

PREFACE

In front of you lies the policy plan of the Organization International Confederation of Plastic Surgery Societies (ICOPLAST) for the period from 2019 up to and including 2021.

In this policy plan you will find, among other things, a description of the purpose of the Organization, which addresses both our vision and our mission. After a short review we also give you a preview of the coming years. This will show how the organization's objective - in short, supporting charities - will be filled for the coming years.

In this policy plan you can read how we fulfill the purpose of the Organization. We will discuss the activities of the Organization, as well as the method of fundraising and management of the assets and / or income. At the same time, we will discuss which charitable causes the income is spent and the way in which this takes place.

Finally, we would like to point out that the world is mobile and so are the regulations concerning public benefit institutions such as the Organization. In this context, a provisional multi-annual budget has been included in this policy plan, which will be kept up-to-date based on relevant developments such as developments in the area of the investment portfolio of the Organization.

On behalf of Organization

Robert X. Murphy, Jr. MD
Treasurer, ICOPLAST

Rodney Cooter, MD
President, ICOPLAST

1 INTRODUCTION

1.1 Purpose

On **12 May 2016** the **International Confederation of Plastic Surgery Societies (ICOPLAST)** was established. The Organization is established in **Utrecht, Netherlands**. The Organization is registered in the trade register of the Chamber of Commerce under number **66020751**.

The Organization has the statutory purpose:

Mission: The mission of the International Confederation of Plastic Surgery Societies (ICOPLAST) is to educate, communicate, advocate and advance the specialty of plastic surgery throughout the world.

Vision: The vision of the International Confederation of Plastic Surgery Societies is: through its efforts of education, it will improve the quality of care to patients throughout the world; it will educate and inform the public about the specialty, and how it can repair and restore function of congenital deformities and injuries caused by trauma and cancer. The ICOPLAST will advocate to governments and healthcare organizations the value of plastic surgery.

Resources that the Organization uses to achieve its goals:

1) Cooperation with other organizations including: World Health Organization to provide humanitarian services to patients in need of care or during disasters; INCISION, an international non-profit organization of medical students, residents and young doctors to collaborate on education, advocacy, and research in global surgery.

2) Organizing activities aimed at: educating plastic surgeons through a series of free webinars demonstrating techniques to improve surgical outcomes and patient satisfaction. A curriculum has been developed and includes the following subjects for the remainder of 2018: Head and Neck Reconstruction; Safe Surgery in Developing Countries; Hand Surgery.

3) By making it financially possible for students and young surgeons to travel to “Centers of Excellence” or plastic surgery congresses by providing an “ICOPLAST Award of Excellence” (€500) award to offset fees and travel costs. The award is targeted towards member countries with less financial resources.

4) A society may join ICOPLAST by through an application to be reviewed by the Board of Directors and final approval by the Council of National Delegates. The society must meet the criteria set forth in the Articles of Association.

Common interest

The statutory purpose and the actual activities of the Organization are similar. The public interest is served by the work of the Organization.

An application has been submitted to the Dutch tax authorities to classify the Organization as the Public Benefit Organization (ANBI).

The board will publish the following information from the Organization on the website www.icoplast.org:

The name, the fiscal number, the contact details, the objective, the policy plan, the composition of the board, mentioning the names of the directors, possibly the composition of the Supervisory Board, the composition of the Ambassadors, the remuneration policy, a report on the activities carried out and financial reporting. The board will seek to be transparent in providing reasonable information on the financial status of the organization.

1.2 Organization

Internal organization

The board of the International Confederation of Plastic Surgery Societies (ICOPLAST) consists of nine members. Since 2016 the Board of Organization has been the following persons, namely:

ASIA

Shyi Gen Chen – *General Member*

shyiqen@gmail.com

Takashi Nakatsuka, Japan – *General member*

nakatsuk@saitama-med.ac.jp

CENTRAL AND SOUTH AMERICA

Julio Daniel Kirschbaum, Peru – *General Member*

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Norma Cruz, Puerto Rico - *General Member*

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EUROPE

Graeme Perks, UK - *General Member*

graemeperks@doctors.org.uk

Hinne Rakhorst, Netherlands - *Secretary*

rakhorst@gmail.com

MIDDLE EAST

Hassan Badran, Egypt - *General Member*

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NORTH AMERICA

Lucie Lessard, MD- *General Member*

dr.lessard@gmail.com

Robert X. Murphy, Jr, United States – *Treasurer*

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OCEANIA

Rodney Cooter, Australia, *President*

rdcooter@plasticsurgeryadelaide.com

AFRICA

Open

ICOPLAST - Executive Director

Jacqueline K. Luna-Montes

info@icoplast.org

The board is jointly responsible for the policy to be pursued and is continually investigating which goals they can best contribute to the funds of the Organization. The board recently completed a strategic planning session to organize its priorities for the next three years. The board meets once per month by video conference; at least one meeting each year is in person. All board members have one vote in these meetings and the decision-making process always requires a majority of the votes.

All directors are of good behavior.

External organizations

The board works with several external market parties. For the management of the capital, the Board works with BDO Accountancy. For the keeping of the administration and the preparation and issuance of the unqualified opinion for the annual accounts, BDO Audit and Assurances is responsible.

The board cooperates with both parties and sees no need to transfer the financial services provided to ICOPLAST elsewhere at this time.

In addition to the aforementioned external organizations, there is also a number of other organizations to **which ICOPLAST maintains relationships**. Where possible, the board maintains contacts with directors of other public benefit institutions to identify relevant developments in time.

ACTIVITIES ORGANIZATION

The activities of ICOPLAST are mainly carried out by its committees and the board of the Organization. The Organization has engaged in a contract to provide management services from the American Society of Plastic Surgeons. The activities of the board mainly concern the management of income, strategic planning, building strategic relationships for the benefit of patient quality of care, and oversight of committees and staff, and expenditure and fundraising.

2.1 Fundraising

The assets of the Organization will consist **dues from its member organizations**, grants, donations, legacies or inheritances from individuals or institutions as well as from other acquisitions and benefits. The Organization expects donations from private individuals and companies through the recruitment of funds by the board, by employees and volunteers appointed by the board.

The activities that the Organization wishes to realize in the coming period are all aimed at implementing the objectives of the Organization.

2.2 Management of the assets

The board has **requested Dr. Robert Murphy**, Treasurer, to manage the assets in a responsible manner. In the management of bank and securities deposits, a limited risk **will be** chosen. All income and expenses are in principle recognized in the period to which they relate. All proceeds (donations) are recognized as revenue in the financial year in which they are received by the Organization. Interest income is recognized as income recognized or receivable in the year under review in respect of outstanding bank balances.

The indirect costs are minimal and only relate to expenses such as bank administration and transfer costs, registration of the chamber of commerce, travel declarations and other expense claims.

2.3 Use of the capital

As already noted, the securities management and the administration has been handled.

In the opinion of the management, the costs of asset management and the costs of the accountant are not excessive and are in any case related to the work performed.

No management fee is granted to the directors of ICOPLAST. However, travel allowance is paid to the directors to cover the personal expenses associated with attending a meeting. **There is a strict travel reimbursement policy for board members. The policy was developed and periodically reviewed by the Audit Committee and has been ratified by the Council of National Delegates.**

The Board of the Organization does not consider it desirable to spend all acquisitions in any form whatsoever, in that year, entirely in that year on / for the purpose of the Organization. The board

considers it desirable - in view of the continuity of the planned work for the purpose of the Organization - to maintain part of the assets or to build up a limited capital. The annually acquired assets are usually spent as directly as possible on targeted targets, taking into account the aforementioned intention.

For power generation, a connection is made with article 1b. Implementation Regulation AWR. This means that the ceiling of the "continuity reserve" amount is 1.5 times the annual institutional costs, such as personnel costs, housing costs, printing costs and administrative costs. This ceiling is increased by the acquired capital from donations / inheritances if and insofar as it has been determined that this capacity must be maintained. In addition, the Organization holds assets that are necessary for business operations.

3. MULTIANNUAL BUDGET

The Board of the Organization intends to donate a substantial part of the assets **to charitable activities outlined in its strategic plan**. It is important here, however, that the Organization's income is volatile. It can not be determined in advance how much is donated.

The board has decided to provide insight into the income and expenditure of the Organization by means of a multi-year budget. We refer to Appendix 1 for this.

Appendix 1

Financial Overview - 3 Year Income/Expense
International Confederation of Plastic Surgery Societies (ICOPLAST)

Administration	2019	2020	2021
Management Fees	48.000	52.000	55.000
Financial and Auditing	8.000	8.000	8.000
Legal Fees	1.500	1.500	1.500
Board and Staff Travel	26.000	28.000	28.000
Insurance	5.000	5.000	5.000
Internet Conference Expense	3.000	3.000	3.000
Communication			
Website/Newsletters	18.000	13.000	13.000
Education			
Symposia /Educational Webinars	31.000	33.000	36.000
Humanitarian/Philanthropic			
Humanitarian Visiting Professor ICOPLAST Awards of Excellence Research Awards	32.000	34.000	41.000
Public Service			
Wake Up to Plastic Surgery Public Education Program and Related Patient Safety Initiatives	50.000	70.000	70.000
Expense	225.500	247.000	258.500
Revenues (Dues, Corporate Support)	240.000	260.000	270.000
Net	14.500	12.500	11.500