

Annual Report – 2019



Stronger families, brighter futures

“Children need more than food, a roof over their head and basic education, they also need family, love and positive integration into society”

Werner Lehnis – Co-Founder



People like you are helping us to improve the lives and opportunities of children in care. Seeing children gain new skills, learn to make friends and going on to reach their goals is a wonderful reward.

Thank you for every contribution that makes this possible.





Dear friends of Care in Action,

This will be the first time you have seen a new face for the Director's letter! You have helped to make Care in Action what it is today and I'm privileged to share this year's successes with you. Since June 2019 I have worked closely with Werner and Janice, my parents, to serve Care in Action. I had followed their progress while pursuing my own career in international development, managing charities in Malawi and the UK. I am happy to help the work my parents founded to continue to improve lives.

A great milestone in 2019 was creating a training programme that can influence the standard of foster care nationally. Werner and Janice had introduced the Providing a Secure Base care model to Ukraine, and this was scaled up to empower organisations across Ukraine to deliver quality training to foster parents and carers.

I am inspired by the people's lives we have changed for the better. The challenges faced by disadvantaged children as they overcome trauma and seek decent work are clear in Vasylina's story, which you can read in this report, so it's wonderful when they succeed.

Our team goes the extra mile. I've noticed Bohdana Luhova's many visits to an orphaned girl who was detained in a shelter after her grandmother was disabled at work. Iryna Shemechko is often on the phone with foster parents, or campaigning for children's rights, while caring passionately about making expert advice available. Khrystia Katola is an anchor for volunteers and keeps the financial books meticulously. Each of our team, Board members and volunteers bring strong qualities, skills and passion, and we wouldn't be where we are today without them. We are always looking for the best way we can help the people we serve.

In Ukraine I spoke at a training for mentors in what used to be a home for 500 children. The long corridors of the massive building had painted handprints, reminding me of the children who were raised without families. Hennadiy once lived there, and he showed me where he played and went to school. He works with us full time now to give teenagers a step up from difficult backgrounds.

The care system in Ukraine still uses institutional care as a solution for children at risk. At a UNICEF research meeting I learned more about the challenges in training social workers, protecting children's rights and the urgent need to recruit and train more foster parents. By 2026 the government aims to have 50% of services provided through NGO's, and with our training resources and expertise we are well placed to meet the need.

In Malawi I saw that children from some of the poorest families in the world are now able to study teaching and computer science because of our education sponsorship. Our new building is complete so preschool children have a special place for meals and naps. And we provided thousands of meals to give children healthy minds and bodies, which increases ability to learn for the rest of their lives.

All of this is possible because people like you kindly donate and care about children who need equal opportunities, and for that we say thank you with all of our hearts. Care in Action needs your support to continue the vision of Werner and Janice. I hope that you will continue to believe in us and support children in Ukraine and Malawi.

There are many more lives we can change together!

Best regards,

Jasmine Lehnis-Leitao

Director of Operations

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1. Introduction

Care in Action e.V. is a non-profit charitable organisation, registered in Munich, Germany, that exists to improve the lives and opportunities of vulnerable children.

After discovering the significant need for orphan care in Ukraine, co-founders Werner and Janice Lehnis organised humanitarian aid projects. Familiar with the effects of poverty and corruption – after working in India and Nepal – the extreme lacks and inhumane practices they witnessed were still heart-breaking; leading to the founding of Care in Action and the launch of projects that have embraced thousands of orphans.

To create sustained change, Care in Action began working with state services and the active, educated youth of Ukraine. By 2011 Care in Action set up local sister organisation 'Turbota v Di' in Ukraine, which today is a respected name in the field of professional care.

In 2010 Care in Action started expanding their reach to support AIDS orphans in Malawi, led by daughter – and now Operations Director – Jasmine Lehnis-Leitao.

1.1 Our Vision, Mission and Approach



Vision

Our vision is to ensure the most vulnerable children receive the support they need to improve their wellbeing, develop their potential and succeed at leading a self-determined, independent life.

Mission

We've made it our mission to provide children in care with the people, services and opportunities that will strengthen, empower and prepare them to better their circumstances.

Approach

Our objectives are to help vulnerable children overcome trauma, get the knowledge and skills they need to thrive, and enable them to positively integrate into society. We believe by doing this, we are providing the children we support – in both Ukraine and Malawi – with the best chance to lead a self-reliant adult life.

To meet our objectives and better the lives and opportunities of vulnerable children, we put the child at the centre of everything we do. Our strategy is to develop the child, support the carer and partner for impact.

We take a holistic approach that directly helps the individual child and improves their environment. By partnering with others, we're able to make a greater, more sustainable difference.

1.2 Scope of The Report

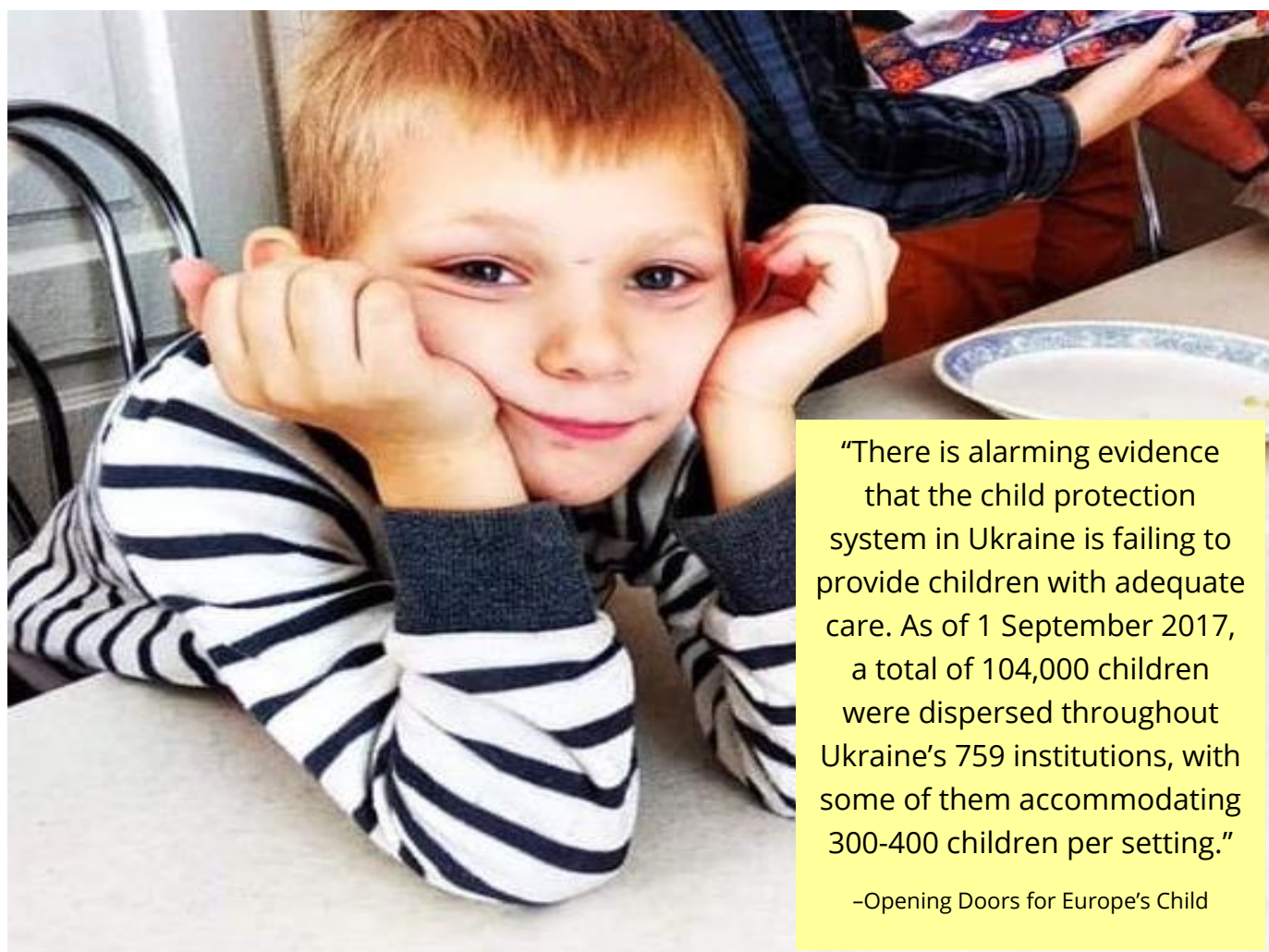
Scope	This annual report covers activities carried out by Care in Action and results achieved in 2019.
Reporting period and cycle	Reporting period is the calendar year 2019, January 1 st to December 31 st
Application of SRS	<p>This is the fourth time Care in Action follows the guidelines of the Social Reporting Standard (SRS). The report is based on the SRS version 2014.</p> <p>The SRS is published by the Social Reporting Initiative (SRI) e.V. Association under the Creative Commons license BY- ND 3.0</p>
Contact partner	Jasmine Lehnis-Leitao, Director of Operations, info@care-in-action.org

2. The Social Problem and the Solution

2.1 The Social Problem

Children who are orphans, have experienced trauma or who are in 'crisis families' don't have equal opportunities in Ukraine and Malawi. Most of these children fall behind in school, are socially marginalised and later cannot find decent work. Only 10% of children who have been raised in institutional care in Ukraine will successfully integrate into society (statistics published by Hope and Homes).

- "Children in institutional care in Ukraine have experienced negative impacts to their physical and mental development and a high level of social marginalisation and exclusion." (Government of Ukraine – UN Partnership Framework 2012-2016).
- "When an orphan comes to a family, [foster] parents are very often left alone with their problems." Mykola Kuleba, Commissioner of the President of Ukraine for Children's Rights.
- Children in 'crisis families' are at risk because of factors like disability, poverty, or parental neglect.
- Malawi is one of the ten poorest countries in the world. AIDS has left many children orphaned, exposed to malnutrition and in extreme poverty. Only 35% of children will enrol in secondary school (UNESCO).



"There is alarming evidence that the child protection system in Ukraine is failing to provide children with adequate care. As of 1 September 2017, a total of 104,000 children were dispersed throughout Ukraine's 759 institutions, with some of them accommodating 300-400 children per setting."

–Opening Doors for Europe's Child

To learn more about the challenges care leavers face in Ukraine, read Vasilyna's personal account of her struggles to cope with trauma and earn a decent wage - see page 11.

2. The Social Problem and the Solution

2.2 Solution Attempts Made to Date



For over 20 years we have worked to meet the needs of orphans and vulnerable children. We focus our efforts on Ukraine and Malawi, achieving sustainable change through local empowerment.

2.3 Our Solution



Develop the Child

We design and deliver services and programs which strengthen, empower, and prepare children in care to enter the working world and lead a productive, independent life.



Support the Carer

We train and support carers and foster parents so the children they care for are provided the supportive environment they need to flourish.



Partner for Impact

We partner and work with the local community, Government bodies and NGOs to raise awareness, provide 'best practice' models and tools of support, and to extend and enhance our reach to those we help.

2. The Social Problem and the Solution

2.4 Impact Logic

We take a holistic approach that directly helps the individual child and improves their environment. By supporting carers and partnering with others, we're able to make a greater, more sustainable difference.



3. Resources, Work Performed and Results 2019

3.1 Resources Used

Personnel Resources

Services from our office in Lviv are run by 7 full time staff and supported by 200 volunteers. We employ a network of experts to support training events and psychotherapy support groups.

Project management, fundraising and administration is supported by 2 staff who work part time. In Malawi our projects are run by 2 part-time administrators.

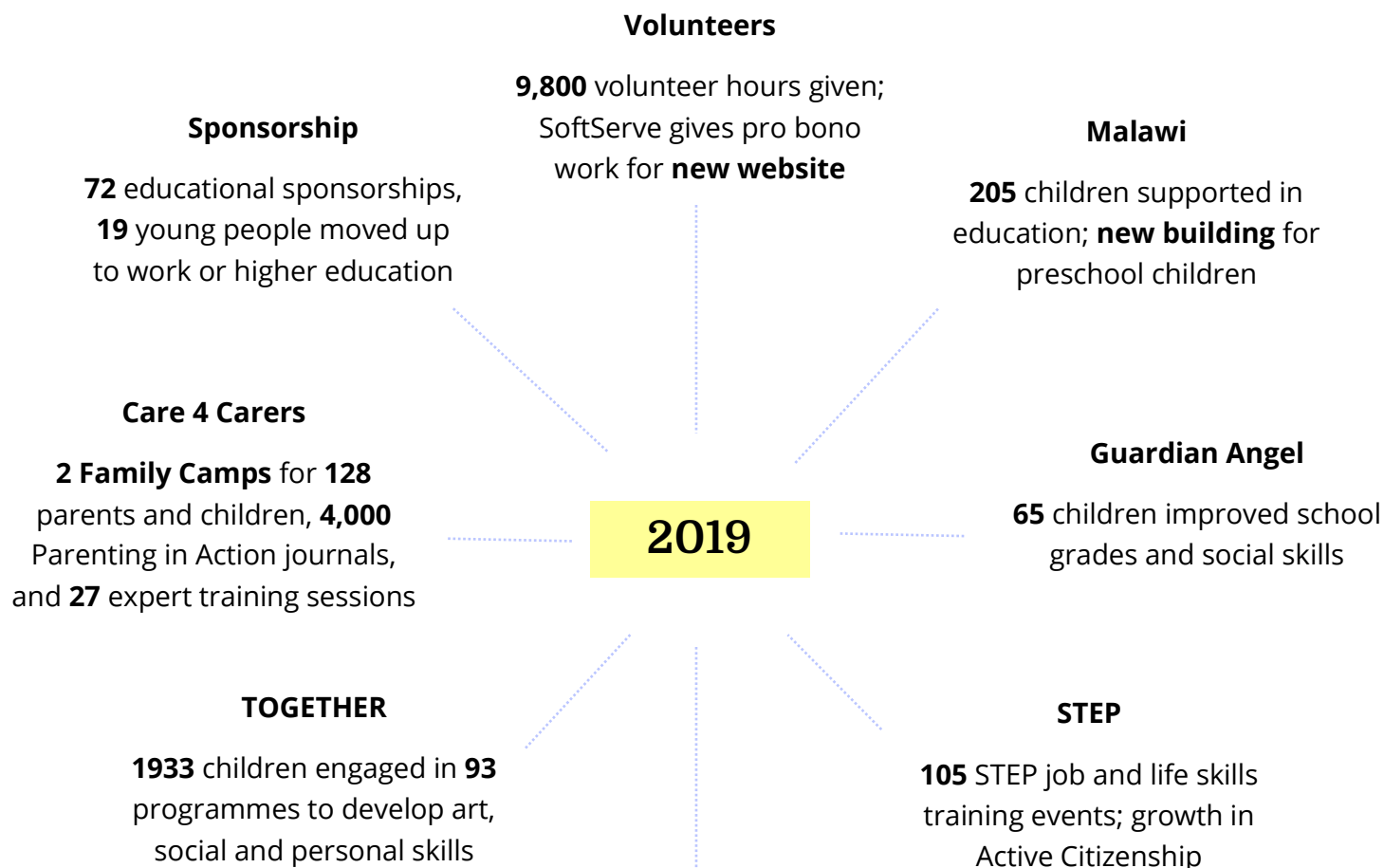
Financial Resources

All of our work is funded by donations from individuals, foundations, churches, firms and Government services. In 2019 Care in Action spent 136,949 Euro to fulfill its mission.



3. Resources, Work Performed and Results 2019

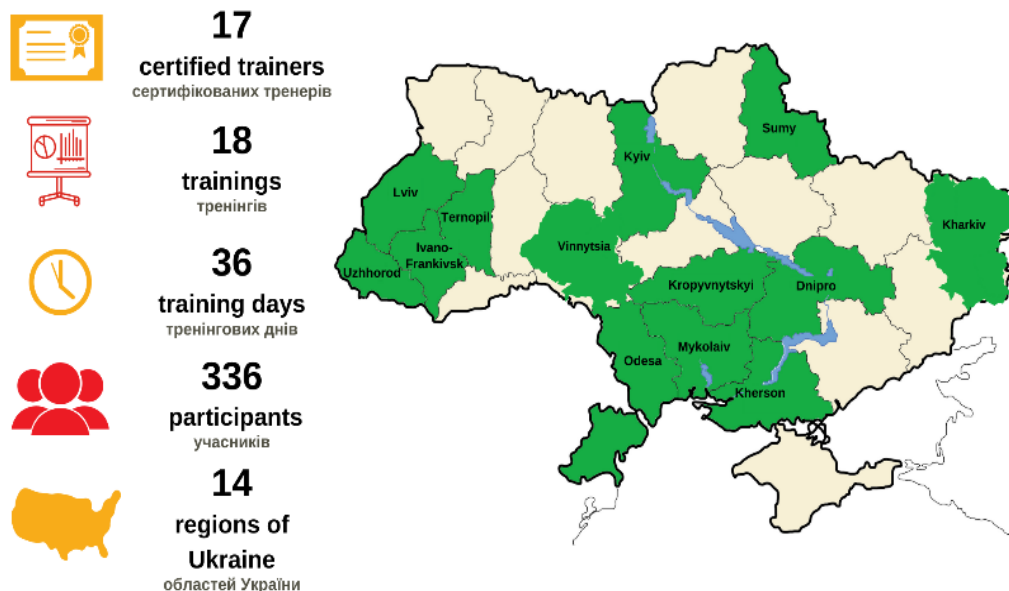
3.2 Project Highlights



Results of project "Providing a Secure Base for Children"

June 2019 - February 2020

Результати проекту "Забезпечення надійного базису для дітей" червень 2019 - лютий 2020



3.3 Lives Impacted

Improving foster care across Ukraine

With Providing a Secure Base we have been able to influence the care given by 336 foster parents in 14 regions of Ukraine, by building the capacity of local organisations, and developing a training course that can be widely used to meet the needs for training within the national care system. Continued use of these resources will mean better lives for more disadvantaged children, because they can grow up with their emotional and social needs met within a family and develop their potential.



Training and support for Foster Parents is greatly needed within the social care system in Ukraine. Having heard of children who run away after being put in a family, and the desperation of foster parents who don't know how to cope, we know what a difference this will make in their lives. We developed the Providing a Secure Base care model from the University of East Anglia into a national programme for Ukraine so more children have the chance to grow up in a secure family.

The 17 people selected to become certified trainers are all active within the social field and committed to continue providing training. They gave very high ratings to their assessment of the demand from carers and the quality of the training materials produced.

Through our links with these trainers we have expanded our network into new regions of Ukraine to develop further support for foster parents and improve the quality of care that children receive. Iryna Shemechko (top picture, front and center) manages these partnerships as part of our Care for Carers programme.

To develop the trainer's skills, the course 'Fundamentals of Coaching' was offered in Kiev, and how to teach 'Providing a Secure Base' was offered in L'viv. To become certified each trainer then lead a two-day training course for carers which was supervised and critiqued.

Feedback

Here are some of the reactions to the programme from the specialists who are now certified trainers:

- "Foster parents need these materials"
- "The program is easy to understand, deep, well produced and logical"
- "Very relevant to me as a mom. I got answers to most of my questions, and found ways out of difficult situations in raising children"
- "Everything is clear, interesting, and applicable to my work"
- "Current program for all carers without exception"

Looking ahead

The development of this programme is a realisation of Care in Action's vision to reach more children across the regions of Ukraine. In 2020 we plan to organise up to 14 training courses by coordinating with our new training partners. This would reach another 280 foster parents and carers. Requests are already coming in from Social Services for us to train their officers to give Secure Base training to new foster parents.



3.3 Lives Impacted

Vasilyna – touched by tragedy, saved by dance

Vasilyna bravely tells us of her fight to find a better life through dancing after a childhood of abuse, tragedy and institutional care. Her story shows the risks to finding decent work faced by so many vulnerable young people in Ukraine. Discovering a love for dance, and support from Care in Action to make this dream a reality, has changed her prospects for the future.



My name is Vasilyna. When I was a child I had parents just like all the other kids. There are 11 children in my family and they are my closest friends. My mum is the kindest, cleverest, and most patient and loving person I have ever met and I will never see her again.

We could only dream of having a good father. We suffered from both emotional and physical abuse. I remember as a child I was always hungry. He was a tyrant.

Our family home burned down and all my brothers and sisters moved to the children's home. We didn't see each other often. There I got to know many things that children from normal families never experience.

I was 12 when my mother was killed by my father. Sometimes I thought: "What's the point of staying alive?" I kept a diary to write everything I felt, which helped a lot. And I danced in front of the mirror to keep myself from crying.

I started to dream about who I'd become to make my Mum proud of me and decided to become a choreographer as my

love for dance grew stronger. Since I couldn't take classes in a dance studio I developed the skill myself.

After a while my eldest sister Tania and her husband Denis took me and my siblings back home as our guardians. We all struggled with our emotions and learned to carry on. Denis was a good friend and I'm very thankful for that.

Werner and Janice got to know Vasilyna's family, and supported their mother by providing clothes for the children and paying for a new foundation when their home burned down. When Tania and Denis wanted to care for her siblings, along with their own two children, our sponsors helped to make this possible.

We paid to extend their 2 bedroom house, and brought the furniture, clothes and toys needed to meet the requirements of Social Services. Werner, Janice and sponsors were present at the inspection to support Denis and Tania's application to become guardians. Later, when Denis had a life-threatening illness, a donor paid for a full year of medical treatment.

For many years we continued to support Denis and Tania with legal advice, counselling and TOGETHER activities to help them care for the children. Sponsorship helps to meet the educational needs of Vasilyna and two of her siblings. And Vasilyna joined STEP classes to build confidence and skills.

When I finished school I went to college to study choreography. I had to pay for unofficial graduation fees so I worked night shifts at a petrol station, which was difficult and got me into trouble with the school. But when I danced I realised this is what I want to do for the rest of my life.

When I dance on stage I can open up and truly express myself. Often I find it hard to put feelings into words but showing them through dance feels incredible. Through dance you reflect all the colours of life and sides of your personality. It's a picture that can be both sad and cheerful and tells its own story. I could talk about dancing forever!

3.3 Lives Impacted



I decided to move to Kyiv to continue my studies. I saved money and worked abroad, then passed the entrance exams. In Kyiv I had to find a job as besides tuition I had to pay for costs like rent, food, and costumes.

For almost two months I worked as a waitress, earning only tips. There were fights, guns, knives, police, rough girls, and many drunks. Once I ran outside when people I had served left without paying because I didn't want to pay for them. A car turned right in front of me and crashed into the café. At that moment I thought I had seen everything!

My clients often left without paying. I cried every day, I looked terrible, my legs hurt, I had no energy, I did not sleep enough and when I did I had nightmares about my father and was afraid to fall asleep again.

One day I decided to look for another job and on the way to my dormitory I was mugged. My wallet and documents were stolen. After that I went for many job interviews but instead of decent work I was asked to provide "additional services". I worked at a hotel for a month but didn't get paid. I couldn't do anything about it as I worked illegally.

Care in Action became aware that Vasilyna needed more than the standard sponsorship to help her reach her potential. The course in Kyiv would give her the equivalent of a Bachelor's Degree. A second sponsor was found to pay for the full study fees.

However, God sent me good people. I am very thankful for my sponsors. These people gave me hope for a better life. I have no idea what I would do without them.

I am thankful that I have built character through my life experience. I try to trust people and improve myself but I find it hard to make friends. My best friend is my mum. I imagine that she is with me. I tell her everything and this makes me feel better. I need to stop doing this as sometimes I forget it's only my imagination. I miss her so much...

Now I work at a café. I make coffee and give people smiles by making pictures on their coffee. The pay is small, but I can combine this work with studying dance. Due to having bad jobs before I used to eat junk food and I put on some weight. Now I try to eat healthy meals and go for a run in the mornings. Everything gets better.

My dream is to become a famous choreographer. I know it will take a lot of effort. I also wish success for all my siblings and hope that one day we can go together to swim in the sea.

The most important thing I know is not to give up.

"Sponsors... gave me hope for a better life. I have no idea what I would do without them."

To you, our donors, sponsors and volunteers, thank you for giving children better opportunities. We believe that we give hope for the future when we give the skills and personal support needed to succeed.

3.3. Lives Impacted

Anna – New opportunities after being displaced by war

When war broke out in the east of Ukraine Anna lost her home and fled with her Mum and sister to Lviv. They still struggle to survive five years later and the only time the girls have a decent meal is at the Crisis Centre. This is where we met Anna, when leading our STEP life and work skills workshops. In the last year we have seen a wonderful transformation, with Anna growing in confidence, friends and a goal for the future.

Anna says “I saw volunteers coming to help us at the Crisis Centre and it made me want to be like them. So you can imagine how happy I was to become a part of the Care in Action Teens Club and to help organise a programme for orphaned children.

“Through the STEP activities, I’ve become more confident and got over my fear of public speaking. I have developed career goals and recognised my strengths. I learned to understand my emotions and love myself. I want to be a good example for other kids who are growing up in difficult circumstances. I am ready to work for it. Thank you for the opportunities you have given me”.

Anna dreams of becoming a successful graphic designer and opening her own business one day. She would love to travel the world and help vulnerable children. She concludes, “I am thankful to all volunteers and sponsors for their kindness and big hearts. You are not ignoring the problems people face and this inspires me to do more and become better.”



Yaroslav – A better education through sponsorship



Yaroslav is a very active, talkative and cheerful thirteen year old who gets along with everyone. He doesn't have enough support at home so has spent his afternoons at a Crisis Centre for the last four years. This is where we got to know him, through our STEP classes, and now Sponsorship gives him the tutoring he needs.

Yaroslav is the youngest child in his family. His two older brothers are mentally disabled. Sadly, his father is unemployed and occasionally abuses alcohol. The whole family lives in a small apartment on their mother's salary, which is only enough for the basics.

After joining a friend from school at a maths class, he realised that he enjoyed it and asked us for support. Yaroslav now has a tutor in mathematics, thanks to his sponsor.

We believe that Yaroslav is smart and able to succeed and have a decent future if we support him in his goal.

3.4 Organisational Improvement

Germany

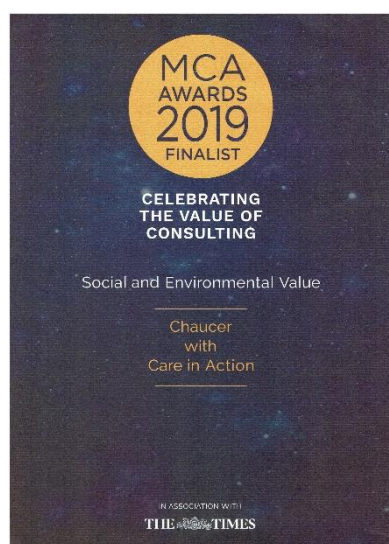
- The partnership between Care in Action and Chaucer Group London was shortlisted for a prestigious award from the Management Consultancies Association for Social and Environmental Value, recognising the work done and the long term impact on Chaucer CSR practices.
- The new website design was completed, creating new results with online donations and digital recruitment of volunteers in Ukraine
- A new brochure which clearly presents our strategy was designed, printed and distributed to supporters
- Jasmine Lehnis-Leitao joined as Director of Operations to maintain services and support transition from Werner Lehnis' role as Managing Director

Ukraine

- Providing a Secure Base training programme extends our impact into 11 new regions and makes it possible to extend further and improve training for foster parents and carers nationally
- Lviv Catholic University and the Lviv Education Foundation invite us to deliver regular training for Social Workers and their volunteers
- Hennadiy Melnychuk, our STEP Coordinator, was chosen to represent Care Leavers at the National Council for Children and Youth
- Continued growth of partnerships support and extend our reach
- Our Parenting in Action journal includes more articles from renowned Ukrainian experts and creates increased demand from Social Services and carers in new regions

Malawi

- Time spent with our local partners in Malawi allowed us to check results, ensure good financial management and develop plans for the coming year
- New building constructed for safe naps and meal times improves children's environment



3.5 Project Overview



In this section we report the impact of each of our programmes. This page shows the key outcomes and how they all fit together in a holistic approach. We directly help the individual child and improve their environment, and by partnering with others we're able to make a greater, more sustainable difference.



We Develop the Child

We strengthen and empower vulnerable children, so they become resilient and independent ... and we give them the knowledge and skills to prepare them to lead successful and productive lives.

STEP	=	Life Skills Coaching	+	Job Orientation Programme
TOGETHER	=	Social and Character Development	+	Educational Development
Guardian Angel	=	Coaching and Social Support	+	Educational Tutoring
Sponsorship	=	Individual Advice and Development	+	School Fees and Essentials



We Support the Carer

We know our carers, foster parents, social workers and FSOs need care and support too ... as well as the best resources and training so they can provide the right environment for the children they nurture.

Care 4 Carers	=	Care and Support	+	Best Practice Resource and Training
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We Partner for Impact

We work to increase societal support for vulnerable children ... and help improve national care standards and mobilise opportunities to support children.

Volunteering	=	Recruit and Train Volunteers	+	Direct Volunteer Initiatives
Partnerships	=	Raise Awareness and Reduce Stigma	+	Partner to Extend Reach

STEP

It has been rewarding to see the teenagers growing and changing for the better. Teenagers love to join our camps because we make learning interactive, practical and very useful. We are delighted to be able to infuse them with hope and practical skills for their future, see them build friendships, and take important first steps to prepare for a life of independence.

- Objective** To equip vulnerable teenagers with the personal and technical skills they need to thrive in the working world and independent life.
- Highlights**
- **105 interactive workshops for life changing development!** Topics include effective communication, relationships, finance management, sex education, active citizenship, learning English and professional orientation.
 - **4 camps to explore life and work skills** in depth, including an English camp and STEP weekend, and two full day events which have made a tremendous impact on the teenagers' development
 - **Teens in Action Club** now it has its own team leader and completed projects about ecology, active citizenship, and "Be Bright" especially for girls. **25 young people are now volunteering** with us
 - **Erasmus+ international training for youth workers** in Lithuania taught Maria Antoniv (STEP project coordinator) and Khrystia Katola (Volunteer manager) to use reflection techniques in the educational process to improve our work with young people



"It was my first time to play the lead role in a drama. I was so scared at the beginning but through the process I started to really enjoy it. This experience of overcoming my fear has helped me to become more confident and believe in my talents." - Anna

Key Performance Indicators	Participating care institutions	Coaching/ interventions	Job orientation events	Training events	Additional support hours	Sessions with external experts
Total 2019	37	2085	16	105	162	23
Total 2018	36	1602	13	57	249	13
Managed by: Mary Antoniv, Janice Lehnis, Hennadiy Melnychuk						

STEP

At the age of 9 Julia and her younger sister arrived in Mylaytyn orphanage. Sadly, her father had died and her mother had become alcoholic and abusive. After 8 years of a range of support through Care in Action, she has blossomed, and been able to enter an Interior Design college. We involve Julia in our events and are proud to see her personal development.

Now Julia is one of the most active members of the Teens in Action club. In the picture Julia is on the right, when she organised her own team to support the children in her former orphanage.



Career development is supported through visits to manufacturing companies, such as Fest Republic, presentations by professionals, and interactive workshops.

TOGETHER

While we promote family forms of care there are still many children living in isolated children's homes. This year we added fairy-tale therapy, cooking and emotional intelligence discussions to the regular activities which our trained volunteers help to deliver. Our Talent in Action festival brought 300 children and carers together to explore talents, adventures and performances, and gained media attention to promote fostering.



Objective To give opportunities for personal development to children in residential care so they develop their interests and have skills for a better future.

- Highlights**
- **63 TOGETHER child development programs** were organised for children from care institutions, family style orphanages and children from Lviv families at risk.
 - **2 Family Camps supported** with specially tailored activities for children
 - **1000 children joined 11 Christmas programmes in December** offering happiness through drama, music, dance, a chemistry show and gifts
 - **8 New partnering organisations** supported the programme
 - **Talent in Action Festival celebrates music, art and social interactions** and is delivered with key partners within Lviv City Council, businesses and volunteers



"Our children are always excited about the wonderful Talent in Action festival. Every year you come up with something new and the children are very happy and talk about it for weeks after. Thank you very much for organizing these events and inviting us". – Oksana, teacher from children's home in Krakovetz.



"Care in Action volunteers can find an approach to every child. Even if a child is alone somewhere in the corner of the room, volunteers know how to get them interested and involved. I see very clear changes in children, as they become open and communicative, because before it was hard to interest them in anything. This work you do is very hard work and it has a big impact in children's lives."

Key Performance Indicators	Child Development Programs	Interventions	Program hours	Volunteer hours
Total 2019	63	1933	441	2205
Total 2018	80	1828	560	2800

Managed by: Khrystia Katola

Guardian Angel

We are the only organisation offering voluntary tutoring in our region and the demand from social services is increasing. We are now supporting children in 3 new regions through online lessons. We are delighted that with support from our tutors two girls passed their exams and were able to enter higher education.



- Objective** To support a vulnerable child's personal and educational development through individual mentoring and tutoring to help prepare them for independent living.
- Highlights**
- **28 new volunteer tutors** increased the chances for children from FSO and families at risk to improve their knowledge in school subjects
 - **21 new children** have applied and are ready to be added to the programme
 - **21 potential mentors trained** at the first 3-day and second 4-day training sessions
 - **New safeguarding processes added** in response to legislation promoting and governing mentoring in Ukraine
 - **Outdoor activity** for active tutors promoted team building, motivation and information sharing
 - **4 language lessons per week** were donated by the tutoring company "The Bridge"



"Thank you, Care in Action, for such good volunteer tutors. I have had lessons for a few months and am very happy. I had problems with physics and mathematics. Thanks to tutoring I now have better grades in these subjects and I'm sure I will pass the exams. With physics I had a very low score for the semester, but after our lessons I have an 8. For me this is very big progress. Thank you very much".

– Alina Anishchenko, 9th Grade

Key Performance Indicators	Mentors	Tutors	Children served	Volunteer hours	Training sessions	People trained
2019	12	43	65	1126	10	60
2018	17	32	64	1380	4	42

Managed by: Khrystia Katola and Natalya Krushelnytska

Sponsorship

72 children in Ukraine and Malawi received financial support throughout the year to meet their individual needs. The monthly donation for school fees, tuition or essentials helps children to improve grades at school or focus on their studies. We are delighted to see young people like Albina, Denys and Liza enrolled in university and others like Oksana, Anna and Diana graduating and finding decent jobs. Sponsors really are improving lives and opportunities.



Objective

To improve the lives and opportunities of carefully selected vulnerable children through supporting education, vocational training and their own efforts to develop their potential.

Highlights

- **Expanded from Lviv to 5 regions** of Ukraine through new partnerships
- **4 new sponsors from Chicago**, thanks to a campaign by volunteer Andrii Olynek and enabled by the PayPal function on our new website
- **11 young people graduated from secondary school in Malawi**, some went on to study teaching, computer science or rehabilitation for people with disabilities
- **8 young people went on to work or higher education in Ukraine**, graduating from sponsorship, including 3 university graduates



Diana Khyrivska completed her studies in medical college and found a job as a hospital nurse. Diana says "Your example of kindness is the value that drives me to be better".



Sisters Viktoria and Mykhailyna Kurtianyk improved their grades and Viktoria will continue her study at vocational school. They say "This help is a valuable example of how charity should be done and is a very tangible support".

Key Performance Indicators	Children in Malawi	Children in Ukraine	Total Children sponsored	Children in other CA services	Number of Sponsors
2019	34	38	72	28	25
2018	21	36	57	23	21

Managed by: Olena Semchuk, Bohdana Luhova

Care for Carers

2019 has been a significant year in the development of our services for carers. The support for foster type families continued in the form of ongoing therapeutic groups, training and family camps. To extend expert advice and support nationally we created a partnership to develop the Secure Base training programme, gave 17 specialists the skills and resources to deliver the programme, and brought training to 336 foster parents in 14 regions of Ukraine.



Objective To train and support carers, foster parents and social workers, so the children they open their homes and hearts to are provided the supportive relationships and environment they need to flourish

- Highlights**
- **Two 4-day Summer Camps for 128 participants**, strengthening foster families with workshops by psychologists for carers, STEP life skills for teenagers, and art and development activities for children.
 - **33 foster type families have been actively supported** throughout the year.
 - **4,000 copies of our Parenting in Action journal published**, providing a national platform for sharing information and best practice for carers, on the topic of Nature and Nurture
 - **15 psychotherapeutic meetings for 90 foster parents**



"Thanks to your meetings, workshops, family camps and the support of your project coordinators many orphans are able to change their lives and have the opportunity to grow up to be a successful adult. Thank you very much for your care, inspiration and the ongoing support you provide to us foster parents."

Key Performance Indicators	Caregivers Interventions	Foster children Interventions	Family Camps	Trainings and workshops	Parenting journal
2019	253	100	2	20	4000 copies
2018	277	130	2	17	4000 copies

Managed by: Iryna Shemechko

Care for Carers



"What I valued most in the Family Camp is its family atmosphere, love and support. Your support is a big blessing for me and my family and an example of how to strengthen families who have foster children which is so needed. Your professional team and volunteers have given 100% and we appreciate their approach, preparation and communication. We see how our children have become more open and independent, and we parents are inspired by new knowledge and a great rest. Thank you so much, Care in Action!"

– Maria Skutar, Family Style Orphanage mother

"The 3rd publication of the "Parenting in Action" journal, contains clear and well-grounded articles: the theoretical aspects are supported by the authors sharing their own professional experience and practical advice for carers. The tips in the journal are useful not only for parents, but also for professionals in foster care, helping to understand the behavior of children of all ages, their problems and the best way to organise their work with children."

O. Kovalenko - Head of the Kirovohrad Regional Center of Social Services for Family, Children and Youth



Volunteers

We used our expertise in social work and child development to give training and experience to social workers, students from Ukrainian Catholic and Franko Universities, and our volunteer team throughout the year, increasing public awareness. We have a strong team of 160 active volunteers, including care leavers and teenagers in care, who support our TOGETHER and Guardian Angel programmes and events.



Objective Empower people to make a positive social impact by giving training and opportunities to improve the lives of vulnerable children.

Highlights

- **13 Volunteer training events and internships** on social work and child development
- **2 fundraising events** held by volunteers
- **2 day Volunteer Camp** appreciation and team building for the most active volunteers
- **2 month-long Experience Exchanges in Germany** for 5 active volunteers
- **1-week Experience Exchange in Lithuania** for 2 staff members on "Facilitating group learning in an enriching environment"



"I want to thank Care in Action for the opportunity to visit Marktredwitz to do an internship in the kindergarten. All three weeks were magical, thanks to friendly people, lovely kids and good work atmosphere

The best moments for me were when children taught me how to name things around us in German. And I told them about myself, where I live and what I do, about my culture.

It is so great when we can learn from each other. I've learned some new games and approaches that I can use in the future in Together programs or camps. Thank you so much!" – **Mykola Prokipchuk**

Key Performance Indicators	Training sessions	Volunteer events	Experience exchanges	New volunteers	Most Active volunteers	Total volunteers
2019	13	8	3	55	160	390
2018	12	6	4	65	146	335

Managed by: Khrystia Katola and Natalya Krushelnytska

Partnerships

We have expanded our impact into 10 new regions with partnerships to help foster parents. We continue to reach new people in need as we partner and work with volunteers, the business community, governmental and non-governmental organisations to raise awareness, provide 'best practice' models and tools of support.



Objective Develop partnerships and raise public awareness to improve services in social care, mobilise community support and improve opportunities for children

Highlights

- **Internships and lectures** provided to Social Work students and LEF volunteers
- Active participation in the **De-Institutionalisation Network** to promote family forms of care
- **19 new partnering relationships** with regional social services & NGOs supporting family care have been established through distribution of our Parenting in Action journal
- **TV coverage** of our Talents in Action festival, Family Camps and Secure Base training informed the public of our activities, social issues and how to help
- Staff member Hennadiy Melnychuk was selected as a **representative of the National Council for Children and Youth in the Lviv region** on Deinstitutionalisation reform and spoke at 2 events in Kyiv in this capacity.



Hennadii Melnychuk has joined our team full time. His experiences of growing up in care, sometimes in an institution with 500 children, motivate him to help and inspire others.

This year he was appointed by L'viv Social Services to be a representative for the National Council for Children and Youth and was invited to two conferences in Kyiv where he shared his personal story of growing up in care.

Key Performance Indicators	TV and radio appearances	Business supporters in Ukraine	NGO partnerships in Ukraine	Social Service partnerships	Attendance at Conferences and Networks
2019	10	39	29	22	21

Partnerships - Malawi

In Malawi we partner with two thriving community centres who provide essential education services in low-income areas. Young people are given access to higher education. At Bloomfield and GEMO Day Care Centres 192 preschool children receive care, a new building is ready for meals and naps, and classrooms are renovated after the damage by Cyclone Idai.



Objective

Make life-long improvements to vulnerable children's health and opportunities through support for education, nutrition and wellbeing at community-based organisations.

Highlights

- **107 preschool children** benefited from a **new building** and renovations at Bloomfield DCC
- **85 preschool children** had regular, nutritious meals paid for by Care in Action at GEMO DCC
- **192 children accessed clean water** from facilities provided by Care in Action
- **23 young people had life-changing** sponsorship for secondary education, administered at the centres
- **Assessment visit** ensured that funds, projects and sponsorship are well managed



"Care in Action funding has so many impacts on children's lives and their communities. The new building looks nice, meets Social Welfare standards and the working environment is easier.

We painted the classrooms and playground. Floor repair has tremendously changed the classes. The drainage system is looking good. The repair of the stove will also facilitate food preparation."

– **Mary Gondwe, Head Teacher, Bloomfield DCC**

"I was very thin because of stresses I had after my son was selected for secondary education. To get fees the solution was to get a loan with 50% interest per month. Come month end I was unable to pay back. But after my son was included in this programme I sing a good song. The sleepless nights have ended. I am now a free lady. God bless Care in Action."

– **Mother of sponsored child, GEMO DCC**

4. Planning and Forecasting

4.1 Planning and Targets

Germany

- Support the management of programmes in Ukraine and Malawi, and develop partnerships to enable further use of the Providing a Secure Base care model training resources
- Develop local management through consultation, training and recruitment to support greater sustainability and financial independence
- Source funding from Trusts, Foundations and Associations for new projects
- Make expert resources for foster parenting, volunteer work and childcare available online
- Integrate new accounting system for efficient finance processes

Ukraine

- Develop new services for care leavers to fill the unmet needs for support
- Relocate the office to improve efficiency and enable hosting of training events
- Renew Safeguarding policy and document management procedures within all programmes
- Develop five-year strategy
- Increase public support through improved marketing materials and digital strategies

Malawi

- Introduce sponsorship of higher education to enable bright students to meet their potential
- Improve teaching standards at the nursery schools through training for teachers, and provide educational supplies including books and locally made sturdy toys for creative play
- Reintroduce afternoon classes for primary school children who need learning support



4. Planning and Forecasting

4.2 Influence Factors – Opportunities and Risks

Opportunities

Our experience, resources for foster parents and partnerships make us ideally placed to contribute to the development of family forms of care in Ukraine. The demand for services is very high because of the number of children who need alternative care and because the social system is still heavily reliant on institutional care and extremely underfunded. There is a shortage of potential foster parents coming forward, and those who do are often underprepared and under-supported.

Lviv's growing IT Industry was recognised when Lviv won the Emerging City of the Year award at the CEE Business Services Awards 2020. This opens up opportunities for employment for young people, if we can help them develop language and computer skills, and potential CSR partnerships for sustainable local funding.

There are Ukrainian diaspora associations around the world who have potential to provide support, and who we can connect with more effectively through our website and online donation capability. The new website is also facilitating online recruitment of volunteers within Ukraine.

Risks

Projects in Ukraine have seen cost rises due to the revaluation of the local currency, and conflict in the country presents the risk of further inflation.

Government has made changes to people within the Ministry of Social Services which could affect policy. There is still considerable opposition to the move away from institutional forms of care in the form of reluctance to change and public acceptance of its necessity for children in difficult circumstances.

The reduced role of Co-founder Werner Lehnis due to health could affect funding relationships.

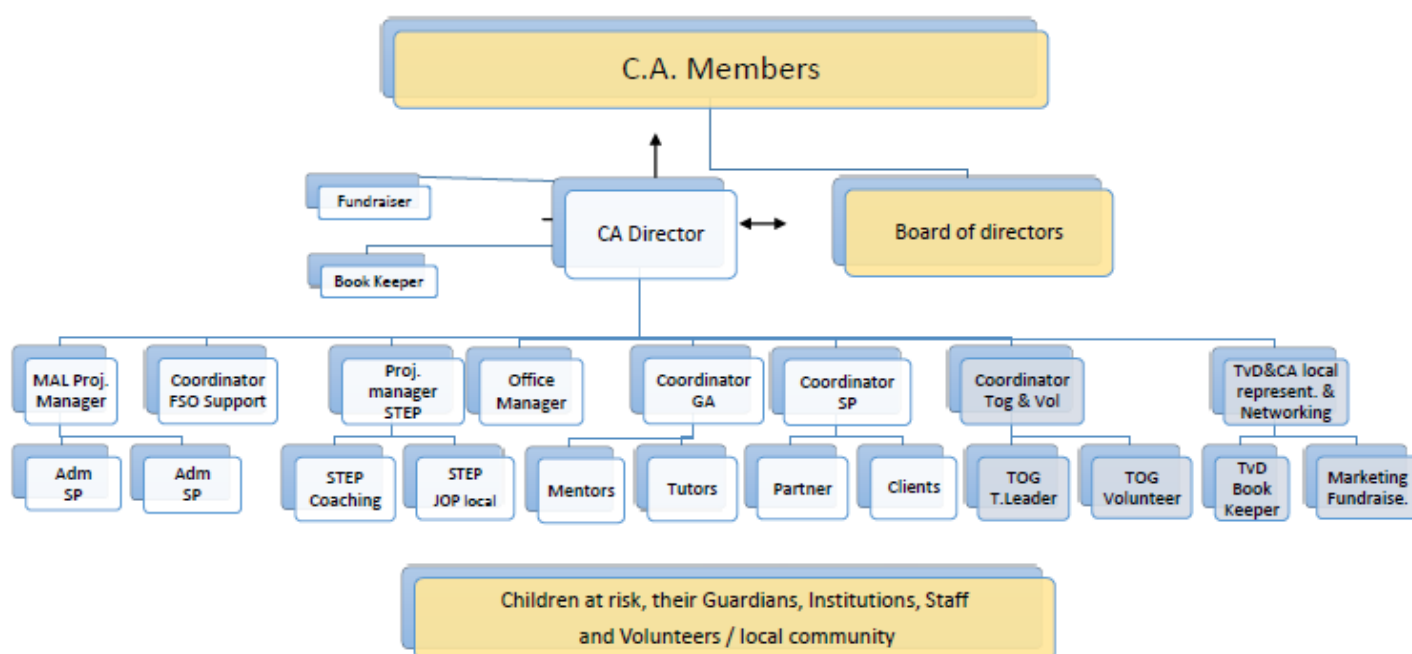
4.3 Budget Forecast 2020

All portfolios and projects	EURO
"STEP" life skills Program	15,700
"Together" Child Development	6,700
"Guardian Angel" Mentoring	6,200
"Sponsorship" support for education	23,500
"Malawi" Day Care	5,650
"Care 4 Carers"	19,000
"Volunteering" in Ukr.plus 4 x 1 month experience exchange in Germany	10,100
Turbota v Dij	7,000
Administration	12,800
Marketing	11,700
Total Expense forecast 2020	118,350

5. Organisational Structure and Team

5.1 Organisational Structure

This graphic shows how the organisation is structured to provide services, link with donors and have good governance. For more information on governance, see section 6.



5. Organisational Structure and Team

5.2 Introduction of our Participating Individuals



Werner Lehnis - Executive Director, Care in Action co-founder

"Perhaps in part it was my own rough childhood experiences which fuelled my idealistic desire for a better world and set me off on a search for a meaningful life. Charity must be put into sensible lasting action, into projects which create sustainable betterment for the socially disadvantaged."



Janice Lehnis - STEP Project Manager, Care in Action co-founder, book keeper, fundraiser.

"Everyone has a talent, a gift, something they can share that enriches the lives of others. It is my passion to encourage and facilitate others to pass on their torch of inspiration & time and talents to others"



Jasmine Lehnis-Leitao -Director of Operations from June 2019

Charity manager and fundraiser, specialising in Business Administration.

"I supported children and communities in Malawi for 14 years, then continued from the UK. Seeing lives and landscapes changed for the better is very rewarding so I'm happy to be part of Care in Action."



Oksana Kusiak - Interim Director of Turbota v Dii (February - December 2019)

Foster Mother with a background in management and psychology

"I got to know Care in Action as a volunteer in 2012. Then as a foster parent they taught me many useful skills. With support some of the children in my care became university students."



Iryna Shemechko - Head of Turbota v Dii Board, Care 4 Carers Coordinator

Journalist and campaigner with experience in anti-corruption work in the education ministry.

"If you want to help children, help their parents. I believe that by supporting our carers, many children can live in happy families."



Khrystyna Katola- TOGETHER and Volunteer Coordinator

Specialist in information management and administration

"I have worked with children, youth and volunteers for more than 8 years, enriching my experience in Ukraine and abroad. My life credo: If you want to change the world first change yourself."



Natalya Krushelnytska - Event Manager and Guardian Angel Coordinator

Qualified as a primary school teacher

"I dream that every child can grow up with caring, loving and conscientious parents. I like the words of Bagrianyi, "The brave people always have happiness". Let's have brave goals!"



Mariya Antoniv - STEP Coordinator

Qualified in Business Economics, and Master of Management of Non-Profit Organisations, started 2018

"The most important thing in my work is the understanding that I am doing something valuable and good for people. I like the call to think globally - act locally."

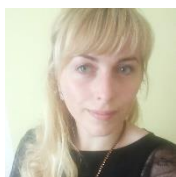


Hennadiy Melnychuk -STEP and Event Assistant Coordinator

Former care leaver who began volunteering in 2017, and began working full time in 2019

"After being an orphan and living in care institutions I was lucky to change my mentality into commitment to help others. My motto is: If everyone contributes their part the world will be kinder."

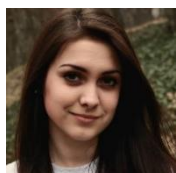
5. Organisational Structure and Team



Olena Semchuk - Office Manager, Sponsorship Administrator (until November 2019)

English teacher and translator, personal assistant and administrator.

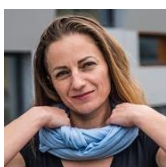
"I have passion for my work, setting challenging goals and accomplishing tasks, in order to change children's lives for the better. I truly believe that education is the most effective tool against poverty."



Bohdana Luhova - Office Manager, Sponsorship Coordinator (from October 2019)

Master of Management of Non-Profit Organizations with more than 5 years of experience in the public sphere. Prior to employment, Bohdana was an active volunteer in the STEP program and a Guardian Angel tutor.

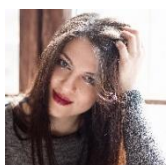
Key members and volunteers



Maria Budayeva - Turbota v Dii Board Member

Management professional who is a volunteer and team leader since 1999. Specialises in art therapy.

"Sharing my heart and sparkles of love with the children from the children's homes also helps me to be a better person and appeals to my soul. It really makes life worth living".



Maria Putilina - Turbota v Dii Board Member

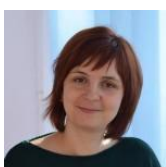
Master of Linguistics, experienced volunteer coach, certified trainer on psychology of trauma

"I believe that support and the presence of a caring person in one's life is the secret to each and every smiling child."



Yaryna Ponizhay - Turbota v Dii Board Member

Life Coach with extensive experience and training, a certified trainer on psychology of trauma by One Hope NGO (Kyiv) and in the STEP life skills program.



Olena Petrushkevych - Consultant Psychologist

Child psychologist with many years' experience in counselling and workshop facilitation, who is also a fairy tale therapy specialist. Provides expert support across our programmes.



12 Team Leaders of the TOGETHER Child Development Program

Experienced and trained volunteers who organise and implement weekly development programs for children in care, helping to lead a team of 100 TOGETHER volunteers. They have participated in training workshops, conferences, and experience exchanges in Ukraine and abroad on the topic of social orphans and children in care.

Malawi



Mary Gondwe - Bloomfield Day Care Centre Head Teacher, Malawi Sponsorship Administrator

Head Teacher who actively engages with the local communities, Social Welfare office and Lujeri Tea Estate to manage BDCC and support education within the community.



Fatima Mauluka (Malawi) - GEMO Day Care Centre Director, Blantyre Sponsorship Administrator

Active community leader who is also Secretary for COMSIP Microfinance Network, a Village Development Committee member, and Treasurer for the Federation of Women in Naotcha.

5.3 Partnerships

Key Partnerships

1. Care in Action eV Germany with Turbota v Dii, Ukrainian sister NGO
2. Slovakia: "Usmev ako dar" NGO
3. University of East Anglia, Centre for Research on Children and Families, UK
4. Chaucer Group London, UK
5. NGO "Nectarus", Lithuania
6. KiTa Kinderbruecke, Marktredwitz, Germany
7. Kinderort, Marktredwitz, Germany
8. Marktredwitz Evangelische Kirche, Germany
9. Lichtblick Haselsberg, München, Germany
10. Starnberg Fellowship, Germany
11. IWL Machtelfing, Germany
12. Community "Ukrainians in Karlsruhe", Germany
13. Rotary Club "Lviv Kniazzi", Lviv, Ukraine
14. SoftServe, Lviv, Ukraine
15. Ukraine Charity, London, UK
16. Bloomfield Day Care Centre, Lujeri Estate, Mulanje, Malawi
17. GEMO Day Care Centre, Chichiri, Blantyre, Malawi

Ukraine: Government Institutions

1. Ombudsman of children's rights, Mr Kuleba
2. Lviv Regional- and Lviv City- Social Services for Family, Children and Youth
3. Lviv Regional- and Lviv City- State Administration Departments for Children Affairs
4. Ivano-Frankivs'k Regional Centre of Social Services for Family, Children and Youth
5. Syhivs'k Department of Social Security
6. Lychakivs'k Department of Social Assistance at Home

NGO networks

1. Greek Catholic All Ukraine Youth Services
2. "This Child Here", Odessa
3. SOS Kinderdorf, Brovary (Kyiv Oblast), Severodonets'k (Lugans'k oblast)
4. CF "Heritage", Odessa
5. All-Ukrainian Association of Foster Parents
6. "Zakarpattia Without Orphans", Uzhgorod
7. Lviv Child Care Centre
8. Centre of Orphans Care
9. LEF – L'viv Educational Foundation
10. UCEF (Ukrainian catholic education foundation) (USA - Ukraine)
11. Commission of family affairs – Ukr. Greek-catholic church
12. One Hope (Kyiv)
13. Salus (sex education)
14. ILDC – International Leadership Development Center
15. "There is a perspective"
16. AIESEC
17. UNICEF Ukraine
18. The Taras Carpa Charitable Foundation
19. Lviv Youth Regional Center
20. SOS Children's Village
21. The Future of Orphans
22. Family for a Child
23. Maximum
24. My Home
25. Zacarpattia without Orphans
26. Give life
27. A swarm of dreams
28. Congregation of the Sisters of St. Josef
29. Lviv Child Crisis Care Centre

Care Institutions

1. Children's home "Kind Heart", Lviv, Novyi Myliatyn
2. Children's home №2, Lviv
3. Children's home №104
4. Children's home "Oranta", Lviv region, Drohobych
5. Specialized children's home "Dream", Lviv
6. Children's home "Oriana", Lviv region
7. Children's home in Krakovets', Lviv, Yavoriv dist.
8. Children's home in Kornalovychi village, Staryi Sambir district, Lviv region
9. Lviv children's shelter, Lviv
10. Specialized children's home in Boryslav, Lviv region
11. Orphanage "Grace"
12. Regional children's anti-tuberculosis sanatorium in Zhuravno
13. Family House "Pokrova"
14. Children's home in Bortnyky
15. Training and rehab center "Dawn", Chervonograd
16. Boarding House "Century"

5.3 Partnerships

Companies and educational establishments in Ukraine

1. Lviv State University of Civic Safety
2. Ukrainian Catholic University
3. Lesia Ukrainka Lviv Academic Drama Theatre
4. Green Cotton Group (Danish company)
5. Sika footwear, Guldmann
6. Symphony Solutions (IT company)
7. Tropik fruit
8. Delta fruit
9. Martelle beauty studio
10. Bader Ukraine (DE)
11. Leoni (DE)
12. Private Notary Ol'ha Novosad
13. Galicia (juice company)
14. Nova Poshta (post service)
15. Rotary club "Lviv Kniazhyi"
16. Fest Republic (food industry)
17. "Hochuraju" (design studio)
18. Fujikura (JAP)
19. Ecosvit (recycling company)
20. Greenville (construction company)
21. Kinopalac (cinema chain),
22. Quest rooms "Esqape"
23. Rock climbing walls "Buchta"
24. Restaurant "Split"
25. Restaurant "Picasso"
26. "Apteka DS" (pharmacy chain)
27. "Persha pryvatna brovarnia" (brewery)
28. Gregori Textile (sewing company)
29. Kredobank
30. Shokoboom (sweets factory)
31. Regional Center for Scientific and Technical Creativity of Student Youth
32. GREHORI TEXTILE The community of Don Bosco
33. Center of children's and youth creativity of the Railway district
34. University of Commerce and Economics
35. Culture Park
36. Private vocational school "The Bridge"
37. Cafe "Green"

Family Forms of Care

Family Style Orphanages

1. Zadviria (Sevruk family), Lviv region
2. Zavada, Lviv region, Mostyskyi district
3. Lviv (Dolgovala family), Trakt Hlynians'kyi
4. Zhovtantsi, Lviv region, Kam'ianka-Bus'kyi district
5. Bus'k (Goroshko family), Lviv region
6. Bus'k (Dadak family), Lviv region
7. Bus'k (Soroka family), Lviv region
8. Lviv (Garashchenko family), Mechnikova str.
9. Lviv (Uzhytski family), Porokhova str.
10. Chyzhykiv (Forys family), Lviv region
11. Sukhodoly (Bakun family), Lviv region
12. Chernivtsi (Oliynyk family), Chernivtsi
13. Lviv (Flyak family),
14. Lyadryk (Poteluch), Lviv region
15. Kostak (Zolochiv), Lviv region
16. Natrobina (Bibrka), Lviv region
17. Nevolko (B. Lubin), Lviv region
18. Lviv (Skutar family),
19. Chernova (Remeniv), Lviv region
20. Rozluska (Domazyr), Lviv region
21. Makarchuk (Birky), Lviv region
22. Kryvko (Dublyany), Lviv region
- 23 – 27. Five FSOs in Pnikut, Mostys'tyi dist., Lviv region

Foster and Adoptive Families

28 – 40. Thirteen Foster Families: Lukan, Sakvuk, Drymal'iovs'ki, Posypanyk. Stropysh, Kholiavka, Kibliska, Litkovych, Horenkova, Romanska, Romaniv, Yaskiv, Ohota

41 – 55. Fifteen adoptive parents

There are NGOs and FSOs who we have smaller interactions with who are not listed

6. Organisational Profile

6.1 General Information About the Organisation

Organisation name	Care in Action
Organisation location	Waldspielplatz 44, 82319 Starnberg, Germany
Organisation Founding	1998
Further branches	Sister org. Turbota v Dii, L'viv, Ukraine
Legal form	Care in Action e. V. is a non-profit charitable organisation, registered in Munich, Germany
Contact details <ul style="list-style-type: none"> address phone e-mail website (URL) 	Waldspielplatz 44, 82319 Starnberg, Germany Germany +49 (0)8151 6500 404 Ukraine +380 (0)32 276 2828 info@care-in-action.org http://care-in-action.org
Link to Articles of Association (URL)	
Registration <ul style="list-style-type: none"> court of registry registration number date of registration 	Munich, Germany Reg. Nr. 16143 July 1998
Charity or non-profit organisation <ul style="list-style-type: none"> Details of the charitable or non-profit purpose Acknowledgment or confirmation of tax exemption by the relevant authority Issuing authority 	Youth work and charitable purpose Tax exemption currently granted Vereinsregister München
Worker's Organisation	Verein

Employees	2017	2018	2019
Total number of workers	13	14	14
Full time	7	8	8
Part time	4	6	5
Freelance	2	2	2
Volunteers- total to date	271	382	439

6. Organisational Profile

6.2 Governance of the Organisation

Governance	Care in Action Members (14 members) Management Board (3 members)
Management	Director of Operations (projects, fundraising) Manager (fundraising, projects, bookkeeping)
Implementation	Team in Lviv, Ukraine Administrators in Malawi

Management

Charitable members organisation, with 14 members (eingetragener Verein, mildtätig).

The general assembly of members (Mitglieder) is the highest governing body. It elects the board members and the chairperson of the board, checks and approves the yearly accounts, the yearly report, the project and budget plans and forecasts.

The management board (Vorstand) is responsible for the management of the organisation and its 3 members are elected for a period of 2 years by the general Care in Action members. They communicate with each other and meet upon demand during the year.

The managing director (Geschäftsführer) is responsible for the running of the organisation in accordance with the directives of the board, executes its day to day and business affairs, is responsible for hiring and firing staff and for the implementation of the organisation's expressed goals. Details are documented in and governed by our procedures. (Geschäftsordnung)

- Chairman – Mr. Josef Lierzer
- Vice Chairman – Mr. Werner Lehnis
- Board member – Dr. Horst Goss
- Secretary – Mrs Lydia Bauer
- Managing director – Mr. Werner Lehnis
- Project support – Mrs. Janice Lehnis, Mrs. Jasmine Lehnis-Leitao
- For our project managers in Ukraine and Malawi see page 27, 28

Board of Supervisors

See: the general assembly of members (Mitglieder)

Conflicts of Interests

None

6. Organisational Profile

Internal Control Systems

Accounts are checked internally by 2 members, plus externally by one non-member, as well as by the German charity tax authorities. Tax exception status has been upheld.

The general assembly of members (Mitglieder) checks and approves the yearly accounts, the project and, budget plans.

(Care in Action e.V. Waldspielplatz 44, 82319 Starnberg, Germany ist nach dem letzten uns zugegangenen Bescheid vom 10.11.2017 des Finanzamtes München, von der Körperschaftsteuer befreit)

Ukraine accounts of Turbota v Dii, as an independent legal body has its own, similar, internal and external checking systems and levels, additionally has a book keeper and has its own current member's organisation tax status.

6.3 Memberships and Associated Organisations

- **Turbota v Dii**, our sister Ukrainian NGO founded in Lviv in 2011 to implement Care in Action goals in Ukraine by providing long term care and support for orphans, and socially disadvantaged youth and children.
- **Bloomfield Day Care Centre** in Mulanje, Malawi
- **GEMO Day Care Centre** in Blantyre, Malawi

6.4 Environmental and Social Profile

The mission of Care in Action is centred around positive social impact. We actively promote equal opportunities and responsible citizenship. This has led to environmental projects such as Eco Action days to plant trees and clean public park areas. We mobilise volunteers, including young people from disadvantaged backgrounds, to support children, the elderly, and war veterans.

Care in Action takes its responsibility to its employees seriously. This includes:

- Investment in training and personal development
- Employment and volunteer opportunities for people from diverse backgrounds
- Inclusion for people with special needs
- Participatory approach to decision making
- Promoting active citizenship



7. Finance and Accounting Practices

7.1 Accounting procedures

The financial statements are produced by our bookkeeping department on a voluntary basis

The audits of the accounting are done by internal auditors

7.2 Income and expense account 2017-2019

Expenses all portfolios and projects in EURO	2017	2018	2019
Project Expenses			
"STEP" life skills Program	11,070	12,777.22	14,024.36
"Together" Child Development	2,009	5,107.18	6,694.82
"Guardian Angel" Mentoring	4,551	5,349.98	4,408.85
"Sponsorship" support for education	16,100	19,007.78	24,043.43
"Malawi" Day Care	3,300	1,575.00	6,343.62
"Care 4 Carers"	15,402	18,322.45	40,297.79
"Volunteering" in Ukr.plus 4 x 1 month experience exchange in Germany	4,112	9,222.07	10,991.44
Turbota v Dii – Sister Organisation	7,093	8,329.67	5,556.54
Salaries for project implementation	28,000	26,036.00	In projects
Total Projects	93,317	105,727	112,361
Administration			
Business and administration needs, equipment, travel, other	14,460	3,898.52	4,914.96
Salaries	9,602	6,509.00	8,183.00
Total Administration	24,062	10,408	13,098
Marketing			
Marketing other expenses	0	2,323.46	3,306.98
Marketing salaries	9,600	6,848.22	8,183.00
Total Marketing	9,600	9,172	11,490
Total Expense	126,979	125,307	136,949
Income			
Donations		153,852.84	123,129.52
Membership fee	261	155.56	325.56
Total income	136,467	154,008	123,455
Hereof earmarked for designated child sponsorships	19,946	Appr. 21,000	Appr. 22,000
Plus earmarked financial buffer for child sponsorships	1,980		
No loans, debts or outstanding liabilities	✓	✓	✓
Balance of Income to Expenses end of calendar year	9,488	28,701.85	-13,493.71
The desired financial buffer / safety reserve of approximately 0.7 of the yearly expense budget was maintained	✓	✓	✓

7.3 Tax exemption

Tax exception granted by the current certificate on the 22.10.2017 by the tax office Munich Germany

(laut Bescheid vom 10.11.2017 des Finanzamtes München, von der Körperschaftsteuer befreit)



Every donation helps us improve the lives of children in care,
so like Diana who became a nurse, they can meet their potential.
Thank you





Care in Action eV, Commerzbank
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BIC: COBADEFFXXX





Improving the lives and opportunities of vulnerable children

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