work.

3. Ex Irish rugby international and current Plan International Ireland child sponsor and Ambassador, Malcolm O'Kelly with Mike Mansfield, Plan International Ireland Head of Marketing and Sponsorship and Enda Lundy, Managing Director of CBRE.

On International Day of the Girl 2014, over 200 guests from across the country gathered in Dublin's Hilton by

Double Tree for the inaugural Because I am a Girl Gala Ball which raised €49,000 for our work on gender equality.

Attendees on the night were treated to a wonderful array of music and entertainment from the Dublin Gospel Choir. Our Ambassadors Laura Whitmore, Blathnaid Ni Chofaigh, and Malcolm O'Kelly were joined by a veritable who's who of the Irish celebrity scene including Sinead Kennedy, Amanda Brunker and Norma Sheahan.

4. RTÉ's Keelin Shanley presiding over our Because I am a Girl Ball.

5. Marcell and Aidan Leavy, Jessica Majekodunmi and Ciara Meally.

6. Martha Miklnska, Shane Lyons and Diana Edmunson

7. Plan International Ireland CEO Daid Dalton with special guest and Because I am a Girl Ambassador, Laura Whitmore.

8. Storm Uechtritz speaking at our Women's Innovation Fund event.

9. Namaste participants in this year's Nepal Trek welcome the sunrise at the extraordinary Poon Hill in the Himalyas.



'Plan International Ireland's Women's Innovation Fund is changing the way charities do business. The fund is allowing women control their own destinies and shape their own futures. I am urging all Irish business women to back this fund and take a stand for women in the developing world.' Storm Uechtritz – TV Producer and Plan International child sponsor and philanthropist.



This year, One Water, the ethical water producer, chose Plan International Ireland as its exclusive partner. By buying a bottle of One Water, profits from that purchase will fund a life-changing water project in Ethiopia. By changing the brand of bottled water you buy, you can help improve lives. It's that simple.



FUNDRAISING

Our once-off fundraising activities saw a significant increase in support this year with almost €660,000 raised across a number of different income streams including public donations, trusts, foundations and corporate partners, the Women's Innovation Fund, the expansion of our overseas Treks and Challenges series, a nationwide Nepal Emergency Appeal and the inaugural 'Because I am a Girl' Gala Ball.

When People and Ideas come together, wonderful things happen. The Women's Innovation Fund, established in 2013, continued to prosper in 2014, the focus of which was our Empowering Women through e-Governance project in Sri Lanka which aims to enable women working in, and around, tea and rubber plantations access their rights as citizens.

The project, aiming to build micro-enterprises through IT and E-learning, was officially launched on February 26th when female business leaders from the technology, finance, retail and commercial sector came together at Google's HQ in Dublin.

Chaired by RTE journalist Katie Hannon and hosted by Plan International Ireland Chair Geraldine Kelly, the panel included Jane Chilcott, Chair of the Charity Bazaar and the wife of the British Ambassador; Susan Hayes, 'The Positive Economist'; Caroline Keeling, CEO, Keeling's Fruit Company and Image Business Woman of the Year 2013; Storm Uechtritz, TV Producer and Plan International child sponsor.

Nepal Earthquake Appeal

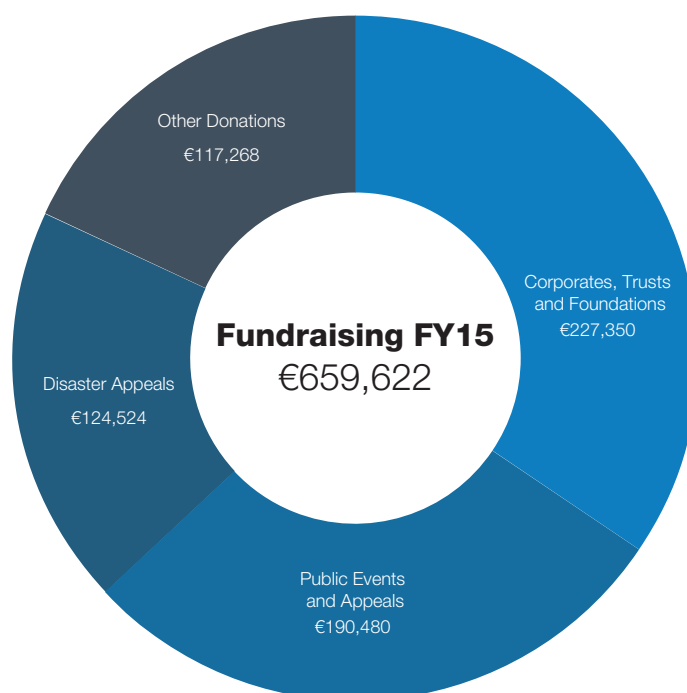
The earthquakes of April 25th and May 12th devastated large tracts of Nepal and from day one, Plan International mobilised into action. Here in Ireland, our task was focused on raising urgent funds to fund vital, life-saving interventions.

The public, corporate, trade union and media response was much appreciated. Up and down the country schools, businesses and members of the public ran fundraising events, held coffee mornings, shook buckets, gave up time, energy and money in support of our appeal and with over €124,000 raised. We remain hugely grateful.

International Treks and Challenge

The success of, and interest in, our previous overseas Treks and Challenges, saw three treks organised last year, all being full subscribed. Over 20 adventurous souls either ran the 10K Great Ethiopian Run in Addis Ababa or trekked the stunning Annapurna circuit in mountainous Nepal.

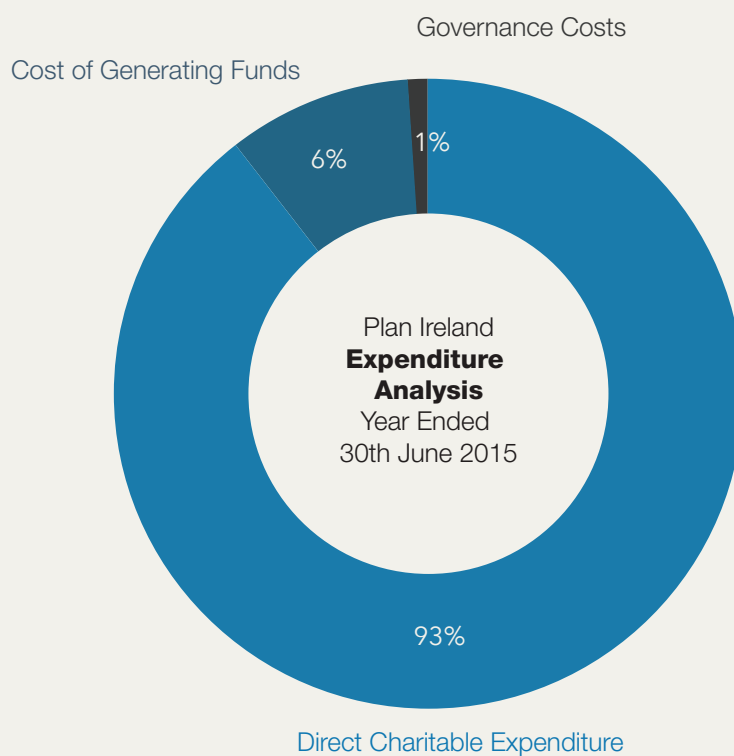
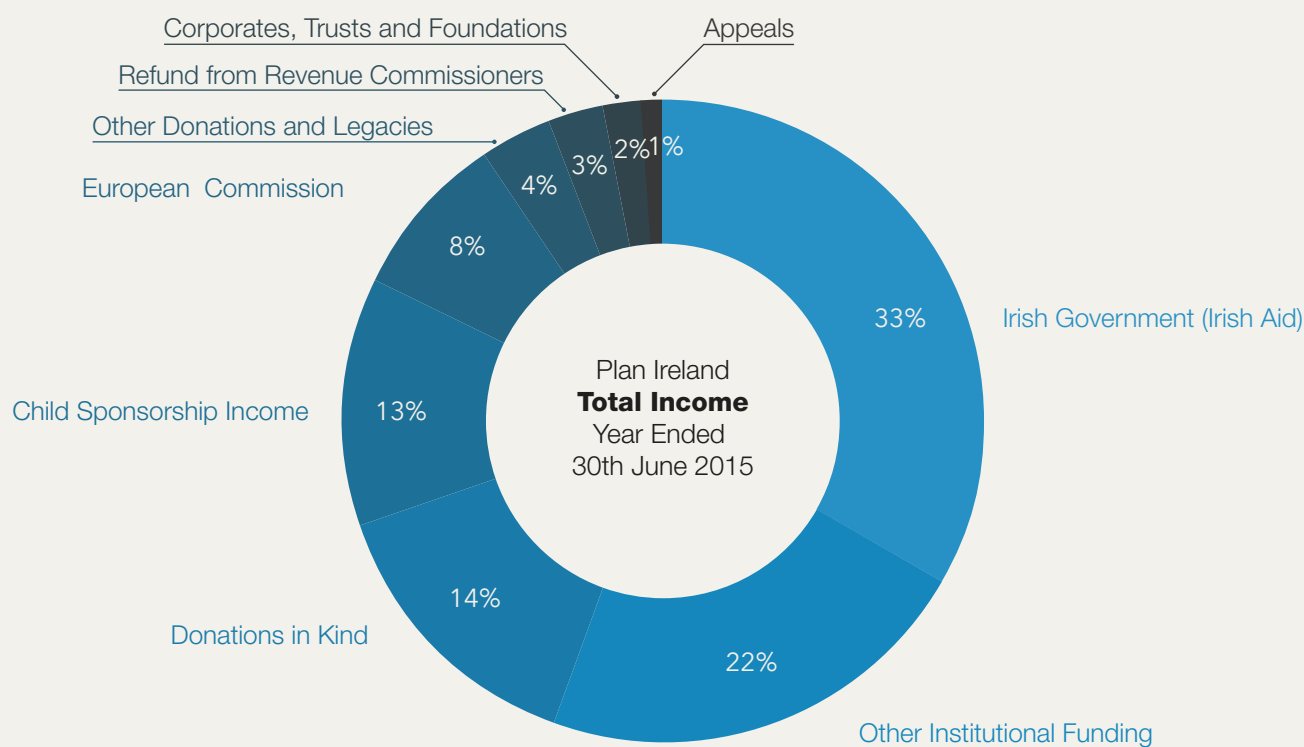
Offering participants a unique opportunity not only to contribute to, but to witness first hand, our vital projects across some of the world's poorest countries, the overseas Treks and Challenges series has become a mainstay in our fundraising calendar.



	Actual FY15
Corporates, Trusts and Foundations, and Trade Unions	€227,350
Disaster Appeals	€124,524
Public Events and Appeals	€190,480
Other Donations	€117,268
Total	€659,622

2015 FACTS AND FIGURES

For every €1 generated, 93 cent was spent on direct programme costs



ACCOUNTABILITY AND TRANSPARENCY

Plan International Ireland is a registered charity in Ireland, CHY15037 and is constituted as a company limited by guarantee, registered number 359578. The Memorandum and Articles of Association signed on 3rd May 2002 represent the founding governance document of Plan International Ireland.

Plan International Ireland is committed to ensuring accountability and transparency with disclosures of all aspects of our charitable work.

Plan International Ireland is governed by an independent Board of Directors who all serve in a voluntary capacity and meet at least four times a year. The Board delegates Plan International Ireland's day-to-day operations to the Chief Executive. The Board's commitment to governance is reflected in the emphasis on transparency, accountability, effectiveness and on value for money in all aspects of Plan International Ireland's work.

There are four committees of the Board:

- The Programme Committee which monitors the quality of Plan International Ireland's programme work;
- The Marketing and Fundraising Committee which monitors marketing and fundraising performance;
- The Finance Committee which reviews the organisation's financial statements and annual budget, assesses internal financial control systems and monitors risk management processes, and;
- The Remuneration Committee which devises and recommends to the Board remuneration policy for all Plan International Ireland staff.

Plan International Ireland is an active member of Dóchas, the umbrella group of International NGOs in Ireland. As a member of Dóchas, Plan International Ireland is a signatory to their Code of Conduct on Images and Messaging. The Dóchas Code offers a set of guiding principles that can assist organisations in their decision-making about which images and messages to choose in their communication while maintaining full respect for human dignity.

Plan International Ireland complies with the principles outlined in the Irish Development NGOs Code of Corporate Governance as produced by the Corporate Governance Association of Ireland; partnered with Dóchas.

Plan International Ireland is fully compliant with the Statement of Guiding Principles for Fundraising, which is monitored by the Irish Charities Tax Reform Group (ICTR) and sets out best practice guidelines for Charities who fundraise in the public environment. Plan International Ireland is committed to ensuring your privacy. All information that we collect, store and use is compliant with the Data Protection Acts 1988 and 2003. In addition we adhere to the requirements of and fully support the implementation of, the Charities Act 2009.

Plan International Ireland is one of 21 National Organisations, in the Plan International confederation, working for the rights of children, families and communities in some of the world's poorest countries. Plan International Ireland is internationally associated with Plan International, Inc. ('Plan Inc.'). Plan Inc is composed of members who are the National Organisations. The Members' Assembly is the highest decision making body of Plan Inc and is responsible for setting high-level strategy and approving the budget and financial statements for the organisation.

The Board of Plan Inc ('International Board') directs the activities of Plan Inc and is responsible for ensuring that the management of the organisation is consistent with the laws and with the strategic goals of the organisation as determined by the Members' Assembly to whom it is accountable.

The International Board is comprised entirely of non-executives. None of its members are paid by Plan Inc. The by-laws prescribe a maximum number of 11 directors, who are elected by the Members' Assembly. All directors have fiduciary duties to act in the interests of Plan Inc.

The International Board and the Boards of the National Organisations are accountable for the internal controls within the entities which they govern. Management of the organisations are responsible for maintaining a sound system of internal control, including risk management that supports the achievement of Plan's mission and objectives, safeguards the donations received and assets and resources.

Plan is impacted on by a number of risks and uncertainties, not all of which are in its control, but which impact on the delivery of its objectives. A global risk register is maintained by senior management, which seeks to capture the most significant risks facing the organisation.

Plan International Ireland maintains a strategic risk register detailing the key current identified strategic risks. Each item is analysed according to its perceived potential impact together with actions that either have or will be taken in mitigation. Key risks within Plan International Ireland are reviewed by management and the directors on a quarterly basis.

The Board of Plan International Ireland review the level of reserves held annually. The term 'reserve' (unless otherwise indicated) is used to describe funds that are freely available for general purposes. The reserves policy is based on maintaining sufficient working capital to cover its anticipated needs for at least three months.

Based on committed grant income, cash at bank, ongoing sponsorship income and ongoing corporate and trust funds, the board are satisfied that Plan International Ireland has adequate resources to continue for at least twelve months from the date of approval of these financial statements and it is appropriate to adopt the going concern basis in the preparation of the financial statement.



Plan Ireland Charitable Assistance Limited
(A company limited by guarantee, and not having a share capital)

Directors' Report and Financial Statements

Year Ended 30 June 2015

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DIRECTORS AND OTHER INFORMATION

Board of Directors

Geraldine Kelly (Chairperson)
Margaret Gilsenan
Muireann O'Briain
Mary Corbett (resigned June 2015)
Ray Bowe
Shane Nolan
Harry Goddard
Brian Lehané
Conor Faughnan
Bernard Daly (appointed February 2015)
Caleb Kyle (appointed June 2015)

Solicitors

McCann Fitzgerald
2 Harbourmaster Place
International Finance Services Centre
Dublin 1

Secretary and Registered Office

Brian Lehané
126 Lower Baggot Street
Dublin 2

Bankers

Bank of Ireland
39 St Stephens Green
Dublin 2

AIB
1-4 Lower Baggot Street
Dublin 2

Registered Number: 359578
Revenue Commissioners Charity Number: CHY15037
Registered Charity Number: 20050764

Auditors

PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
One Spencer Dock
North Wall Quay
Dublin 1

DIRECTORS REPORT

The directors present herewith the audited financial statements for the year ended 30 June 2015.

Statement of directors' responsibilities

The directors are responsible for preparing the directors' report and the financial statements in accordance with Irish law.

Irish law requires the directors to prepare financial statements for each financial year that give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and of the profit or loss of the company for the financial year. Under that law the directors have prepared the financial statements in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland and Irish law).

Under Irish law, the directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the company for the financial year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies 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 and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements; 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 keeping adequate accounting records that are sufficient to:

- correctly record and explain 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 the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The directors 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.

Going concern

Plan Ireland Charitable Assistance Limited ('**Plan International Ireland**') is internationally associated with Plan International Inc. ('**Plan International**'), a not-for-profit corporation registered in New York, USA. Plan International works in 71 countries across the globe and last year had an annual turnover in excess of €722 million.

Based on committed grant income, cash at bank, ongoing sponsorship income and ongoing corporate and trust funds, the directors are satisfied that Plan International Ireland has adequate resources to continue for at least twelve months from the date of approval of these financial statements and it is appropriate to adopt the going concern basis in the preparation of the financial statements.

Accounting records

The measures taken by the directors to secure compliance with the company's obligations to keep adequate accounting records are the use of systems and procedures appropriate to the business and the employment of competent and reliable persons. The accounting records are kept at the company's premises at Plan International Ireland, 126 Lower Baggot Street, Dublin 2.

DIRECTORS REPORT - continued

Legal status

Plan Ireland Charitable Assistance Limited is a company incorporated under the Companies Act 2014 limited by guarantee and not having a share capital. The company trades under the name Plan International Ireland. The company is exempt from corporation tax. The objects of the company are charitable in nature with established charitable status, (Charity number CHY15037 and Charities Regulatory Authority number 20050764). All income is applied solely towards the promotion of the charitable objectives of the company.

Directors

The names of the persons who were directors at any time during the year ended 30 June 2015 are set out below. Unless indicated otherwise they served as directors for the entire year.

Geraldine Kelly	(Chairperson)
Mary Corbett	(resigned June 2015)
Margaret Gilsenan	
Muireann O'Briain	
Ray Bowe	
Shane Nolan	
Harry Goddard	
Brian Lehané	
Conor Faughnan	
Bernard Daly	(appointed February 2015)
Caleb Kyle	(appointed June 2015)

Date of incorporation

Plan Ireland Charitable Assistance Limited was incorporated on 25 July 2002.

Principal activities

Plan International is a global charity that works with children in the world's poorest countries so they can move themselves from a life of poverty to a future with opportunity. Plan International Ireland is one of 21 National Organisations that support development and emergency programmes, raise funds, campaign and manage sponsorship relationships to fulfil Plan International's work.

Over the past number of years Plan International Ireland has grown significantly in terms of financial income, staffing levels, and programme capacity. The dynamic growth emanates from a solid sponsorship base, a new and expanding fundraising team, a growing grant portfolio, a targeted programme focus, increased staff capacity and a greater focus on programme quality. This growth has been achieved in a time of considerable economic uncertainty in Ireland.

Child sponsorship is central to Plan International Ireland's work, providing long-term funding for community projects. The members from each community help select the children and families within it who will work most closely with Plan International. Those children are then "enrolled" by Plan International, which seeks sponsors for them.

Plan International Ireland's Fundraising Department was created in January 2013. Working closely with the Marketing and Sponsorship Department, Fundraising specifically targets unrestricted income, public donations, corporate engagement, and the creation of new partnerships among trusts and foundations.

Plan International Ireland has accumulated valuable experience in overseas programming. Since commencing operations in 2002, Plan International Ireland's programme work has focused on six strategic interlinked themes:

- Disaster Risk Reduction
- Global Emergency Response
- Education
- Development Education in Ireland
- Household Economic Security
- Legal Protection for Children's Rights

DIRECTORS REPORT - continued

Principal activities - continued

The strategic rationale for prioritising these six areas in Plan International Ireland's work is both a recognition that these are the areas where Plan International Ireland has developed specific expertise over many years and a belief that a focus on these areas by Plan International Ireland will add value to Plan International's ongoing work.

Plan International

Founded in 1937, Plan International is one of the oldest and largest children's development organisations in the world. Plan International works in 51 developing countries across Africa, Asia and the Americas to promote child rights with the aim of lifting millions of children out of poverty.

Plan International's work focuses on the inclusion, education and protection of the most marginalised children, working in partnership with communities, local and national government and civil society. Plan International is independent, with no religious, political or governmental affiliations. Plan International's work assists more than 86,000 communities covering a population of more than 81 million children.

Plan International's aim is to achieve sustainable development: a better world for children now and in the long-term. This means working with children, their families, communities, governments and civil society organisations and campaigning at national and international levels, to bring about sustainable change. Plan International's work is founded on support from individuals through child sponsorship which connects children and families in developing countries with supporters of social justice for children around the world.

Vision, Mission and Goal

Plan International Ireland's Vision is a world in which all children realise their full potential in societies which respect people's rights and dignity.

Plan International Ireland's Mission is to enable vulnerable and marginalised children to realise their rights through high quality sustainable programmes.

Plan International Ireland's Vision and Mission align with Plan International and are based on the Child Centred Community Development approach. The approach incorporates an understanding that meaningful changes in the lives of children requires social, political and economic change at many levels, transcending community and national boundaries and also focuses on the structural causes of child poverty, and the gaps and violations of child rights.

Plan International Ireland's Goal is to be a recognised, effective organisation, with diverse, predictable and growing income streams supporting the delivery of quality, sustainable programmes for children and youth, with a focus on those most marginalised.

The Goal represents Plan International Ireland's ambition to contribute to the achievement of the Mission and Vision taking into consideration the external environment and the internal operational context and enablers. To fulfil this Goal, Plan International Ireland adopts a multi-pronged strategy where the results of quality, sustainable programmes for children will be maximised through advocacy, development education and national engagement with the Irish public.

Strategy

Plan International Ireland's third strategic plan covers the four year period from July 2012 to June 2016. It sets the road map for the organisation. The scope of the strategic plan was agreed by Plan International Ireland's Board and involved all staff. Input was also received from an external specialist, Plan International's headquarters, Plan field staff, colleagues in other National Organisations and institutional donors of Plan International Ireland. In June 2015, the Plan International Ireland Board and management team met to begin the process for the next strategy which will cover the years from 2016 to 2020. This strategy will be approved by the Board in April 2016.

DIRECTORS REPORT - continued

Principal activities - continued

Strategy - continued

Success for Plan International Ireland has been defined in terms of achieving five key objectives. Each objective is underpinned by a series of detailed activities which are monitored by Plan International Ireland's management team to ensure delivery against the plan.

The five key objectives are to:

1. Support the delivery of high quality, child centred development and humanitarian assistance programmes overseas.
2. Diversify and grow income:
 - a. Plan International Ireland will grow its annual income from €7.5m to €12m over the four year period, through a combination of organic growth and revenue from new sources.
 - b. Diversify Plan International Ireland's income streams and ensure a more sustainable income base. Focus on retention of existing donors.
3. Increase awareness of Plan International and support for its work among the Irish public.
4. Develop a greater depth of skills and knowledge in Plan International Ireland with a specific focus on leadership, management and technical skills.
5. Improve management systems and processes.

Governance

Plan International Ireland is a registered charity in Ireland (CHY15037 and CRA 20050764) and is constituted as a company limited by guarantee, registered number 359578. The Memorandum and Articles of Association, signed on 3 May 2002, represent the founding governance document of Plan International Ireland.

Plan International Ireland is governed by a Board of Directors. The Board is responsible for the Vision, Mission and Goal of Plan International Ireland; they approve strategy, structure, annual plans and budgets and ensure that the organisation is effective and accountable. They usually meet six times per annum. The Board of Directors take primary responsibility for risk management within Plan International Ireland. They are aware of the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The Board delegates day-to-day operations to the Chief Executive. The Board's commitment to governance is reflected in the emphasis on transparency, accountability, effectiveness and on value for money in all aspects of Plan International Ireland's work. Plan International Ireland's monitoring and evaluation function has been resourced to provide affirmation of the effectiveness of the work being carried out across the organisation.

There are four committees of the Board:

1. The Programme Committee which monitors the quality of Plan International Ireland's programme work;
2. The Marketing and Fundraising Committee which monitors marketing and fundraising performance;
3. The Finance Committee which reviews the organisation's financial statements and annual budget, assesses internal financial control systems and monitors risk management processes;
4. The Remuneration Committee which devises and recommends remuneration policy to the Board for all Plan International Ireland staff.

The members of Plan International Ireland are the current Board of Directors, plus six former Directors who have stayed on as members, and their liability is limited to €1.

Plan International Ireland is constantly striving to improve its governance standards through interacting with leading governance practitioners, academics, other entities within Plan International as well as its peers. As Plan International Ireland has grown significantly since 2002 it regularly reviews governance structures to ensure suitability for the organisation's size. The Board has carried out a self-audit to review Board operations every three years. In December 2013, a self-audit was conducted. This process was used to review governance performance, individual contributions, what additional skills were required as well as reviewing the interaction between the Board and the executive. This review led to changes in Board operations including making meetings more structured, requiring regular updates from Board committees, and requiring regular presentations from the senior management team.

DIRECTORS REPORT - continued

Governance - continued

The Board of Directors is committed to maintaining the highest standards of corporate governance and has determined that the organisation should comply with the principles outlined in the 'Irish Development NGOs' Code of Corporate Governance' (as outlined by the Corporate Governance Association of Ireland; partnered by Dóchas). One of the aims of the Finance Committee is to continue the development of systems within the organisation in order to achieve full compliance with this code.

Plan International Ireland is also a signatory to the Dóchas Code of Conduct on Images and Messages and is committed to best practice in the communication of images and messages in all of our public policy statements.

The members of the Board of Directors are shown on page 32. New Directors are chosen in consultation with the full Board and with a view to ensuring that all the skills and experience needed to govern an organisation like Plan International Ireland are fully represented. Directors are elected on a rotational basis for a term of three years at the Annual General Meeting. New Directors are invited to attend a comprehensive induction with a full agenda covering all areas of Plan International Ireland's activities.

International

One of 21 National Organisations (NO) working for the rights of children, families and communities in some of the world's poorest countries, Plan International Ireland is internationally associated with Plan International, Inc. ('Plan International').

The Members' Assembly is the highest decision-making body of Plan International. It is responsible for setting high-level strategy, approving the budget and financial statements for the organisation. The Members' Assembly also elects the Board of Plan International and ratifies the appointment of the Chief Executive Officer of Plan International. The Members' Assembly consists of one or more delegates from NOs. Each NO is entitled to a minimum of one delegate and one vote. Entitlement to further delegates and votes is determined by the level of funds transferred to Plan International. In June 2011, the Members' Assembly approved the Global Strategy to 2016 and in June 2012 the Members' Assembly approved a business operating model reform programme required to implement the Global Strategy. The Global Strategy is available on Plan International's website www.plan-international.org.

The Board of Plan International ("International Board") directs the activities of Plan International and is responsible for ensuring that the management of the organisation is consistent with the by-laws and with the strategic goals of the organisation as determined by the Members' Assembly to whom it is accountable.

The International Board is comprised entirely of non-executives, none of whom are paid by Plan International.

The by-laws prescribe a maximum number of 11 non-executive directors, who are elected by the Members' Assembly. As at 30 June 2015 there were 11 non-executive directors on the International Board including seven non-executive directors who sit on the Board of an NO, three non-executive directors who are independent from Plan International and come from developing countries and one further non-executive director who is independent of the NOs. All non-executive directors have fiduciary duties to act in the interests of Plan International. Members of the International Board are nominated on the basis that they provide a range of skills and experiences of importance to Plan International according to criteria defined by the Members' Assembly. The International Board of Directors hold office for a term of three years, upon completion of which they are eligible for re-election for up to two further consecutive terms. The Chair of the Members' Assembly is also Chair of the International Board and may serve up to two consecutive terms of three years as Chair.

The responsibilities and powers of the International Board are prescribed by the by-laws and include the following: the management of Plan International's affairs in a manner consistent with the by-laws; the preparation of recommendations to the Members' Assembly; implementing the vision, mission and overall strategic goals and policies set by the Members' Assembly; overseeing the development and implementation of budgets and long-term financial plans approved by the Members' Assembly; the selection and evaluation of the performance of the Chief Executive Officer; measurement and evaluation of Plan International's programme, financial and other performance; and assuring the financial integrity of Plan International including reporting the results of assurance activities to the Members' Assembly.

DIRECTORS REPORT - continued

Governance - continued

Reserves policy

The Directors review the level of reserves to be held annually. The term 'reserve' (unless otherwise indicated) is used to describe that part of the Plan International Ireland's funds that are freely available for its general purposes. These were €690,206 at 30 June 2015 (2014 €687,133).

Plan International Ireland is able to predict a proportion of its total monthly income with a high degree of confidence. The reserves policy is based on a number of criteria and calculations:

- a. Planned future deficits (if any) – the current 2016 budget is forecasting a small operating deficit;
- b. Provision for a downturn in unrestricted income – the provision is calculated based on a 10% reduction in unrestricted income;
- c. Financing of Fixed Assets – a general provision for the financing of long term assets;
- d. Funding of working capital – it is our policy to hold at least three months working capital in reserves;
- e. Emergency provision and any unforeseen liabilities – relating to the repayment of grants due to a failure to meet donor requirements.

The remaining funds are passed across to Plan International where the treasury function controls the flow of funds to the programme countries. Under this policy, reserves are expected to be in the range of €600,000 to €800,000 with the most significant fluctuations around the start and the end of each calendar month due to significant volumes of receipts and payments. Any reserves above or below this operating level arise from a timing difference between receiving the cash and passing it to Plan International. In the unlikely event that an unanticipated expenditure was to occur for which funds were insufficient, cash could be called back from Plan International. Such action has never been required nor is it desired.

The financial position of Plan International Ireland is sound. Net current assets at year end were €2.06m (2014: €1.32m) which means Plan International Ireland has sufficient liquidity to continue to manage its operations efficiently whilst maintaining a continuous and sizable flow of funds to Plan International.

Risk management

In order to implement Plan International Ireland's strategy, and to keep it updated to reflect current circumstances, it is essential that significant risks facing the organisation are identified as they arise, are monitored and managed.

Plan International Ireland finances its operations mainly from grants, sponsorship, regular giving and other donations from the public. As such, Plan International Ireland is exposed to different financial risks that include credit risk, foreign exchange rate risk, and liquidity risk. Financial risk management policies are in place which seek to limit the impact of these risks.

The policies for managing each of its main financial risks are broadly as follows:

Credit risk:

Credit risk is the risk that the financial institutions in which deposits are held default on the cash deposited and the risk that debtors may default on their obligations.

Plan International Ireland may hold its deposits in accounts across a number of financial institutions. The credit ratings of these financial institutions is monitored regularly by finance staff and appropriate action is taken based on Plan International Ireland's investment policy.

DIRECTORS REPORT - continued

Risk management - continued

Foreign exchange risk:

Plan International systems are denominated in US dollars while most income is received in euro. A sudden strengthening of the US dollar against the euro could have a significant adverse effect on Plan International Ireland's ability to deliver its planned programme of work.

This risk materialised in early 2015. However, due to robust treasury controls, Plan International Ireland was able to reduce the impact on our existing project work in the field.

Liquidity risk:

Liquidity risk is the risk that Plan International Ireland will be unable to meet financial commitments arising from the cash flows generated by its activities. The risk can arise from mismatches in the timing of cash flows relating to assets and liabilities.

Plan International Ireland's liquidity is managed by ensuring that sufficient cash and deposits are held on short notice, and by retaining sufficient unrestricted reserves to cover short term fluctuations in income.

Key risks within Plan International Ireland are reviewed by senior management and the directors on a quarterly basis. Plan International Ireland maintains a strategic Risk Register detailing the key current identified strategic risks. Each item is analysed according to its perceived potential impact together with actions that either have or will be taken in mitigation. The quarterly movement of each risk listed in the risk register is also analysed.

The risk management process has resulted in a high priority being placed upon ensuring the following:

- Demonstration of the effective use of sponsorship funds: A global work-stream on Sponsorship revitalisation is on-going.
- Grant Income sustainability: In order to reduce the risk of significant fluctuations in income, Plan International Ireland continues to diversify its income. We will continue investing in business development in-country in the year to 30 June 2016 in order to diversify our grant portfolio and ensure more success in identifying new opportunities.
- Income from Sponsorship falling short of strategic targets: Strategic targets are monitored quarterly by the Board.
- Security and welfare of Plan International Ireland staff whilst overseas: Plan International operates in regions where the political and social circumstances make the personal security of staff a major potential hazard. The security of Plan International Ireland's staff is of paramount importance. In order to ensure that this risk is appropriately managed Plan International Ireland has a comprehensive security management policy in place.
- Capacity: Plan International Ireland continues to invest in programme capacity to ensure our grant funded programmes are effectively managed and compliant with donor terms and conditions.
- Major disruption to office facilities and/or IT systems: Plan International Ireland is dependent on several central IT systems. The loss or damage of these systems would severely disrupt operations. Plan International Ireland has developed IT policies and procedures designed to counter this risk.
- The departure of a series of staff members in a short space of time or departure of a key staff member: Plan International Ireland achieves its results through its staff. Being able to attract and retain appropriate staff is a key on-going challenge. Plan International Ireland frequently reviews its human resources policies and procedures to address this risk.

The Board is satisfied that systems are in place to adequately monitor, manage and mitigate Plan International Ireland's exposure to major risks.

Plan International

Plan International is affected by a number of risks and uncertainties, not all of which are within its control, but which impact on the delivery of its objectives. A global Risk Register is maintained by management, which seeks to capture the most significant risks facing the organisation, the senior management owner responsible for monitoring and evaluating the risk and the mitigation strategies. A formal review of the global Risk Register is undertaken by the Financial Audit Committee on a quarterly basis.

Plan International implements a Global Risk Management Strategy which covers the period from 2014 to 2016. The Risk Management Strategy supports Plan International's mission, vision and strategy by providing:

DIRECTORS REPORT - continued

Risk management – continued

Plan International - continued

- A framework for control, enabling risk to be managed in a consistent manner
- Information on the nature and scale of significant threats and opportunities to help inform decision making, improve resource allocation and reduce exposure to unexpected or surprise events that damage the organisation
- Improved credibility with key stakeholders through the ability to demonstrate that Plan International understands the risks associated with its activities and has effective systems in place to manage and respond to risks as they arise
- Assurance that control systems are in place to protect the key assets of the organisation, namely its staff, brand, reputation, financial and physical resources.

Activities, performance and impact during the year

Plan International Ireland's ability to operate effectively is significantly influenced by world events. To ensure continuation of work Plan International Ireland is dependent on the goodwill of the public and on the relationships it builds with governments and institutional donors.

Enrolled and sponsored children

At 30 June 2015, the number of sponsored children enrolled through Plan International Ireland was as follows:

	2015	2014
Children assigned to sponsors	<u>6,374</u>	<u>6,665</u>

Sponsored Children numbers have decreased by 4.6% between 30 June 2014 and 30 June 2015. This is partly attributable to a strategic decision to move away from door to door acquisition of new sponsors which took effect in July 2013. It was felt that the overall cost of the door to door campaign compared to the overall benefit was no longer justified. In tandem with this, the economic climate in Ireland resulted in a general fall in sponsor acquisitions.

It is envisaged that this decline will cease in 2016. Improved systems and direct marketing will aim at increasing numbers throughout FY16. The year end FY16 budget has closing sponsor numbers of 6,400.

A Country Director manages each Plan programme country operation. During the financial year ended 30 June 2015, there were 51 (2014: 50) country programmes.

Programmes are mainly focused on the community level and chosen for direct and indirect positive impact on the children of those communities. However, at the same time, Plan International also has programmes at regional, provincial and even national levels. In all cases, they reflect back to the lives of the Plan International partner communities and their children.

Fundraising

Plan International Ireland receives funds and support from trusts and foundations, trade unions, corporates, individuals and community groups. This allows us to make a lasting impact on the lives of children.

In the year ended 30 June 2015, Plan International Ireland's supporters generously gave more than €200,000 to support global emergencies, including the Nepal Earthquake, the Philippines Typhoon, as well as the ongoing Ebola crisis in West Africa; over €250,000 was raised through other public appeals and participation in organised events; and over €200,000 was received from corporations, trust and foundations and trade unions.

Plan International Ireland is very grateful to all of its fantastic supporters. Together we reach hundreds of thousands of children, and work with them so they can improve their own lives and that of their communities'.

DIRECTORS REPORT - continued

Activities, performance and impact during the year - continued

Plan International Ireland Grant Funded Programmes

Plan International Ireland's development programmes' geographic focus is primarily on West Africa, where some of the poorest and most vulnerable countries in the world are to be found. Plan International Ireland's EQUIP (Education: Quality, Inclusive, Participative) programme funded by Irish Aid is currently in its fourth year of implementation with a focus on four countries in West Africa: Burkina Faso, Guinea, Guinea Bissau and Sierra Leone.

The Universal Birth Registration (UBR) for Children's Development and Protection programme funded primarily by the Human Dignity Foundation that began in May 2012 has continued through 2015. The programme targets the countries of Liberia and Sierra Leone, where birth registration levels are low and there is a compelling need to increase local understating of the benefits of birth registration and to develop decentralised, sustainable solutions to enhance UBR. Despite the obvious challenges since the outbreak of Ebola in West Africa, the UBR programme has persevered and grown, and in the last two years has registered nearly 450,000 children. The programmes exceptional performance was recognised by Dóchas when it received the Innovative Programme of the Year award in May 2015.

Plan International Ireland is working in partnership with Plan International Germany on a Primary Education Project in Guinea. This project, funded by KFW bankgruppe, has completed its first year of implementation. The overall goal is to increase access for children aged 6-13 years to quality education services.

Plan International Ireland commenced three new programmes in partnership with the European Union in FY15, an education programme in Sri Lanka, a Child Rights programme in Egypt, and an FGM eradication programme in Guinea-Bissau.

An outbreak of the Ebola virus disease was detected in Guinea in March 2014 leading to a widespread outbreak in West Africa. The disease subsequently spread to Sierra Leone, Liberia and Nigeria. During the year ended 30 June 2015 this outbreak impacted Plan Ireland's projects in the region where some activities were suspended to comply with disease prevention protocol.

Plan International Ireland's disaster management department has a strong track record in both disaster risk reduction and emergency response and has recognised expertise and experience in these areas. Plan International Ireland supports emergency response when required across Plan International's 51 countries of operation.

During the year ended 30 June 2015, Plan International Ireland's disaster management department responded to 11 emergencies in 13 countries, including the Philippines, Nepal, Central African Republic and the ongoing Ebola crisis in Guinea, Sierra Leone and Liberia.

Movement towards Strategic Objective in the year ended 30 June 2015

1. Support the delivery of high quality, child centred development and humanitarian assistance programmes overseas.

In the year ended 30 June 2015 Plan International Ireland responded to 11 emergencies in 13 countries; provided education and protection to over 165,000 children in West Africa; registered over 250,000 children in Sierra Leone and Liberia; targeted 182,703 people through outreach activities; provided over 56,000 people with hygiene kits and Ebola prevention assistance; worked with over 1,000 Village Savings and Loans Associations; established 124 new school gardens; and supported over 6,500 sponsored children.

DIRECTORS REPORT - continued

Activities, performance and impact during the year - continued

Movement towards Strategic Objective in the year ended 30 June 2015 - continued

2. Diversify and grow income

- a. Plan International Ireland will grow its annual income from €7.5m to €12m over the four year period, through a combination of organic growth and revenue from new sources.

The organisation's total income in the year ended 30 June 2015 amounted to €13,050,642. This represents an increase of 6% from income levels in the previous year and over €2m of an increase on the budget target of €11m.

Nearly €7m of Plan International Ireland's incoming resources were for the various emergencies we responded to throughout the year. These incoming resources, by their nature are volatile and unpredictable, and may be difficult to replicate as they are driven by emergencies and the presence of Plan International in those areas affected by disasters. Given this, the income targets for the year ended 30 June 2016 are budgeted at €12m as set out in Plan International Ireland's four year strategy.

- b. Diversify Plan International Ireland's income streams and ensure a more sustainable income base. Focus on retention of existing donors.

The Fundraising function established in January 2013 is now fully embedded and operational in Plan International Ireland. Fundraising has begun a number of new initiatives including annual treks to raise unrestricted income.

Plan International Ireland's income base in the year ended 30 June 2015 is comprised of 78% grants, 17% sponsorship, and 5% fundraising which includes appeals, legacies, corporates, trusts and foundations, and trade unions.

3. Increase awareness of Plan International and support for its work among the Irish public

In the year ended 30 June 2015 Plan International Ireland's development education team directly engaged with over 600 students; interacted with almost 500 individuals through training, public engagement and events and successfully delivered a 'Peer to Peer' pilot project in two schools over a 10 week period.

4. Develop a greater depth of skills and knowledge in Plan International with a specific focus on leadership, management and technical skills.

Training plans for each employee were developed in the year ended 30 June 2015 as part of ongoing HR management in Plan International Ireland. 3% of each staff member's salary is budgeted for training and development. In the year ended 30 June 2015 Plan International Ireland staff took part in a diverse range of training including risk management, languages, budgeting, donor compliance, and computer skills.

5. Improve management systems and processes

Plan International Ireland introduced a new customer relationship management system to streamline processes and information across the organisation. It went live within the Fundraising and Sponsorship departments in late 2013 and is in the process of being rolled out across Programmes and HR.

Staff and volunteers

Plan International Ireland is dependent on a network of volunteers for many of its fundraising and sponsorship activities.

The directors acknowledge with gratitude the work of its staff and that of its volunteers in 2015. The major achievements during the year are due to the dedication and belief of all of these people.

DIRECTORS' REPORT - continued

Political contributions

There were no political contributions in the year ended 30 June 2015, and as a result no disclosures are required under the Electoral Act, 1997.

Memberships

Plan International Ireland is a member of the groups:

- Dóchas
- Gender Based Violence (GBV) Consortium
- Irish Development Education Association (IDEA)
- The Wheel
- Comhlámh
- Dublin Chamber of Commerce

Compliance with Sector-wide Standards

As part of Plan International Ireland's efforts to improve its work, the directors and staff of Plan International Ireland monitor and engage with standards and codes which are developed for the sector in Ireland. Plan International Ireland subscribes to and is compliant with the following standards:

- Dóchas Code of Corporate Governance
- Dóchas Code of Conduct on Images and Messages
- ICTR Guiding Principles for Fundraising

Health and safety

Plan International Ireland's health and safety policy is to:

- Comply, at a minimum, with all applicable legislation and continually improve health and safety stewardship towards industry best practice
- Ensure employees are aware of and implement the company's health and safety imperatives
- Ensure that a healthy and safe workplace is provided for all employees and take due care of all sponsors and visitors to our business premises
- Require all employees to work in a safe manner as mandated by law and best practice.

Results

The results for the year are set out in the Statement of Financial Activities on page 45.

Subsequent events

There have been no significant events affecting the organisation since year end.

Research and development

The organisation did not engage in any research and development during the year.

DIRECTORS' REPORT - continued

Focus for financial year ended 30 June 2016

With successful growth in Plan International Ireland over the last few years, the intention is to continue this trend in line with the 2012 - 2016 Strategic Plan. FY16 is the last year of our current strategy.

The following objectives will be focused on in the financial year ending on 30 June 2016:

- Continue to integrate the customer relationship management system, Salesforce, into the Programme's grant management procedures and reporting.
- Continue to work with existing institutional donors using their grants to deliver quality programmes in order to realise rights of children in the developing world, while exploring new funding opportunities with institutional donors.
- Create innovative fundraising events and initiatives, leveraging off key relationships and partnerships.
- Develop a strategy for legacies and corporate engagement.
- Continue to attract media's interest in our campaigns.
- Strengthen relationships with existing sponsors in order to enhance the sponsorship experience and maintain a low level of attrition.
- Reach 3,000 children and adults through development education.
- Create and approve our next strategy to 2020.

Transactions involving directors

There were no contracts of any significance in relation to the affairs of the company in which the directors had any interest, as defined in the Companies Act, 1990, at any time during the year ended 30 June 2015.

Auditors

The Auditor, PricewaterhouseCoopers, have indicated their willingness to continue in office, and a resolution that they be re-appointed will be proposed at the Annual General Meeting.

On behalf of the board

Brian Lehane & Harry Goddard
5th October, 2015



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLAN IRELAND CHARITABLE ASSISTANCE LIMITED (A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL)

Report on the financial statements

Our opinion

In our opinion, Plan Ireland Charitable Assistance Limited's financial statements (the "financial statements"):

- give a true and fair view of the company's assets, liabilities and financial position as at 30 June 2015 and of its net incoming resources and cash flows for the year then ended;
 - have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland; and
 - have been properly prepared in accordance with the requirements of the Companies Act 2014.
-

What we have audited

The financial statements comprise:

- the statement of financial activities for the year ended 30 June 2015;
- the balance sheet as at 30 June 2015;
- the cash flow statement for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies and other explanatory information.

The financial reporting framework that has been applied in the preparation of the financial statements is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

In applying the financial reporting framework, the directors have made a number of subjective judgements, for example in respect of significant accounting estimates. In making such estimates, they have made assumptions and considered future events.

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.



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PLAN IRELAND CHARITABLE ASSISTANCE LIMITED (A COMPANY LIMITED BY GUARANTEE AND NOT HAVING A SHARE CAPITAL) - continued

Matter on which we are required to report by exception

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.

Responsibilities for the financial statements and the audit

Our responsibilities and those of the directors

As explained more fully in the Directors' Responsibilities Statement set out on page 31, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

What an audit of financial statements involves

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland). 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.

We primarily focus our work in these areas by assessing the directors' judgements against available evidence, forming our own judgements, and evaluating the disclosures in the financial statements.

We test and examine information, using sampling and other auditing techniques, to the extent we consider necessary to provide a reasonable basis for us to draw conclusions. We obtain audit evidence through testing the effectiveness of controls, substantive procedures or a combination of both.



***INDEPENDENT AUDITORS' REPORT TO THE
MEMBERS OF PLAN IRELAND CHARITABLE
ASSISTANCE LIMITED (A COMPANY LIMITED BY
GUARANTEE AND NOT HAVING A SHARE CAPITAL) -
continued***

In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Gareth Hynes
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin**

5th October, 2015

STATEMENT OF FINANCIAL ACTIVITIES
Year Ended 30 June 2015

	Notes	Unrestricted funds 2015 €	Restricted funds 2015 €	Total funds 2015 €	Total funds 2014 €
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary income	1a	2,376,058	217,717	2,593,775	2,640,970
Incoming resources from charitable activity	1b	361,781	10,086,440	10,448,221	9,586,113
<i>Other incoming resources</i>					
Interest income	5	8,646	-	8,646	13,037
Total incoming resources		2,746,485	10,304,157	13,050,642	12,240,120
Resources expended					
Cost of generating funds					
Costs of generating voluntary income	2	(840,691)	(9,919)	(850,610)	(772,463)
Charitable activity	3	(1,610,948)	(9,788,135)	(11,399,083)	(11,510,707)
Governance costs	4	(65,159)	(1,351)	(66,510)	(69,778)
Total resources expended		(2,516,798)	(9,799,405)	(12,316,203)	(12,352,948)
Net incoming/(outgoing) resources before transfer					
		229,687	504,752	734,439	(112,828)
Gross transfers between funds	11	(226,614)	226,614	-	-
Net incoming/(outgoing) resources before other recognised gains and losses					
		3,073	731,366	734,439	(112,828)
Total funds brought forward		687,133	633,513	1,320,646	1,433,474
Total funds carried forward		690,206	1,364,879	2,055,085	1,320,646

The company has no recognised gains and losses other than those included in the surplus above, and therefore no separate statement of total recognised gains and losses has been presented.

There is no difference between the surplus on ordinary activities and the surplus retained for the year stated above and their historical cost equivalents.

All of the amounts detailed above relate to continuing operations.

BALANCE SHEET
As at 30 June 2015

	Notes	2015 €	2014 €
Fixed assets			
Tangible assets	8	<u>29,605</u>	<u>28,616</u>
Current assets			
Debtors and prepayments	9	667,589	113,354
Cash at bank and in hand	13	<u>1,589,281</u>	<u>1,408,377</u>
		2,256,870	1,521,731
Liabilities			
Creditors - amounts falling due within one year	10	<u>(231,390)</u>	<u>(229,701)</u>
Net current assets		<u>2,025,480</u>	<u>1,292,030</u>
Net assets		<u>2,055,085</u>	<u>1,320,646</u>
Financed by			
Restricted income funds	11	1,364,879	633,513
Unrestricted income funds		<u>690,206</u>	<u>687,133</u>
		<u>2,055,085</u>	<u>1,320,646</u>

On behalf of the board

Brian Lehane & Harry Goddard
5th October, 2015

CASHFLOW STATEMENT
Year Ended 30 June 2015

	Note	2015 €	2014 €
Net cash inflow from operating activities	12	193,824	678,990
Capital expenditure		(21,566)	(26,014)
Return on investment and servicing of finance		<u>8,646</u>	<u>13,037</u>
Increase in cash		<u>180,904</u>	<u>666,013</u>

ACCOUNTING POLICIES

Basis of preparation

The entity financial statements have been prepared on the going concern basis and in accordance with Generally Accepted Accounting Practice in Ireland (applicable accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland and the Companies Act 2014).

Accounting convention

The financial statements are prepared under the historical cost convention.

Currency

The currency used in these financial statements is the Euro which is denoted by the symbol €.

Format of financial statements

The financial statements have been prepared with reference to the recommendations of the revised Statement of Recommended Practice (SORP) Accounting for Charities issued by the Charities Commissioners in 2000 and 2005.

Income

Incoming resources are recognised by inclusion in the statement of financial activities when Plan International Ireland is legally entitled to the income, virtually certain of receipt and the amounts involved can be measured sufficiently and reliably.

Voluntary income consists of sponsorship and related tax refund, public appeals, events and legacy income.

Monetary donations from the public received through sponsorship, appeals, other donations and events are recognised when the donations are received. The related tax refunds are recognised when all legislative requirements have been met and the amounts can be measured with reasonable certainty. Grants from government, institutional donors, corporate and trusts and foundations that are subject to significant restrictions or reporting requirements are recognised when Plan International Ireland is legally entitled to the income, virtually certain of receipt and the amounts can be measured with sufficient reliability.

It is the policy of Plan International Ireland to distinguish restricted income from unrestricted income. Restricted income refers to funds given subject to conditions imposed by the donor or implied by the nature of the appeal.

Expenditure

Resources expended are analysed between costs of charitable activities, costs of generating funds and governance costs. The costs of each activity are separately accumulated and disclosed in the Statement of Financial Activities. The major components of each are analysed as part of the accompanying notes. Direct to the field comprises amounts paid to Plan International, which manages the funds transferred to the programme countries for the programmes funded by Plan International Ireland.

Where support costs are attributable to a particular activity the costs are allocated directly to that activity during the year. Where support costs are incurred to further more than one activity they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs.

Governance costs represent direct costs incurred to allow Plan International Ireland to operate and to generate the information required for public accountability and compliance with constitutional and statutory requirements. They include audit costs, legal advice, costs associated with constitutional and statutory obligations, board meeting costs and preparation of statutory accounts. Governance costs are recognised on an accruals basis

ACCOUNTING POLICIES - continued

Fixed assets

Fixed assets are stated at cost less depreciation. Depreciation is calculated on a straight line basis by reference to the expected useful lives of the assets concerned. The depreciation for fixtures and fittings is calculated at a rate of 20%. The depreciation for computer software and website costs is calculated at a rate of 33%.

Reserves policy

Unrestricted funds are general funds which are available for use at the discretion of the directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The use of each restricted fund is set out in the notes to the financial statements.

Pensions

The company operates a defined contribution scheme for employees. The annual contributions are charged to the profit and loss as incurred.

NOTES TO THE FINANCIAL STATEMENTS

1 (a) Voluntary income	Unrestricted funds 2015 €	Restricted funds 2015 €	Total funds 2015 €	Total funds 2014 €
Sponsorship income	1,632,318	-	1,632,318	1,775,979
Refund from Revenue Commissioners	374,350	-	374,350	390,636
Public appeals and events	183,817	22,825	206,642	130,352
Emergency appeals	-	124,525	124,525	151,735
Legacy income	9,000	-	9,000	16,000
Other donations	176,573	70,367	246,940	176,268
Total	2,376,058	217,717	2,593,775	2,640,970
(b) Incoming resources from charitable activities				
Irish government grants	258,362	4,111,291	4,369,653	3,825,462
European Union grants	82,200	693,145	775,345	1,033,022
ECHO grants	17,800	311,795	329,595	220,682
Other institutional funding	2,279	2,831,516	2,833,795	1,217,004
Human Dignity Foundation	-	47,187	47,187	784,369
Donated commodities	-	1,865,297	1,865,297	2,287,858
Corporations, trusts and foundations	1,140	226,209	227,349	217,716
Total	361,781	10,086,440	10,448,221	9,586,113
2 Cost of generating voluntary income	Unrestricted funds 2015 €	Restricted funds 2015 €	Total funds 2015 €	Total funds 2014 €
Staff costs	95,122	-	95,122	168,875
Fundraising	161,127	235	161,362	95,200
Sponsorship, marketing and PR	239,487	308	239,795	182,541
Support cost allocation	344,955	9,376	354,331	325,847
Total	840,691	9,919	850,610	772,463
3 (a) Charitable activities	Unrestricted funds 2015 €	Restricted funds 2015 €	Total funds 2015 €	Total funds 2014 €
Staff costs	186,368	319,901	506,269	446,751
Direct to the field	1,146,407	9,338,564	10,484,971	10,621,266
Development education and advocacy	20,263	1,197	21,460	26,371
Programme management and admin	40,956	111,270	152,226	177,575
Support cost allocation	216,954	17,203	234,157	238,744
Total	1,610,948	9,788,135	11,399,083	11,510,707

NOTES TO THE FINANCIAL STATEMENTS

3 (b) Charitable expenditure - appropriation to:

	2015	2014
	€	€

During the year to 30 June 2015, an amount of €11,399,083 (2014: €11,510,707) was allocated to projects in:

Development Education and Advocacy	50,157	64,613
West Africa	7,315,614	6,875,475
East Africa	716,342	693,307
Asia	2,895,660	3,328,421
The Americas	241,041	368,035
	<u>11,218,814</u>	<u>11,329,851</u>
Indirect support costs allocation	180,269	180,856
Total	<u>11,399,083</u>	<u>11,510,707</u>

Total
2015
€

Top 10 countries by expenditure:

Guinea	2,078,231
Cameroon	2,049,837
Philippines	1,576,866
Nepal	824,195
Mali	614,089
Sierra Leone	584,657
Central African Republic	487,870
Ethiopia	270,433
Burkina Faso	205,360
Guinea-Bissau	<u>198,512</u>

4 Governance costs	Unrestricted funds	Restricted funds	Total funds	Total funds
	2015	2015	2015	2014
	€	€	€	€
Professional fees	16,015	-	16,015	15,523
Office and other costs	4,375	1,053	5,428	4,931
Support cost indirect allocation	<u>44,769</u>	<u>298</u>	<u>45,067</u>	<u>49,324</u>
Total	<u>65,159</u>	<u>1,351</u>	<u>66,510</u>	<u>69,778</u>

NOTES TO THE FINANCIAL STATEMENTS

5 Net (outgoing)/incoming resources	2015	2014
	€	€
Net (outgoing)/incoming resources is stated after charging:		
Depreciation	20,577	21,619
Audit of entity financial statements	15,277	15,277
Interest receivable	<u>(8,646)</u>	<u>(13,037)</u>

Auditors remuneration (including expenses) relate to the audit of the entity's financial statements only.

6 Particulars of staff

(a) The average number of persons employed by the company during the year was:

	2015 Number	2014 Number
Programme	11	11
Marketing and PR	2	2
Fundraising	2	2
Sponsorship	2	2
Central support	<u>3</u>	<u>3</u>
	<u>20</u>	<u>20</u>
	2015 €	2014 €

(b) The company's employment costs for all employees comprise:

Wages and salaries	847,642	837,208
Social insurance costs	88,751	88,199
Pension costs	<u>18,989</u>	<u>14,650</u>
	<u>955,382</u>	<u>940,057</u>

(c) Salary range

Employees who are based in Ireland and earned remuneration in excess of €70,000 per annum are as follows:

	2015 Number	2014 Number
€85,000 to €94,999	<u>1</u>	<u>1</u>

Remuneration includes salary, employer's PRSI and benefits-in-kind but excludes employer pension scheme contributions.

NOTES TO THE FINANCIAL STATEMENTS

7 Support costs

Where support costs are attributable to a particular activity the costs are allocated directly to that activity during the year. Where support costs are incurred to more than one activity they are apportioned between the relevant activities based on the amount of staff time which each activity absorbs. The direct and indirect support cost allocations in the main areas are detailed below.

	Charitable activities €	Costs of generating funds €	Governance costs €	2015 Total €	2014 Total €
Support cost direct allocations					
Staff cost	29,200	188,791	-	217,991	193,647
Communications	3,029	27,509	20	30,558	46,922
Office rent, supplies and running costs	6,378	18,079	-	24,457	21,116
Other costs	15,280	14,795	20	30,095	23,772
Total	53,887	249,174	40	303,101	285,457
Support cost indirect allocation					
Staff cost	111,672	65,142	27,918	204,732	199,499
Communication	5,885	3,433	1,471	10,788	10,278
Depreciation	11,224	6,547	2,806	20,577	21,619
Office rent, supplies and running costs	43,489	25,369	10,872	79,730	78,813
Other costs	8,000	4,666	2,000	14,666	18,620
Total	180,270	105,157	45,067	330,494	328,829
Total support costs	234,157	354,331	45,107	633,595	614,286

NOTES TO THE FINANCIAL STATEMENTS

8 Fixed assets	Website and software €	Computer equipment €	Fixtures and fittings €	Total €
At 30 June 2013	40,456	34,041	10,279	84,776
Additions	4,244	21,770	-	26,014
Disposals	-	(881)	-	(881)
At 30 June 2014	44,700	54,930	10,279	109,909
Accumulated depreciation				
At 30 June 2014	(26,614)	(25,271)	(8,009)	(59,894)
Charge for year	(9,933)	(10,317)	(1,369)	(21,619)
Charge on disposals	-	220	-	-
At 30 June 2015	(36,547)	(35,368)	(9,378)	(81,293)
Net book value				
At 30 June 2014	8,153	19,562	901	28,616
At 30 June 2013	13,842	8,770	2,270	24,882
At 30 June 2014	44,700	54,930	10,279	109,909
Additions	16,851	4,715	-	21,566
Disposals	-	-	-	-
At 30 June 2015	61,551	59,645	10,279	131,475
Accumulated depreciation				
At 30 June 2014	(36,547)	(35,368)	(9,378)	(81,293)
Charge for year	(8,782)	(11,010)	(785)	(20,577)
Charge on disposals	-	-	-	-
At 30 June 2015	(45,329)	(46,378)	(10,163)	(101,870)
Net book value				
At 30 June 2015	16,222	13,267	116	29,605
At 30 June 2014	8,153	19,562	901	28,616
9 Debtors and prepayments			2015 €	2014 €
Accrued income			649,775	69,981
Prepayments			14,681	15,076
Other debtors			3,133	4,230
Amounts due from Plan International			-	24,067
			667,589	113,354

NOTES TO THE FINANCIAL STATEMENTS

10 Creditors	2015	2014
	€	€
Amounts falling due within one year:		
Trade creditors	61,121	69,397
Tax and social insurance	26,028	25,612
Accruals	49,418	24,930
Other creditors	8,663	8,674
Deferred income	86,160	101,088
Total creditors due within one year	231,390	229,701

Trade and other creditors are payable at various dates in the next three months in accordance with the suppliers' usual and customary credit terms. Tax and social insurance are repayable at various dates over the coming months in accordance with the applicable statutory provisions.

11 Restricted funds	Opening restricted funds	Restricted incoming resources	Restricted resources expended	Transfer between funds	Closing restricted funds
	€	€	€	€	€
European Union	211,326	693,145	390,717	2,982	516,736
ECHO	-	311,795	343,017	31,222	-
Institutional grants	58,587	2,878,703	2,998,441	96,248	35,097
Irish Aid	229,766	4,111,291	3,771,542	16,712	586,227
Restricted donations in kind	-	1,865,297	1,865,297	-	-
Other donations	133,834	443,926	430,391	79,450	226,819
Total	633,513	10,304,157	9,799,405	226,614	1,364,879

12 Net cashflow from operating activities	2015	2014
	€	€
Net incoming/(outgoing) resources for the year	734,439	(112,828)
Deprecation charge	20,577	21,619
Loss on disposal of assets	-	661
Investment income	(8,646)	(13,037)
(Increase)/decrease in debtors	(554,235)	1,514,635
Increase/(decrease) in creditors	1,689	(732,060)
Net cashflow/inflow from operating activities	193,824	678,990

NOTES TO THE FINANCIAL STATEMENTS

13 Analysis of changes in cash during the year	2015	2014
	€	€
Opening balance	1,408,377	742,364
Net cash	<u>180,904</u>	<u>666,013</u>
Closing balance	<u>1,589,281</u>	<u>1,408,377</u>
Cash at bank and on hand	<u>1,589,281</u>	<u>1,408,377</u>

14 Pension scheme

The company operates a defined contribution scheme for its employees. The contributions are paid to an independently administered fund. The pension cost for the year to 30 June 2015 represents contributions payable to the fund and this amounted to €18,989 (2014: €14,650). The fund was in credit of €2,886 as at 30 June 2015 (2014: €3,628).

15 Related party transactions

The accompanying statements of activities include allocated interest income from Plan International of €3,785 for year ended 30 June 2015 (2014: €5,308).

16 Format of financial statements

The financial statements have been prepared with reference to the recommendations of the revised Statement of Recommended Practice (SORP) Accounting for Charities issued by the Charities Commissioners in 2000 and 2005.

17 Approval of financial statements

The financial statements were approved by the Board of Directors on 5 October 2015.

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