

Care in Action

# Improving lives and opportunities

## Annual report 2018



***“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***



Dear reader,

It's encouraging to see and hear of the increasing confidence and ability in the over 1000 children and teenagers, as well as in the many foster parents and carers, who benefit from our programmes.

We would like to thank our motivated staff, our caring volunteers, our valuable supporters and members of our own family, for furthering our goals conscientiously during this year. New staff members reinforced our team in Ukraine, including Iryna, Hennady and Marianka, all care leavers, highly motivated to help children overcome the same hurdles which they have had to tackle in their own lives.

Besides our six ongoing programmes and support projects, time and resources were also spent on adapting the excellent best practice care model: "Providing a Secure Base" from the University of East Anglia, England for usage in Ukraine.

Writing our first full version of the SRS annual report lead to improved understanding and funding from sponsors. Chaucer Group London provided ongoing valuable pro bono consulting and marketing workshops and support, for which we are very thankful. Their involvement resulted in refining our public presentation of Care in Action, which will soon be visible in a new donated website, brochures and presentations.

Our heartfelt thanks go to all involved in making this great work possible. Werner and Janice Lehnis

### **My own motivation**

Each life is strongly influenced by parents. Mine was too. Unfortunately, my childhood was marred by ongoing verbal and physical violence. Verbal abuse by both parents was the daily norm. Domestic violence by my ill-tempered father was usually directed against us two children, but my mother was also beaten in our presence. My childhood felt as if I had grown up on the edge of a volcano.

It's good that I had my basic needs met, but there was little or no love, constant criticism and put downs, emotionally it did not feel like a safe place at all. At the age of 13 I was finally able to defend myself physically. One day I grabbed my dad at the neck, threatening seriously to hit back when he came at me once again. He backed off for good. Later that year, I began thinking about what I could do with my life. How do I want to spend it? I only have one! I decided I would have different values and approaches than what I saw at home.

In my teenage years there was one person who I felt I could confide my deeper thoughts to without being put down or ridiculed; the mother of my friend Eberhard. She would listen for hours and allowed me to explore my questions about life. Through her, I know first-hand what a difference it makes to have someone who believes in you, when it seems you are somewhat alone and the odds are against you. These life experiences have been a foundation for understanding the needs behind our support and mentorship programmes of today.

At age 20 I travelled to Asia and started volunteering in valuable Christian social projects. This was a catalyst that set me on the path of Christianity and devoting my life to building a better world. A year later in Nepal, I met my dear wife Janice, an English development worker. We eventually had and raised 8 well-adjusted and successful children, and worked together with social organizations throughout Southern Asia. After a stint in western Europe, we turned our attention to the post- communist East and founded the NGOs "Hand in Hand – rottin", "Turbota v Dii Ukraine" and "Care in Action eV" Germany - all with the purpose of improving the lives and future prospects of the most vulnerable children. Helping children to grow up to live self-sufficient lives out of their own strength and resources was and still is our goal today.

Care in Action would like to wholeheartedly thank all who have dedicated their time and resources to enacting this vision. Together we can make a difference.

**Werner Lehnis** Founder, Managing Director

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## Abbreviations

**FSO**=- small Family Style Orphanages of 6 - 10 children, similar to large foster families  
**FF** = Foster Families  
**KPI** = Key Performance Indicators  
**NGO** = Non Governmental Organisation (Nicht Regierungs Organisation)  
**CA** = Care in Action eV  
**TvD** = Turbota v Dii Ukrainian NGO (Care in Action)

## PART A: Overview

## 1 INTRODUCTION

**Care in Action e.V.**, a registered tax deductible charity in Germany, is co-founded by Werner and Janice Lehnis, who have 40 years of work experience in social development in Nepal, India, Central Africa and Eastern Europe. The charity's focus is facilitating **self-help projects** that offer care, support and opportunities to improve the lives of thousands of vulnerable children in Ukraine and Malawi year after year.

**Malawi:** Support for two Day Care Centres for 220 underprivileged children and AIDS orphans in Blantyre and Mulanje, plus monthly Child Sponsorships (Patenschaften) to meet personal, educational and vocational needs, so the poorest children can access education and improve their lives.

**Ukraine:** Active since 1998, and registered as a local NGO "Turbota v Diji" in 2011, our full time staff and large volunteer force provides children in care with the social development, education and support that gives better prospects for life. Care in Action is well recognised in Ukraine for its expertise in the field, and is increasingly called upon by Gov. bodies and other parties to disseminate training and methods of best practice.

## 1.1 VISION, MISSION &amp; 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 reports on all activities carried out by non-profit Care in Action and its results achieved in 2018.
Reporting period and cycle	Reporting period is the calendar year 2018 1st of January to December 31 <sup>st</sup>
Application of SRS	This is the third time Care in Action follows the guidelines of the Social Reporting Standard (SRS). The report is based on the SRS version 2014. The SRS is published by the Social Reporting Initiative (SRI) e.V. Association under the Creative Commons license BY- ND 3.0
Contact partner	Werner Lehnis, managing director of Care in Action eV ( <a href="mailto:Care.in.action.ev@gmail.com">Care.in.action.ev@gmail.com</a> )



## PART B: The offer of Care in Action

## 2 THE SOCIAL PROBLEM &amp; SOLUTION

## 2.1 THE SOCIAL PROBLEM

There are more than 105,000 children raised in 751 care institutions in Ukraine, according to the De-Institutionalisation Network. Only 10% of children who have been raised in care will successfully integrate into society.

Malawi is one of the poorest countries in the world, and the endemic spread of AIDS has left many children orphaned and exposed to extreme poverty. Those already on the margins find it difficult to cope, and only 20% of children complete lower secondary school.

Due to lack of preparation, integration and support **90% of teenagers leaving care** fall prey to a life of alcoholism, crime, prostitution and homelessness.  
15% will attempt suicide.

A substantive number of children in Ukraine are in different types of residential care institutions with negative effects on the physical and mental development of the child and high level of social marginalization and exclusion.”

*Government of Ukraine – United Nations Partnership Framework 2012-2016*

“... When an orphan comes to a family, **parents are very often left alone with their problems.** Constant care about the children, insufficient support and sometimes isolation brought about by taking many children into the family lead to parents’ personal relationship going wrong. This increases the danger of divorces or children’s trauma”.

*Mykola Kuleba, Commissioner of the President of Ukraine for Children’s Rights*



A boy on his first day in institutional care. Some reports show that 250 children a day were admitted in 2017.

## 2.2 SOLUTION ATTEMPTS MADE TO DATE

**The policy to promote family based care continues to align with our services.** Children are moving out of institutional children's homes, or from dysfunctional families, into foster care settings. We meet the gap for training and support for carers and foster parents, to reduce anxiety from lack of adequate preparation, and promote a secure and enabling environment for the children in their care.

Government policy promotes working in partnership with NGO's which continues to have a positive impact on our cooperation. We are often called upon to hold trainings and to share expertise.

## 2.3 OUR SOLUTIONS



### 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

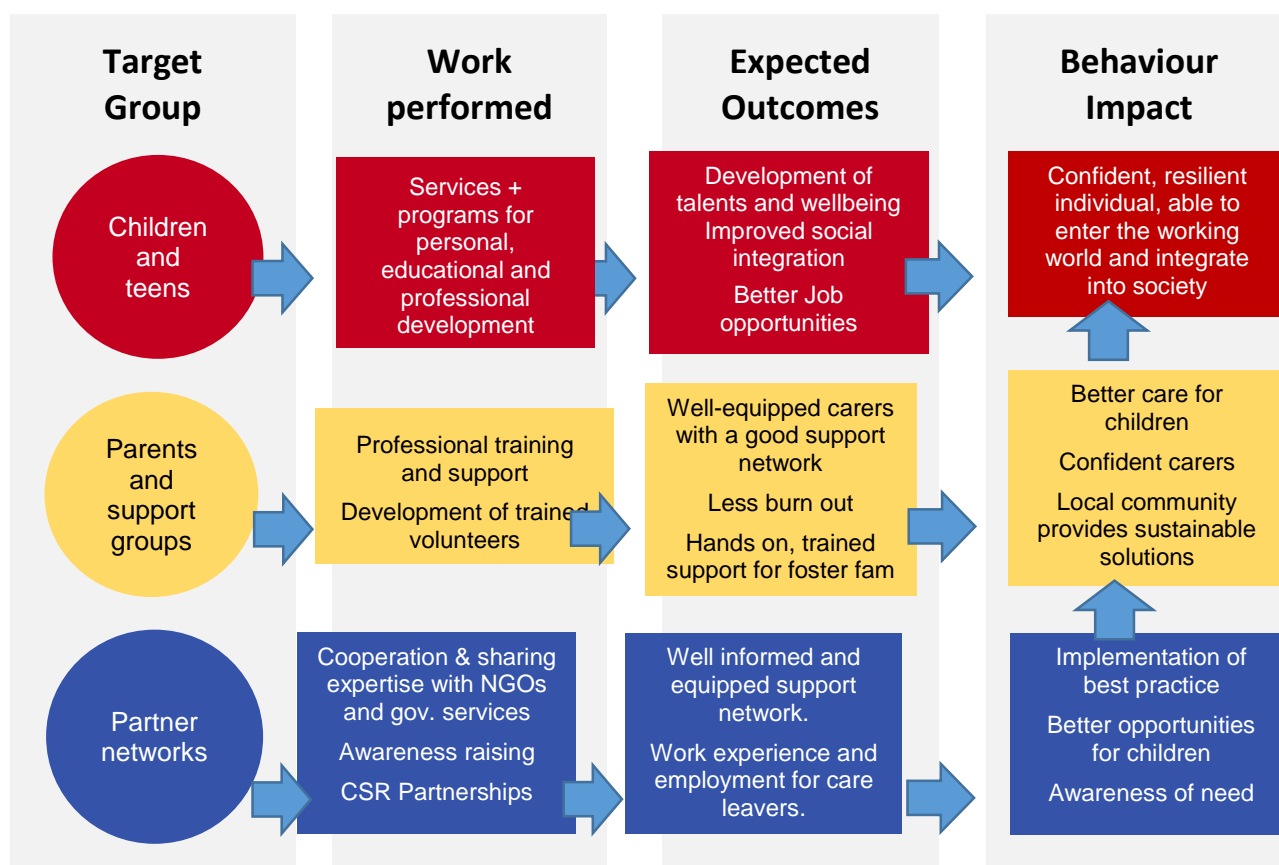
We train and support carers and foster parents so the children they care for are provided the supportive environment they need to flourish.



### 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.

## 2.4 IMPACT LOGIC



## 3 RESOURCES, WORK PERFORMED &amp; RESULTS 2018

## 3.1 RESOURCES USED

## Personnel Resources

- **Full time staff 8, part time 6** (plus 2 Malawi Administrators)
- **Volunteer participation – over 270**

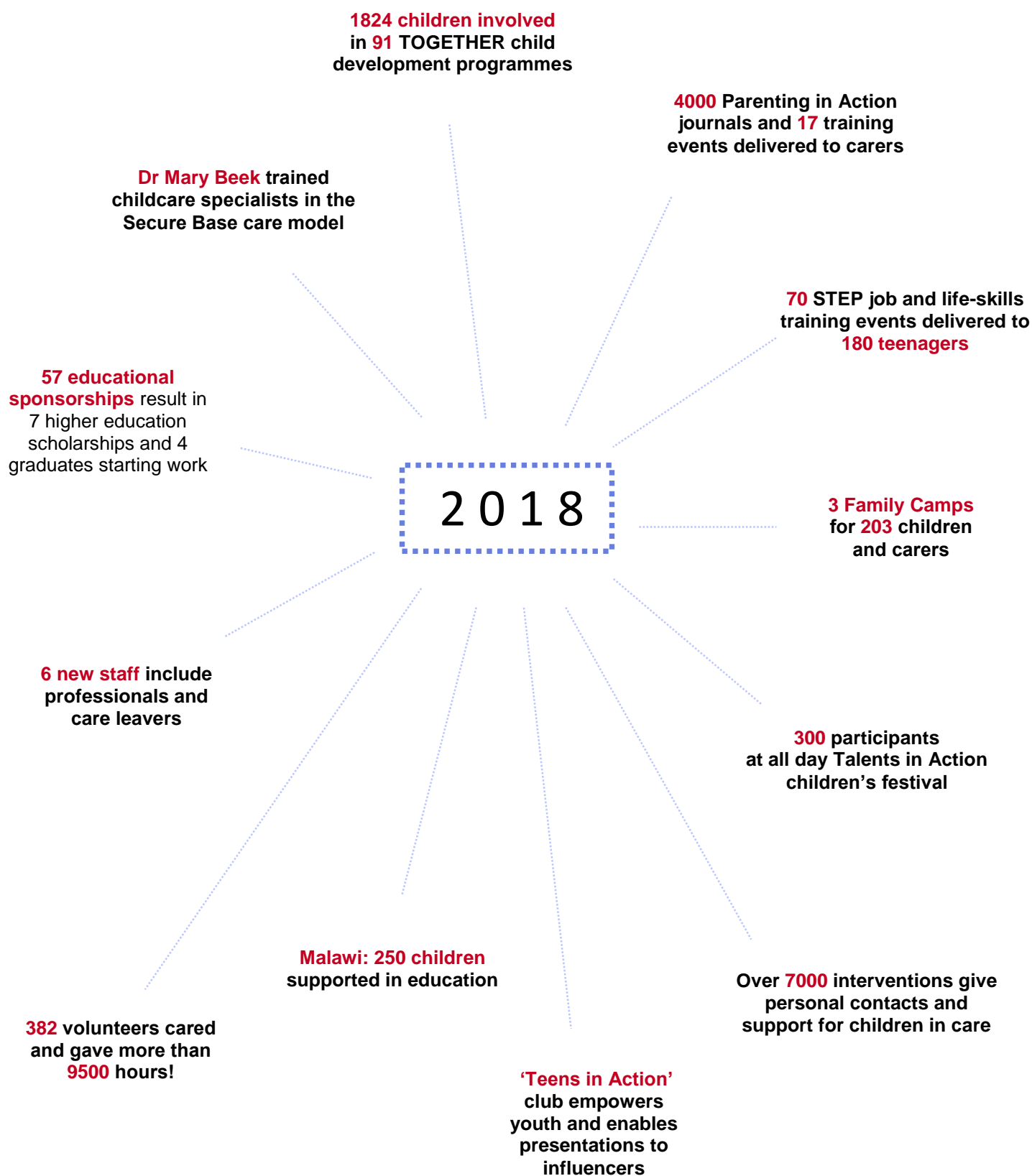
## Financial Resources

- **Funding received from** individual sponsors, foundations, churches, firms and Government services.
- **Income total €154,008.40**
- **Expense total €125,306.50**



## 3.2 WORK PERFORMED, PROJECTS, ACCOMPLISHMENTS 2018

### 3.2.1 PROJECT HIGHLIGHTS





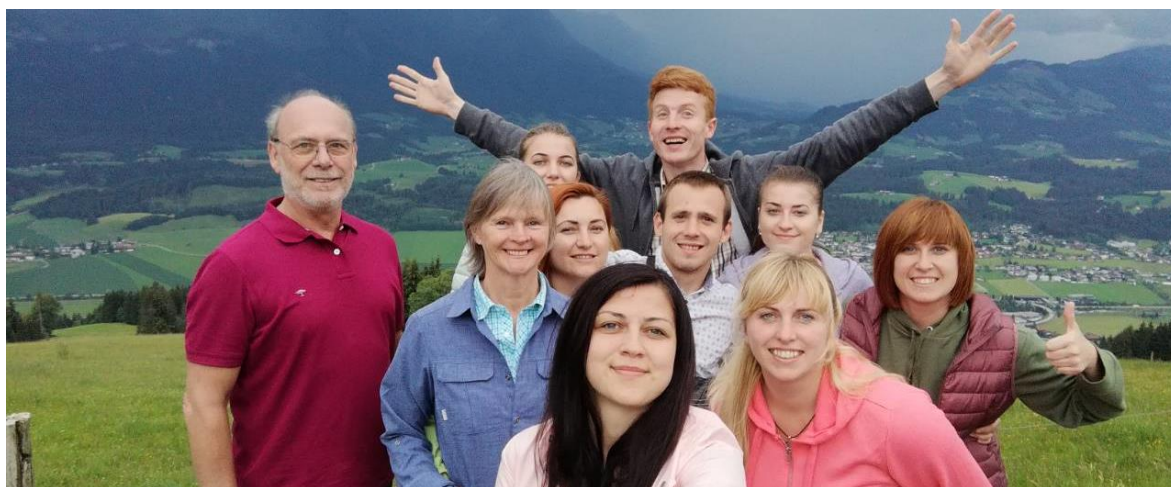
### 3.3 LIVES IMPACTED



**Iryna Kovalchuk, 19**

Iryna Kovalchuk and her two younger brothers were raised in a state care institution, due to neglect by her alcoholic single mother and their extremely poor living conditions. Despite all the hardship, Iryna applied herself to her studies and actively participated in Care in Action events at her institution.

Iryna dreamt of becoming a lawyer or a journalist, but she needed a tutor in English and history to meet the university requirements. One of our Guardian Angel Mentors stepped in to help. With the support of our STEP programme, sponsorship and tutoring Iryna has successfully achieved her goal. She attained a state scholarship and is now studying Journalism at the Ivano Franko University in L'viv.



**Maria Putilina, department head and temporary TvD Director (front left)**

Among the impacted lives are hundreds of young people who have joined our side to become volunteers and some even staff members. From many different accounts we have heard that through becoming involved in a movement that changes the lives of vulnerable children their own lives have been touched and changed forever...

*"I remember the moment when aged 18 I saw the Care in Action ad at my university appealing for volunteers. I would never have believed it if anyone told me then just where the decision to help would lead, and how much meaning it would bring to my life. Yesterday I met with volunteer Oleg Sharapura and we talked about Werner and Care in Action. "He changed my life" he said, "and not only mine, the lives of all of us". Andriy Olynik, another volunteer, had just told me the same thing.*

*"We were to learn that changing people's lives is both a big joy and a big strain. It takes immense patience, selflessness, ability to empathize, to accept and beyond all to love. While you endeavour to change lives for the better it at times feels like breaking an unbreakable wall. I have come to understand that by serving others we do live for ourselves, as there is no bigger treasure than the everlasting footsteps we leave in the lives of other people.*

*"Thank you for the opportunity to touch the lives of vulnerable children who have deeply touched mine in return. I believe that Care in Action, Turbota v Dii, will continue to change many more lives, touching the hearts of foster parents, children, volunteers and concerned people." M. Putilina*

## Igor's story: from an orphanage to independence



Igor Volobuev was 8 when he was taken away from his mother to live in an orphanage. His younger brother and sister were placed in a separate institution. After a year, Igor accepted an offer to join a foster family so he could be reunited with his siblings. The orphanage staff tried to discourage him from leaving so they could keep the state funding per child in their care.

At the time there were very few services available for foster families. The strain of caring for seven children from difficult circumstances became too much and the father left the family. It was at this time, when Igor was 11, that Werner and Janice first visited the family and arranged regular support from Care in Action.

Sadly, foster mother Tania had diabetes and died when Igor was 18. The children were devastated and terrified of returning to a state institution. Igor was the oldest and felt responsible to keep the family together.

Igor says "When social services came that evening to take us away we refused to leave. We didn't know what would happen and were scared, but we did not give up. We were so relieved when later a new foster mother came to stay with us. It helped a lot that we had got to know her at the Care in Action Family Camps."

"I don't remember the moment when Care in Action volunteers first appeared in my life because it seems like they were always somewhere close by and I felt their support. We had fun 'programme' activities and went to the Family Camps in the summer, which were always so much fun and a highlight of the year for us.

"The last years of school always bring difficult choices. I had a dream to go the best academy for graphic design in L'viv but my grades were not so good. Care in Action volunteers gave me special tutoring for a whole year to prepare for the entrance exams and I passed! I know for sure I would not have made it without their help. This year I am finishing my fourth year of studies and will have a Degree in Graphic Design. At the same time I am supporting myself with a part time job in car repairs.

"At STEP activities I learnt important life skills and met other teenagers who have similar life situations. I noticed that I became more confident and understood that only I am responsible for my life. This year I was part of a presentation to an audience of 300 people at a pro deinstitutionalization conference, with the Teens in Action club. It was a rare opportunity for teenagers from care to share their personal experiences. People were impressed that we had the confidence to speak up. I was nervous but I didn't give up!

"I feel how I have grown and I want to help other children to have happier lives. For anyone who wants to help an orphan, I would recommend not to bring presents and sweets. If you really want to make a child happy, help them to find a good family and become a good person. This is why I like the philosophy of Care in Action, they help in a way that supports the family and develops the ability and character of children."

*Igor is one of our most active volunteers. As the eldest in his family it comes naturally to care for others, and he hopes to be a foster parent one day. Igor says that being a volunteer is not like work but more like being a friend, because for him Care in Action is a big family where everyone is ready to listen and help.*





## Care families given a boost at our Family Camps



### What children said:

- ☆ Care in Action, thank you for a wonderful four days in the camp. The Holifest and Hawaiian party were amazing! I love you all and I hope to see you soon.
- ☆ It was the best four days ever. I'm very thankful to this team who worked and gave so much to all of us.

### Foster parents' reactions

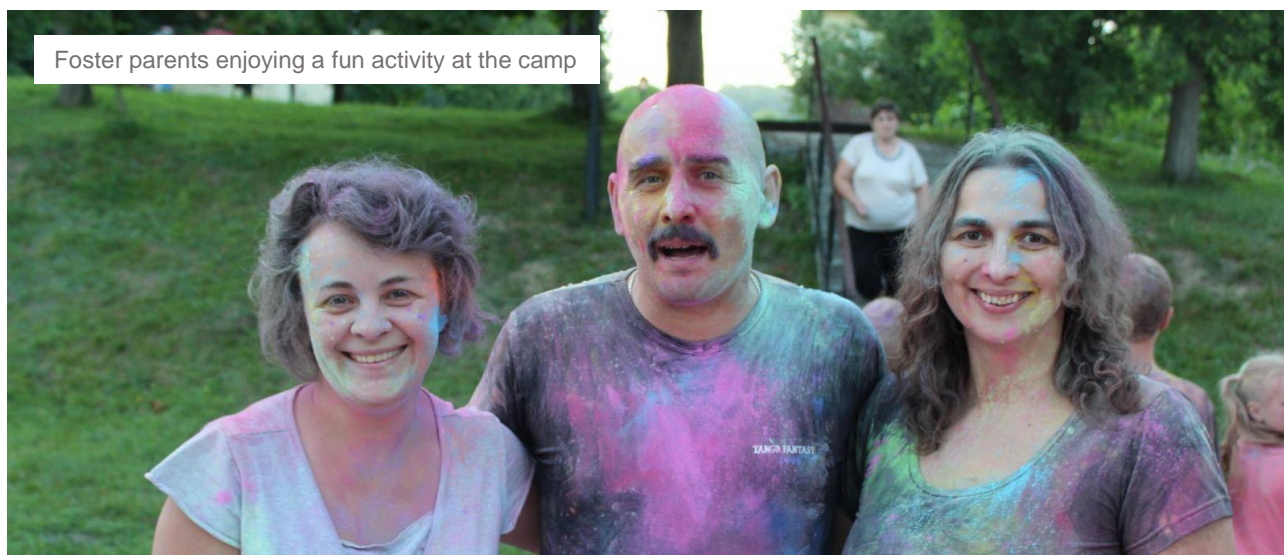
- ☆ Thank you for the meetings you organise, for assistance in raising foster children, pieces of advice given and for your tangible care. We feel that our needs aren't ignored, that there's someone reaching out a helping hand.
- ☆ Our daughter drastically changed – she was not afraid to interact with volunteers. She felt so joyful and happy – no more words are needed!
- ☆ The workshops for us are extremely interesting and meetings with other foster families, who have rich experiences to share, are very valuable for us. Such camps are a big need.

Care in Action was proud to host 128 parents and children in 2 four day camps designed to improve the quality of foster parenting through support and training events.

We know that care givers can only give the children the upbringing they deserve if they themselves are mentored, supported, and trained in childcare strategies.

Our staff, consultant psychologist and volunteers went the extra mile to not only make the event educational with specialised training workshops, but to give foster parents and their children the best time of their lives.

Foster parents enjoying a fun activity at the camp



## 3.4 ORGANISATIONAL IMPROVEMENT

### GOALS & ACCOMPLISHMENTS FOR 2018

#### Germany

- ☆ **External consultation** with 7 experts from Chaucer Group, on site in Ukraine and from London.
- ☆ **New website development donated** by SoftServe in Ukraine.
- ☆ **New brochure** began development, with pro bono marketing and design expertise.
- ☆ **Accounting processes updated.**

#### Ukraine

- ☆ **Change of management** of Ukrainian sister NGO, Turbota v Dii, (TvD).
- ☆ **Expansion of national network** through creating links with social workers and NGOs across Ukraine.
- ☆ **Beginning of partnership negotiation with ILDC** for curriculum and training development.
- ☆ **Joined the De-Institutionalisation Network** in Lviv.
- ☆ **Staff development** through 8-day experience exchange in Germany and Austria.

#### Malawi

- ☆ **Programme is more effective** through changes to communication, reporting and decision making.

### INCREASED LEVERAGE

- ☆ **Internships** for Social Work students.
- ☆ **Delivered compulsory trainings** to prepare new and existing foster and adoptive parents at the request of the regional social services and city administration.
- ☆ **Networking:** Increased our national network and participated in a number of national conferences.
- ☆ **Published Parenting in Action journal** Nr 3, with 4,000 copies prepared for country wide distribution to child care practitioners, further increasing our influence.

### EXPANDING SUPPORT BASE – accomplishments for 2018

Over 100 Sponsors from “Western Countries” supported our efforts, including the following

#### Germany

- ☆ **Funds raised and expertise contributed** by MIS Teacher Fred Luzanycia throughout the year.
- ☆ **Munich International School (MIS):** Links strengthened with presentations given and student fund raising.
- ☆ **Chaucer Consulting London** gave financial support, consulting and marketing development
- ☆ **Starnberg Fellowship** for financial support

#### Ukraine

- ☆ **Increased financial contributions** by City of Lviv and Regional Social Services.
- ☆ **CSR cooperation** continues to increase with local firms.
- ☆ **Chicago Fundraising** event in the Ukrainian expat community organised by our Ukrainian volunteer Andreji: Handicrafts made by orphans in L'viv raised over \$1,200 and inspired new sponsorships.
- ☆ **Verein “Ukrainer in Karlsruhe” and “Ukraine Charity” in London** for financial support





### 3.5 PROJECT OVERVIEW

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.



#### We 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.



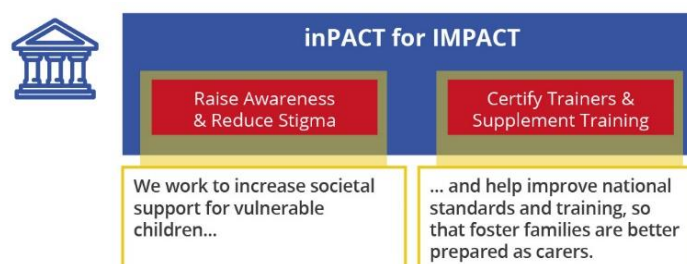
#### We Support the Carer

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



#### We 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



## Developing Children



### STEP Life Skills Coaching & Support Programme - Ukraine

- ★ **57 interactive workshops for 1,602 teenage attendees** developed job skills, health and wellbeing, active citizenship and effective communication.
- ★ **13 Job orientation programmes** provided training, site tours and job interviews with industry professionals to equip care leavers for independent living. This was enhanced through seven new partnerships.
- ★ **STEP two-day residential camp equipped 40 teenagers for important career choices** through interactive training, games and career counselling.
- ★ **Teens in Action social club** empowered young people from foster families, families in crisis and care leavers as they regularly built social connections, developed skills and connected with the wider community.
- ★ **Care leavers join the STEP team:** Hennadii Melnychuk and Maryana Kostiv, who joined our STEP programmes in 2011 and became volunteers, are now working with us part time. With direct experience of being raised in care, they are an invaluable asset to our team.
- ★ **Presentation to influencers with “Time for Tea”:** nine teenagers who experienced life in state care institutions invited government officials, NGOs and social services for a cup of tea to raise the issue of **social isolation** for children living in institutional care.







### Transformation from crisis care to active community members

15 teenagers from the Lviv crisis center joined STEP. These young people come from the most vulnerable families, having experienced trauma, neglect or poverty. In the beginning, we experienced them being rather indifferent, resistant and non-cooperative during our workshops, even though the topics were relevant to them.

Through workshops, a job excursion, and recreational time together there was a change in their vision and values. After three months, half of the teens joined our Teens in Action Club where the teens prepared a Christmas play for children in care institutions and families at risk. They brought their play and carols to the Lviv geriatric center and spent quality time with the elderly residents.





## TOGETHER Child Development Programme



- ★ **80 TOGETHER child development programs** for children from 30 care partners, including 10 care institutions, 12 Family Style Orphanages, 7 foster families and children from Lviv families at risk.
- ★ **Talents in Action Festival** brought 300 children and carers together for a range of art, music and sport activities, with a specialist workshop for carers on Raising Children in Care, hosted in partnership with the Lviv City Council Department for Children's Affairs. TV coverage of the event provided a platform to raise public awareness.
- ★ **Family Camps supported** with eight creative educational activities for children while foster parents attended training workshops.
- ★ **11 Christmas Programmes** brought happiness to children in care and from families at risk in the Lviv region, with drama, music, dance and even a chemical show.
- ★ **2800 volunteer hours** contributed, enriching the programmes with new skills and opportunities, such as teaching musical instruments, photography, and personal development.



Chaucer consultants enjoying activities at a children's home

### Experiences at a care institution

Volunteer Team Leader Dasha says "Boryslav became a home for many new children, unfortunately. With the art materials they acted like "I'll take everything even if I don't need it", before they learned to share. The youngest children have significantly improved their fine motor skills and do more by themselves.

"One of the smallest boys, Sasha, seemed like an angel at first but was cruel to the other children. Recently he greeted me with a big hug, and for me it was a good sign, that despite all the unfavourable conditions there is still room for love and trust."



## GUARDIAN ANGEL individual mentoring and tutoring- Ukraine



☆ **64 children received individual support** for personal and educational development

☆ **1380 volunteer hours** given by 39 tutors and mentors, with 15 new mentors trained.

☆ **4 specialist training sessions** for children and mentors, on Personal Boundaries, Non-violent Communication, Emotional Burnout, and Mentoring Teenagers.

☆ **2 Outdoor Activity Days** for team building and building relationships

**Koval Davyd (14)**, has significantly improved his grades in maths, thanks to his Guardian Angel tutor. He is one of five children raised by a single mother, who is unable to support his education.

Koval wants to be an IT specialist and our support for education is key for him to achieve this goal.

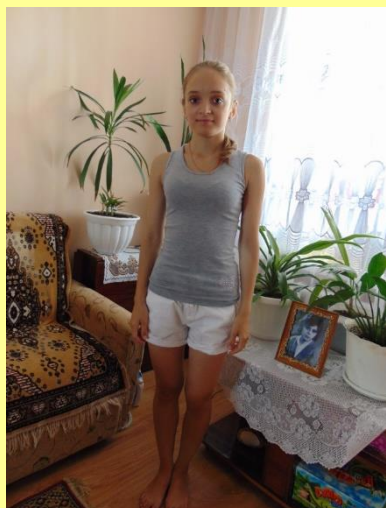
## SPONSORSHIP educational & vocational support

### Malawi

- ☆ **21 vulnerable children and youth** have improved education and wellbeing because of sponsorship for school fees, educational supplies, tutoring and food.
- ☆ **2 students** attained grades high enough to qualify for university scholarship.
- ☆ **2 students** went on to attain a vocational scholarship from CAMFED.

### Ukraine

- ☆ **36 orphans and children at risk** have improved education and opportunities due to sponsorship of fees, living costs and learning materials. This includes 4 young people sponsored in tertiary education.
- ☆ **5 university and college free placements achieved** with improved grades as a result of sponsorship.
- ☆ **4 graduates enter the world of work**, including 2 medical students.
- ☆ **New college partnership** extends the programme's geographical reach.



### Yulia has help for medical school

Yulia Kovaliv is now 20 and a successful student of Chortkiv Medical College. But three years ago, when Yulia was introduced to the program, she was an orphan and had no one to support her college fees to become a nurse.

Her grandmother brought Yulia to us, as she had always dreamt of being a doctor. Thanks to the sponsorship program Yulia has been able to buy needed medical uniforms, equipment and textbooks.

Yulia achieves high scores and plans to continue her education and achieve her dream.



## EDUCATION for vulnerable children in Malawi

- ☆ **21 sponsored students supported** with coaching, tutoring and administration.
- ☆ **80 preschool children** given nutritious meals to boost learning and early child development at Bloomfield Day Care Centre.
- ☆ **230 children benefitted** from water and electricity supply, enjoyed the playground tremendously, and learned in an improved environment.
- ☆ **Capacity developed** with Bloomfield and GEMO Day Care Centres to enable a higher level of cooperation and support in 2019.
- ☆ **Building plans finalised** for separate meal and sleep facilities, so that small children do not need to nap in the office and certification from Social Welfare can be achieved.



When I was offered a place in a public boarding school because of my high grades, my parents were partly glad and partly sad because they are poor. They decided to sell their land in order to afford my education.

Luckily they met Mrs Gondwe and Care in Action could provide my school fees. Thank you for the assistance, because you made my life change from one place to another.

I will be working hard for this money not to be wasted but to achieve something that can make my life go higher with education.

**Diston Chipezeyani, Mulanje Sec. School**





## Supporting Carers

## 6. CARE 4 CARERS – Ukraine



- ★ **Training in the “Providing a Secure Base” model of care** was delivered to organisations who support foster parents from five regions at our two-day workshop, led by Dr. Mary Beek from the University of East Anglia.
- ★ **Iryna Shemechko recruited as new Care 4 Carers department head.** An expert campaigner, she herself came from a care background, and studied Journalism.
- ★ **17 parenting training events** for foster parents and carers led by experts in their field, on topics such as addiction, deviant behaviour, negotiation, art therapy techniques and Providing a Secure Base.
- ★ **24 family style orphanages and foster families supported throughout the year.**
- ★ **Two 4-day long Summer Camps** for 128 children and carers from 3 regions of Ukraine
- ★ **English Language Camp** requested by foster parents attended by 53 teenagers in care.



Dr. Mary Beek (with Maria Putilina) conducts workshops on “Providing a Secure Base” care model to FSO parents and social pedagogues in L'viv.

## 7. Volunteer Work



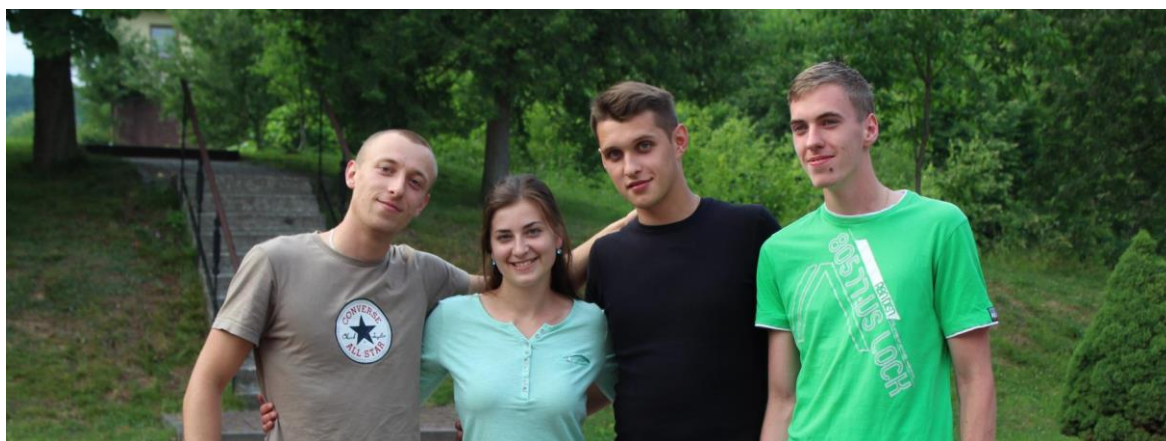
- ☆ **Over 9,500 volunteering hours** supported our programmes for children and carers, changing lives in Ukraine and Malawi.
- ☆ **176 active volunteers** in 2018, including 73 new volunteers.
- ☆ **One month Experience Exchange** for 6 volunteers and staff members in Markredwitz, Germany.
- ☆ **Experience exchange in Lithuania** for two staff.
- ☆ **Two-day teambuilding and training** summer camp for volunteers and participating care-leavers.
- ☆ **12 training events** for volunteers.

**Volunteers help to empower and educate children**, by providing individual tutoring in our Guardian Angel programme, and delivering the TOGETHER child development activities that are so valued.

Our Family Camps, Festival and Care 4 Carers also reach so many more people because of the hours given by volunteers.

## For Social Workers in Ukraine

- ☆ **Work experience for 8 Social Work Students** at our 2 Family Camps.





## InPACT for Impact

### Government

- ☆ Increased project funding and cooperation with regional social services, family office, and the City of Lviv, including logistic and media support from the Department of Children's Affairs.

### NGOs

- ☆ We contribute to the Deinstitutionalisation Lviv network, led by the Lviv City Service for Children's Affairs. Members share information, learn about policy and contribute to strategy. Our current commitments are to raise public awareness of issues facing children in care and to provide support for foster parents.
- ☆ Developed partnership and plan with ILDC for Secure Base curriculum development and delivery.
- ☆ Experience exchanges in Germany and Lithuania
- ☆ Time for Tea discussion between influencers and care leavers facilitated in Lviv.
- ☆ Malawi – Bloomfield Day Care Centre cooperation, Administrator Mary Gondwe.
- ☆ Malawi – Blantyre GEMO Day Care Centre, Director Fatima Mauluka.
- ☆ Ukraine – increased funding received from LEF Ukraine, and Ginger Fund.
- ☆ Fundraising and awareness raising maintained within Munich International School in Starnberg.
- ☆ Sponsorships from Starnberg Fellowship eV.
- ☆ IVL Machtelfing joint project.
- ☆ Further expansion of network through Parenting in Action Journal.

### Local Firms

- ☆ 13 Job orientation programs plus job tasters
- ☆ Donations in kind and services worth thousands of Euros
- ☆ Substantial financial donations

**More detailed reports** of each individual program / project incl. KPIs, impact logic, aims and project description can be found in the appendix on pages 32 – 41.

## 4. PLANNING & FORECAST

### 4.1 Planning & Targets 2018-2019

#### Organisational

##### Germany

- CA support group to enlarge number of sponsors, members, pro bono expert involvement.
- New website and brochure development.
- Increase marketing to enlarge support base.
- Marktrechwitz community support and international exchange for Ukrainian staff and volunteers.
- Develop opportunities for German friends and supporters to visit Ukraine
- Improve accounting procedures adding professional assistance as needed
- Ukraine team training and development, including coaching of new Director.

##### Ukraine

- Improve Board leadership.
- Induction of local Director.
- Add professional staff.
- Strengthen local management.
- Invest in staff training our staff through external professional consultation.
- Reporting improvements by adjusting and adopting new standards.
- Expand local fundraising and CSR partnerships, hire marketing staff.
- Extend Care 4 Carers across Ukraine using "Providing a Secure Base" care model to initiate partnerships.
- Support de-institutionalisation (DI) policy in Ukraine.
- Community support –develop volunteer support for TOGETHER and GA.
- Expand national networks and partnerships throughout Ukraine.

#### Projects

To continue to implement all 7 current effective programs to the best of our ability.

Additionally:

##### Care 4 Carers

- Secure Base Care model planning and implementation to disseminate nationally.
- Creation of curriculum, hand books and presentations to further disseminate the program.
- Expand networks for distribution of the Parenting in Action magazine & Secure Base program.

##### STEP

- Develop very successful job orientation programme
- Develop Teens in Action social club
- Broaden expertise and partnerships

##### Sponsorship program

- Increase number of sponsors and children sponsored in Ukraine

##### Malawi

- Improve reporting and communication flow with administrators and continue current support levels. Strive to gain more support for Bloomfield and GEMO Day Care Centres.
- Improve facilities to attain higher accreditation with Social Welfare.

## 4.2 INFLUENCE FACTORS: OPPORTUNITIES & RISKS

### Opportunities

- Ukraine: Extending impact through the already good cooperation with: regional Social Services, Family and Youth office, Greek Catholic church, office of President's commissioner of children's rights, and several country wide NGO key players in order to spread 'best practice' Care Models, and TvD influence.
- Consolidating team and further training of our promising young Ukr. TvD Team and equip and support its leadership well.
- Develop local presence and support within Starnberg.

### Risks

- Economic instability has worsened in Ukraine with dramatic cost increases in gas and oil from Russia. Lack of judicial reform is also a limitation on progress. Ongoing conflict further worsens conditions across the country.
- More time and resources needed to enlarge the support base. It's needed not only for support levels to keep up with current and future project demand, but also to balance dependence on 2 key sponsors which shoulder 45% of our current budget.
- Turnover of Ukraine management.
- Malawi: Unstable political conditions and very poor economic performance stifle future prospects of the country and individuals.

## 4.3 PLANS & TARGETS FOR 2019 WITH BUDGETS

### Budget Forecast 2019

All portfolios and projects	EURO
"STEP" life skills Program	13,000.-
"Together" Child Development	4,800.-
"Guardian Angel" Mentoring	5,000.-
"Sponsorship" support for education	21,600.-
"Malawi" Day Care	5,000.-
"Care 4 Carers"	20,000.-
Secure Base care model and training delivered nationally	25,500.-
"Volunteering" in Ukr.plus 4 x 1 month experience exchange in Germany	7,500.-
Business needs / equipment / other / unexpected	7,300.-
Salaries	48,500.-
Marketing	5,000.-
<b>Total Expense forecast 2019</b>	<b>163,000.-</b>

*Note: annual budget increased for 2019 due to one-time investment in Secure Base model.*

## 5 ORGANISATIONAL STRUCTURE & TEAM

### 5.1 ORGANISATIONAL STRUCTURE – see 6.2

### 5.2 INTRODUCTION OF THE PARTICIPATING INDIVIDUALS

**Werner and Janice Lehnis, the Cofounders** of 'Care in Action e.V.' (Germany) and of 'Turbota v Dii' Ukraine, worked as family counsellors and have successfully raised eight of their own children. Werner is the current Director of Care in Action. He has over 35 years of NGO management experience in the social field, mainly in Nepal, India, Argentina, Central Africa and various parts of Eastern Europe.



**Werner Lehnis - Executive Director**, Care in Action co-founder, project developer, and Care 4 Carers program coordinator.

"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."



**Maria Putilina – Executive Director of Turbota v Dii** (June 2018 – Jan. 2019)

Master of Linguistics, experienced volunteer coach, certified trainer on psychology of trauma by One Hope NGO (Kyiv). Leads Care 4 Carers.

"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 – STEP project coordinator, Turbota v Dii Chairwoman** and director (until June 2018). 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.



**Khrystyna Katola– TOGETHER and Volunteer Coordinator**

Specialist in information management. Began as a volunteer in 2011, became a TOGETHER team leader, and coordinates Guardian Angel mentoring.

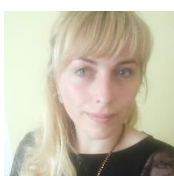
"I have worked with children, youth and volunteers for more than 8 years, enriching my experience in Ukraine and abroad. My life credo: If you want to change the world first change yourself."



**Natalya Krushelnytska - Event Manager and Volunteer Coordinator** (from March 2018)

Qualified primary school teacher with extensive experience of working with children in different settings and an active volunteer since 2014.

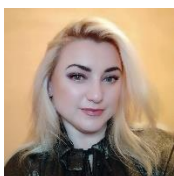
"I dream that every child can grow up with caring, loving and conscientious parents. I like the words of Bagrianyi, "The brave people always have happiness". Let's have brave goals!"



**Olena Semchuk - Office Manager, Sponsorship Administrator**

English teacher and translator, personal assistant and administrator, with administration experience in international organisations and medium size companies.

"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."



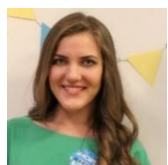
**Svitlana Hrytsiv – Foster Family Support Coordinator** (March – October 2018)

A professional in social care and work with children, with over 10 years of management experience in Social Services in Lviv working with vulnerable families, children and youth.





**Dr. Bodhan Hrechyn – STEP and Volunteer coordinator** (until June 2018).



**Mariya Antoniv - STEP project coordinator** (from June 2018)

Qualified in Business Economics, and Master of Management of Non-Profit Organisations, with experience of charitable projects.

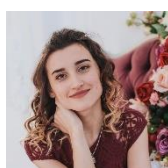
"The most important thing in my work is the understanding that I am doing something valuable and good for people. I like the call to think globally - act locally."



**Hennadiy Melnychuk –STEP and Event Manager Assistant Coordinator** (from April 2018).

Former care leaver who began volunteering in 2017, a college student who works part time.

"After being an orphan and living in care institutions for a long time I was lucky to change my victim mentality into commitment to help other vulnerable children. My motto is: There are a lot of good deeds but not everyone wants to do it, so if everyone contributes their part the world will become kinder."

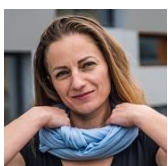


**Mariana Kostiv - STEP Assistant Coordinator** (from September 2018)

Care leaver, now an undergrad student specializing in Social Pedagogy and Practical Psychology, with experience as a social teacher for children from different backgrounds.

"I dream that children living in disadvantaged families would also have the opportunity to study and achieve a higher education, have a good job, and most importantly never experience trauma."

## Key members and volunteers



**Maria Budayeva – Turbota v Dii Chairwoman** (since June 2018)

Management professional who is a volunteer and team leader since 1999. Specialises in art therapy and manages our STEP Professional Orientation Programme in a partnering firm.

"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".



**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.



**Jasmine Lehnis-Leitao –Management Consultant (and CA Operations Director from June 2019)**

Experienced charity manager and fundraiser, founder of Bloomfield DCC Malawi, in 2018 contributed to team training and new website development.

"My parents were my inspiration for getting involved in international development, which lead to 14 years of supporting children and communities in Malawi and then becoming a fundraising manager in the UK. I love seeing lives and landscapes that are better because we pull together."

## 12 Team Leaders of the TOGETHER Child Development Program

Experienced and well 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**



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

## 5.3. PARTNERSHIPS, COOPERATIONS and NETWORKS

### Partnerships

- Care in Action eV Germany with Turbota v Dii, Ukrainian sister NGO „Usmev ako dar“ NGO
- Group London, management consultants a: NGO “Nectarus”
- KiTa Kinderbruecke (Markredwitz, Germany)
- Rotary Club “Lviv Kniazhyi” (Lviv, Ukraine)
- UK: International project ‘Time for Tea’

### Cooperations

#### Malawi:

- Day Care Centre Bloomfield, Lujeri Estate, Mulanje, Malawi
- Day Care Centre GEMO, Chichiri, Blantyre, Malawi

### National and regional Government bodies

#### Ukraine

- Ombudsman of children's rights President of Ukraine's commissioner Mr Kuleba and office.
- Lviv Regional- and Lviv City- Social Services for Family, Children and Youth
- Lviv Regional- and Lviv City- State Administration Departments for Children Affairs
- Ivano-Frankivsk Regional Centre of Social Services for Family, Children and Youth

### NGO networks

#### Germany

- Markredwitz Evangelische Kirche, Lichtblick Haselsberg München, Starnberg Fellowship church, IWL Machtelf.
- Community “Ukrainians in Karlsruhe”

#### Ukraine

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

### Companies and educational establishments in Ukraine

- |   |                                   |
|---|-----------------------------------|
| 1. Lviv State University of Civic Safety      | 11. Delta fruit                   |
| 2. Ukrainian Catholic University              | 12. Galka Ltd. (coffee company)   |
| 3. Danylo Galytskyi Lviv Medical University   | 13. Martelle beauty studio        |
| 4. Lesia Ukrainka Lviv Academic Drama Theatre | 14. Bader Ukraine (DE)            |
| 5. Army Academy                               | 15. Leoni (DE)                    |
| 6. Green Cotton Group (Danish company)        | 16. Private Notary Ol'ha Novosad  |
| 7. Sika footwear, Guldman                     | 17. Galicia (juice company)       |
| 8. Symphony Solutions (IT company)            | 18. Nova Poshta (post service)    |
| 9. Bosch Ukraine                              | 19. Rotary club “Lviv Kniazhyi”   |
| 10. Tropik fruit                              | 20. Fest Republic (food industry) |

- |                                       |   |
|---------------------------------------|---|
| 21. "Hochuraju" (design studio)       | 28. Restaurant "Split"                    |
| 22. Fujikura (JAP)                    | 29. Restaurant "Picasso"                  |
| 23. Ecosvit (recycling company)       | 30. "Apteka DS" (pharmacy chain)          |
| 24. Greenville (construction company) | 31. "Persha pryvatna brovarnia" (brewery) |
| 25. Kinopalac (cinema chain),         | 32. Gregori Textile (sewing company)      |
| 26. Quest rooms "Esqape"              | 33. Kredobank                             |
| 27. Rock climbing walls "Buchta"      | 34. Shokoboom (sweets factory)            |

## Raising Awareness and media in Ukraine

TRK ZIK – TV appearance about Guardian Angel project with a focus on social tutors.

Lvivske Radio – Radio appearance about CA projects and promotion of mentoring project.

Christian Youth Information Website "Dyvensvit"

## Care institutions involved in our projects – Lviv region

1. Children's home "Kind Heart", Lviv region, 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 region, Yavoriv dist.
8. Children's home in Stryi, Lviv region
9. Children's home in Kornalovychi village, Staryi Sambir district, Lviv region
10. Lviv children's shelter, Lviv
11. Specialized children's home in Boryslav, Lviv region

## Family Style Orphanages

1. Family style orphanage in Sykhiv (Kholiavka family), Lviv
2. Family style orphanage in Zadviria (Sevruk family), Lviv region
3. 4. Family Style Orphanage Soroky (Bus'k), Lviv region
5. Family style orphanage in Zavada, Lviv region, Mostyskyi district
6. Family style orphanage in Lviv (Dolgova family), Trakt Hlynians'kyi
7. Family style orphanage in Zhovtantsi, Lviv region, Kam'ianka-Bus'kyi district
8. 2 Family style orphanage in Bus'k (Goroshko and Soroka families), Lviv region
9. Family style orphanage in Lviv (Garashchenko family), Mechnikova str.
10. Family style orphanage in Lviv (Uzhytski family), Porokhova str.
11. Family Style Orphanage in Chyzyhykiv (Forys family), Lviv region
12. Family Style Orphanage in Sukhodoly (Bakun family), Lviv region
13. Foster Style Orphanage in Chernivtsi (Oliynyk family), Chernitsi
13. Foster family of Denys and Tania Lukan, Ugers'ko, Lviv region
14. FSO in Zhovtantsi, Lviv region, Kam'ianka-Bus'kyi district
- 15-19. Four Foster Families: Sakvuk, Mokryky, Drymal'iovs'ki, Posypanky. Stropysh, Kov (Kyiv region)
- 19-25. Six Family Style Orphanages in Pnikut, Mostys'tyi dist., Lviv region

## Other links:

Children from Lviv families at risk within cooperation with Congregation of the Sisters of St. Josef and Lviv Child Crisis Care Centre.

**There are a considerable number of NGOs and FSOs who we have interactions with but who are not listed.**



## PART C: The Organization

## 6 ORGANIZATIONAL PROFILE

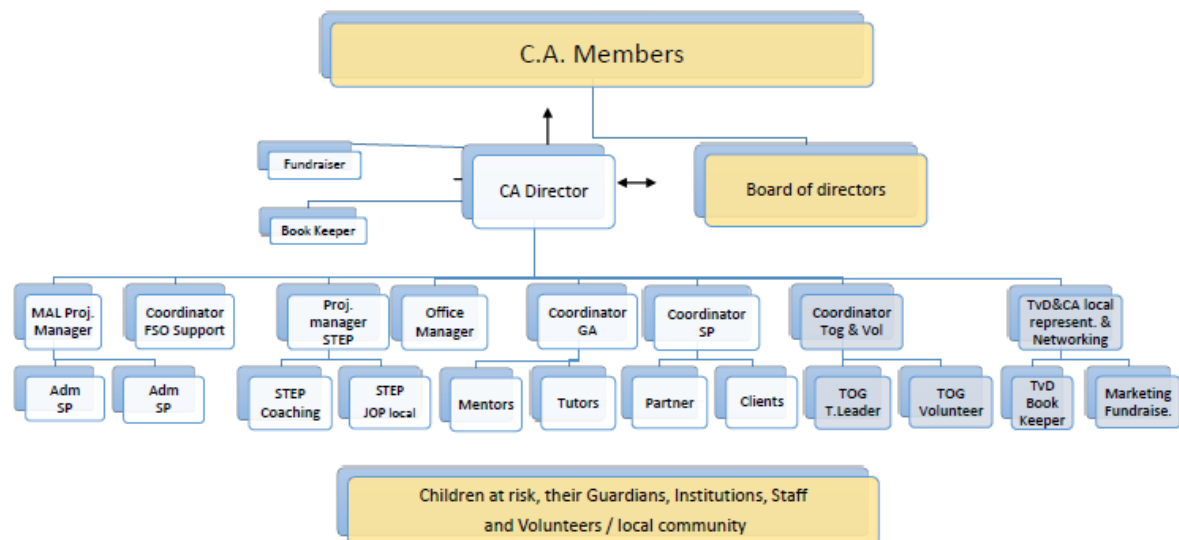
## 6.1 GENERAL INFORMATION ABOUT THE ORGANISATION

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"> <li>• address</li> <li>• phone</li> <li>• e-mail</li> <li>• website (URL)</li> </ul>	Waldspielplatz 44, 82319 Starnberg, Germany Germany +49 (0)8151 6500 404 Ukraine +380 (0)32 276 2828 <a href="mailto:info@care-in-action.org">info@care-in-action.org</a> <a href="mailto:care.in.action.eV@gmail.com">care.in.action.eV@gmail.com</a> <a href="http://care-in-action.org">http://care-in-action.org</a>
Link to Articles of Association (URL)	
Registration <ul style="list-style-type: none"> <li>• court of registry</li> <li>• registration number</li> <li>• date of registration</li> </ul>	Munich, Germany Reg. Nr. 16143 July 1998
Charity or non-profit organisation <ul style="list-style-type: none"> <li>• Details of the charitable or non-profit purpose</li> <li>• Acknowledgment or confirmation of tax exemption by the relevant authority</li> <li>• Issuing authority</li> </ul>	Youth work and charitable purpose Tax exemption currently granted Vereinsregister München
Worker's Organisation	

Employee headcount	2016	2017	2018
Total number of workers	13	13	14
thereof on full-time basis		7	8
thereof on part-time basis		4	6
thereof on freelance basis	1	2	2
Volunteers- total to date	180	271	382

## 6.2 GOVERNANCE OF THE ORGANISATION

Current responsibilities of this chart are linked to Care in Action funded and managed projects, staff and resources.



### 6.2.1 MANAGEMENT & MANAGEMENT BODY

**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 it's 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 described in and ruled by the rule of 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 managers – Mr Werner Lehnis, Mrs. Janice Lehnis
- Project managers Ukraine - Mrs Maria Putilina, Mrs Yaryna Ponizhay, Mrs Khrystia Katola, Mrs Svitlana Hrytsiv, Mrs Olena Semchuk, Ms Natalya Krushelnytska, Dr Bodhan Hrechyn, Ms Mariya Antoniv, Mr Werner Lehnis, Mrs Janice Lehnis

### 6.2.2 Board of supervisors

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

### 6.2.3 Conflicts of interests

Werner Lehnis is both employed by Care in Action to develop, direct and execute the projects, as well as a board member. Therefore, any decisions the board makes where there could be a conflict of interests, W. Lehnis has no vote.

### 6.2.4 Internal control systems

Accounts are checked internally by 2 members, plus externally by one non-member Mrs. Anita Clarke, 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 & ASSOCIATED ORGANISATIONS

### 6.3.2 Membership in other organisations

- Turbota v Dii in Ukraine

### 6.3.3 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 & SOCIAL PROFILE

Care in Action actively supports and encourages projects to promote awareness of caring both for the environment and for others in need, which is of course the objective, the very foundation of all we do and stand for. We create & implement projects that teach even those children and teenagers in state care, to look outward and see what they can do for others and their community. Projects include Eco Action days to plant trees, clean up public park areas, support of elderly, support of orphans and social orphans as well as the disadvantaged and Ukrainian war veterans.

Care in Action considers itself a responsible organization with regard to its employee's needs. Our social profile entails:

- Including handicapped and young people from residential care
- flexible home office days occasionally, flexible working times
- overtime can be balanced out with free time
- educational leaves and trainings are supported and encouraged
- annual appraisal
- highly participatory approach: most decisions are taken within the team
- "open-door-policy" of the managing director
- young and diverse team of males and females from Germany, England, Ukraine and Malawi



## 7 FINANCE & 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 2016-2018

**Income:** the vast majority of income comes from foundations, firms and private donations

Expenses all portfolios and projects in EURO	2016	2017	2018
"STEP" life skills Program	12,704	11,070	12,777.22
"Together" Child Development	3,944	2,009	5,107.18
"Guardian Angel" Mentoring	4,969	4,551	5,349.98
"Sponsorship" support for education	11,970	16,100	19,007.78
"Malawi" Day Care	4,254	3,300	1,575.00
"Foster Family & FSO Support"	5,411	15,402	18,322.45
"Volunteering" in Ukr.plus 4 x 1 month experience exchange in Germany	4,572	4,112	9,222.07
Remunerations for exceptional volunteer activities	446	880	0
Turbota v Dii	6,994	7,093	8,329.67
Business and administration needs, equipment, travel, other	12,835	14,460	3,898.52
Salaries *	39,040	48,002	32,545.01
Marketing	0	0	9,171.68
<b>Total Expense</b>	<b>107,140</b>	<b>126,979</b>	<b>125,306.50</b>
* some salaries are calculated within portfolios			
<b>Total Income</b>	<b>113,551</b>	<b>136,469</b>	<b>154,008.40</b>
Hereof earmarked for designated child sponsorships Plus earmarked financial buffer for child sponsorships	13,768	19.946 1,980	Appr. 21.000
No loans, debts, or outstanding liabilities	√	√	√
<b>Balance of Income less Expenses end of calendar year</b>	<b>+6,411</b>	<b>+9,490</b>	<b>+28,701.90</b>
The desired financial buffer / safety reserve of approximately 0.7 of the yearly expense budget was maintained	√	√	√

\* measurement method changed.

### 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)

## 8 APPENDIX

Additional, detailed reports including KPIs for each individual Program, impact logic, aims and project description

1	<b>"STEP"</b> life skills Coaching and Support Program
2	<b>"Together"</b> Child Development Program
3	<b>"Guardian Angel"</b> one on one Mentoring Program
4	<b>"Sponsorship"</b> financial support for education and vocational training of 58 children
5	<b>"Malawi"</b> Day Care for orphans and vulnerable children
6	<b>"Foster Family &amp; FSO Support"</b> Project in Ukraine
7	<b>"Volunteering"</b> in Ukraine
<b>Job orientation / internships with CSR partners</b> are part of "STEP" program	



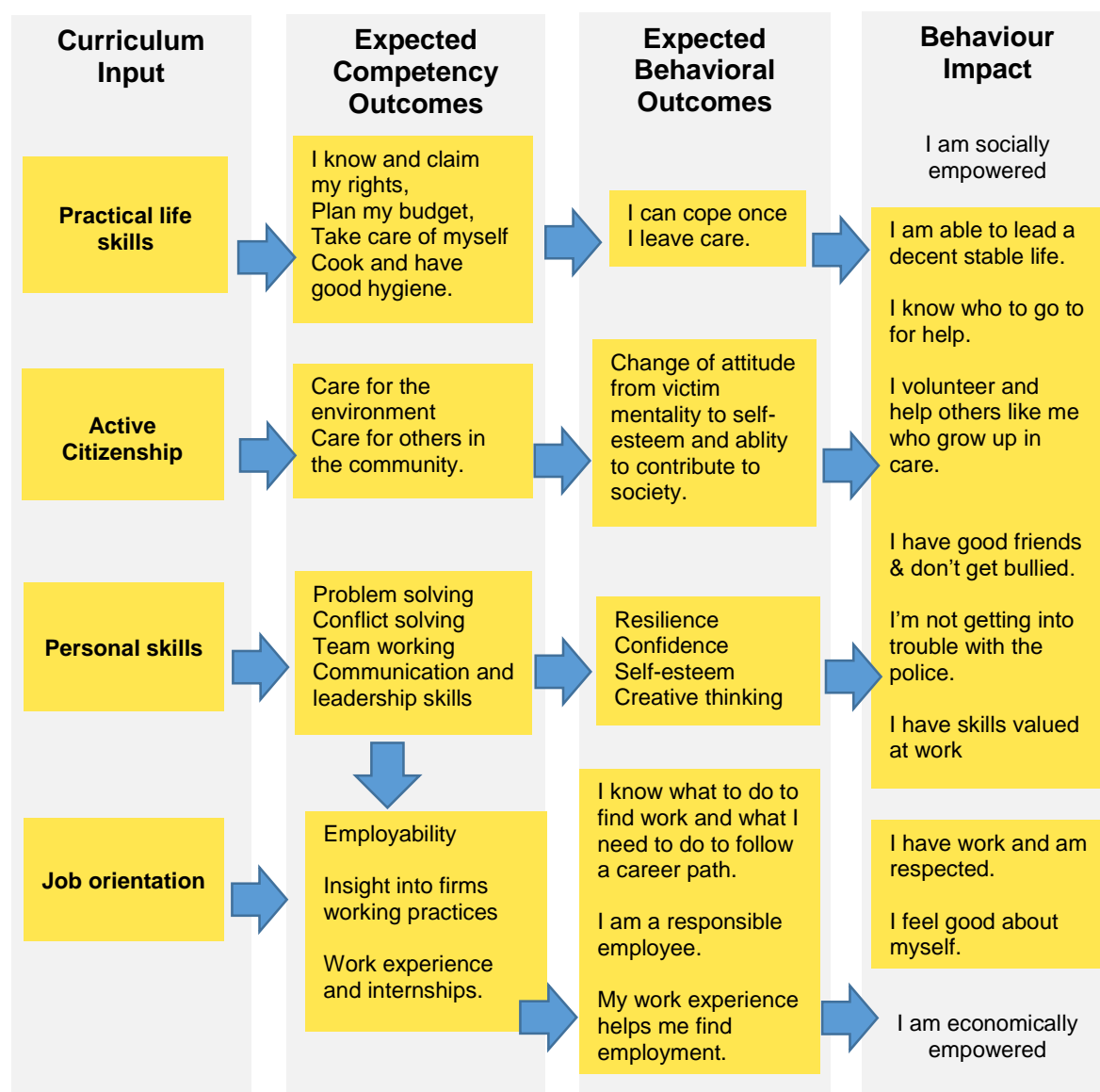
## 1.STEP Job and Lifeskills Programme

**Aim:** To prepare vulnerable teenagers with the skills they need to thrive in the working world and independent life, and build a network of companies who provide employment and coaching to support this.

**Need:** Teenagers in care presently receive little preparation for independent life. Many leave care around 15 years old and are then completely on their own, stamped with a negative label by most of society. With a state benefit of about € 20 a month to support them there are understandably very high failure rates with many turning to crime, prostitution or suicide.

**Responsible:** Yaryna Ponizhay. Maria Antoniv, Janice Lehnis, Olena Petrushkevych (psychologist)

### Impact Logic



STEP KPIs						
2018	Participating Care institutions	Coaching/ interventions	Job orientation programs	Work shops	Additional support hours	Multiplier* Training Sessions
<b>Total</b>	36	1602	13	57	249	
Total 2017	42	1078	16	68	365	19

\* Training sessions for other NGO's, volunteers and social workers to implement STEP in different cities and regions in Ukraine.

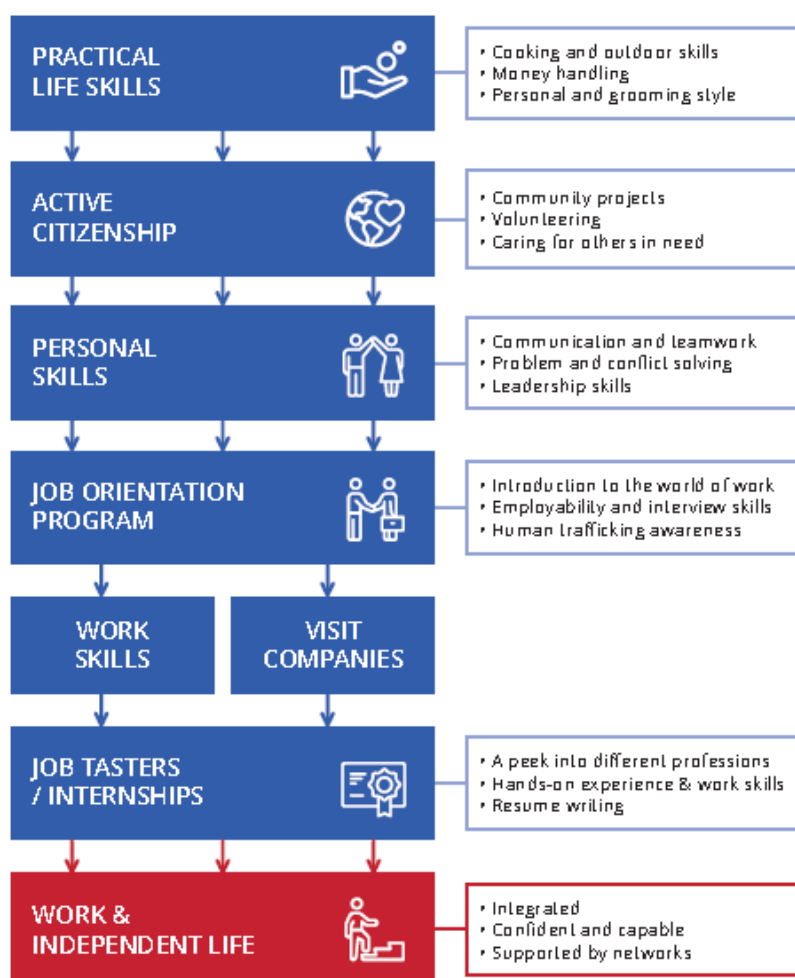


## Aim and Method

We bring our  
**STEP** programme  
to 180 teenagers  
a year

Due to lack of preparation, integration and support, 90% of teenagers leaving care fall prey to a life of alcoholism, crime, prostitution and homelessness. 15% will attempt suicide.

Our STEP program helps to prepare teenagers in care, and provide them with the skills they need to thrive.



## HIGHLIGHTS

- ☆ 57 interactive workshops for 1,602 teenage attendees.
- ☆ 13 Job orientation programmes.
- ☆ STEP two-day residential camp equipped 40 teenagers for important career choices.
- ☆ Teens in Action social club empowered young people.
- ☆ Care leavers join the STEP team.
- ☆ Care leavers present to influencers with “Time for Tea”.
- ☆ Transformation from crisis care to active community members for 15 teenagers from the Lviv crisis center.
- **Workshop for Ternopil NGO:** We held a training event on effective communication for six boys who live in the «Social apartment» (Project of NGO “Caritas”).
- **English camp: 53 teenagers** attended the two-day camp where they learned about travel, improved their language skills with international volunteers and participated in a talent show.
- **7 New partners** provided work experience or other support for young people.

\*Key developments are shown in more detail on pages 14 and 15.

## 2. “TOGETHER” Child Development Programme report and KPIs

**Aim:** Personal, character and talent development is known to be a chief instrument in boosting a child's self-esteem which in turn is a corner stone of resilience – a determining criteria for a person's success.

12 trained and experienced volunteer team leaders organise regular child development programmes in care institutions in the Lviv region with a team of volunteers. The programmes include a wide variety of activities, such as cooking, dance and art therapy, as well as sports, excursions and an annual festival.

The activities facilitate good communication and relations between volunteers and children in residential care. These interactions help us to identify children who need additional support and are referred for our Guardian Angel and STEP coaching.

The project supports children in 30 care institutions including 12 family style orphanages, 6 foster families and children from Lviv families at risk.

Responsible: Khrystia Katola

KPIs				
2018	Child Development Programs	Interventions	Program hours	Volunteering hours during Program
<b>Total 2018</b>	<b>80</b>	<b>1828</b>	<b>560</b>	<b>2800</b>
<i>Total 2017</i>	<i>77</i>	<i>1814</i>	<i>539</i>	<i>2747</i>

## HIGHLIGHTS

- ☆ **80 TOGETHER child development programs** for children from 30 care partners
- ☆ **Talents in Action Festival** brought 300 children and carers together and raised public awareness.
- ☆ **Family Camps supported** with educational activities for children while foster parents attended training.
- ☆ **11 Christmas Programmes** in the Lviv region.

**Two new Team Leaders:** Hennadiy Melnychuk (former care leaver) is supporting an FSO family and Ivan Brunetz is linked to the children's crisis center.

**13 new partners** supported TOGETHER programmes in 2018.

**Appearance in the media** – coverage of “Talents in Action” festival helps to raise awareness  
[https://www.youtube.com/watch?time\\_continue=165&v=AmqPAeJqKIs](https://www.youtube.com/watch?time_continue=165&v=AmqPAeJqKIs)

## FEEDBACK

### Yulia, child in care, 14

*“Care in Action's volunteers have been visiting our orphanage for many years. They always conduct interactive and interesting activities, but once, volunteer Vitalik brought his professional camera. What a joy it was when he gladly let me take a photo on my own and even more when he taught me how to use it to get quality pictures. Vitalik inspired me to consider photography as a profession. He said that I have a talent and can become a successful photographer. I am following my aspiration and he has supported my efforts.”*

### Maria, teacher from Dream children's home

*“Because of the Talents in Action festival we have seen children change their way of thinking, becoming more confident through learning something new. Before it was so difficult to inspire them to perform on stage but now they happily volunteer to perform their songs and enthusiastically prepare for the next Talents in Action. After the festival they excitedly share their impressions for the whole week. Our big thanks to the Care in Action team for this unforgettable experience”.*

### 3. “GUARDIAN ANGEL” Individual Mentoring and Tutoring

**Aim:** To support a vulnerable child's development and help prepare them for independent living through the active support of a personal mentor or tutor.

*“Do not bring children sweets and TV-sets. Give them the tools and the knowledge that will take them into adulthood!” Rostyslav Galelyuk, care leaver*

Personal mentoring is one of the most effective and worldwide accepted methods of supporting a child from residential care during childhood and their transition into independent life.

*“The positive effect of one loving relative, mentor or friend can overwhelm the negative effects of the bad things that happen. What goes right is more important than what goes wrong.” George Vaillant, psychiatrist, Harvard Medical School*

**Responsible:** Khrystia Katola, Natalia Krushelnytska

KPIs							
2018	GA Mentors	Tutors	Children served	Volunteer hours	Training sessions	Training hours for GAs	GA training participants
Total	17	32	64	1380	4	25	42
2017	28	21	49	1371	13	94	101

## HIGHLIGHTS

- ☆ **64 children received individual support** for personal and educational development
- ☆ **1380 volunteer hours** given by 39 tutors and mentors, with 15 new mentors trained.
- ☆ **4 specialist training sessions** for children and mentors
- ☆ **2 Outdoor Activity Days** for team building and building relationships
- **15 new tutors gave the opportunity to improve educational performance to 30 children** from FSOs and families at risk.
- **Live local radio interview and TV (ZIK channel) coverage** promoted recruitment of volunteer tutors.
- **4 language lessons per week donated** (Ukrainian and English) for a teen from a Lviv FSO was donated by professional school “The Bridge”

*“I became a tutor to share my knowledge with children in care - with those who desire to succeed in their lives. These children do not differ from other people. They have potential, aims and dreams and they strive for a better living. We should not be indifferent. It's our obligation to help them and contribute into the future of the children who are ready to build their own happiness.” – Lidia Ztupera, tutor*

*“Pushing past fear is always very difficult. I never thought I could scale the climbing wall, but my mentor and the other children inspired me and I decided to try and overcome my fear and I was able to do it. I am so proud of myself and I'm very thankful to my mentor for her support. It's so pleasant to feel secure.” - Oksana Verbenko, mentored child*

*“Dmytro, who I mentor, has really changed. Now we have open talks where he tells me about his worries and achievements, and does not hide this away like he used to. He is sincerely glad that I support him. Obviously it is not only my merit, but also the huge efforts of his teachers at school and the positive influence of participation in competitions and exciting trips. All of these have boosted his self-esteem and helped him to build friendships.” – Anna Parashchak, mentor*



## 4. SPONSORSHIP PROGRAM

**Aim:** Assisting carefully selected vulnerable children in need, especially orphans, to have better chances in life through supporting their education, vocational training and their efforts of developing their own potential

**Responsible:** Mary Gondwe, Fatima Mauluka, Olena Semchuk, Werner Lehnis

KPIs					
2018	Children in Malawi	Children in Ukraine	Children involved in other CA projects	Nr. of Sponsors	Children sponsored
<b>Total</b>	<b>21</b>	<b>36</b>	<b>23</b>	<b>21</b>	<b>57</b>
<i>Total 2017</i>	<i>28</i>	<i>30</i>	<i>21</i>	<i>16</i>	<i>58</i>

## HIGHLIGHTS

### Malawi

The programme has tremendously improved the education and wellbeing of 21 vulnerable children in Blantyre and Mulanje. Academic performance has improved because they are enabled to attend classes and have tutoring. Good nutrition also makes a difference, as they were provided with school fees, tutoring, learning materials and food.

We have improved the communication, reporting and decision-making process with both administrators, adding stability and effectiveness. Ongoing monitoring of the students' progress developed understanding of their needs, and measurement of key milestones.

Poor economic and social development in Malawi has been compounded by floods and other natural disasters. This presents a challenge to selection for our programme, as in some cases difficult living conditions outweighed study skills, resulting in a few sponsored children failing term exams and being withdrawn from the program.

### Ukraine

36 orphans and children from families at risk in the Lviv region had their education supported throughout the year. Individual donations secured study placements, living costs, tutor fees, learning materials and other essentials, giving students an equal opportunity to build a better future through education.

Five school leavers passed their external examinations with high scores and were given state scholarships to universities and colleges. In Ukraine higher education is a great opportunity to find a good job and lead a self-sustainable life.

Four students whose college and university fees were secured by the SP program graduated and found a job.

We established cooperation with the Chortkiv Pedagogical College, whose management have helped us to widen our network of SP clients and administrate the program in their region.

There are four new sponsors from Chicago, thanks to a campaign by volunteer Andrii Oliynyk. However, the number of children eligible for the program has increased due to the unfavourable economic and political situation in Ukraine, so our largest challenge is finding new sponsors

### Lives improved

**Kingsley Kazembe** and **Kondwani Zundu** completed secondary school with high results and hope to be selected for a state university scholarship in Blantyre.

**Falesi Starford** and **Mercy Brazio** in Malawi have achieved excellent results, leading to CAMFED support for their further education and professional future.

**Iryna Kovalchuk** finished school with high scores and entered Ivan Franko Lviv National University to **study journalism** with a state scholarship.

**Vitalyi Kachmaryk** did well on his admission exam and entered Taras Shevchenko Kyiv National University with a state scholarship to **study chemistry**.

**Oleksiy Kudovba** and **Anzhela Kinakh** passed school exams with high grades and gained state scholarships for **college education**.

**Julia Kovaliv** graduated **successfully from medical college** and after a recommendation to study abroad she found an internship in Poland.

**Nadia Beretz** completed her studies and is now **employed as a nurse**.

## 5. EDUCATION for vulnerable children in Malawi

### The social problem

Malawi is one of the 10 poorest countries in the world. Nearly half of children under five have delayed development due to chronic malnutrition. The endemic spread of AIDS has left many children orphaned or exposed to extreme poverty. Only 20% of children complete lower secondary school.

### Project short description

We partner with two community based organisations to support nutrition, care and education to make life-long improvements to vulnerable children's health and opportunities.

This is delivered through projects that support:

- a. **Early years:** to provide HIV/AIDS health services, nutrition and education for early childhood development.
- b. **School years:** to provide local children with care, a suitable place to study and support to access education.

#### Blantyre

**The aim of GEMO Day Care Centre** is to protect and care for **80 preschool and 20 school age vulnerable children** to enable them to become healthy and productive citizens. This active community centre relies on local volunteers, donations and support from Care in Action to provide essential services.

Director Fatima Mauluka also manages secondary school CA sponsorships for 8 children and provides coaching.

#### Mulanje

**Bloomfield Day Care Centre** was founded to provide early years' education and free elder siblings to attend primary school, with core values of nutrition, care and education. Founded in 2004 by Jasmine Lehnis-Leitao with funding from the Charity Tea Auction, basic services are funded by Lujeri Tea Estate, these are supplemented and extended with support from CA.

Head Teacher Mary Gondwe manages education support for 110 children. At least 30% of these are orphans, with HIV a leading cause of maternal mortality. Mornings give 60 preschool children early learning and nutrition, afternoons offer 40 primary school children lunch and learning support, and a further 13 children have CA sponsorship for secondary school.

## HIGHLIGHTS

- ☆ **21 sponsored students supported** with coaching, tutoring and administration.
- ☆ **80 preschool children** given nutritious meals to boost learning and early child development at Bloomfield Day Care Centre.
- ☆ **220 children benefitted** from water and electricity supply, enjoyed the playground tremendously, and learned in an improved environment.
- ☆ **Capacity developed** with Bloomfield and GEMO Day Care Centres to enable a higher level of cooperation and support in 2019.
- ☆ **Building plans finalised** for separate meal and sleep facilities, so that small children do not need to nap in the office and certification from Social Welfare can be achieved.

#### Feedback from guardians

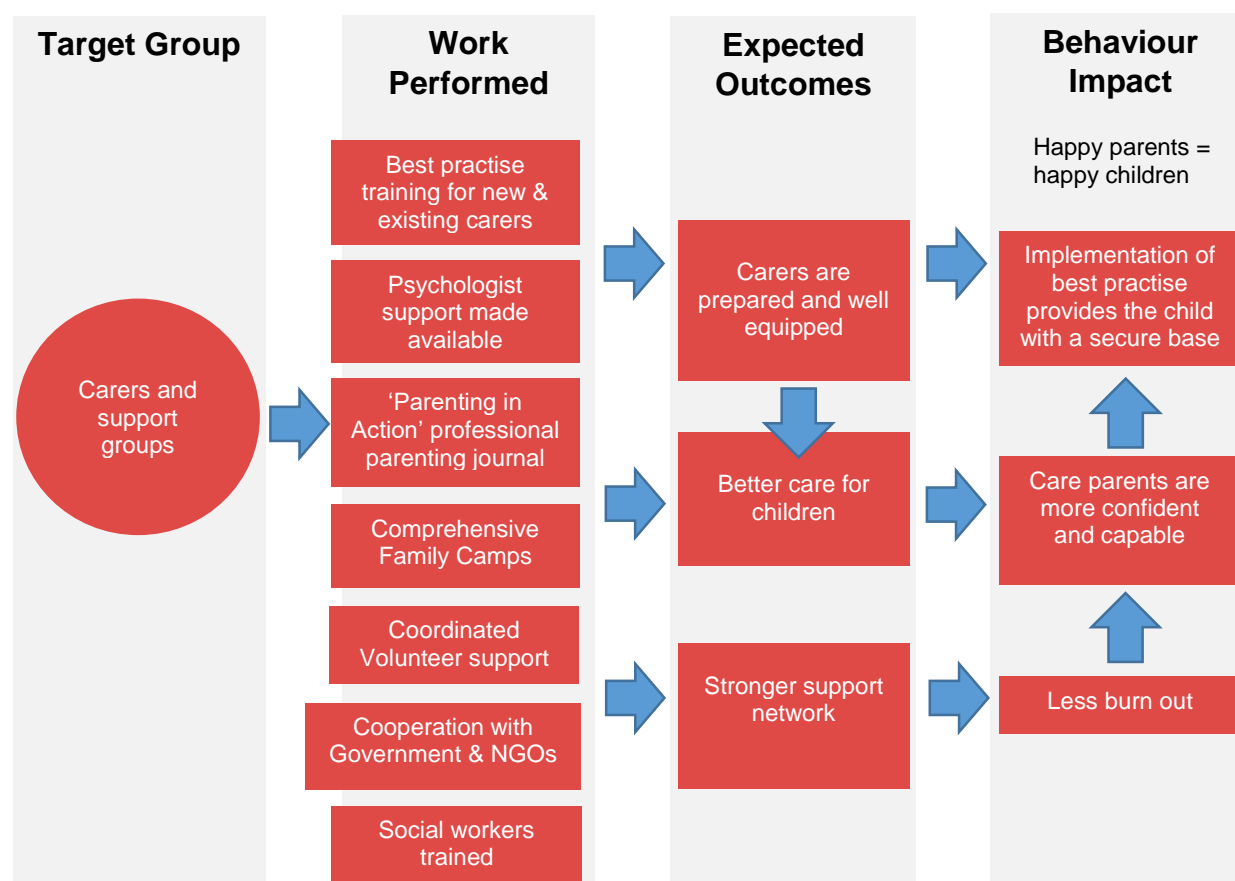
On behalf of all parents we would like to appreciate what you are doing to educate these children. To do this alone as parents it was not easy but you have really relieved us. The assistance which you are giving to our children helps them to concentrate in class and even have a good performance, which encourages us. Thank you.

## 6. CARE 4 CARERS

**Responsible:** Maria Putilina, Werner Lehnis, Svitlana Hrytsiv

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

### IMPACT LOGIC



KPIs					
2018	Caregivers* Interventions	Foster Children Interventions	Family Camps / Events	Trainings / workshops	Materials published **
Total	277	150	3	17	4000 Copies
2017	128	185	3	19	3000 Copies

\* The term "**caregiver**" includes: care-parents from Family Style Orphanages, foster parents, prospective care-parents, adoptive parents and guardians.

\*\* Our 50-60 page professional journal "Parenting in Action" for foster parents and care staff



## HIGHLIGHTS

- Carers from 24 family style orphanages and foster families have been actively supported throughout the year with training & support group meetings.
- **Training program for trainers in “Providing a Secure Base”** led by its co-author, child care specialist from England Mary Beek completed by 18 specialists & childcare workers from 5 Ukrainian regions. These included representatives from: Lviv Regional Centre of Social Services for Family, Children and Youth, the Commission on Family affairs of Ukrainian Greek Catholic Church, “This Child Here”, “The Way Home”, NGO “International Leadership and Development Centre”, “Transcarpathia Without Orphans”, “Hope and Homes for Children”, and “Ray of Hope”.
- We contribute to the De-institutionalisation Lviv network, led by the Lviv City Service for Children’s Affairs. Members share information, learn about policy and contribute to strategy. Our current commitments are to raise public awareness of issues facing children in care and to provide support for foster parents.
- Lasting cooperation with Lviv Regional Centre of Social Services for Family, Children and Youth and the Lviv City Administration “Service for Children’s Affairs”
- **15 partnering relationships established** with regional social services & NGOs supporting family care through distributing Parenting in Action.
- **2 training sessions for 39 potential foster parents** in cooperation with Lviv Regional Centre of Social Services for Family, Children and Youth by our trainers.
- **4 professional workshops** for foster parents, covering Providing a Secure Base, Aggression, Addiction and Manipulation.
- **English Language Camp** requested by foster parents was attended by 53 teenagers in care to inspire academic achievement, increase intercultural understanding and ultimately improve employability.
- **Creating content for the journal “Parenting in Action”** (3<sup>rd</sup> edition) to provide parenting and childcare expertise. The content includes interviews and articles from foster parents, psychologists and respected child care specialists. 4000 copies will be distributed for carers across Ukraine in 2019.
- **Two 4 day Summer Camps** for 18 FSOs and FFs from three regions of Ukraine with 128 participants in total.

31 carers had 9 workshops by psychologists, our trainers & foster parents on the topics: “How to interact with children of different ages without shouting & punishment”, “Applying art-therapeutic techniques to avoid emotional burnout”, “Providing Secure Base”, “Power of Good”.

28 teenagers participated in 16 STEP life skills lessons on the following topics: Overcoming Fears, Bullying, Team Work & Trust, Effective Communication, Crime & Responsibility, sports and fun.

64 children had age appropriate child development programmes, including adventure activities, a treasure hunt, cycling, dance, cooking, crafts, sport, learning activities and games.

## FEEDBACK

*“Thank you for the meetings you organize, for assistance in raising foster children, pieces of advice given and for your tangible care. We feel that our needs aren’t ignored, that there’s someone reaching out a helping hand”.*  
- A foster mother.

*“I plan to incorporate Providing a Secure Base materials in the requalification program for the foster parents’ club”,*  
- Iryna, “This Child Here” in Odessa.

## 7. VOLUNTEERING – EMPOWERING LOCAL COMMUNITY

**Aim:** Empowering people to make a positive impact in the community by enabling them to positively influence the lives of vulnerable children

**Method:** Volunteers are involved in all aspects of projects from planning to implementation. Leadership and childcare skills are actively imparted through training and hands on experience.

Child development program TOGETHER and mentoring project Guardian Angel are enabled by volunteers and CARE 4 CARERS is assisted by volunteers.

**Responsible:** Khrystyna Katola, Bohdan Hrechyn

KPIs						
2018	Training meetings	Experience exchanges	Volunteer events	New volunteers	Most active volunteers	Nr. of all volunteers *
<b>Total</b>	<b>12</b>	<b>4</b>	<b>6</b>	<b>65</b>	<b>146</b>	<b>335</b>
<i>Total 2017</i>	14	2	4	55	122	271

\* Including non-active volunteers, those contributing once per year

## HIGHLIGHTS

**65 new volunteers** have joined since the beginning of 2018

- 12 Volunteer trainings: These include training sessions and team leaders' meetings, workshops by specialists, and internships for future social workers during a Family Camp and the "Talent in Action" children's festival.
- **2 day camp for volunteers** included teambuilding & experience sharing activities.
- **6 events** for volunteers to strengthen team spirit & appreciate their active involvement.
- **3 month long Experience Exchanges in Germany** for 6 volunteers and staff members.
- **1 week Experience Exchange in Lithuania** for 1 volunteer team leader and 1 staff member on the topic of "Conflict solving and conflict transformation".
- Partnered with a **speaker Roman Kushnir** (SPE school) to offer free training for volunteers.
- Bonus **English lessons** for 15 active volunteers (twice a week).

## FEEDBACK

*"The training was very relevant as it is always necessary to remember the project goals, to study the psychology of children, to investigate their problems and ways to meet their needs. Every child has his or her past which we cannot imagine but it is very important to give children our love and kindness". – Anonymous*

*"Thanks to the experience exchange in Germany I became a part of the "Kinderbrücke" life, where I got to know the kindergarten education system from the inside, became a guest at a factory with disabled people and met so many great people from the Marktredwitz community. I received new precious knowledge, which I'm going to use in the future with children in Ukraine. I am so grateful to Care in Action for such a great opportunity for professional development". - Dasha Zhukovska, Team leader*

END OF REPORT







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## Improving the lives and opportunities of children in care



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