

FINANCIAL PLAN FOR 2026. & 2027.

confirmed
forecasted
planned funding effort

| Account | Name | BASIC ACTIVITY 2026 | BASIC ACTIVITY 2027 | ECONOMIC ACTIVITY 2026 | ECONOMIC ACTIVITY 2027 | TOTAL |
|---------------|--|---------------------------|------------------------|------------------------------|------------------------------|-------------------|
| INCOME | | | | | | |
| 31 | Revenue from the sale of goods and the provision of services | 800,00 | 800,00 | 5.000,00 | 5.000,00 | 6.600,00 |
| | 311 Revenue from the sale of goods and the provision of services | 800,00 | 800,00 | 5.000,00 | 5.000,00 | 11.600,00 |
| 32 | Revenue from membership fees and membership contributions | 0,00 | 0,00 | 0,00 | 0,00 | 0,00 |
| | 321 Revenue from membership fees and membership contributions | | | | | 0,00 |
| 33 | Revenue under special regulations | 0,00 | | 0,00 | | 0,00 |
| | 331 Revenue under special regulations | | | | | 0,00 |
| 34 | Revenue from property | 500,00 | 500,00 | 0,00 | 0,00 | 1.000,00 |
| | 341 Revenue from financial assets | | | | | 0,00 |
| | 342 Revenue from non-financial assets | 500,00 | 500,00 | 0,00 | 0,00 | 1.000,00 |
| 35 | Revenue from donations | 366.681,00 | 309.000,00 | 0,00 | 0,00 | 675.681,00 |
| | 351 Revenue from donations from the State budget | | | | | 0,00 |
| | Ministry of Science, Education and Youth | 15.000,00 | 15.000,00 | 0,00 | 0,00 | 30.000,00 |
| | 352 Revenue from foreign governments and international organizations | | | 0,00 | 0,00 | 0,00 |
| | Erasmus+programme | 20.000,00 | 100.000,00 | 0,00 | 0,00 | 120.000,00 |
| | Erasmus+programme | 60.000,00 | | | | 60.000,00 |
| | Swiss-Croatian programme | 227.681,00 | 0,00 | 0,00 | 0,00 | 227.681,00 |

| | | | | | | | |
|---------------------|-----|---|-------------------|-------------------|-----------------|-----------------|-------------------|
| | 353 | Revenue from companies and other legal entities | | | 0,00 | 0,00 | 0,00 |
| | | The Environmental Protection and Energy Efficiency Fund | 20.000,00 | 20.000,00 | 0,00 | 0,00 | 40.000,00 |
| | | Seedling and Bud - experiential learning in nature for schools - Campaign | 10.000,00 | 10.000,00 | 0,00 | 0,00 | 20.000,00 |
| | | Croatian Employment Service | 12.000,00 | 12.000,00 | 0,00 | 0,00 | 24.000,00 |
| | 354 | Revenue from citizens and households | | | | | 0,00 |
| | | Seedling and Bud - experiential learning in nature for schools - Campaign | 2.000,00 | 2.000,00 | 0,00 | 0,00 | 4.000,00 |
| | 355 | Other revenue from donations | | 150.000,00 | | | 150.000,00 |
| 36 | | Other revenue | 0,00 | 0,00 | 0,00 | 0,00 | 0,00 |
| | 361 | Revenue from damage compensation and refunds | | | | | 0,00 |
| | 362 | Revenue from the sale of fixed assets | | | | | 0,00 |
| | 363 | Other unmentioned revenue | | | | | 0,00 |
| 37 | | Revenue from affiliated non-profit organizations | 50.000,00 | 50.000,00 | 0,00 | 0,00 | 100.000,00 |
| | 371 | Revenue from affiliated non-profit organizations | 50.000,00 | 50.000,00 | 0,00 | 0,00 | 100.000,00 |
| TOTAL INCOME | | | 417.981,00 | 360.300,00 | 5.000,00 | 5.000,00 | 788.281,00 |



Non-Financial Resources Supporting Organizational Stability

Eco Pan is a small, local civil society organization that has been operating continuously for over 23 years. Depending on project activities and available funding, the organization employs between 2 and 6 staff members. Despite its modest size, Eco Pan has maintained stability in its work through long-term engagement in the community, a clear mission, and a combination of human, infrastructural, and partnership-based non-financial resources that support its sustainability.

Organizational experience and institutional stability

Over more than two decades, Eco Pan has developed solid organizational practices, extensive project management experience, and a stable internal structure appropriate to a small organization. In the past five years, particular emphasis has been placed on the development and continuous improvement of the educational program Seedling and Bud, which is based on experiential learning approaches for children and adults. These program activities represent an important part of the organization's core activities and are implemented in cooperation with schools, institutions, and community partners.

A portion of the Seedling and Bud's educational activities are offered on the open market, generating earned income. While these revenues are limited in scale, they contribute to the overall financial sustainability of the organization and reduce dependence on project-based funding alone.

Human resources: staff, volunteers, and external collaborators

Eco Pan relies on a small core team of employees supported by a stable group of long-term volunteers who contribute regularly to the organization's activities. Volunteers assist in educational programs, workshops, events, and community outreach, providing valuable continuity and local knowledge.

The organization also cooperates with external associates and experts on a project basis, including educators and facilitators with specific skills relevant to program implementation. This flexible approach allows Eco Pan to adapt its human resources to current needs while remaining financially responsible.

Partnerships and local cooperation

Long-term cooperation with local schools, kindergartens, public institutions, and other civil society organizations represents an important non-financial resource. These partnerships enable access to target groups, shared implementation of activities, and mutual support in program delivery. The organization's long-standing presence in the local community has helped establish relationships based on trust and practical collaboration rather than formal networks.

Infrastructure and technical capacity

Eco Pan has access to a relatively large and functional space that supports both everyday office work and educational activities with children and adults. The premises are suitable for meetings, workshops, and smaller group programs.

The organization is equipped with basic technical resources necessary for daily operations and program delivery, including office furniture, computers and laptops, stable internet access, printers and scanners, and audio-visual equipment such as a projector and sound equipment. Educational and workshop materials are available and continuously adapted to program needs. This infrastructure allows Eco Pan to carry out most activities independently and cost-effectively.

Community presence and continuity of work

Through consistent, long-term engagement at the local level, Eco Pan has built recognition and trust among partners, participants, and the wider community. While operating on a small scale, this continuity supports volunteer involvement, repeat cooperation with institutions, and steady participation in educational activities.