

# Annual Report – 2022



## Protecting children in wartime

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***“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***

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Our lives changed in 2022, as through our long-standing work in Ukraine we found ourselves at the forefront of protecting children in wartime. Our team worked tirelessly to shelter displaced families, deliver food and protect children in our programs. Because of generous donations we were able to respond to urgent needs.

Will you join us for another year, as we protect children in wartime? We can use our 25 years of expertise in Ukraine to invest in children, who will shape the future.



### **In Memory of Founder Werner Lehnis**

**1956 -2022**

A tribute to Werner is on  
page 31

The seeds of his good work  
continue to grow

## Dear friends of Care in Action,



Like us, many of you were probably shocked when the world changed in February 2022, with the first major war in Europe for over 70 years. Because of your donations we could stand up and help in the face of Russian aggression: in this report you will see how we gave hope, met basic needs and helped people to start again.

It is hard to present the scale of the work we have done, because though we can tell you that we gave over 33,000 beds for the night we can't relay all the times our team worked tirelessly to treat people as individuals, offered their own beds to families when our hostels were full, helped displaced people into work or school, and even organised evacuation from war zones.

In addition to shelter, we gave food to hundreds of families who had lost homes or jobs due to war, across the Lviv Region, but also in Rivne, Ivano-Frankivsk and Dnipro Regions. We protected foster families and sponsored children by meeting essential needs and supporting them as they either coped with war, fled to other countries or coped with no electricity in winter.

We extended our Therapist-led Support Groups for foster parents, to include 6 regions of Ukraine. As foster parents spoke in Zoom meetings, sometimes the bombs exploding near them could be heard. But they knew they could rely on us and found strength in the camaraderie and expert advice we gave.

Children are at the heart of our mission, and they tell us how the war affects their mental health and ability to focus on study. Besides stress, there is isolation and uncertainty from school interruptions that started with Covid-19. We know effective ways to help and opened our Creative Hub for children in June. Our volunteer programs have brought activities to children without parental care across the Lviv Region, including whole orphanages that were relocated from East Ukraine. We partnered with communities to reach children in poor areas with weekly activities that brought wonderful changes to children's behaviour.

In Germany we helped 23 refugees find shelter, many of them former employees or volunteers who wanted to protect their children. We also sent large transports of aid, including two minibuses which were donated for the work in Ukraine. But our priority was on helping within Ukraine where we were well placed to have the largest impact.

Why do we care? Our team in Ukraine wants to see their country survive, to have the right to speak their native language, to not become like Belorussia where you can sometimes hear the screams of people being tortured when you pass a police station.

For me, I know that the ability and reward of seeing people's lives changed for the better is part of who I am. I think back to my first visit to East Germany when I was 10 years old and the amazement at how crossing a seemingly invisible line was like time travel: on the other side, cars seemed decades older, shops sold a few tins and milk in plastic bags, and the smell of the toilets at the camp site was overpowering. In November when I travelled from Ukraine back through Poland, the contrast between leaving apartment blocks without light, water or heat and arriving in streets festooned with Christmas lights was stark. I want to see Ukrainians escape the control of Russia: a goal they want so much they are willing to give their lives to achieve it.

We all want to be a part of helping Ukraine, which only gained independence in 1991, to develop a system that ends the sometimes cruel institutional care of over 100,000 children. We want to support children's education and development so they can escape the cycle of poverty and build Ukraine's economy.

We are also proud that in Malawi we continue to support education and community development with children moving from poverty into university with good prospects for the future, thanks to sponsors and the Stadema Foundation.

To every person who donated and made it possible for us to help children, we thank you with all our hearts. I hope that through our report you will see that it's possible to give aid that touches hearts and rebuilds lives.

A handwritten signature in black ink, which appears to read 'Jasmine Lehnis-Leitao'.

Jasmine Lehnis-Leitao, Director, Care in Action e.V.

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# 1. Introduction

Care in Action e.V. is a non-profit charitable organisation, registered in Munich, Germany, that exists to help disadvantaged children, especially those without parental care, to grow up to succeed in life.

The organisation was founded in 1998 after Werner and Janice Lehnis discovered the significant need for orphan care in Ukraine, and 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 developed cooperation with state services and a network of active, educated Ukrainian volunteers. By 2011 Care in Action set up local sister organisation 'Turbota v Dii' 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 the Founders' daughter – and Executive Director since 2020 – Jasmine Lehnis-Leitao.

Our goal is to enable vulnerable children to grow up to succeed in life. Holistic education, which is much more than schooling, is a key to making a sustainable difference, and is our priority. When children and young people need the basics of food, shelter and safety to enable their education, or their transition to self-reliance, we aim to ensure that those needs are met. Our approach helps to reduce trauma and break the cycle of poverty.

## 1.1 Our Vision, Mission and Approach

### Vision

Our mission is to help disadvantaged children, especially those without parental care, to grow up to succeed in life. Through holistic education and partnerships, we develop children's self-reliance and help them grow up in families.



### 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

<b>Scope</b>	This annual report covers activities and results achieved in 2022.
<b>Reporting period and cycle</b>	Reporting period is the calendar year 2022, January 1 <sup>st</sup> to December 31 <sup>st</sup>
<b>Application of SRS</b>	This is the seventh 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
<b>Contact partner</b>	Jasmine Lehnis-Leitao, Executive Director, <a href="mailto:info@care-in-action.org">info@care-in-action.org</a>

## 2. The Social Problem and the Solution

### 2.1 The Social Problem

#### Problems we address in Ukraine

##### 1. Children without parental care

Sadly, Ukraine has one of the highest rates of institutional care in the world, with 1.5% of all children in care before the war, and this has negative outcomes for children's future. Foster Parents need our support because they care for children who have experienced trauma or have special needs. We also work with children who are growing up with relatives.

- 92% of children in state care have parents who can't provide care because of poverty or social problems.
- Only 25% of orphanage graduates have stable employment.
- Only 1% of orphanage graduates obtain university level education, compared to 83% enrolment in tertiary education in Ukraine.



##### 2. Children who are vulnerable

These children need help and this may be due to poverty, social factors like parental neglect or mothers escaping from abuse, or because of a crisis. With the war in Ukraine there are increasing numbers of children who are experiencing high anxiety, lack of education and growing up in poverty.

Children in difficult circumstances are at risk of staying in a cycle of poverty. Parents may not be able to educate their children, so children won't be able to find a decent job, then the same happens with the next generations.

- More than 3.5 million children in Ukraine live under severe to catastrophic levels of needs across the country.
- We help children like Iryna (left), who is growing up in a family of 7 children and sadly her father died. Iryna and her sister could return home from institutional care because of our support.

##### 3. Young people at risk

We help children and young adults ages 15 to 25 who have problems with supporting themselves and integrating into society, which could be because they don't have adequate support from their parents or were raised in state care.

- Human trafficking in Ukraine is a serious and overwhelming issue. Ukraine is one of the most prominent countries in Europe for human trafficking with over 260,000 Ukrainian trafficking victims over the last 30 years.

#### Problems we address in Malawi

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).



*"Education enables upward socioeconomic mobility and is a key to escaping poverty."*

*UN Sustainable Development Goal 4*

## 2. The Social Problem and the Solution

### 2.2 Solution Attempts Made to Date

**25 Years of Care in Action:** we have worked to meet the needs of orphans and vulnerable children. We focus our efforts on Ukraine and Malawi, achieving sustainable change.

#### Key milestones in the development of our methods and services

1998	<b>"Care in Action" founded in Munich, Germany</b> , after the first fact finding mission to Ukraine in 1996. Large aid collections organised in Germany were transported and distributed in hospitals, care institutions and to the poorest families in 46 remote villages of Western Ukraine over the following years. Ongoing TOGETHER Child Development Programs with international and local volunteers began in 1997.
2000	First renovation projects in children's homes which were in terrible, even inhumane condition. Built toilets, bathrooms, sewage systems, playgrounds, installed running water, fixed roofs and whole buildings, renovated and furnished bedrooms, classrooms and kitchens. Renovation projects continued until 2009.
2002	Teacher training workshops began in the L'viv area.
2004	Care in Action support for early child development began in Malawi under Jasmine's initiative.
2005	Montenegro, Albania: 7 large aid transports were distributed in refugee camps and care institutions, a school for Roma children was supported with funds and computers. Local youth volunteer program started.
2006-2009	Focus shifted back to Ukraine and Malawi. Began a Ukrainian Volunteer program, providing training and sustainable community support. Implemented regular Child Development Programs in 45+ institutions. Major children's homes renovation projects completed, 3 hospitals supplied with furniture & equipment.
2010	To improve orphan care, Orphanage Director's Conferences and training were organised, promoting deinstitutionalization and family style models of care. Facilitated international experience exchange visits for orphanage directors. Regular training for care staff and crisis families began.
2011	<b>Founded Ukrainian sister-organisation "Turbota v Dii"</b> . STEP Life Skills program introduced for teenagers in care homes to prepare them for independent living. Yearly international experience exchanges were organised for volunteers and staff in Slovakia and Germany.
2012	Humanitarian aid ended: over 110.000 Kg essential supplies had been collected, transported and distributed in 46+ villages, and in 44 children's homes, centers for the disabled and hospitals. Individual support helped many children stay with their families. Playgrounds were built in children's homes in Ukraine and Malawi.
2013	Care 4 Carers program began, providing training and support for foster parents and family-type orphanages; Guardian Angel program started to provide mentors and tutors to disadvantaged children.
2015	Sponsorship program founded to provide special educational needs and welfare for orphans and disadvantaged children, as well as the first highly valued annual "Family Camps" for foster-type families.
2016	Social worker training and practical internships introduced in universities to influence future generations. The Parenting in Action professional advice journal was created for Ukraine.
2017	"Providing a Secure Base" therapeutic care concepts introduced to Lviv region by Janice and Dr Mary Beek.
2018	Joined the De-Institutionalisation Network. Partnership formed with a specialist training NGO in Kiev to develop the nation-wide introduction of Providing a Secure Base to care professionals and foster parents.
2019	A complete training course in Providing a Secure Base created, with 17 trainers qualified to teach therapeutic parenting techniques across Ukraine. Regular child development programs remained strong.
2020-2021	Aid and child protection given in response to Covid-19, including 150 families supported. 511 carers in 12 Regions were trained in Providing a Secure Base. Sponsorship increased by 50%, Malawi University Sponsorship started.

## 2. The Social Problem and the Solution

### 2.3 Our Solution



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*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.*

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#### **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 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.

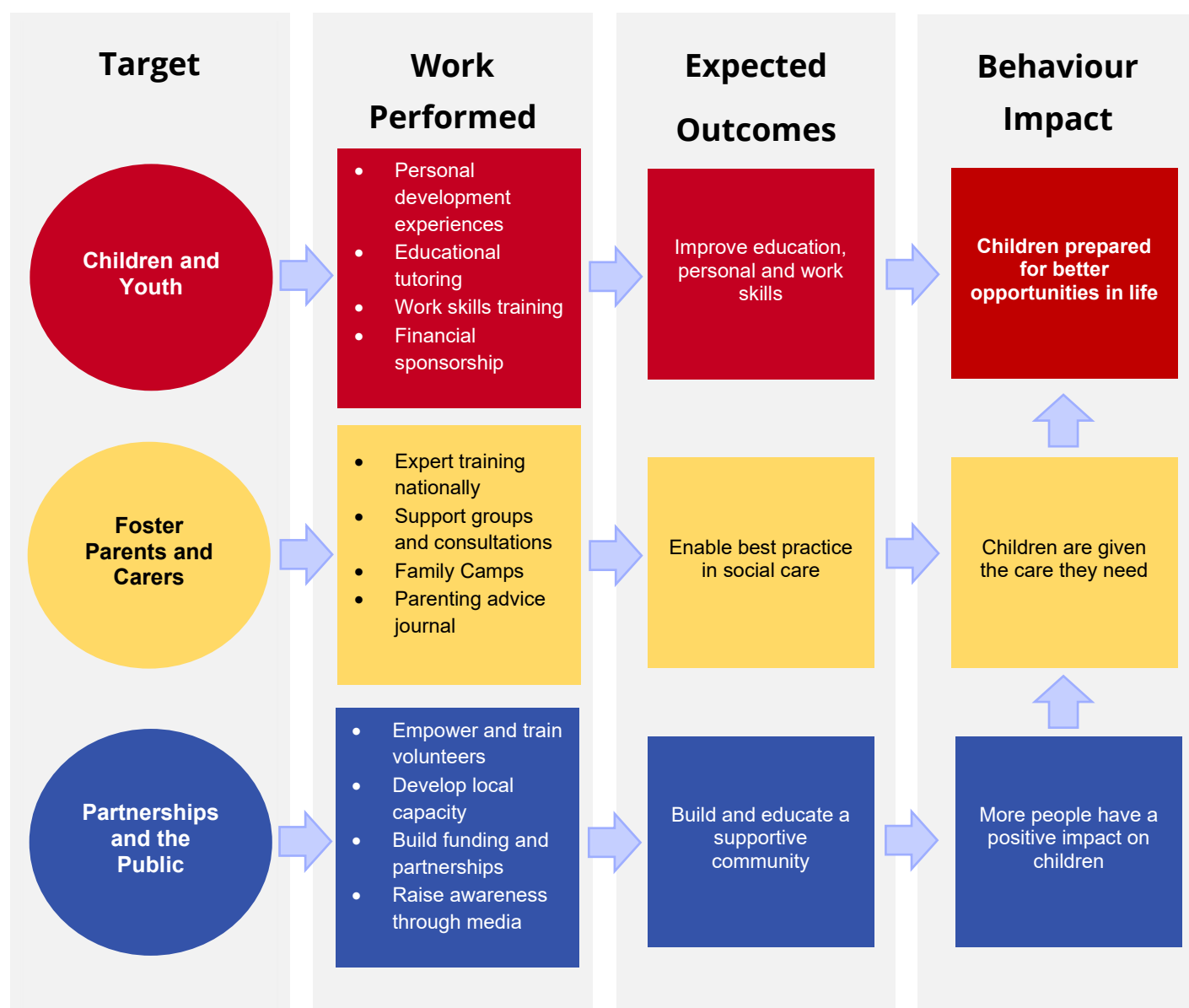


## 2. The Social Problem and the Solution

### 2.4 Impact Logic

*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 succeed.*



## 3. Resources, Work Performed and Results 2022

### 3.1 Project Highlights

#### STEP

- 69 Life Skills workshops
- 4 x 2-day Life Skills camps

#### Sponsorship

- 84 children and youth sponsored
  - 34 education grants gave individual help

#### Guardian Angel

- 64 children mentored and tutored
- 173 children given school supplies

**2022**

#### Malawi

- 8 young people in university
- 192 preschool children assisted in nursery school
- 90 primary school children given learning support

#### Together and Volunteering

- 2,139 children's participations in 135 child development programs
- 5,778 volunteer hours in Ukraine with 120 active volunteers



### Care for Carers 2022



7 Providing a Secure Base Training courses



2 Child Protection Partnership Projects



100 therapist-led peer support meetings for 65 foster parents



32 therapist-led support group meetings for 35 foster children



### 3. Resources, Work Performed and Results 2022

#### Shelter

- 33,261 beds for the night given in hostels, 2 private houses, 6 apartments and our Care Centre for 30 people
- 883 displaced people given shelter
- 376 refugees transported to the border



#### Integration

- Creative Hub opened – a centre for children and displaced families
- 72 people helped to find long-term housing
- 40 Warm Winter Starter Packs to help displaced families in new homes
- 429 private consultations from our Social Worker



#### Humanitarian aid

- 18,000 people received aid worth +100,000€, including food, medicine, blankets, clothes and toys
- Children protected in winter: 10 generators, 112 emergency lights, 70 gas stoves, 41 new shoes, blankets
- 198 families given food parcels in Rivne, Zakarpattia, and Dnipro regions



"A supply of food gives confidence to parents that they will feed their children - this gives them confidence that they are not alone, that they can survive and have somewhere to turn for help. AND THAT'S BECAUSE OF YOU." - Joseph Posypanka, Zakarpattia

## 3. Resources, Work Performed and Results 2022

### 3.2 Resources Used

#### Personnel

- In Lviv we grew our team from 9 to 13 longer-term staff and employed 7 people for aid projects. 120 volunteers were actively involved in supporting children's programs, aid deliveries, and services for people who were displaced by war. We continue to outsource a network of experts to support training courses, workshops and therapist-led support groups.
- In Germany our program support, fundraising and administration is facilitated by one full-time and one part-time employee, as well as active volunteers and Board Members.
- In Malawi our projects are implemented by 3 part-time Administrators.

#### Locations

In Lviv we added two premises in the building where our office is located: a Creative Hub for children and youth on the upstairs floor, and a large storage for aid.

We opened a shelter for 30 people in Vinniki in April, in a new building owned by Plast, a Ukrainian scout organisation, to house displaced families. Further shelter was provided by renting hostels, 2 private houses and 6 apartments.

#### Vehicles

Two minibuses were added to our resources in 2022: one purchased and one donated. This makes it possible for us to deliver large amounts of aid and efficiently bring our programs to children in need.



In the picture a minibus, donated by Munich International School, delivers a generator and aid to a foster family with 7 children. They had fled their home in Mikolayiv, where they had lived for 25 years, because of intense bombing.



## 3. Resources, Work Performed and Results for 2022

### 3.3 Organisational Improvement

#### Germany

- Tripled funding and projects developed for Ukraine, with large funding received from voluntary donations, Betterplace.org and donors such as Sternstunden. Initiated partnerships for funding and aid received directly in Ukraine.
- Sent two minibuses, aid and essential equipment to Ukraine
- Team of volunteers and local network formed to house 23 Ukrainian refugees in the Starnberg area and help them either settle or return to Ukraine
- Satzung (charity constitution) updated
- Partnership set up to receive tax-deductible donations in the USA
- Supported registration of "Care in Action Malawi" with the Charity Commission in the UK

#### Ukraine

- Responded quickly to deliver projects to meet the needs of children in wartime
- Extended team from 9 to 20 staff with added expertise in Social Work and Management to deliver larger-scale projects, and employed displaced people to help them resettle
- Housed up to 198 displaced people at a time, including in our Care Centre
- Creative Hub opened as a centre to support children and young people
- Safeguarding Policy and Processes upgraded with support from the Centre for Child Dignity
- Donations were six times higher than 2021 with 57 new partnerships formed, plus large volumes of aid donated

#### Malawi

- Visit from Lancing College school trip who sponsor 3 university students
- Monitoring and Evaluation project of sponsorship and Day Care Centres to assess impact and gain the views of stakeholders (children, guardians, community members)



Partnerships helped us deliver aid to over 18,000 people, including with the Polish organisation Szlachetna Paczka Lubaczów, found through a networking event in Germany, who brought many aid deliveries and formed a close connection with Ukraine.

## 3. Resources, Work Performed and Results for 2022

### 3.4 Program Overview and Lives Impacted

In this section we report the impact of each of our programs, through both Key Performance Indicators and lives impacted. This page shows the key outcomes of our programs and how they all fit together in a holistic approach, balancing “soft skills” such as personal care, with measurable action, such as education and training or essential aid.



#### 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.*

Aid in Wartime	=	Mental Health and Integration	+	Shelter, Food, Clothes, Protection
Together	=	Social and Character Development	+	Educational Development
STEP	=	Life Skills Coaching	+	Job Orientation Program
Sponsorship	=	Individual Advice and Development	+	School Fees and Essential Needs
Guardian Angel	=	Mentoring and Social Support	+	Educational Tutoring and Supplies



#### 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	=	Support Groups and Networking	+	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 opportunities for children.*

Volunteering	=	Recruit and Train Volunteers	+	Direct Volunteer Initiatives
TvD Capacity Building	=	Raise Awareness and Reduce Stigma	+	Cooperate to Extend Reach
Malawi	=	Mentoring and Capacity Building	+	School Fees and Essential Needs

## 3.5 Program Overview – Aid in Wartime

This program was developed in response to Russia's 2022 invasion of Ukraine, to use our capabilities to address the humanitarian crisis and use the donations given to us for this purpose. An estimated 13 million Ukrainians have fled the war, with at least 6.6 million people displaced within Ukraine - 15% of the country's population. In the Lviv Region there are up to 400,000 Internally Displaced Persons (IDPs).

Since March 2022, Care in Action has been actively involved in helping refugees, especially families with children. The whole team united and worked around the clock to settle people in shelters, safely transport people to the border, open a crisis center, purchase food and provide humanitarian aid. This evolved to address the needs for mental health care, adaptation and resettling in Lviv.

In addition, team members helped to evacuate people from active war zones. We worked in partnership with other organisations to send food and aid to critical areas, including in Lviv, Dnipro, Rivne and Zakarpattia Regions.

- Objective** Provide shelter, a Creative Hub for children, aid and social services to help children, young people and their families through wartime so they can recover from trauma and find security for their future
- Highlights**
- 1,936 boxes of humanitarian aid were distributed, including boxes containing: 1,017.5 groceries, 124.5 baby food, 258 hygiene products, 124 baby hygiene products, 55.5 medicines, 27.5 toys, 113.5 bedding, 221 clothes
  - 376 people were transported to the border, including 193 children and 17 animals
  - Our Care Center to house 30 women and children was opened on April 18. This was equipped with a study area with laptops, a toy zone, and Italian donors provided a truck load of beds, appliances and aid. The building was provided in partnership with Plast, a Ukrainian scout organisation.
  - Shelter was also provided in 4 hostels, 6 apartments and 2 private homes
  - Integration was supported with 429 Social Worker consultations, more than 15 refugees were helped to find work, 88 people were assisted to access state and NGO services, 17 children helped to enrol in school, and 57 people helped to find longer-term residences. We actively cooperated with the Migration Service, the Center for Administrative Services, the Social Service, and the Department of Children.
  - Psychological help given with 16 consultations, art therapy and the services of Olena Petrushkevych and other specialists. Further help given in partnership with the Maltese Relief Service.
  - 40 Warm Winter Starter Packs given to help displaced families resettle in their new homes and be safe during the winter with power cuts.
  - Aid in Rivne, Zakarpattia, and Dnipro given in partnership with NGOs Future for Children of Ukraine, Zakarpattia Without Orphans, and Maximum
  - 41 pairs of new winter shoes purchased (27 - for displaced children and 14 for fostered children)
  - Creative Hub opened in June as a children's centre and to support integration of families

Key Performance Indicators	Beds for the night in our shelters	IDPs given shelter	People who received aid	Food purchased	Aid given with NGOs and Gov	Donated goods or services distributed
2022	33,261	883	17,966	15,647 €	16,375 €	69,700 €
Managed by: Khrystyna Halko, Oksana Mishchenko						

## 3.5 Program Overview – Aid in Wartime

### Creative Hub

We saw the need for a children's centre, where children could have a place to play, study and socialise, as so many displaced people lived in cramped conditions in hostels. This became a strength to children and families, as they were helped to adjust to life in Lviv and recover from the experiences of war. The Creative Hub also serves as a base for our regular activities with children and young people, such as STEP Life Skills and Guardian Angel tutoring and mentoring.

- Objective** Provide a space for displaced and local children to be safe, creative and develop their wellbeing and education
- Highlights**
- 69 master classes were held, including cooking, dancing, percussion, clay modeling, art therapy, needlework, beadwork, soap making, making Christmas toys, felt, gingerbread...
  - 18 teenagers completed an IT career guidance course of 17 lectures, conducted in partnership with Intellias
  - Weekly Ukrainian film club for families to encourage Ukrainian language skills which will help with schooling and employment
  - Daily preschool for children, which enables mothers to work
  - Therapy workshops for displaced mothers



"In the "Creative Hub", my child found new friends, was able to adapt after the events we experienced and to find a feeling of normality after moving to Lviv. The teacher and volunteers are very helpful and friendly. Most of all, my child liked painting a gingerbread as a gift for the Armed Forces of Ukraine.

"And I have time for my "adult" affairs to establish a new life and draw up the necessary documents "

- Iryna, displaced from Nova Kakhovka, Kherson region

"Thank you very much for everything, for your help, for your support, for your care, for your responsiveness!! That's a big deal!" - Kateryna, displaced from Sloviansk

"Thank you very much for your work in the Creative Hub. My son really likes to visit, he happily runs to you every day! You provide comprehensive development at the highest level! Here he has made many friends and learned what he had not been able to before. " – Ilona, displaced from Dnipro



Key Performance Indicators	Times children attended events	Number of workshops	Excursions	English Classes	Psychotherapy consultations
2022	1,994	69	22	40	16



## 3.5 Program Overview – Aid in Wartime

### Individual Aid

At Care in Action we went out of our way to give individual support to at least 50 displaced people, creating sometimes miraculous results. This included lens replacement surgery, cataract removal (for Valentina, pictured on the right, who regained sight after being blind for two years), purchase of urgently needed medicines, burial assistance, hospitalization in a psychiatric department, assistance to help a mother be reunited with her 3 children who were in a children's shelter, transport services when moving to long-term housing, and many other acts of kindness to alleviate suffering.



### Anastasia – one of the 883 people we sheltered

Sixteen year old Anastasia lived in the Kramatorsk district of Donetsk until November 2022. After experiencing incessant shelling and power cuts she made the decision to evacuate, even though her mother would not leave. When she arrived at the train station in Lviv, volunteers there sent her to Care in Action. Our team gave her shelter and worked with Anastasia and the Department of Children to protect her rights and resolve the issue of her being separated from her parents. The Department helped to determine her legal status so then we we could help Anastasia gain social protection and benefits as a displaced person.

Anastasia was eager to continue her schooling, so we were grateful when Lviv Vocational School of Consumer Services gave her the chance to develop her abilities. It also gave Anastasia the chance to socialise and make friends with children her age. Our Sponsorship Fund used donations to purchase the hairdressing equipment she needed. Anastasia is very motivated to create a better life for herself and found part-time work in a gym.

We saw that Anastasia needed help to stabilise, and to deal with the trauma of war and childhood issues, so we involved a psychologist who became part of our systematic

assistance. Now Anastasia lives in a shelter, receives our food packages, and joins activities at our Creative Hub. She was one of the children who we bought new winter boots for.

Anastasia balances her time between study and work, and also volunteers with us. She says she can't believe all the good that has happened to her!



## 3.5 Program Overview – Aid in Wartime

### Settling 23 refugees in Germany, sending aid and funding

Immediately after the war began on 24 February 2022, CA members in Starnberg met with founders Werner and Janice Lehnis to begin local preparations to welcome Ukrainian refugees associated with CA who were fleeing the war in search of safety for their children. Though weakened by his battle with cancer, Werner led and energized our efforts with his passion for helping those in need. The first refugees arrived in early March. With tremendous support from the local community, accommodations and necessary household and personal goods were secured. We ultimately supported 23 refugees in the greater Starnberg area to settle, complete necessary German registration requirements, and integrate into the local community.

In addition to supporting local refugees, Starnberg based CA members worked tirelessly with the local community to secure computers, medicine, winter clothing, generators and other needed items which were transported directly to Ukraine for distribution to those most in need in the region of Lviv. Thanks especially to the generous support from Munich International School and Bavarian International School, and many in the local community, large amounts of funding and aid could be sent to Ukraine.



"I remember very well the first day when we arrived in Starnberg. We were excited, sad and confused. We didn't know what was waiting for us. I had only one thing in my mind: I am pregnant, far from home where I knew everything, and my parents will be far away. But after coming here, we were moved by how much kindness there is in the world! In fact, no words are enough to fully express our gratitude to everyone who helped us and continues to do so! The word "thank you" simply cannot contain all these emotions and love that we mentally express every day to all the volunteers of "Care in Acton" who have helped us to find a safe shelter, love, warmth and a new home, here in Germany."  
- Yaryna and Roman



## 3.5 Program Overview - Together

We organized special activities for children in care and in crisis in the Lviv region, and were asked to help refugees from different regions of Ukraine who lived in temporary shelters. Our volunteers regularly held programs for children in our Creative Hub and Care Center. There was a wide range of activities with themes such as art, sport and music, as well as excursions. Carers said it helped children reconnect with their emotions and have relief from thinking about the war.



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

- Highlights**
- **144 Together programs** including 78 programs in the Creative Hub and Care Center and 9 Christmas programs. This included: cooking, crafts, sports, quests, quizzes, active games, food floristry, painting Easter eggs, dancing, drawing comics, making candles, a trip to the oceanarium, and the children were visited by guests with a chemical and bubble show
  - **2 new Team Leaders** recruited and **4 Meetings** with Team Leaders to review new ideas, plan, and say thank you
  - **New resources** with ideas for programs on our website
  - **Christmas Fundraising** with team leader Yaryna Kupchak and pediatrician platform
  - Greater alignment with STEP Life Skills themes



A volunteer wrote after a visit to a children's home that was evacuated from the Luhansk Region:

"The volunteers enjoyed interacting with the children. The children were eager to spend time with us. They didn't want to let us go, it was a happy time."



We brought 27 children from vulnerable families in rural Polonochi for their first excursions in Lviv, including a trip to a rescued animal shelter and a pharmacy museum where they could try various chemical experiments. The children were so excited they didn't want to go home!

Key Performance Indicators	Child Development Programs	Times children attended	Program hours	Volunteer hours
<b>Total 2022</b>	<b>144</b>	<b>2,139</b>	<b>1,008</b>	<b>4,144</b>
<b>Total 2021</b>	83	645	581	2,371

Managed by: Khrystia Katola

## 3.5 Program Overview - STEP

Project plans were adapted due to the war as the STEP team were also active in providing aid to displaced people, helping to manage shelters and get young people into work or college. Education in Ukraine has suffered, first due to Covid and then the war, but through our camps and workshops young people gained important life skills, psychological relief and social interaction. While some of our regular beneficiaries fled the country, there were many internally displaced young people who joined our STEP activities.



- Objective** To equip vulnerable teenagers with the personal and technical skills they need to thrive in the working world and independent life.
- Highlights**
- **4 STEP Camps:** at these two-day intensive camps young people were able to build confidence, social skills and resilience while immersing themselves in such vital themes as “21-century Skills”, “World of Professions”, “Peer Pressure and Personal Boundaries” and “Adventure Therapy – Carpathian Mountain Hike”. At each of the camps experts led interactive workshops and shared their experiences, and fun games helped to build friendships and cultivate teamwork.
  - **69 Workshops:**
    - **Personal skills (30 workshops)** which included: art-therapy workshops to discover hidden potential, teach communication skills and boost self-esteem; Team Building; excursions to broaden general knowledge; Drama Classes to reduce anxiety and develop public speaking skills; Conflict Solving; Emotional Intelligence; Sex Education; Project Management.
    - **Active Citizenship (8 events)** - young people volunteered with the set-up of our shelter and with sorting aid; they also learned about volunteer opportunities at “Building Ukraine Together” and “Plast”, and discovered how volunteering can boost personal development.
    - **Practical Skills (24 workshops and events):** Culinary, Money Management, Food Floristry, Media Literacy, First Aid, Problem Solving, Outdoor skills.
    - **Professional skills (6 meetings):** young people learned about different careers and which skills are required.
  - **Personal advice and support for vulnerable young people**
  - **Job Orientation:** the STEP team supported the series of 17 workshops to introduce careers in the IT industry which was organised at our Creative Hub.

Key Performance Indicators	Participating institutions and foster care	Coaching/ interventions	Job orientation events	Training events	Sessions with external experts
Total 2022	22	1,190	17	69	43
Total 2021	26	1,129	0	74	20

Management and report by Maria Boiko; STEP Team: S. Mayorov, H. Melnychuk, L. Zgoba, I. Moyseyenko



## 3.5 Program Overview – STEP

### Some of the lives changed through personal support:

Oksana, a young woman, was supported materially and psychologically through a crisis pregnancy, which led to her decision to keep the baby. Sofiika was born a healthy child and we keep supporting Oksana through war time both morally and with humanitarian aid.

Three care leavers received individual support such as legal advice, psychological consultations, food sets, help in searching for a job and in resuming studying.



### What young people said:

"The drama workshop helped me overcome self-doubts and raise my confidence and I was surprisingly enlightened at the first aid workshop. Everything was cool and I found new friends."

"When I go camping I'm always afraid that I'll be left alone, but with such great people who supported me throughout those days, I felt like I could count on them for anything. This trip made us a big inseparable family - some of us were able to find new friends, overcome our fears, and be inspired."



At one of our 4 STEP Camps, 44 young people from both East and West Ukraine climbed the highest peak in the Carpathian mountains. They saw grand landscapes, tried rope jumping, listened to interesting facts about the history of Ukraine, sang folk songs, and shared stories. For many it was their first time in the mountains and they loved it!

## 3.5 Program Overview – Sponsorship

With our Sponsorship program we use a holistic approach to help 86 children who are disadvantaged. One of the most wide-spread social problems is poverty, which is hard to erase as it can continue for generations. The key instrument to tackle poverty is education. To help children grow up to succeed in life and have a good education we have to work with schools, social services and sponsors, and this way we can achieve the best results.

We helped 34 children and their families with the Sponsorship Fund we opened in 2021 to give small grants for effective changes. This protected children in crisis because of the war and met children's needs for education. It helped Liza (in the picture with Jasmine) to become a manicurist and support herself.



- 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**
- 13 families where parents lost their jobs and children needed food were given small grants
  - 21 small grants met children's educational needs
  - Families were helped to evacuate within Ukraine or to get started in a new country
  - 108 vulnerable children joined new activities in 3 villages, also benefiting sponsored children
  - 9 Malawian young people are sponsored in University giving life-changing access to career skills



We adjusted to the new reality of wartime to meet children's needs. In poor, rural villages where we sponsor children there are no activities for the children to develop their talents. So in cooperation with Social Services and our Care for Carers program we organised 6 weekly classes dance, volleyball and kickboxing classes for 108 children. We see these children developing socially, improving their behaviour, and hope it is also a place where they can forget about war and have bright childhood memories.

Key Performance Indicators	Children in Malawi	Children in Ukraine	Total Children sponsored	Children who received grants	Number of Sponsors
2022	45	41	86	34	25
2021	28	48	76	8	24
Managed by: Marta Didula, Jasmine Lehnis-Leitao					

## 3.5 Program Overview – Sponsorship

### Five Prychka children find security

We met the Prychka family during the Covid pandemic when we brought food to families in crisis. Uliana, the mother, later escaped from her alcoholic and abusive husband and started a new life in a different village. The Village Head helped Uliana's family to find a home, we provided school supplies, and a sponsor supported the family so basic needs were met.

Within one year we see a huge difference. The five children have progressed in school and Uliana cooperates with social service to get state support. Uliana is more confident and is ready to protect her children in any situation. With this family we started out working to cover their basic needs, but step by step we are able to support education too. As the family's finances have become more stable, sponsorship can pay for tutoring. Vlad, who is in Year 5, has trouble reading, but is excited that with tutoring he'll be able to one day surprise his classmates and show them that he too can read.



### Yulia Ruda is becoming a talented designer

Yulia was only 8 years old and living in an orphanage when we first got to know her in 2011. She recalls with a smile the times when volunteers visited with "Together" programs, how we gave her first easel, and how her communication with Maria, a volunteer, helped her believe in herself. In 2018 we found a sponsor for her: with our support she managed to get into Art College and is now studying online to finish her bachelor degree. When the war started she says it was very scary as her dorm was near a critical facility. She found a way to get to Italy, where Maria helped her to find a home and a job in a restaurant.

Yulia visited Ukraine to plan her studies and discovered that she had major problems with her teeth. Since Yulia didn't get good health care in the orphanage she still had a milk tooth, which had caused other problems. The dentistry was quite expensive, but she managed to save money working in Italy and in November she was very grateful when we



paid for half of her dental operation.

Now 20, Yulia is able to support herself in Italy, and has grown into an independent and responsible young woman. Joanna Lehnis at Saga Studios offered her a design internship and Yulia is delighted! She says "When I draw I feel elated," and creativity helps her overcome difficulties. Yulia no longer needs sponsorship, but our contact and her friendship with Maria continues.



## 3.5 Program Overview – Guardian Angel

This year the war brought many challenges. 19 of the children who are paired with mentors are growing up in residential care, and some of them were evacuated to Poland or Italy. Some didn't see each other for six months, but children sent messages and mentors understood how much their support was valued. Tutors also had challenges with teaching children at the start of the war. After children in care returned to Ukraine, a regular event with mentors was introduced at our Creative Hub, providing a rare opportunity for children in care to join an activity outside their home.



### Objective

To support a vulnerable child's personal and educational development through individual mentoring and tutoring to help prepare them for independent living.

### Highlights

- **157 children received school materials** at the beginning of the school year.
- **Training course for mentors** – as a result 8 candidates did safeguarding checks and became qualified mentors, and 5 new mentoring pairs were created
- 4 general meetings of mentors and wards were held.
- Introduction of English lessons for teenagers.
- Conducted 5 workshops to improve the skills of mentors.



Here some of our mentors play a game while they discuss challenges with a child psychologist. Mentors are volunteers who are trained, background checked, and supervised. They help children in care face challenges like uncertainty about their future, and isolation when they are in residential care homes.



157 children received school supplies. Program Manager Natalya explains "This year is very difficult for Ukraine, and this affects children's education. **With our support we show that despite all the current events, it is important to plan for children's future and support their right to education.**"

Key Performance Indicators	Mentors	Tutors	Children served	Volunteer hours	Training sessions	New mentors trained
2022	22	14	64	827	9	10
2021	20	23	53	625	9	21

Managed by: Natalya Krushelnytska



## 3.5 Program Overview – Care for Carers

Our work with foster parents and carers has grown into new regions to help carers cope with the war and to protect children who would normally live in orphanages. We kept in contact with foster families and provided aid that was essential in war time. Carers have expressed how much they value the Therapist-Led Support Groups which are hosted online. Fostered children were experiencing stress and isolation as a result of the war, and participated eagerly when we started online Therapist-led Support Groups just for them.



Two new Child Protection projects provide a social worker, aid and mental health support, helping children who are especially vulnerable with their education and social development and to live safely within a family. One project is in a rural part of Lviv Region, helping children who normally live in orphanages, and the second project is in East Ukraine, Dnipro, helping children who have lost their parents in the war and are placed temporarily with volunteer families. By partnering with other NGOs we provide comprehensive services and also achieve needed changes in the Department of Children, for example two Heads of Department who were not fulfilling their duties have been replaced.

9 Providing a Secure Base training courses were provided online in 7 regions, each over 3 days: foster parents wanted to continue despite the interruptions from air raid alarms, power shortages and missile strikes. The Parenting in Action journal on how to support children who have learning disabilities was distributed on a smaller scale than previous years, with 3,000 copies printed, but this is a good achievement considering the circumstances.

Work to promote family forms of care for children and improve social care standards continues: the Coordinator joined 26 meetings of The Commission of Child Protection; 7 children were helped to live with families instead of in institutions.

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

**Highlights**

- **100 therapist-led peer support meetings for 65 foster parents in 6 regions** (7 groups in these regions: Lviv, Zakarpattya, Dnipro, Vinnytsya, Sumy, Ivano-Frankivsk)
- **32 therapist-led support group meetings for 35 foster children** (2 groups in Lviv region)
- **13 families supported in Drohobych area** to protect children who normally live in orphanages
- **29 families supported in Dnipro** (East Ukraine) to protect children who lost their parents in the war
- **42 individual therapy consultations** provided
- **7 children moved out of institutional care:** 3 children returned to their biological families, 1 child now lives in a temporary foster family, 3 children live in an FSO family
- **50 candidates to adopt trained** at 3 expert workshops
- **1 camp for foster families** hosted in partnership with Lviv City Council
- **Aid in wartime:** aid given for food, education supplies, medical care, and keeping warm in winter, including 4 generators supplied to foster families as requested by the Department of Children.

Key Performance Indicators	Caregiver's Participations	Family Camps	Training and support sessions	Parenting journal	Secure Base: carers certified
2022	1,338	1	180	3,000 copies	153
2021	1,182	2	89	6,000 copies	340

Management and report by: Iryna Shemechko, program assisted with coordination by Marta Didula

## 3.5 Program Overview – Care for Carers

### Feedback from carers

#### Support Groups

"What would I do without you? Thank you for always finding time to talk, support, look for specialists who can help my children. Nowadays we face constant challenges, and you always come to the rescue" (Natalia, FSO foster mother)

"Thanks to your constant support and meetings, we dared to welcome two new children into our family at such a difficult time. This is a great achievement for us. Thank you for being with us." (Anya, FSO foster mother)

"Thanks to our regular support groups, I better understand how to help a child live with learning difficulties, how to deal with adolescence, how to restore my own internal resources, how to manage here and now during the war" (Olena, FSO foster mother)



#### Parenting in Action journal

"Your magazine is fantastic! So many professional articles, professional authors, interesting interviews. The topic of the magazine concerns every foster family I know. The magazine has many answers to questions about how to help a child overcome difficulties at school and with study. I found interesting advice from doctors and specialists. Interviews with parents simply inspire me, showing how children's lives change, how their talents and abilities develop. The magazine multifacetedly reveals the topic of education and development, gives parents an understanding of how to help children." (Marianna Lapina, Psychologist)

#### Family Camp

"Thank you very much for the summer camp in the mountains. During the war, this was a peaceful time of rest for our family without worries. Communicating with parents, studying at the training is like a breath of fresh air, inspiration and energy. Now that I had a rest after long fatigue and exhaustion, I realized that I need to take care of myself. My children are very satisfied with the camp, games, food and rest." (Victoria, foster mother)



"Training took place in 3 groups - psychologists worked with the parents under the "Providing a Secure Base" training program, specialists from Care in Action talked about building plans for the future and financial literacy, and the children had the opportunity to show their artistic talents and abilities. We are sincerely grateful for the funding of the event and the opportunity to hold it. (Natalya Tebura, Social Services)

#### Providing a Secure Base training courses

"From the "Providing a Secure Base" training, I realized how important it is to have support, and to understand yourself, in order to understand children better. For children, we should be the container that accepts their different emotions to help them to cope. We are responsible not only for our children, but for our own state." (Svetlana, FSO foster mother)



"I have already applied some of your practical tips from the training in our family. The program itself is easy to understand and deep in content, showing that it is important for a child to feel security, trust, acceptance, as then he adapts faster, develops and has a desire to learn new things." (Tetyana, FSO foster mother)

"The 4-day training aimed at improving the qualifications of foster parents, organized by the Lviv Regional Center of Social Services together with Care in Action, took place in the Carpathians, where everything contributed to peace and the desire to communicate. Both parents and children took part (also families from Zaporizhzhia region and Mariupol)."

## 3.5 Program Overview – Volunteers

Many volunteers helped when the war started, with things like driving refugees to the border, sorting humanitarian aid and settling refugees into hostels. We supported volunteers with: an introductory training course for new volunteers, 2 psychology training sessions on how to work with displaced children and refugees, online meetings to keep in touch and have peer support during the war, and 3 meetings to plan how to work with refugees. To encourage continued action, we held a 2-day camp, an art workshop, bike trip and team building meetings.



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

- Highlights**
- **33 new volunteers** have joined and had introductory training since the beginning of 2022, including refugees
  - **2 psychology training workshops** on “Effective communication” and “How to help yourself and others without hurting”
  - **Active support at the start of the war** with volunteers giving donations in kind and services, sorting humanitarian aid and transport for refugees
  - **120 volunteers** active in Ukraine, including 5 care leavers and teenagers in care
  - **Volunteer Camp** – 2 days of team building and training for the most active volunteers
  - TOGETHER and Guardian Angel programs are supported by volunteers



“At the training for new volunteers I learned a lot. I gleaned valuable tips from experienced volunteers and their life stories. I especially liked the social experiment and learning about the importance of motivation and support for children. We got a lot of helpful advice on how to protect children from psychological stress. We learned the rules of conduct, how to get support, protecting personal boundaries, and the importance of emotional connection”.

- Maria Zadoretska

Key Performance Indicators	Training sessions	Volunteer events	Experience exchanges	New volunteers	Most Active volunteers	Volunteer hours
2022	3	19	-	33	120	5,778
2021	10	5	-	21	120	3,576

Managed by: Khrystia Katola



## 3.5 Program Overview – Turbota v Dii Capacity Building

Our investment in the core activities of Turbota v Dii, our sister organisation in Ukraine, has supported program management and communication with donors, making it possible to respond to opportunities for financial and humanitarian aid, so that together we could help many more people in 2022. We also invested in building staff capacity, by supporting training, networking with relevant organisations, and mental health assistance, so our team is capable and resilient.



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

**Highlights**

- 59,035 Euro donations received, plus 75,500€ worth of aid donated in kind
- 57 new partners, including 20 businesses, 27 NGOs, 2 Social Services and 8 new donors.
- Participated in 11 expert training programs/forums/strategical meetings organized for NGOs who support children in care and internally displaced people
- 260 Care in Action t-shirts produced for volunteers and for partners, with design work donated
- Major funding partnership with Razom for Ukraine to fund hostels for displaced people
- Partnerships with Ukrainian Education Platform and Ukraine Charity continued
- Safeguarding Policy upgraded with three days of training and ongoing support from the Centre for Child Dignity at the Catholic University of Ukraine



Social Services presents an award to Maria Boiko, Turbota v Dii Director, in thanks for our services in response to the humanitarian crisis. (Left)

A fundraising run in Spain, organised by Ukrainian Irina Jakuc and her husband, raised 2,500 € for Turbota v Dii. (Right)

Key Performance Indicators	Media appearances	Business supporters in Ukraine	NGO partnerships in Ukraine	Social Service partnerships	Attendance at Conferences and Networks
2022	8	75	81	34	11
2021	1	55	54	31	20
Managed by: Maria Boiko					



## 3.5 Program Overview – Malawi

In Malawi we continue to support children's education in some of the world's poorest communities. By funding projects like nutritious lunches for preschool education, after-school Learning Support and essential infrastructure like toilets and clean water systems, in partnership with local Community Based Organisations, we are helping to meet basic human rights. A wonderful outcome is that 8 students are sponsored in University, and 2 have achieved higher education qualifications with our support, with career skills that benefit their whole family and community.



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

- Highlights**
- **192 children have preschool education** along with meals, clean water and school supplies.
  - **90+ children from primary school get Learning Support** and meals.
  - **15 guardians given three months training in tailoring**, enabling self-employment and resilience to socio-economic pressures. 86% of participants never missed a single class.
  - **Water system upgraded** with running water to GEMO Day Care Centre and water storage improved
  - **Monitoring and Evaluation** of Sponsorship, Day Care Centres and University students completed over 3 months, with many internal and external stakeholders consulted by Community Development graduate Leah Gondwe (pictured top right), who we sponsored to complete her final year of undergraduate study.
  - **Visit from Lancing College** in July 2022 to GEMO Day Care Centre, where they saw the nascent tailoring skills and officially opened the new toilet block (see pictures below).



"I write this letter to thank you for the amazing love, care and support you have shown to my brother during Secondary School. Ever since we lost our parents things in life stopped working. Wanangwa suffered the most coz' there was no hope for education. But ever since you picked him up, he has the biggest hope like never before and always aims at being the best in everything, especially in class. Yours faithfully, Wanita Ngwira"

Wanagwa Ngwira has now enrolled for a Bsc in ICT at Mzuzu University, with funding from Stadema Foundation

## 4. Planning and Forecasting

### 4.1 Planning and Targets

#### Germany

- **Raise funds and develop partnerships** to sustain a higher level of funding for Ukraine
- **Return the focus of our work in Ukraine to protecting children without parental care, developing children's self-help capabilities, and improving the social care system;** to do this we will close our shelters when there is less need for emergency shelter and the displaced people in our shelters have found longer-term housing
- **Create a Memorandum of Understanding** between Care in Action and Turbota v Dii to formalise existing agreements, update policies, and build up a strong and self-reliant local organisation

Goals for  
2023

#### Ukraine

- **Protect children at risk**, such as those who normally live **in care homes or who are separated from parents** because of war, through the support of Social Workers and individual aid both in Lviv and Dnipro regions
- **Open a Youth Centre** with specialised staff to offer a range of support for personal, educational and career development and help young people in crisis
- **23 training courses in Providing a Secure Base** (therapeutic parenting and care) for foster parents, carers and social workers, including 8 training courses as part of UNICEF's Spilno project
- **Give 125 vulnerable children holistic personal support and 40 children a small grant to protect their education**, mental health and career development through our mentoring, tutoring and Sponsorship
- **Reach more children with therapy, art, sport and culture to encourage development of mental health**, social interaction and happy relief from difficult circumstances

#### Malawi

- **45 Secondary School Sponsorships and 10 University Sponsorships monitored and supported**
- **2 Learning Support and Early Child Development projects maintained**
- **Training and teaching equipment provided** for 2 Community Based Organisations
- **Emergency assistance** for recovery from Cyclone Freddy: rebuilding homes, giving food aid

Our purpose is to use education and partnerships to create a world where more young people succeed in life.



## 4. Planning and Forecasting

### 4.2 Influence Factors – Opportunities and Risks

#### Opportunities

In wartime the key opportunities for our organisation are to protect children and young people who are at risk, and to develop partnerships to secure funding, work in cooperation and share our expertise to help as many children as possible.

- There are many opportunities to use our programs, expertise and national network to meet the urgent needs of children in wartime.
- As new organisations enter Ukraine to help or to fund local work we can invest in the capacity of the Ukraine team to work in partnership and increase local funding. This works towards our long term goal of Turbota v Dii as a strong and sustainable local organisation.
- International organisations, such as UNICEF and SOS Children's Village, are expanding their operations in Ukraine, so we can coordinate our efforts and share our expertise for the benefit of children and to promote family forms of care (such as foster families).

#### Risks

Threats from the war continue to pose the largest risks: on children, on our organisation and on the macro-environment we work in.

- Children face risks to their education and development being affected by traumatic events, school closures and higher levels of poverty. There is also, sadly, increased risk of human trafficking and gaps in state protection. We need to ensure that our programs address these risks.
- Uncertainty due to changes in military action and the fluctuating economic circumstances, such as price changes, as well as larger demand for trained staff within the social sector, need to be accounted for.
- It is a challenge to maintain a higher level of funding for Ukraine programs with our limited marketing resources.

### 4.3 Budget Forecast 2023

All programs	EURO
"Aid in Wartime" – Shelter, Aid and Creative Hub	135,031
"STEP" - Life Skills Program	45,562
"Together" - Child Development Programs	12,300
"Guardian Angel" - Mentoring and Tutoring	19,593
"Sponsorship" – Supporting Education	34,900
"Care 4 Carers" – Promoting Family Care	82,400
"Volunteering" - Ukraine and Experience Exchange in Germany	13,000
"Turbota v Dij" - Ukraine Capacity Development	26,000
"Malawi" -	10,600
Administration	16,500
Marketing	19,000
<b>Total expense forecast 2023</b>	<b>439,600</b>

## 5. Organisational Structure and Team

### In Memory of Founder Werner Lehnis, by Janice Lehnis

In July 2022, Werner Lehnis, my dear husband of 44 years, passed away after a brave and long fight with cancer. Werner was the driving force and engineer behind all that Care in Action is today, a remarkable man who had a gift of transforming a vision into sustainable reality through determination, hard work and persistence in spite of great challenges.

Werner was grateful for all that had been accomplished and, perhaps most importantly, that Care in Action continues growing and developing today, providing a beacon of support to so many. I would like to share a few cornerstone principles that guided his work and determined how we built up the projects of Care in Action.



“His great energy and quiet humbleness, concentrating on what can be done for others, by doing it, with great empathy, not by preaching or arguing... is an inspiration of what we should do and how we should do it” - Reinhard Poellath

### A clear vision for encouraging self-help and self-reliance

When giving a key-note speech to Directors of children's care homes, Werner wrote: “The core of our mission is to help these children to succeed in life. As parents, we are successful when we have trained our children to be able to lead a successful, independent and happy life. Success for children in care is when most of these children will be prepared for the future, that they become citizens Ukraine is proud of and happy, well-adjusted people.

“We want to help to shape the system of care provided in Lviv Region and in Ukraine, introducing progressive and modern methods and shaping the future of many precious children, so many lives, who are utterly and entirely dependent on you and on us. Let us do our very best to help them succeed, to help them feel loved, to help them have their own successful lives.” – Werner Lehnis

### Determined focus on quality above quantity

“Werner's motto was not bringing quantity, but giving quality. For him, most important was not dry statistical figures of thousands of kilos of humanitarian aid brought from Germany to Ukraine, but the most vital thing was to bring this help to a person directly, passing it from hand to hand, being really sure that the help will reach the destination where it's really necessary.” Maria Budayeva

“Our method of aid distribution was labour intensive and very time consuming, but the end result would be that 90% of aid that we delivered would go directly into the hands that received it, instead of 80-90% getting lost through corruption.

“It was important for me not to encourage the system of corruption which caused the problem in the first place. This method has stayed with us and guided our years of work in Ukraine, even though many times it has been a battle to implement.”

“It was very important that impact was not measured by the amount of money given, or the amount of clothes or aid distributed, or numbers of children or carers reached, but by the delivery, that it reached its goal and made a difference in the lives of the individuals.

“The impact of what I want to do must happen on the ground to the person that we are actually meant to reach – that is a very important principle to me. It's not only that the heart and goodwill has to be involved, but one needs to use the mind to work in a structured and organised way to keep the focus on the recipient for which it is intended.” – Werner Lehnis



## 5. Organisational Structure and Team



"I first met Werner at the end of 90s in Ukraine. Those were difficult times for our country and I was amazed at how a foreigner wanted to help us so much. He did a lot for people in this country. We took many trips to the furthest corners of the Carpathian mountains where poverty was just striking. There was no transport or even proper roads to get there. We distributed clothes and other goods to people who couldn't afford to buy them. People with disabilities, families with many children, orphans. Werner was always fair and made sure things would end up in the right hands.

"I think the impact he had on people around him was enormous. From his own children to young Ukrainians who wanted to help, from government authorities to poor mothers without any support. He showed care to absolutely everyone he met without partiality, which is quite rare. I can definitely say that meeting Werner influenced many of my choices in life and I am very grateful to him for that." - Nastia Mosina

### Building a lasting legacy in Ukraine

A determination to bring about sustainable, locally driven methods that encourage self help and promote family styles of care for children brought us to found Turbota v Dii as a local Ukrainian organisation in 2011 with good governance and transparency at the core of its charter. Through developing a local community of volunteers, not only the children's lives were positively changed but also those who have worked and volunteered with us.

The following quote reflects many of the messages we received:

"With all my heart and soul, I would like to thank Werner for everything you have done for me, for having opened my eyes, for showing me the values which really matter in life, for demonstrating what it means to live and serve other people who are less lucky than you. For the big, real friendship through 23 years. For widening the horizons in the different aspects of life, for giving me the opportunity to be a part of a beautiful family called Care in Action." Maria Budayeva

I in turn would like to thank all of you who have made the work possible through your support, hard work and friendship to put care into action. Thank you to all who helped make this last journey of Werner's easier, it certainly made a huge difference.

I would like to express my deep appreciation and admiration to the great team who are continuing to hold the torch high and change lives, as recorded in the amazing achievements in this year's report.

Janice Lehnis  
Co-founder



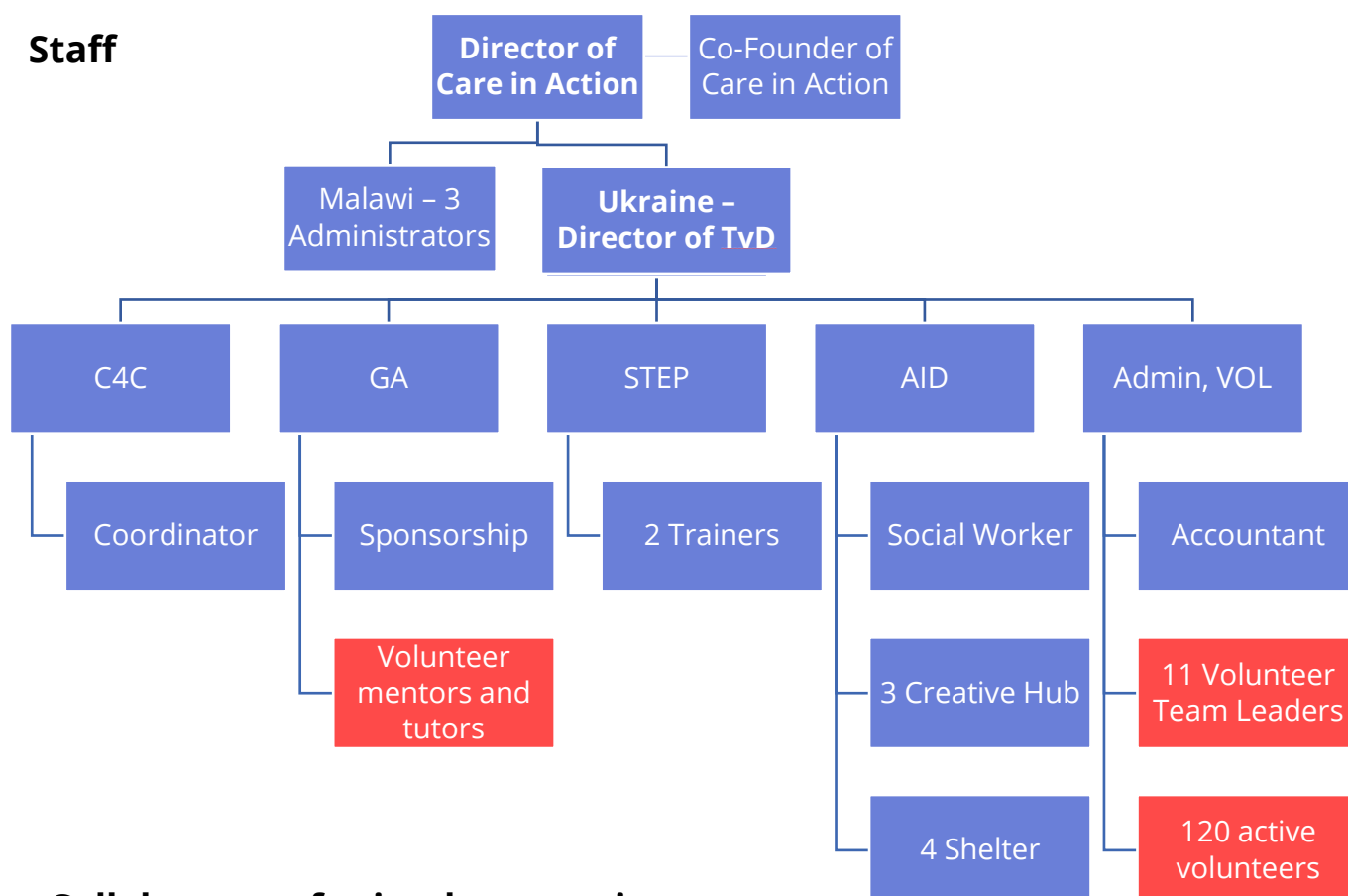
Co-founders Werner and Janice Lehnis with Care in Action Members, volunteers and Director Jasmine Lehnis-Leitao in March 2022. Together with Members and volunteers, Werner actively worked to help Ukrainian refugees in 2022.

## 5. Organisational Structure and Team

### 5.1 Organisational Structure

The structure for our staff is presented in this chart, with collaborators and stakeholders shown. Within our team there are additional links where staff members collaborate. Governance is provided by Board Members, including the Management Board (Vorstand) which meets monthly (see section 6). Turbota v Dii also reports to the Board in Ukraine.

#### Staff



#### Collaborators for implementation



#### Stakeholders

<b>Beneficiaries</b> <ul style="list-style-type: none"> <li>Children</li> <li>Youth</li> <li>Carers</li> <li>Vulnerable families</li> </ul>	<b>NGOs</b> <ul style="list-style-type: none"> <li>Project Partners</li> <li>Collaborators</li> <li>Funders</li> </ul>	<b>Government</b> <ul style="list-style-type: none"> <li>Dept. of Children</li> <li>Social Services</li> <li>Town Councils</li> </ul>	<b>Donors</b> <ul style="list-style-type: none"> <li>Donors</li> <li>Child Sponsors</li> <li>Foundations</li> <li>Donor companies</li> </ul>
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## 5. Organisational Structure and Team

### 5.2 Introduction of the Participating Individuals



**Jasmine Lehnis-Leitao – Executive Director since 2019**

Specialist in Business Administration with experience in international development and fundraising. "I have always been inspired by the difference that charities can make, both to lives and to landscapes, seeing people pull together to bring lasting change. I worked in Malawi for 14 years, then continued in the charity sector from the UK. I love that our team shares our values and truly cares about children."



**Janice Lehnis – Care in Action Co-founder (1998), Fundraiser, Management Board Member**

Developed and led teacher and parenting training programs for over 20 years before establishing trainings and seminars for orphanage directors, carers and volunteers. Seeing teenagers leave care unequipped for independent life, inspired Janice to establish the STEP Life skills program.



**Maria Boiko-Putilina – Turbota v Dii Executive Director since 2020**

Master of Linguistics, experienced volunteer coach, certified trainer on psychology of trauma, who first started volunteering with Care in Action when she was in university and previously managed Care in Action projects. "I believe that support and the presence of a caring person in one's life is the secret to each and every smiling child."



**Iryna Shemechko – Care 4 Carers Manager since 2019**

Member of the Commission for the Protection of Children, her background is as a journalist and campaigner with experience in anti-corruption work in the Ministry of Education.

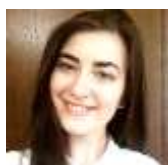
"If you want to help children, help their parents. I believe that by supporting our carers, many children can live in happy families."



**Khrystyna Katola– Admin, TOGETHER and Volunteer Coordinator, since 2013**

Specialist in information management and administration

"I have worked with children, youth and volunteers for more than 10 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, since 2018**

Qualified Teacher and Child Trauma Recovery Specialist

"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!"



**Marta Didula –Sponsorship Coordinator, Care 4 Carers Project Developer, since 2021**

Bachelor degree in Social Work with relevant international experience

"What I love most about working in the social sphere is that my goal is to make a difference and there are no limits for making our world better."



**Ihor Moyseyenko – STEP Manager since 2022**

PhD, expert in economics, management and social communications, with experience in e-commerce.

"Our STEP team is always on the side of young people. We are ready to help those who want to grow! My credo is "If your mind can imagine something, you can achieve it!". I help make dreams come true."



**Hennadiy Melnychuk –STEP and Event Assistant since 2019**

Hennadiy is a vocal advocate for family forms of care. After benefiting from STEP he began volunteering in 2017 and has become a youth activity leader and mentor. "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



### **Lesya Zgoba – STEP Trainer since 2021**

Specialist in economics and management

As a qualified mentor, Lesya volunteered with us before joining our staff in 2021. “The results I see from investing my time and managing projects motivates my work with Care in Action”.



### **Khrystyna Halko – Aid in Wartime Manager since 2022**

Master of Commodity Science and Commercial Activity

As a manager with considerable experience, Khrystyna manages a team of people and projects which provide shelter, social services and our Creative Hub to help people affected by war. Her motto is “Happiness is a side effect of a well organised life”.



### **Oksana Mishchenko – Aid in Wartime Social Worker since 2022**

Social Work Specialist

Oksana lectured in and practiced Social Work for 12 years before joining Care in Action, so can assess the needs of vulnerable families, helping them to access state support and become self-reliant. She lives her motto, “The only way to do your job well is to love it”.



### **Iryna Meheda – Accountant since 2022**

Accountant and specialist in Economics

Iryna was an accountant for a charity in Mariopol before evacuating with her family because of the war; she brings extensive expertise in both accounting and the charity sector.



### **Vitalii Wenger – Logistics Support since 2022**

Cinematographer, electrician, driver

Vitalii has volunteered with Care in Action since 2016, so we know we can rely on him to handle aid deliveries and transport displaced people and teams of volunteers. His photography skills are an asset.



### **Maria Pavlyna – Office and Creative Hub Assistant since 2022**

Maria is a care leaver who helps with sorting aid, cleaning the office and Creative Hub, and assists with the care of the children. In a difficult place when the war started, our employment has given her security while she builds skills and confidence for her next steps.

Together our team brings a wealth of expertise, experience and commitment to help the disadvantaged. In addition to longer-term staff, we employed temporary staff for Aid in Wartime projects, such as carers, administrators and guards.





## 5. Organisational Structure and Team

### Ukraine – Key Contributors



#### **Iryna Kupetska – Turbota v Dii Chair of the Board**

Certified financial specialist and CFO with more than 15 years' experience in international and Ukrainian profit and not-for-profit organisations, who has volunteered with Care in Action since 2013. "The most inspiring thought for me is that despite the fact that you cannot help everybody, by helping even one child to develop skills for the future you can change someone's entire life."



#### **Maria Budayeva – Turbota v Dii Board Member**

Management professional who was a volunteer and team leader since 1999. "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".



#### **Oleg Yanytskyi – Turbota v Dii Board Member**

Oleg first cooperated with Care in Action to help young people gain employment and offers considerable expertise towards our goals. He is a company Director and a member of the Regional Coordinating Committee for Promoting Employment and the Lviv City Working Group for business development.



#### **Dr Olena Petrushkevych – Consultant Psychologist**

Olena is a Child psychologist with extensive experience in counselling and workshop facilitation, who is also a fairy tale therapy specialist. She is one of the external experts who we regularly outsource to provide support across our programs, and often gives advice to our team also on a voluntary basis.

### Malawi – Local Administrators



#### **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 - 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.



#### **Enipher Nasiyaya – University and Kumanda Sponsorship Administrator**

Former teacher and Educational Liaison Officer who is active in development projects such as the Chuma Community Clinic, and uses her experience to mentor our University and Sponsorship students.

### Germany – Management Board Members



#### **Josef Lierzer – Management Board Chair**

Engineer, now retired from a career in planning and construction management for insurance and automotive companies. A founding Member and Treasurer for Care in Action who has regularly volunteered many hours since 1998 to support the effective management of Care in Action.



#### **Dr Horst Goss – Management Board**

With 20+ years of leadership experience in investment / asset management, Horst is also very active in the non-profit sector, as Co-founder of the social venture capital provider BonVenture as well as Member of the Board of the Max Planck Foundation.



#### **Werner Lehnis – Management Board and Co-Founder**

Werner remained a committed contributor to Care in Action and active member of the Management Board until shortly before his death in July 2022. Janice Lehnis then took his place on the Board.

## 5. Organisational Structure and Team

### 5.3 Partnerships and Networks

#### 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. Evangelischer Kinderhort, Marktredwitz, Germany
8. Marktredwitz Evangelische Kirche, Germany
9. Lichtblick Haselsberg, München, Germany
10. Starnberg Fellowship, Germany
11. IWL Machtelfing, Germany
12. Association of Ukrainians in Karlsruhe, Germany
13. Rotary Club "Lviv Kniazyni", 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
18. Munich International School
19. Bavarian International School
20. Leipzig International School
21. Lake Starnberg International Rotary Club
22. Stiftung Hilfe zur Selbst-Hilfe
23. Stadema Foundation
24. Zonta Club Fünf-Seen-Land

#### Ukraine: Government Institutions

1. National Ombudsman of children's rights, Mr Mykola 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
7. Kam'ianka-Busk Regional Center of Social Services for Family, Children and Youth
8. Busk Regional Center of Social Services for Family, Children and Youth
9. Zolochiv Regional Center of Social Services for Family, Children and Youth
10. Drogobych Regional Center of Social Services for Family, Children and Youth
11. Ternopil' Regional Center of Social Services for Family, Children and Youth
12. Chernivtsi Regional Center of Social Services for Family, Children and Youth
13. Kharkiv Regional Center of Social Services for Family, Children and Youth
14. Rivne Regional Center of Social Services for Family, Children and Youth
15. Kirovograd Regional Center of Social Services for Family, Children and Youth
16. Donetsk Regional Center of Social Services for Family, Children and Youth
17. Sumy Regional Center of Social Services for Family, Children and Youth
18. Dnipropetrovsk Regional Center of Social Services for Family, Children and Youth
19. Cherkasy Regional Center of Social Services for Family, Children and Youth
20. Kyiv Regional Center of Social Services for Family, Children and Youth
21. Mykolaiv Regional Center of Social Services for Family, Children and Youth
22. Zhytomyr Regional Center of Social Services for Family, Children and Youth
23. Khmel'nytskyi Regional Center of Social Services for Family, Children and Youth
24. Vinnytsia Regional Center of Social Services for Family, Children and Youth
25. Chernihiv Regional Center of Social Services for Family, Children and Youth
26. Zaporizhia Regional Center of Social Services for Family, Children and Youth
27. Odesa Regional Center of Social Services for Family, Children and Youth
28. Luhans'k Regional Center of Social Services for Family, Children and Youth
29. Poltava Regional Center of Social Services for Family, Children and Youth
30. Zolochiv Regional Council's "Social Hut"
31. St. Josef Benedictine Monastery (Lviv)
32. Boryn territorial community (Lviv region)
33. Drogobych territorial community
34. Civil Emergency Help Service "One Heart"
35. Lviv City Hall's modular town No. 4
36. Lviv City Hall's modular town No.3
37. Lviv Child Ecology and Nature Center
38. Social Service of Krasne Territorial Community\*

**\*New partnerships from 2022 indicated in red throughout section 5.3**

## 5. Organisational Structure and Team

### 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, Stryi 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"
17. Communal non-commercial enterprise "Regional children's home" of Zakarpattia regional council
18. St.Nicolas Training and Rehab center
19. Naguyevychi specialized school
20. Mother and Child Center "Unbreakable Mothers"

### 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. Zaccarpattia without Orphans
26. Give life
27. A swarm of dreams
28. Congregation of the Sisters of St. Josef
29. Lviv Child Crisis Care Centre
30. NGO "Responsible Parenting" (Uzhgorod)
31. "Free Legal Help"
32. Sunshine Children's Center
33. St. Joseph the Betrothed Ukrainian Greek-Catholic Church, Chicago
34. Dobrydy Club
35. Mentoring Association for Children and Youth
36. Charitable Fund "Future for Children of Ukraine"
37. Charitable Fund "You Too Family Centre"
38. Ukrainian Philanthropic Marketplace: dobro.ua
39. Charitable Fund "Anna-Maria"
40. "Time for Change" (training on drug addiction)
41. Plast National Scout Organisation of Ukraine
42. Charitable Fund "House of Rescued Animals"
43. Children's Protection Center "Our Children" (Kyiv)
44. Diocese of Stryi
45. ECO.ua
46. Caritas-Lviv UGCC
47. ODV "Nadiya"
48. Center for Assistance to Women and Children Suffering from Domestic Violence "Maternal Power"
49. HOLDING EMOTIONS FEST
50. Charitable Fund "Time of Goodness and Mercy"
51. Charitable Fund "I am the future of Ukraine"
52. La Matrioshka Olnus (Italy)
53. Szlachetna Paczka Lubaczów (Poland)
54. CF "KeepLife"
55. RAZOM (Ukrainian-American NGO)
56. Save Ukraine
57. Ukraine War Help Center
58. Mental Health for Ukraine
59. Right to Protection
60. Korean community "Asadal"
61. Association of Ukrainians in Festa Sant Privat, Spain
62. Feminist Workshop
63. Free People Employment Center
64. London Ukrainian Center
65. One Project Ukraine
66. Première Urgence Internationale - Ukraine



## 5. Organisational Structure and Team

### 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"
38. Global Logic
39. Brotherhood of St. Nicolas (Lviv Seminary)
40. Lviv Radio
41. Levland - Children's Dream Garden (master classes)
42. Pediatric Platform
43. "3 D" (Let's Help Children)
44. Lviv Institute of Banking
45. Good Bread
46. Delicious Products
47. "Roshen" candies
48. Halytska Zdobna
49. Silpo Store
50. Department of Pediatric Dentistry
51. Gallery of Pavlo Gudyima
52. Theatre Studio "Golden Youth Vinnik"
53. Art studio "Granat"
54. Restaron LLC\*
55. Striped elephant
56. Hotel "central"
57. 3xCapital
58. Intellias IT Company
59. 100\_n\_pysanka
60. Hotel "Galaxy"
61. Eugene Petrushkevych Gymnasium in Busk
62. Kindergarten No.5, Lviv
63. Leadership Academy
64. Tour operator "Vidvidai"
65. Pharmacies chain "DS" - Museum "Secret Pharmacy"
66. Bear shelter in Domazhyr, Lviv region
67. Aquapark in Lviv
68. Lviv Candy Manufactory
69. Planet of Dreams
70. Glass museum
71. Lviv Gingerbread Manufactory "Yurashky"
72. Electrification museum
73. Workshop of Culinary Impressions
74. Science & Tech Museum "Eureka"
75. Musical School No.10
76. Workshop "Star from the Sky"
77. VikDao (handcraft workshops)
78. Fun Master (magician)
79. AdShot Creative Agency
80. Hut of Traditions

## 5. Organisational Structure and Team

### Family Forms of Care

#### Family Style Orphanages – Lviv Region

1. Zadviria (Sevruk family)
2. Zavada, Lviv region, Mostyskyi district
3. Lviv (Dolgova family), Trakt Hlynians'kyi
4. Zhovtantsi, Lviv region, Kam'ianka-Bus'kyi district
5. Bus'k (Goroshko family)
6. Bus'k (Dadak family)
7. Bus'k (Soroka family),
8. Lviv (Garashchenko family), Mechnikova str.
9. Lviv (Uzhytski family), Porokhova str.
10. Chyzhykiv (Forys family),
11. Sukhodoly (Bakun family),
12. Chernivtsi (Oliynyk family), Chernitsi
13. Lviv (Flyak family)
14. Lyadryk (Poteluch)
15. Kostak (Zolochiv)
16. Natrobina (Bibrka)
17. Nevolko (B. Lubin)
18. Lviv (Skutar family)
19. Chernova (Remeniv)
20. Rozluska (Domazyr)
21. Makarchuk (Birky)
22. Kryvko (Dublyany)
- 23 – 27. Five FSOs in Pnikut, Mostys'tyi Dist.
61. Iryna Vudlyuk
62. Korol Yana
63. S. Faustyna
64. Vitalia Lyadryk
65. Kharchenko Segiy
66. Anisimova Olya
67. Kostykina Svitlana
68. Svitlana Raspertova
69. Oksana Pasevych
70. Olena Savchuk
71. Galyna Martysyshyn

#### Foster and Adoptive Families – Lviv Region

- 39 – 51. Thirteen Foster Families (Lukan, Sakvuk, Drymal'iovs'ki, Posypany, Stropysh, Kholiavka, Kiblska, Litkovych, Horenkova, Romanska, Romaniv, Yaskiv, and Ohota)
- 52 – 66. Fifteen adoptive parents
72. 67 – 72. Six Foster Families added in 2022  
(Lybomyr, Olesya Onysko, Martynova Yulya, Oryshchak Lesya, Zhanna Kharchun, Svitlana Kharchun, Svitlana Demchuk)

#### Vinnitsya region

73. Lyudmyla Zdrylyuk FSO
74. Archana Tkachuk FSO
75. Olena Bondarenko FSO
76. Tetyana Ostapovets FSO
77. Maria Ivanenko FSO
78. Olena Gonchar FSO
79. Anatoliy Zablotsky FSO
80. Alla Ashirova FSO
81. Bogdan Bibliy FF
82. Vitaliy Koval
83. Larysa Poberezhna FSO
84. Olha Yazvinska FF
85. Tetyana Umanets

#### Dnipro region

86. Karina Demidova FF
87. Maria Kravchuk
88. Larysa Musiyenko FSO
89. Olena Shafran FSO
90. Lyudmyla Zamesova FSO
91. Natalya Tereshchenko FSO
92. Olha Reznik FF
93. Olha Romanenko FSO
94. Svitlana Kopeyka
95. Yulia Zhuravel
96. Alona Nazarenko FF
97. Inna Polyakova
98. Valentyna Vlasenko FSO
99. Olena Chervinska FSO
100. Kateryna Moskalenko FF
101. Denys Denysenko FSO
102. Sergiy Musiyenko FSO
103. Olha Artyushenko FSO
104. Svitlana Portova FF
105. Tetyana Vasylchenko
106. Natalya Shevchuk
107. Olha Makovetska

#### Poltava region

108. Iryna Rudkovska FF
109. Viktoria Lys FF
110. Maksym Dyomkin FSO
111. Lyda Iyashenko
112. Lina Skrypnyk
113. Mykola Ovsyenko FSO
114. Yulia Filatova FSO

#### 115 – 130. Ivano-Frankivsk region (+ 15 Emergency Foster Families)

#### 131 – 145. Mykolayiv region (+15 Families FSO)

## 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"> <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="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>	<ul style="list-style-type: none"> <li>Youth work and charitable purposes</li> <li>Tax exception is granted by the current certificate, issued on the 13.08.2020</li> <li>Vereinsregister München</li> </ul>
Worker's Organisation	Verein

Employees	2020	2021	2022
Total number of workers	15	18	<b>27</b>
Full time	9	10	<b>18</b>
Part time	4	4	<b>7</b>
Freelance	2	4	<b>2</b>
Volunteers- total to date	574	690	<b>944</b>



## 6. Organisational Profile

### 6.2 Governance of the Organisation

<b>Governance</b>	Care in Action Members (20 members) Management Board (3 members)
<b>Management</b>	Executive Director (projects, fundraising) Co-Founder (fundraising, bookkeeping)
<b>Implementation</b>	Team in Ukraine Administrators in Malawi

### Management

**Charitable members organisation**, with 20 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 meet monthly and on demand to review management issues, and communicate to keep up to date with developments.

**The Executive 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 staff related issues and for the implementation of the organisation's expressed goals. Details are documented in and governed by our procedures. (Geschäftsordnung)

- Chairman – Mr. Josef Lierzer
- Board member – Dr. Horst Goss
- Board member – Mrs. Janice Lehnis
- Secretary – Mrs. Lydia Bauer
- Executive Director – Ms. Jasmine Lehnis-Leitao
- Project support – Mrs. Janice Lehnis, Ms. Jasmine Lehnis-Leitao
- For our project managers in Ukraine and Malawi see pages 32, 33

### Board of Supervisors

See: the general assembly of members (Mitglieder)

### Conflicts of Interests

None

## 6. Organisational Profile

### Internal and External Control Systems

In 2022 we engaged external accountancy services for the foreseeable future, to handle the increased workload when funding levels increased and to ensure that we are ready for further growth. Additionally, accounts are checked internally by 2 members, 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, and the project and budget plans.

Ukraine accounts of Turbota v Dii, as an independent legal body has its own, similar, internal and external checking systems and levels, additionally has an accountant and its own current Public 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
- **Care in Action Malawi**, a charity registered in England and Wales to support Malawi in partnership with CA

### 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. We mobilise volunteers, including young people from disadvantaged backgrounds, to support children, the elderly, and war veterans, as well as environmental causes.

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

In response to the war we have taken additional measures to promote staff safety, including evacuation plans and stocks of food, water and medicine. To promote mental health we have allocated additional days for training and team building and paid for access to therapy for those who need it.



Team-building events for staff and volunteers help to build a strong community of people who share the same values and support each other through tough challenges.

## 7. Finance and Accounting Practices

### 7.1 Accounting procedures

The financial statements are produced by our bookkeeping department on a voluntary basis, and from 2022 are informed by accounts prepared by our accounting firm. These are independently verified by two internal auditors who provide governance as voluntary Members of Care in Action.

### 7.2 Income and expense account 2020-2022

Euro Expenses for all Programs	2020	2021	2022
<b>Projects</b>			
"STEP" Life Skills	16,322.82	23,060.17	19,059.03
"Together" Child Development	7,385.51	9,227.44	11,625.48
"Guardian Angel" Mentoring and Tutoring	8,622.41	9,516.64	11,660.73
"Sponsorship" support for education	32,775.89	39,473.10	46,752.72
"Malawi" Education and Community Projects	9,114.52	18,776.11	12,386.56
"Care for Carers"	22,590.29	28,087.48	22,464.45
"Volunteering"	7,208.82	6,747.16	4,402.31
Turbota v Dii – Sister Organisation	8,644.43	12,479.85	18,447.07
Aid in Wartime			315,235.52
<b>Total Project Expenses*</b>	<b>112,665</b>	<b>147,368</b>	<b>462,033.89</b>
<b>Administration</b>			
Business and administration needs, equipment, travel, other	4,847.99	4,610.35	7,682.40
Salaries	5,461.62	6,134.62	8,764.28
<b>Total Administration Expenses</b>	<b>10,310</b>	<b>10,745</b>	<b>16,446.68</b>
<b>Marketing</b>			
Marketing other expenses	1,022.71	2,038.41	3,401.24
Marketing salaries	9,075.55	9,927.86	12,583.02
<b>Total Marketing Expenses</b>	<b>10,098</b>	<b>11,966</b>	<b>15,984.26</b>
<b>Total Expense for the year*</b>	<b>133,073</b>	<b>170,079</b>	<b>494,464.83</b>
<b>Income</b>			
Donations	208,019.69	164,864.01	616,089.56
Membership fee	375.56	275.56	230.56
<b>Total income</b>	<b>208,395</b>	<b>165,140</b>	<b>616,320.12</b>
Hereof designated for child sponsorships	Appr. 22,000	Appr. 36,000	Appr. 31,000
No loans, debts or outstanding liabilities	✓	✓	✓
<b>Balance of Income to Expenses end of calendar year</b>	<b>75,322.69</b>	<b>-4,939.63</b>	<b>121,855.29</b>
The required safety reserve of 70% of the annual budget was maintained	✓	✓	

**\*Funds raised by our sister organisation:** In addition to these program expenses, funds raised by Turbota v Dii contribute to our shared results. In 2022, they received 59,035 Euro of donations, plus 75,500€ worth of aid donated in kind and services which added to the success of the programs. (See page 27). This was mostly used to address the humanitarian crisis.

### 7.3 Tax exemption

Tax exception is granted by the current certificate, issued on the 13.08.2020 by the tax office Munich Germany (laut Bescheid vom 13.08.2020 des Finanzamtes München, von der Körperschaftsteuer befreit) .





## **Our help is still urgently needed to protect children in Ukraine**

In 2023 your donations can help children who are separated from their parents because of war, give education and development activities when school is interrupted, and help children move from institutional care to safe families. Our aid is still essential too.

Our partnership to protect children in Drohobych (photo below) has been hailed as an effective example of care and collaboration, and will inform the pilot project “Resilience”, promoted by First Lady Olena Zelenska, to influence care standards in Ukraine.

**Together we can do great things for the most vulnerable children and show them that their future is still bright. Thank you for putting your care into action!**





**Your donations give care and essential aid to children in crisis**

Care in Action eV, Commerzbank  
IBAN: DE82 7004 0041 0367 0700 02  
BIC: COBADEFFXXX



Donate  
online via  
bank card  
or PayPal

**Thank you!**







**Our mission is to help the most vulnerable children to grow up to succeed in life**

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