

Annual Report – 2021



National training and lives changed

“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



In this report for 2021 you will see how we have built momentum to support more foster families in half the regions of Ukraine, while still taking action on a personal level to make children's lives better.

All of this is possible because of you, our donors and friends, who generously stand beside us, and care about giving children and young people better opportunities for life.

Thank you, from the children, young people and carers, from our team in Ukraine, from our 200 volunteers, and from every one of us at Care in Action.



Dear friends of Care in Action,



In this report for 2021 you will see how we have built momentum to support more foster families in half the regions of Ukraine, while still taking action on a personal level to make people's lives better. In Malawi we doubled the project budget to bring lasting changes to communities through major building work and capacity development. Investment in Sponsorship increased by 50%, so even more children and young people had help for their wellbeing and education.

All of this is possible because of our donors and friends who generously stand beside us in our mission, and care about giving children and young people better opportunities for life. Our growing partnerships on a national level in Ukraine are also testament to the passion and professionalism of our team, who continue to care deeply about children who are deprived of parental care, and about the foster parents who take on such an important role.

We believe in investing in our team and in our sister organisation in Ukraine, and this is paying off, as they are raising more funds locally which enables the projects to multiply their results. In 2021 we worked together to update their legal charter and to add Board Members with expertise to support further development.

In our Care for Carers project, at least 1,500 children have a more supportive home environment thanks to "Providing a Secure Base", as we delivered 15 regional training courses for 340 carers. We are delighted that our annual Family Camps for foster families could resume, bringing great joy and relief to 140 children and carers. And on an individual level, seeing Maxym leave a children's home, after months of our campaigning, to live in a foster family together with his brother, was the best gift we could have hoped for.

We are pleased to have created two new online therapist-led Support Groups in two new regions, Zakarpattia and Dniepro, giving foster parents unique access to advice from a therapist and support from peers to solve parenting issues, despite their remote location. In Dniepro foster parents are under pressure with high numbers of children to care for, because of the conflict in neighbouring Donetsk.

There are some wonderful examples of children whose lives have changed that we can share with you along with our programme results. One who is close to our hearts is Maria, a girl who grew up in an orphanage and was being pressured by her abusive employer into marriage with an Asian man. After a police investigation, and extensive coaching, she is finally in a stable job and a much happier place. A team member welcomed Maria into her family Christmas celebration and continues to give friendly mentoring and support.

There is still lots to do, and in 2022 we aim to reach even more young people at risk through our Connects website, events and services as part of our STEP programme. There is also demand to train Social Workers to lead our "Providing a Secure Base" training course in their own regions. We have recruited new team members with excellent qualifications and experience to support these programmes.

We must acknowledge the war and State of Emergency in Ukraine as we are publishing this report. We will continue to support those at risk in Ukraine in the most effective ways, using our specialist skills, and adapting plans as needed. As with the Covid crisis, we will respond with material aid combined with tailored programmes for children, carers and volunteers, to offer both relief and skills to handle the challenges of life.

To every friend, supporter and volunteer who makes Care in Action a strong network of support that reaches out to help where it is most needed, thank you!

Jasmine Lehnis-Leitao

Executive 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 improve the lives and opportunities of vulnerable children.

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

To create sustained change, Care in Action began working with state services and the active, educated youth of Ukraine. By 2011 Care in Action set up local sister organisation 'Turbota v 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.

1.1 Our Vision, Mission and Approach

Vision

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



Mission

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

Approach

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

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

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

1.2 Scope of The Report

Scope	This annual report covers activities carried out by Care in Action and results achieved in 2021.
Reporting period and cycle	Reporting period is the calendar year 2021, January 1 st to December 31 st
Application of SRS	This is the sixth time Care in Action follows the guidelines of the Social Reporting Standard (SRS). The report is based on the SRS version 2014. The SRS is published by the Social Reporting Initiative (SRI) e.V. Association under the Creative Commons license BY- ND 3.0
Contact partner	Jasmine Lehnis-Leitao, Executive Director, info@care-in-action.org

2. The Social Problem and the Solution

2.1 The Social Problem

Problems we address in Ukraine

- **Children without parental care**

92% of children in state care have parents who can't provide care because of poverty or social problems. Foster Parents care for children who have experienced trauma and need support to provide therapeutic parenting.

- Ukraine has one of the highest rates of institutional care in the world
- 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



- **Children who are vulnerable**

This can be due to poverty, social factors like parental neglect, or a crisis. Because of the war in Ukraine there are increasing numbers of children who are at risk of hunger, lack of education and growing up in poverty.

- 45% of the population of Ukraine had income below the subsistence level in 2020 – National Academy of Sciences
- Covid-19 has increased both inequalities in education and the number of children living in poverty
- “Particularly appalling is the fact that among Ukrainian children under the age of 5, 22.9% are chronically malnourished.” – UN World Food Programme 2021. After the war: “Nearly half of children in Ukraine may be at risk of not having enough food” – UNICEF, United Nations, April 2022

- **Young people at risk**

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 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. – The Borgen Project

Our goal is to enable 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.



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

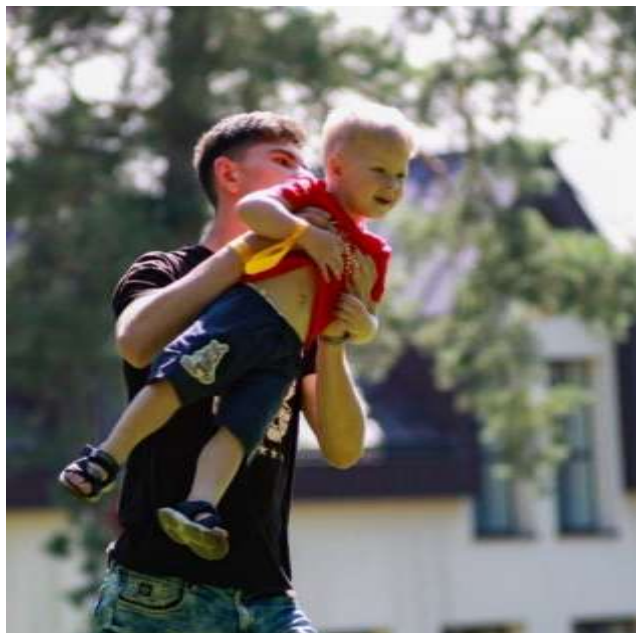
Since 1998 we have worked to meet the needs of orphans and vulnerable children. We focus our efforts on Ukraine and Malawi, achieving sustainable change.

Key milestones in the development of our methods and services

1998	"Care in Action" founded in Munich, Germany , 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 Programmes 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 programme started.
2006 - 2009	Focus shifted back to Ukraine and Malawi, due to the low levels of response in Albania & Montenegro. Began a local Volunteer programme in Ukraine, with active recruitment and training for sustainable community support. Implemented regular TOGETHER Child Development Programmes in 45+ institutions. Major children's homes renovation projects completed and 3 hospitals were 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	Founded Ukrainian sister-organisation "Turbota v Dii" . STEP Life Skills programme 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 programme began, providing training and support for foster parents and family-type orphanages; Guardian Angel programme started to provide mentors and tutors to disadvantaged children.
2015	Sponsorship programme 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" (PSB) created, with 17 trainers qualified to provide training in therapeutic parenting techniques across Ukraine.
2020	Response to the Covid-19 pandemic, including 150 families supported. 144 carers in 7 regions trained in PSB.

2. The Social Problem and the Solution

2.3 Our Solution



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.



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

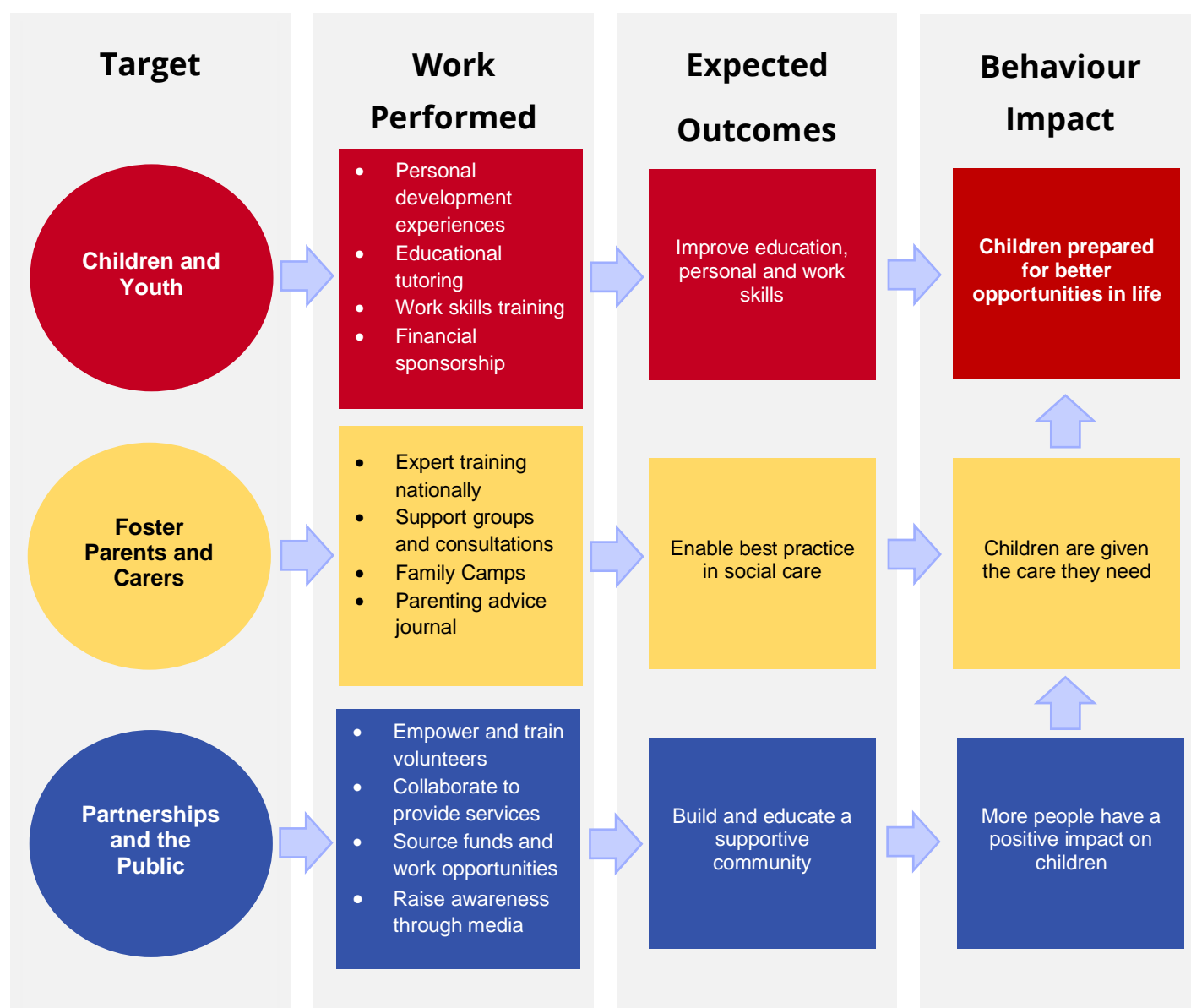
We work with the local community, Government bodies and NGOs to raise awareness, provide 'best practice' models and tools of support, and to extend and enhance our reach to those we help.

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 2021

3.1 Resources Used

Personnel Resources

Services from our office in Lviv are run by 8 full time and 1 part-time staff members, with support from 200 volunteers. We also employ a network of experts to support training courses, workshops and therapist-led support groups on a freelance basis.

Programme management, fundraising and administration is facilitated by one part-time staff member and one full-time consultant. In Malawi our projects are implemented by 3 Administrators.

Financial Resources

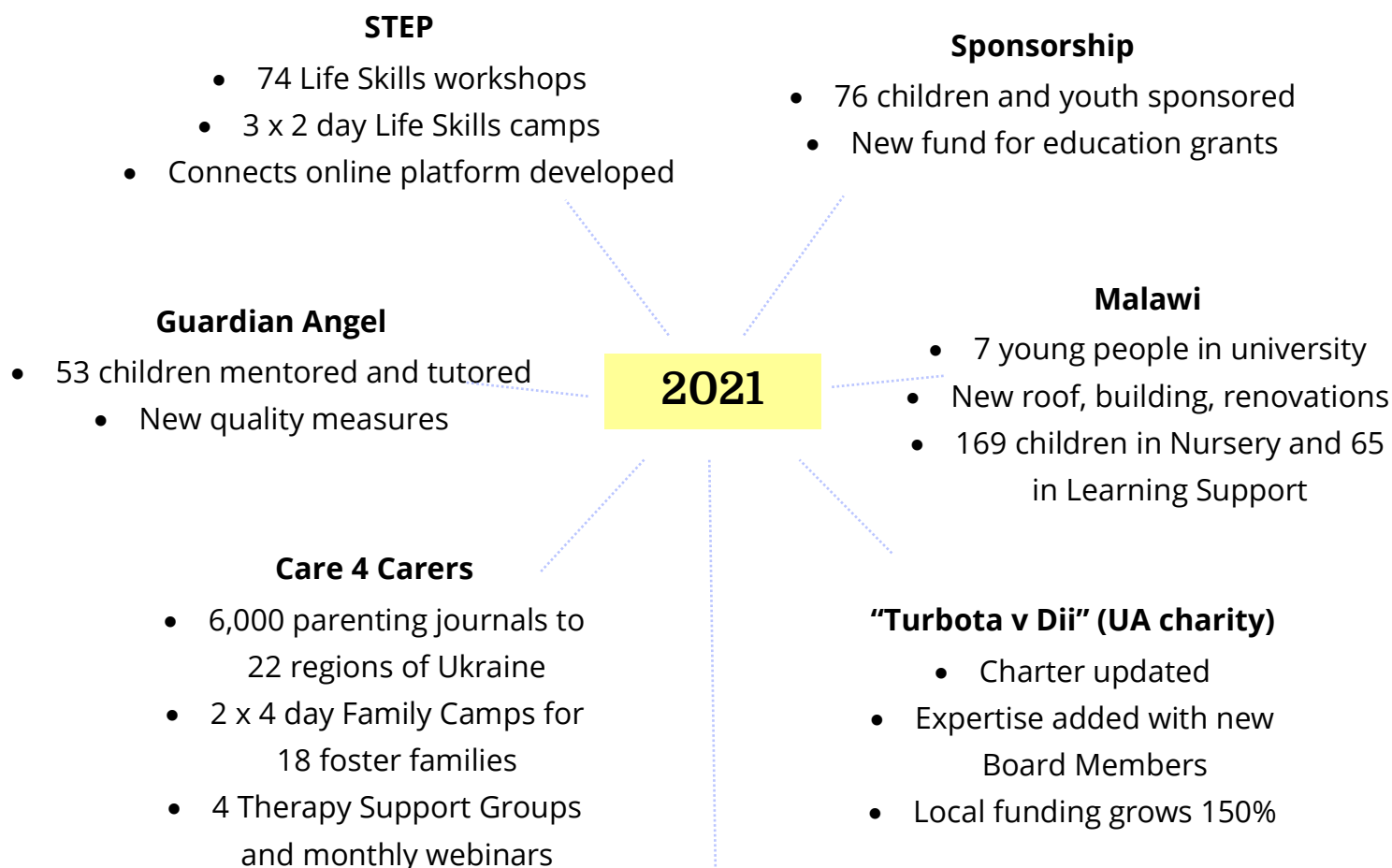
All of our work is funded by donations from individuals, foundations, churches, firms and Government services. In 2021 Care in Action spent 170,079 Euro to fulfill its mission. An additional 18,888 Euro was spent on projects included in this report from funding raised by our sister organisation in Ukraine, "Turobta v Dii" (турбота в дії).



To improve the quality of social care for children we campaign for family forms of care and children's rights. In 2021 this included being an active member of the Commission for Child Protection in Lviv, educating a Council who was evaluating how they fund social care, and helping children leave care homes to join foster families.

3. Resources, Work Performed and Results 2021

3.2 Project Highlights



Providing a Secure Base Training - 2021



367
Carers trained



10
regions of Ukraine



9
2-day courses in person



7
3-day courses online



Participant's average rating out of 10	Helpfulness	Usefulness	Relevance	New information	Recommendation
	9.8	9.8	9.8	8.3	9.9

3. Resources, Work Performed and Results 2021

3.3 Lives Impacted

Providing a Secure Base

In 2021 we conducted 15 Providing a Secure Base training courses. 367 carers completed the course in the 38 training days. Trainings were held in 10 regions of Ukraine, with 9 courses taught in person, and 7 courses held online. This improves the care of over 1,800 children, who are mostly social orphans, as each foster parent supports an average of 5 children.

The participants were foster parents, from families or Family-Style Orphanages (FSOs), as well as Social Workers and other carers. Significantly, for 85% of the participants more than 80% of the content was new information for them. This is surprising because the course includes fundamental principles of understanding child development, including Attachment Theory, which helps carers to understand the relationships that are needed in childhood for healthy mental and social development.

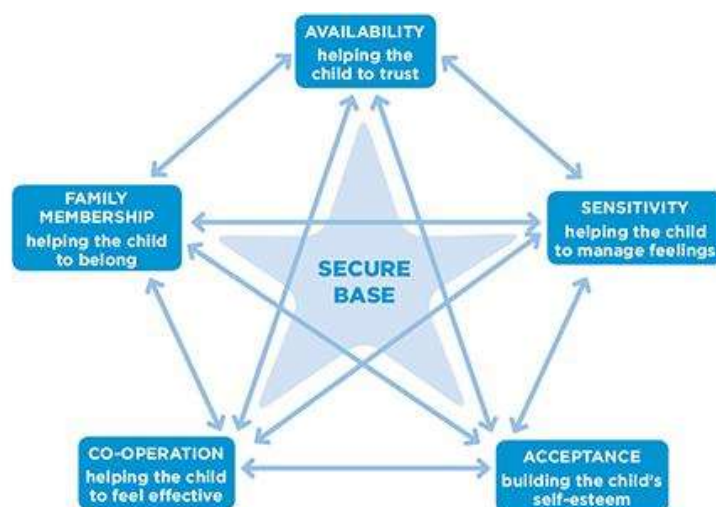
Survey results show just how relevant the course is for carers, with a rating of 9.8 out of 10. Both ratings and qualitative feedback show that the content is helpful and easy to apply. 96% of participants would give it a recommendation of 10 out of 10 for carers in Ukraine. Our goal is to train more Social Workers and NGOs to lead the training, so we can continue to improve the quality of social care across Ukraine.



The Secure Base Model

The model has been developed through a range of research and practice dissemination projects led by Professor Gillian Schofield and Dr Mary Beek in the Centre for Research on Children and Families at the University of East Anglia, UK.

Care in Action adapted the model for the local context and developed training materials to introduce it to Ukraine.



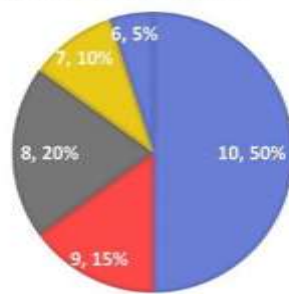
367 PARTICIPANTS

FSO Parents Foster Parents
Social Workers Other Carers



HOW MUCH INFORMATION WAS NEW

10 - all new info 9 - 90% new info 8 - 80% new info
7 - 70% new info 6 - 60% new info



Feedback

"After the training I understood what I have to change in my relations with the children I care for, how to show that I accept them and that they can trust me. This training is very accessible and easy to understand, and I can use it in my life as a foster mother."

3. Resources, Work Performed and Results 2021

3.4 Organisational Improvement

Germany

- Funding growth:
 - Malawi Education funding agreed for 6 years, enabling us to sponsor an additional 30 youth through 3 years of Secondary School, 10 youth through 2 years of Vocational College, and 6 youth through 3 years of University over that period
 - Children in Sponsorship increased from 60 to 76, including 7 in University
- Sponsorship Fund developed and implemented
- Volunteer opportunities for English Tutoring increased from one to three partner schools in Germany: this allows young people in Germany to teach language skills to disadvantaged youth in Ukraine

Ukraine

- “Turbota v Dii” (sister organisation in Ukraine) strengthened with a new Charter which aligns with organisational growth, as well as a new Chair of the Board and Board Members who are keen to contribute their expertise
- Growth in funding sourced by Ukraine team, from 8,000 € in the previous year to 20,000 €.
- Providing a Secure Base training course delivered in new regions, and successfully adapted to be hosted online
- Staff added with qualifications and relevant experience in Social Work
- Staff skills increased:
 - Care for Carers Coordinator completed a highly-selective course relevant to improving national social care systems for children, provided by the Ukrainian School of Politics
 - Guardian Angel Coordinator completed a professional development course provided by The Competence Centre of Trauma Pedagogy (Sunshine International Charity Fund, Kiev)
 - Director and staff member responsible for administration attended courses on fundraising and NGO management offered by the Ukraine Education Platform
 - Training day for all staff led by expert to increase skills in counselling, trauma recovery and self-care

Malawi

- Project budget doubled, with projects successfully implemented and monitored to bring support for education and development along with lasting improvements to community infrastructure
- Third Sponsorship Administrator employed part-time to support new students in School and University



Every improvement works towards stronger services that reach more children.

We aim to see more boys like these grow up to support themselves and have a positive place in society.

3. Resources, Work Performed and Results for 2021

3.5 Programme Overview

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



We Develop the Child

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

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



We Support the Carer

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

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

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

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

3.5 Programme Overview - STEP

A priority this year was building Connects, a much-needed online platform to provide vulnerable young people with vital info, support networks, work opportunities and life skills training to help them successfully transition from care to independent living. It is an exciting and ambitious project filling a grave lack in support and guidance for these vulnerable youth. We aim to increase our scope and influence reaching those who have left care but are struggling to find their way.



Besides ongoing workshops throughout the year, three Life Skills training camps have been very successful, with skilled and motivated trainers and enthusiastic participants.

- Objective** To equip vulnerable teenagers with the personal and technical skills they need to thrive in the working world and independent life.
- Highlights**
- **3 “School of Independent Living” camps:** themes were Financial Literacy, Media Literacy and 21st-century Employability Skills. Each camp hosted 22 to 32 teens.
 - **74 Life Skills workshops:** covered such topics as sex education, money management, work skills, emotional intelligence, conflict solving, communication skills, acting, substance abuse, beauty care, cooking, cycling, sports and camping skills.
 - **Series of 10 Personal Development workshops,** called “Get to Know yourself”, started for teenage boys (12-16 years) and will continue in 2022.
 - **Active citizen workshops** focused on environmental awareness and planting trees to support COP26 themes, engaging 55 teens from 2 care institutions and 2 crisis centers.



Reactions from teenagers in our “Teens in Action” club to our School of Independent Living camps:

“Thank you so much for this camp [21st Century Skills]! I got a lot of positive impressions and found new friends. I would love to communicate more with all of you and I am very happy that I know you and can spend time with you.”

“Thank you for always being there for us and for coming up with such cool activities for the Media Literacy camp!”

Key Performance Indicators	Participating institutions and foster care	Coaching/ interventions	Job orientation events	Training events	Sessions with external experts
Total 2021	26	1,129	0	74	20
Total 2020	15	655	2	44	11

Managed by: Janice Lehnis, Maria Boiko, Lesja Zgoba

3.5 Programme Overview - STEP

Connects services for vulnerable youth

Website development is progressing, with 22 articles and 7 care leavers' life stories created to provide essential information and links on key topics such as Housing, Work, Finances, Health. We have set up a helpline for care leavers as an additional service to provide support, and a new employee hired to run this and keep the site and other social media forums updated and engage with young people ages 16 to 25.

Local government, companies, NGO's and youth services have agreed to list their services and work opportunities on our portal. Care leavers are involved at every stage to make sure it is what they need and easy to follow. The website and related services are due to go live early in 2022.

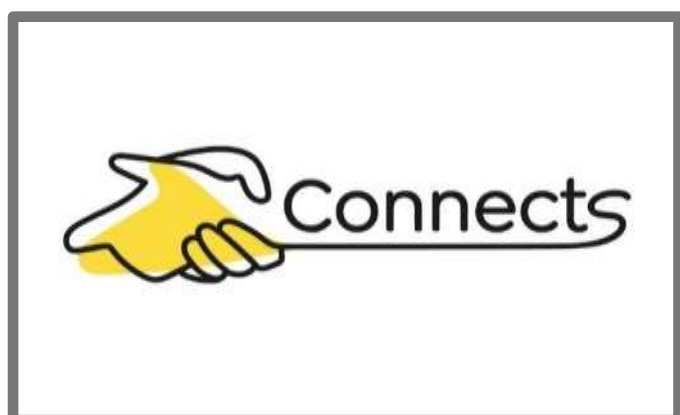


Maria is saved from the risk of Human Trafficking

Maria, now 22, left care without having adequate life skills to live independently. For almost two years, Maria worked long hours - sometimes 12-hour shifts with no days off - washing dishes for an unscrupulous employer.

In part because Maria had no one to turn to, she consented to a "marriage" arranged by her employer which was a dangerous human trafficking attempt. Thanks to the help of a Care in Action employee who recognized Maria from a program held at the orphanage years before, our team, in cooperation with the local police, was able to help her escape this situation.

Our team has subsequently helped Maria find a new job and a new flat and personal mentoring is helping her to build her confidence and self-reliance. Maria has helped our staff to check the text for the Connects website, to help ensure that it is an accessible, helpful portal of information for care leavers. While Maria's is a desperate case, it is sadly the plight of many care leavers who lack adequate support and guidance.



Maria, like many other care leavers, needs support and guidance to find decent work, gain confidence and develop social skills. Our new Connects services will target this older age group of 16 to 25 year olds, and in 2022 we will promote these so we can identify and support more young people into better lives and opportunities.

3.5 Programme Overview - Together

We organized special development activities for the children from children homes, crisis centers, foster and crisis families in the Lviv region. Together programs within the Family Camps included a conversation with Traffic Police Officers about the rules of the road, a dental health lesson from the Department of Child Dentistry, and many more activities to foster creativity, social skills and active lifestyles. We are starting a project "Make a Child's Dream Come True" to identify individual children's interests and further invest in their potential.



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

- Highlights**
- **83 Together programs** - topics included: hygiene and self-care, environmental protection, needlework, team building games, sport, how to recognize emotions, quests, food floristic art, communication for identification of children's needs, culinary master classes, and music.
 - **2 new volunteer Team Leaders** - both spent some of their childhood in care institutions
 - **Local Fundraising** with Pediatrician platform helped 35 children with stationery and hygiene kits
 - **New resources:** record systems to monitor children's progress, new activity plans on our website
 - **4 Meetings with Team Leaders** about new ideas, plans and team building



"Children really need attention, even simple communication on any topic, and as volunteers we can give it. During the program, we saw that these children need help and support. The staff of the L'viv Care Center said that our new team is more active than ever! They expressed great thanks for all the help we give them" - Yaryna Kupchak, Team Leader, about programs at the L'viv Center for Child Care



"With each programme we see children become more open and engaged, they always ask us when we will come again. As they talk about themselves we learn about their needs and how we can help them. Children tell us how they help to look after the elder members of the household or sing in a choir. When we see that they trust us we are motivated to volunteer more often to help children." - Iryna Nesterchuk, team leader

Key Performance Indicators	Child Development Programmes	Children who attended	Programme hours	Volunteer hours
Total 2021	83	645	581	2,371
Total 2020	16	223	112	70

Managed by: Khrystia Katola

3.5 Programme Overview – Guardian Angel

We help mentors to successfully overcome challenges and support the personal development of vulnerable children through our monthly meetings and support. 65% of the children mentored live in institutional care (children's homes), which brings specific challenges as the children are isolated from family and society. To help more of these children we began a new partnership with the institution "Grace", and currently 12 children from there have mentors. To give children equal opportunities for education, 55 children from crisis families received much-needed materials for school.

Objective

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

Highlights

- **11 new pairs** of mentor and child were formed
- **A mentor helped the child** to move from an institution into a foster family
- **2 training courses** conducted for potential mentors
- **9 training workshops** for current mentors
- **Teambuilding event** was held for mentors and children
- **17 tutors from Germany** offered regular online English tutoring to teenagers in Ukraine
- **55 children from crisis families** received the school supplies they needed



Mentors see positive changes:

- "She feels safer with me, shares her experiences and feelings, and has slightly improved her grades in school." Y. Priyma
- "Children became a little more polite, became more interested in new things, formed more trust and debunked certain stereotypes." Myhailo Korostiv

Some of the positive results:

- Marichka had 7 points in mathematics, after tutoring her grade rose to 8-8.5
- Two children play the guitar well after the mentor inspired them and organized lessons
- A mentor helped the child to meet her brother, who lives in a different institution.



Key Performance Indicators	Mentors	Tutors	Children served	Volunteer hours	Training sessions	New mentors trained
2021	20	23	53	625	9	21
2020	10	27	40	512	8	54
Managed by: Natalya Krushelnytska						

3.5 Programme Overview – Guardian Angel

Angela's mentor inspires her to achieve her goals



Angela is one of 39 children and young people who receive the personal support of a mentor or tutor in our Guardian Angel programme. The majority of these children need support because they live in a children's home, though 20% live in foster families and 15% are in families with social or economic needs.

With her mentor's help, Angela is getting higher grades in college than she ever thought possible and is reaching for new personal goals, such as going to the gym. Her mentor has noticed that Angela has become more motivated to do well in her studies, more confident and mature, and they have developed a wonderful friendship.

Angela says: "Mentoring has helped me to understand and plan what I want to do in life, which is to be a fashion designer. The mentor motivates me to achieve my goals, whether it is to sew a costume or to run a marathon! Maria also inspired me when I sewed a corset as part of my coursework, for which I received 4+. At first this grade seemed incredible, as everyone in my group thought the tutor never gave grades of 4 or above. My mentor believed in me and said try it!

"Maria also helps me and supports me in personal matters, for example, she offered to go to the gym with me. I tell my mentor everything and she always supports me. I've grown more mature, balanced, analyzing my thoughts."

Angela's mentor says: "At first I wondered whether it was possible to make a difference by mentoring. But everyone needs someone who will accept them as they are and support them in the world around them. I have gotten to know and support Angela well. Although I didn't expect it, I find I happily look forward to every meeting and news of how she is progressing. Angela has become a friend."

3.5 Programme Overview – Sponsorship

Working with the most vulnerable people in society is sometimes challenging, yet it is the most rewarding experience, as we witness incredible changes in people's lives. Care in Action had 48 beneficiaries in this year's sponsorship programme in Ukraine, and 28 in Malawi, making a total of 76. We are proud of their achievements and want to share some of the most outstanding changes in their lives with you.

This year we launched our Sponsorship Fund, which provides small grants to improve the welfare and education of children in our programmes. We understood that a holistic approach to tackling certain social problems, particularly poverty-related issues, needs additional resources in some circumstances. This fund was the perfect solution for our team this year.

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

- Teenagers identified and developed their talents and are progressing towards gaining an income
- Children in rural areas gained the opportunity to continue their studies despite Covid-19
- Some families live in very poor conditions, so we cooperated with local authorities and managed to make improvements together.
- Sponsorship Fund provided extra help for 12 young people or families



Viktoria is an orphan who lives in a small town and is raised by her grandmother. Viktoria is finishing the 6th grade. In her free time she likes to draw and make origami. Victoria began to study biology more, as she would like to become a veterinarian.



Nastya is finishing the 11th grade in school and will soon take university entrance exams. It was a very important year for her, so she studied a lot and had tutoring almost every day. Nastya would like to work in banking.

Key Performance Indicators	Children in Malawi	Children in Ukraine	Total Children sponsored	Participation in other CA services	Number of Sponsors
2021	28	48	76		
2020	24	34	60*	38	24
Managed by: Bohdana Luhova, Marta Didula, Jasmine Lehnis-Leitao					

3.5 Programme Overview – Sponsorship



Maksym, 15, gains skills with a new recording system

We bought Maksym sound equipment last year so he could develop his audio recording and dubbing talents. We saw a significant change after only one year. He is currently doing well in school and preparing to pass national examinations so that he can attend university. Recently, we showed his latest work in dubbing to one a Ukrainian start-up company and they agreed to cooperate with him. We are delighted that soon he will be able to earn an income from his hobby.



Albina, 19, is a talented Law student from Donbas

Albina is an exceptionally gifted student. Her study fees are covered by the state because she is one of the finest students in her class. We cover her dorm expenses and a monthly scholarship so she can focus on developing the skills she'll need for her career. This helps to reduce the debt in Albina's family, who lost their homes in the Donbas region when Albina was 12 years old.

Albina is a member of Student Parliament and is in charge of her university's entire information department. She's also a member of the "Association of Ukrainian Lawyers," where she generates social media content for her region.

Our assistance allows Albina to hone her leadership abilities and earn vital experience while volunteering, opening up new potential for her career.



Dmytro, 19, grew up in state care and has drama skills

Dmytro was a member of our volunteer team. He is always willing to help us in coordinating teens in summer camps and other events. His life narrative is typical of a boy from a Ukrainian orphanage. His father abandoned him when he was a child, and his mother had to work abroad to support the family.

Dmytro relocated to Lviv city at the age of 16 and enrolled in college to pursue a chef's license. He realized he had acting talent when he volunteered at one of our children's camps. So we decided to fund an acting class, and he did fantastically well after the first session.

Dmytro has only been in our Sponsorship program for two months, but he's already made significant progress. Recently, he invited the Care in Action team to his first performance. We hope he will continue developing his potential with his current enthusiasm.

3.5 Programme Overview – Care for Carers

The Providing a Secure Base training course was delivered in ten regions of Ukraine and continues to increase our impact across the country, with increased interest from Social Services. In response to demand, the training activities were adapted to be delivered online, which was very well received. Social Workers have requested that we train them to lead the course, which we adapted from the framework developed by the University of East Anglia.



Another area of significant growth is that two new Therapist-led Support Groups were established. Because foster parents are now used to meeting online, we are able to deliver expert advice and peer support in remote areas. We are supporting foster parents in Dniepro who are under great pressure as they take in children affected by the armed conflict in the neighbouring Donbas regions.

We continue to campaign for family forms of care and the closure of large residential care institutions. Coordinator Iryna Shemechko enhanced her skills and network for campaigning through enrolling in a highly-selective course at the Ukrainian School of Politics.

Feedback from carers shows just how much they appreciate our Family Camps, Parenting in Action journal, and expert advice. On an individual level, helping 5 children to leave institutional care, to live either with their mother or with a foster family, is hugely rewarding. Not only were siblings reunited in both families, we know just how valuable a family is to the future success of each of those children.

- Objective** To train and support carers, foster parents and social workers, so the children they open their homes and hearts to are provided the supportive relationships and environment they need to flourish
- Highlights**
- **15 Providing a Secure Base regional training courses** for 340 participants in 10 regions
 - **65 therapist-led support group meetings** for 31 foster parents in 3 regions
 - **2 x 4-day Family Camps for 140 children and adults from 18 foster families.** There were specialised activities for every age group, bringing learning, personal development and lots of fun to strengthen foster families.
 - **12 Training workshops:** 8 for foster families, 1 for carers, and 3 for people preparing to adopt
 - **2 First Aid Courses** for 22 foster parents
 - **10 webinars** for foster parents and expansion of website parenting resources
 - **Production our 6th “Parenting in Action” journal** which provides expert and peer advice on foster parenting and orphan care. The theme is how to support children with learning disabilities.
 - **33 individual therapy consultations** provided
 - **3 children helped to return to their mother** after we renovated her home, and **2 brothers** living in separate institutions were **helped to move to the same foster family.**

Key Performance Indicators	Caregiver's Participations	Family Camps	Training and support sessions	Parenting journal	Secure Base: carers certified
2021	1,182	2	89	6,000 copies	340
2020	483	0	42	6,000 copies	144
Managed by: Iryna Shemechko					

3.5 Programme Overview – Care for Carers

Feedback from carers



Support Groups

"Our Support Group has changed my life and my relations with my children. I became calmer and I know how I can influence the behavior of my children. I am happy that I have this big support from your group."

"With your support I've changed myself. I remember when we talked and you explained that I need to take care of myself. I lost 20 kg and I can see the difference in the mirror. I try to spend time to rest every day. Thank you so much, to you and our support group. Especially, I thank you for the times you supported me when my husband died."

Training Courses

"Thank you for your work what you are doing for us. It gives me power and understanding in my life and my work. You motivate me to do more and more for my children. I am happy I can trust your organization and I know I have Care in Action which is always nearby. Thank you for your important and valuable work for us."

"I will use the training program Secure Base in my work. It can help me to support and help foster families. The materials provided were very easy to understand and had good examples and exercises. Thank you so much Care in Action. You do important and professional work. I want to listen to you more and more."

Parenting in Action Journal

"From reading the magazine "Parenting in Action" we understood the important components of how your team has successfully involved and collaborated with experienced authors and experts to help foster families with issues that arise daily. The magazine has become a professional platform for learning, sharing experience and increasing the potential of foster parents. The magazine gives readers expert support, capacity building and encouragement, and strengthens the conviction that all challenges can be overcome while protecting children from further trauma. Thank you for the unique and special value of "Parenting in Action", because the magazine remains the only printed periodicals in Ukraine that are aimed at this special group of readers."



Family Camps

"This Family Camp was a wonderful time for me and my family. I had professional training and great discussions with other parents. It is the one time in the year when I can rest and relax. The camp had a high level of organisation for both children and parents. This time is a big resource for my life and my work".

"Your work gives me inspiration and I want to do more and understand my children better. Your webinars give me knowledge about how I can interact with my children."



3.5 Programme Overview – Volunteers

We promoted volunteering and best practice for supporting vulnerable children through our partnerships with Ukraine Education Platform, Ukrainian Catholic University, and the Lviv University of Banking. Although projects were limited by Covid, our active volunteers were kept engaged through meetings, training events and a two-day camp. Although we were not able to facilitate the experience exchange to Germany, we have allocated some of that funding for an exchange with the NGO Sunshine in Kiev, where 20 volunteers and staff can learn about the Pedagogy of Adventure from expert psychologists in 2022.



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

- Highlights**
- **Promoting volunteering:** 2 training courses for 19 UCU students and 24 students from Bank University; introduction meeting with students and teachers from Bank University; presented volunteering in Stryi (youth congress); webinar for volunteers and NGOs from different regions of Ukraine in cooperation with UEP cooperation as a part of the «Right Actions» project.
 - **2 expert training workshops** on “Complex and problematic behavior: what to do with it?” and “Don't be bored: group and individual methods of work with children and teenagers”
 - **9 volunteer events:** 2-day camp, 1 course for new volunteers, 5 planning meetings, 2 food distribution events with volunteers contributing time and transport
 - **Volunteer handbook** plan drafted with feedback from our volunteers



Feedback from Volunteers

“For me, it was completely new information about how care institutions work, and what happens to children who are taken away from their family. I didn't know what the alternatives were. Another great discovery was how children use coping mechanisms. When you learn that children may have had trauma in the past and why they behave differently, you can understand them better.”

“You need to treat the child like a friend, but at the same time not forget about boundaries, and explain to them why these boundaries are important. And sometimes you can learn more from them than you can teach.”

Key Performance Indicators	Training sessions	Volunteer events	Experience exchanges	New volunteers	Most Active volunteers	Volunteer hours
2021	10	5	-	21	120	3,576
2020	9	17	-	8	160	574

Managed by: Khrystia Katola and Natalya Krushelnyska

3.5 Programme Overview – Partnerships

We invest in our local sister organisation, Turbota v Dii, so we build sustainability and local networks. This includes investing in fundraising within Ukraine, which shows a good return on investment, as they raised over 20,000 Euros for our programmes in 2021. This year we also financed legal advice so the governing charter could be updated to enable us to expand our activities and fundraising. In addition, the governing Board has new members with excellent organisational and financial management skills.

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

Highlights

- Accreditation at crowdfunding platform dobro.ua
- Started cooperation with Charitable Fund “Klub Dobrodiiv”
- Ukraine email news set up, with over 32 MailChimp subscribers in 2021
- 30 new partners (including fundraising opportunities business, social services etc)
- Enlisted professional accountant services
- Renewed cooperation with Ukraine Charity (1 grant received)
- Strengthened cooperation with Ukraine Education Platform (formerly LEF) – attending their course on project management and fundraising, getting 3 grants
- Strengthening cooperation with Lviv City Hall (larger funding in 2021)
- Printed 1,000 branded notebooks for volunteers to record their work with children
- Regular articles on website
- Annual Report published in Ukrainian for the first time
- Participated in 9 expert training programs/forums/strategical meetings organized for NGOs who support children in care



Online fundraising in Ukraine bought food parcels for families recovering from the Covid crisis and funded “Fun with the Veselovskis”. This event shared Ukrainian music, art and culture with disadvantaged youth, with input from the Veselovski family who we sponsor.

Key Performance Indicators	Media appearances	Business supporters in Ukraine	NGO partnerships in Ukraine	Social Service partnerships	Attendance at Conferences and Networks
2021	1	55	54	31	20
2020	5	41	33	29	7
Managed by: Maria Boiko					

3.5 Programme Overview – Malawi

Funding doubled for education and community projects in Malawi in 2021. The largest development was the complete renovation of the GEMO Day Care Centre, including a new roof, so this community centre can thrive for years to come. Our projects support early child development, primary education and train guardians who care for orphans.



Our two community partners also continue to provide a base for our Sponsorship programme, with 25 children sponsored in Secondary School, and 7 students sponsored in College or University, gaining qualifications in: Nursing, Optometry, Forestry, Agriculture, Computer Science, Community Development and Teaching.

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

Highlights

- **234 children have education** along with meals, clean water and school supplies
- **65 children from primary school get Learning Support** and meals
- **Roof replaced**, rest room equipped and playground repaired at GEMO Day Care Centre
- **Playground extended and new store room built** at Bloomfield Day Care Centre (BDCC)
- **15 guardians had a 2-week training** in baking skills and small businesses have started up
- **18 guardians had a 3-day training** in Child Care and Protection, Nutrition and Covid-19
- **Monitoring visit** from Stephan Goss, a friend of Care in Action, confirms positive progress



13 children graduating to primary school from GEMO nursery have had a good start to their education, thanks to our support. At nursery school we pay for lunches, water bills and educational supplies for 50 children. In Malawi only 35% of children complete Primary School.



116 pre-school children and 65 primary school children enjoy our new Bloomfield playground during breaks. The Learning Support project invites primary school pupils who are slow learners for lunch, afternoon classes and sports. 40 girls and 25 boys are enrolled.

3.5 Programme Overview – Malawi

Care Centre Building Renovations – the pictures tell the story...

Jasmine, who is Director of Care in Action since 2019, first got to know this community based organisation in 2001. She helped them to buy the property they were using as a nursery school for orphans and to replace the roof after a storm totally blew it off. Since then, the friendship and projects with Director Fatima Mauluka has continued. After 20 years the roof again needed a replacement. With a full renovation, new beds for a nap room, and the playground updated, the community held an inauguration ceremony to celebrate, with elected and traditional leaders gracing the event.



Growing up in a less privileged community has not only offered financial and academic challenges, but has also helped me and the program beneficiaries' realize the value of secondary and college education.

I want to convey my heartfelt gratitude to all the members of Care in Action organization who work tirelessly to make the world a better place for underprivileged students here in Malawi. And to all those great souls who provide their unconditional support for the great cause of this noble work. You may not get to see the smile you put on all of our faces, but know for sure that all you do every day has a tremendous impact on our happiness and success!

We are very grateful. Thank You, beyond words.



3.5 Programme Overview – Malawi

Updates to sponsors from some of our 7 tertiary students



"I am Promise Matope, who is doing a degree at Kamuzu College of Nursing. All is well with my studies. Now I am in the second semester of my first year. I managed to pass the first semester examination with a credit. I managed that just because of your help and I am so thankful.

Right now I am in Mangochi doing my practicals at Mangochi District Hospital. We are in Mangochi to finish our second semester module of Health Assessment (HAS). This module helps us on how we can assess for abnormalities on a patient and know how to help that patient.

I am always thankful for your help because without your help it could have been impossible for me to continue with my studies. May the good Lord continue blessing you."



Brighton Majonanga - Optometry

"I was so excited to start my tertiary education journey. This change of environment from secondary school to university has been a lesson teacher and brought about self-reliance in me.

"The challenges did not drive me away from my dream and the future looks possible as I hope to come out with a degree of good grades in Optometry. Once again, THANK YOU LANCING COLLEGE."



Wiseman Kangombe – Computer Science

"I recently sat my Diploma Examinations, in which I came out with a Distinction, a Merit and 3 Passes. Your position as the donor, you have made it possible for me.

"I have excellent computing skills, specialised in Microsoft Excel, Word and PowerPoint. Besides, I'm good at planning for the delivery of ICT support services and can assist in the acquisition of ICT systems. I also have skills in installing, configuring and integrating networked hardware and software.

"Let me take this opportunity to appreciate your support."

4. Planning and Forecasting

4.1 Planning and Targets

Germany

- Secure grant funding from new sources in Germany to enable increased investments in our programmes, while assisting the Ukraine team to grow their independent funding
- Set up a new partner charity in the UK to grow our funding for Malawi projects
- Become a member of the Deutsche Spendensiegel, update our Governing Document, increase membership



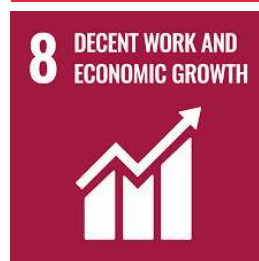
Ukraine

- Support responsible growth and improvement of programmes, with planned budget for 2022 increased by over 20%
- Train 15 Social Workers to lead our Providing a Secure Base capacity building course for foster parents, with 340 carers completing the course in 2022
- Launch the Connects digital platform and expand the partners network to provide services to young people
- Build capacity of staff and volunteers, including in the pedagogy of adventure with "Sunshine" NGO in Kyiv
- Introduce customer resource management software for secure digital records and client portfolios
- **Respond to humanitarian crisis caused by war: adapting our services to ensure children's security**

Malawi

- Increase sponsorship from 25 to 40 young people in Secondary School
- Start Learning Support for primary school children with our Blantyre partner GEMO
- Increase university sponsorship from 7 to 10 students

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

The key opportunities which we planned at the end of 2021 to invest in were:

- **Improving foster care in more regions of Ukraine:** we are invited by Social Services to build the capacity of Social Workers to lead our Providing a Secure Base training course for foster parents. There is demand for new therapist-led support groups, and potential to increase the users of our webinars and online expert resources.
- **Services for young people at risk:** we can connect with care leavers in crisis and help them to find sustainable solutions for independent life through a larger STEP team, a new digital platform and extended partner network.
- **Education in Malawi:** increase the number of youth in Secondary School and University with the help of a ten-year funding agreement and a new partner charity in the UK.

To support growth we can make use of the opportunities for grant funding available to Care in Action, such as the European Commission small-scale projects fund (EU-geförderte Kleinprojektefonds). There are also opportunities to help disadvantaged young people into secure work by developing their IT skills: the IT industry in Ukraine grew by 25% in 2021.

The war which started in February 2022 causes disruption, but our plans can be adapted to meet the current needs of foster families and young people at risk. We will also make use of opportunities for funding created by the global response to the humanitarian crisis so that we continue to help as many as people as possible in their time of need.

Risks

The greatest risk from the war, which includes Russian military strikes on Lviv, is the safety of our team. Our team remains committed to help, because they share the values of Care in Action and care about the future of their country. We have implemented contingency plans for staff safety, and for the continuation of our work in Ukraine.

The war has created a humanitarian crisis, which has seen 5.5 million Ukrainians leave the country, and 7 million displaced internally (April 2022). We will ensure that we respond, while staying true to our mission and ensuring the security of our existing beneficiaries.

4.3 Budget Forecast 2022

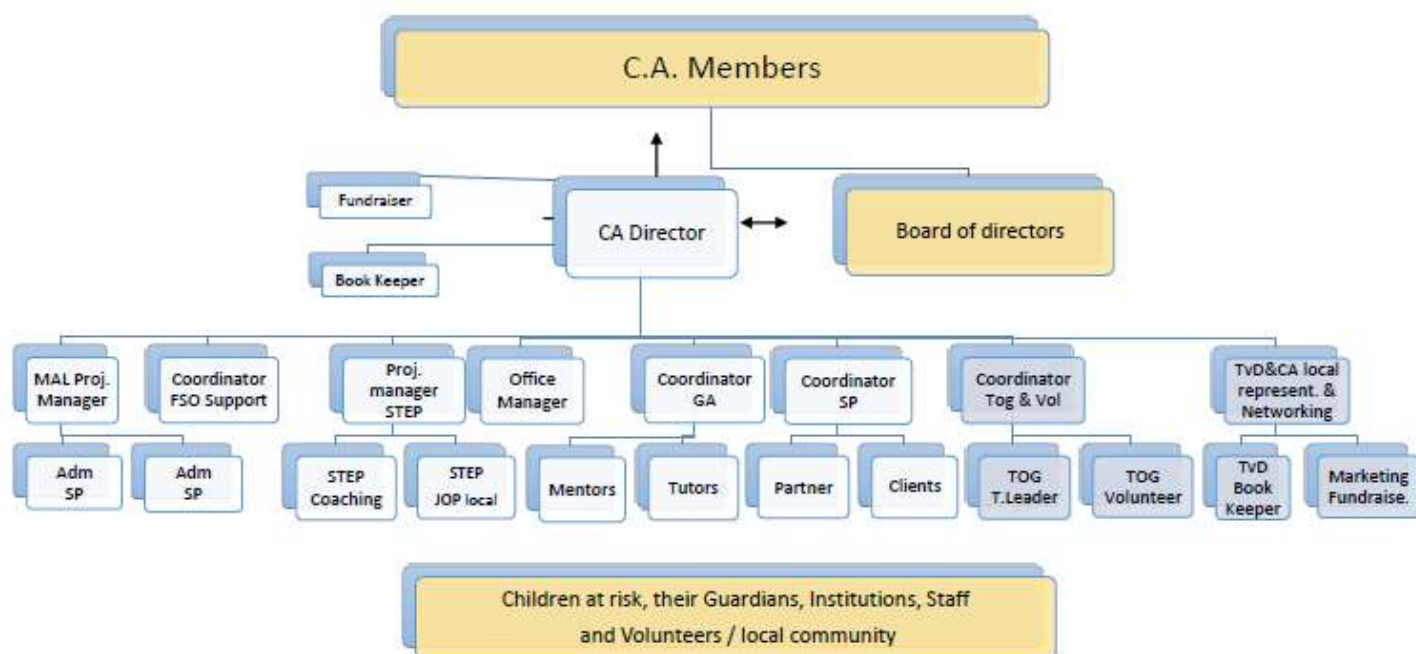
All programmes	EURO
"STEP" Life Skills Programme	32,000
"Together" Child Development	12,340
"Guardian Angel" Mentoring and Tutoring	13,500
"Sponsorship" for quality education	53,500
"Malawi"	9,800
"Care 4 Carers"	43,200
"Volunteering" in Ukraine plus 4 x 1 month experience exchange in Germany	11,700
Turbota v Dij	17,000
Administration	12,000
Marketing	14,000
Total expense forecast 2022*	219,040

* **The budget for 2022 has changed because of the war.** The situation is evolving, and we expect our annual budget to be over 500,000 Euro, with large investment into our Ukraine Crisis response. We will ensure continued careful monitoring of how funds are used, the impact of our aid, and aim to balance the demands of the humanitarian crisis with sustainable development.

5. Organisational Structure and Team

5.1 Organisational Structure

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



5. Organisational Structure and Team

5.2 Introduction of the Participating Individuals



Jasmine Lehnis-Leitao – Executive Director

Charity manager and fundraiser, specialising in Business Administration.

"I managed development projects and charities in Malawi for 14 years, then continued from the UK. Seeing lives and landscapes changed for the better is very rewarding so I'm happy to lead Care in Action."



Janice Lehnis – STEP Manager, Care in Action Co-founder, Fundraiser

Developed and led teacher and parenting training programmes 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 programme.



Maria Boiko-Putilina – Turbota v Dii Executive Director

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

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



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

Journalist and campaigner with experience in anti-corruption work in the Ministry of Education.

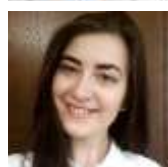
"If you want to help children, help their parents. I believe that by supporting our carers, many children can live in happy families."



Khrystyna Katola – TOGETHER and Volunteer Coordinator

Specialist in information management and administration

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



Natalya Krushelnytska - Event Manager and Guardian Angel Coordinator

Qualified as a primary school teacher

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



Marta Didula – Office Manager, Sponsorship Coordinator

Bachelor degree in Social Work with relevant international experience

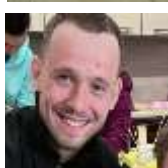
"What I love most about working in the social sphere is that my goal is to make a difference and there are no limits for making our world better."



Serhiy Mayorov – STEP Coordinator

Master of Social Work with more than 5 years of experience in the field

"I like the feeling of being useful for society and the country, to work on its strengthening and development. I draw a lot of inspiration from the bright eyes of children and teenagers when they participate in our activities, gain new knowledge and skills."



Hennadiy Melnychuk –STEP and Event Assistant

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

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



Lesya Zgoba – STEP Trainer

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".

5. Organisational Structure and Team

Key members and volunteers

Ukraine



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 Yanytsky – 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

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

Malawi



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

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



Fatima Mauluka - 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.

Germany



Werner Lehnis - Care in Action Co-founder, Management Board

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



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.

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. Community "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

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***

*New partnerships 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"

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. Zakarpattia 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"*

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*



5. Organisational Structure and Team

Family Forms of Care

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

Foster and Adoptive Families

- 28 – 40. Thirteen Foster Families (Lukan, Sakvuk, Drymal'iovs'ki, Posypany, Stropysh, Kholiavka, Kibliska, Litkovych, Horenkova, Romanska, Romaniv, Yaskiv, and Ohota)
- 41 – 55. Fifteen adoptive parents



6. Organisational Profile

6.1 General Information About the Organisation

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

Employees	2019	2020	2021
Total number of workers	14	15	18
Full time	8	9	10
Part time	5	4	4
Freelance	2	2	4
Volunteers- total to date	439	574	690

6. Organisational Profile

6.2 Governance of the Organisation

Governance	Care in Action Members (17 members) Management Board (3 members)
Management	Executive Director (projects, fundraising) Manager (fundraising, projects, bookkeeping)
Implementation	Team in Lviv, Ukraine Administrators in Malawi

Management

Charitable members organisation, with 17 members (eingetragener Verein, mildtätig).

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

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

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

- Chairman – Mr. Josef Lierzer
- Board member – Mr. Werner Lehnis
- Board member – Dr. Horst Goss
- 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 Control Systems

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, as well as 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

6.4 Environmental and Social Profile

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

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

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



Team building on a raft! July 2021

"Each team member said how much they appreciated this reboot after the Covid-19 challenges. It was a wonderful two days of relaxation, teamwork, conversation and reflection. We were very happy to row on a catamaran on the Dniester River for 30 km, sleep in a tent and dine under the stars.

"We saw waterfalls, Dniester canyons, swam in the river, climbed hills, and at the end we were caught in a thunderstorm and showed our powerful collaboration.

"While floating along we also had time to discuss the scenarios of families in crisis and ways that we can solve them."

7. Finance and Accounting Practices

7.1 Accounting procedures

The financial statements are produced by our bookkeeping department on a voluntary basis. These are independently verified by two internal auditors who provide governance as voluntary Members of Care in Action.

7.2 Income and expense account 2019-2021

Euro Expenses for all Programmes	2019	2020	2021
Projects			
"STEP" Life Skills	14,024.36	20,169.75	23,060.17
"Together" Child Development	6,694.82	8,258.94	9,227.44
"Guardian Angel" Mentoring and Tutoring	4,408.85	8,984.76	9,516.64
"Sponsorship" support for education	24,043.43	33,029.25	39,473.10
"Malawi" Education and Community Projects	6,343.62	9,114.52	18,776.11
"Care for Carers"	40,297.79	27,978.23	28,087.48
"Volunteering"	10,991.44	6,075.98	6,747.16
Turbota v Dii – Sister Organisation	5,556.54	9,408.63	12,479.85
Total Project Expenses*	112,360.85	123,020	147,368
Administration			
Business and administration needs, equipment, travel, other	4,914.96	4,847.99	4,610.35
Salaries	8,183.00	5,461.62	6,134.62
Total Administration Expenses	13,097.96	10,310	10,745
Marketing			
Marketing other expenses	3,306.98	1,022.71	2,038.41
Marketing salaries	8,183.00	9,075.55	9,927.86
Total Marketing Expenses	11,489.98	10,098	11,966
Total Expense for 2021*	136,948.79	143,428	170,079
Income			
Donations	123,129.52	208,019.69	164,864.01
Membership fee	325.56	375.56	275.56
Total income	123,455.08	208,395.25	165,140
Hereof designated for child sponsorships	Appr. 22,000	Appr. 29,000	Appr. 36,000
No loans, debts or outstanding liabilities	✓	✓	✓
Balance of Income to Expenses end of calendar year	-13,493.71	75,322.69	-4,939.63
The required safety reserve of 70% of the annual budget was maintained	✓	✓	✓

***Funds raised by our sister organisation:** In addition to these programme expenses, 18,888€ was spent in Ukraine from funds raised by Turbota v Dii. This is a positive result of our investment in resources and training to strengthen the local organisation. These project expenses include 5,727€ for Care for Carers, 5,009€ for STEP, and 3,214€ for Together.

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)



We are calling for donations to help us respond to the urgent humanitarian crisis in Ukraine.

When Russia invaded on February 24th, our team in Ukraine responded quickly to help civilians escaping violent military conflict. We are providing refugees with food, shelter, medicine and care. We are also providing moral support, security and help for children to continue their education.

With our 20 years of experience in Ukraine we will use every donation to help where it is urgently needed.





Your donations mean we can assist even more children in crisis

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

Thank you!





Improving the lives and opportunities of vulnerable children

Care in Action e. V., Waldspielplatz 44, 82319 Starnberg, Germany

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www.care-in-action.org