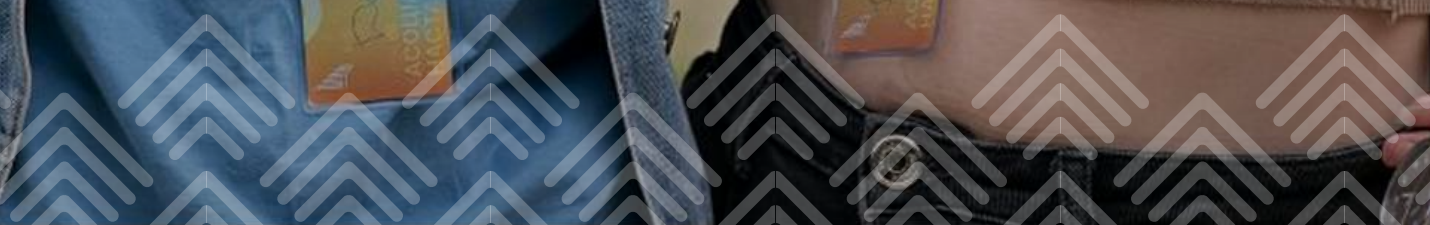


*We are building a bridge
from the generation of risk
to the generation of opportunities*



A N N U A L

REPORT 2023



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2023

KIDSAVE

Boeing

METRO

MHP

Winner Group

3M

McDonald`s

Hilton

Hyatt Regency Kyiv

KFC

Hotel Bakkara Kyiv

Safety Park

Theatre-school "Obraz"

GoCamp

Content.ua

VeAn Tattoo Art

Ecomazing

United Kyiv Roasters

DevPoint

Dear friends and partners!

2023 started for all of us with new challenges and tasks. For the Mentoring Association, it was a year of changes, new goals, objectives and aspirations. Despite all the difficulties and challenges that we had to overcome, we kept going towards our goal without stopping for a moment. After all, our mission is for every child to have a family or a caring adult - mentor to help vulnerable children and youth receive support, find their professional path and become successful in future.

Our team is working tirelessly on innovative projects, creating new success stories, and developing a partner network to scale Mentoring in the regions of Ukraine.

We are sincerely grateful for your support and cooperation for the sake of our children's happy future! We believe that the coming year will be generous with new achievements and significant accomplishments for all of us.



Sincerest regards and best wishes,

Mentoring Association President

Pavlo SHULHA

A handwritten signature in black ink, which appears to be "Pavlo Shulha". The signature is fluid and cursive, written over a white background.

MENTORING ASSOCIATION

Mentoring Association for Children and Youth is **the first international association in Ukrainian child welfare**, founded in August 2018 by leading non-profit organizations in Ukraine and the United States with experience, expertise and proprietary technologies in the field of Mentoring.



Our mission is to be the driving force and quality guarantor of successful mentoring programs for children and youth in Ukraine. To become a bridge from the generation of risk to the generation of opportunity.

Our main goals and objectives:

- 1 Synergy of efforts of all stakeholders, cooperation and interaction of Mentoring Association members for the development and successful implementation of Mentoring programs.
- 2 Promoting mentoring programs, providing informational support and consulting.
- 3 As a result, protection of the rights of children and youth, especially orphans and children from crisis families.

Our programs:

Corporate Mentoring – Pathway to Success

Individual Mentoring – Strong Shoulder

Family Mentoring – Weekend Miracles

Mentoring in Sports

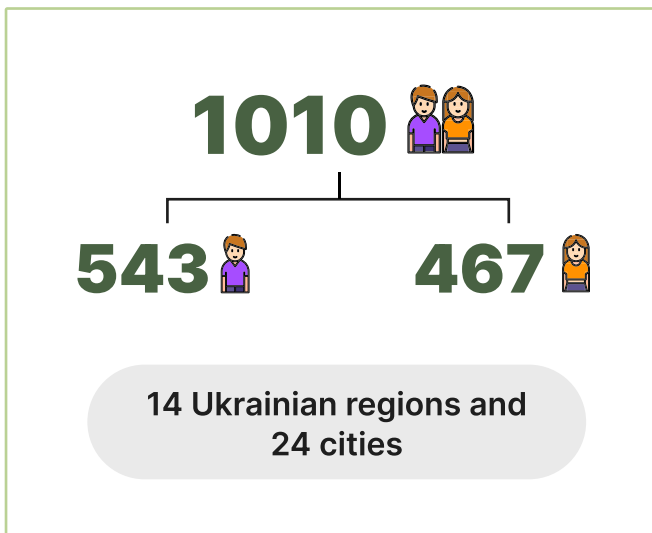
NEW

Mentoring for Teen Mothers – Prevention of Abandonment (planned)

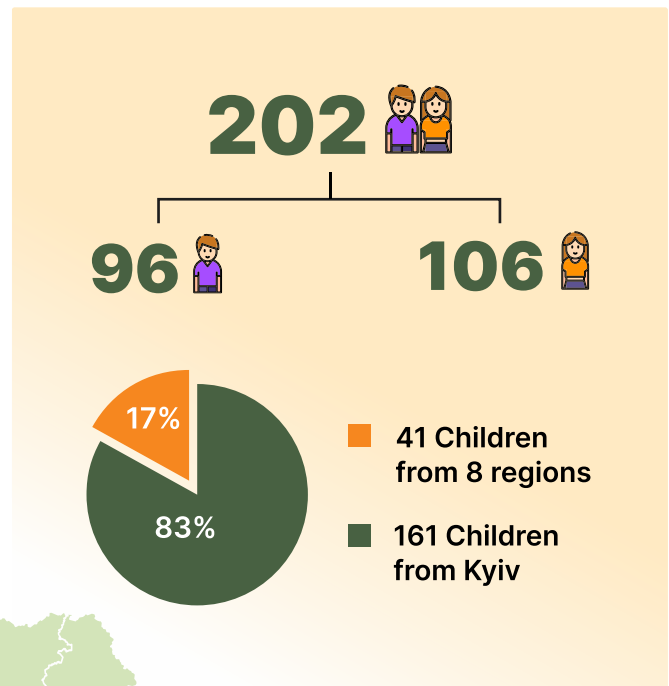
OUTCOMES

The number of vulnerable children and youth engaged in Kidsave® Corporate Mentoring program “Pathway to Success” activities:

2019 – 2023



2023



PROGRAM • **FAMILY MENTORING**
“WEEKEND MIRACLES”



This program is aimed to find forever families for orphans and children in institutional care.

Despite all the challenges of wartime, our "Family Mentoring" program was actively implemented in 2023.

As a result 144 orphans and children deprived of parental care were placed in families.

2018-
2021

117 children

2022

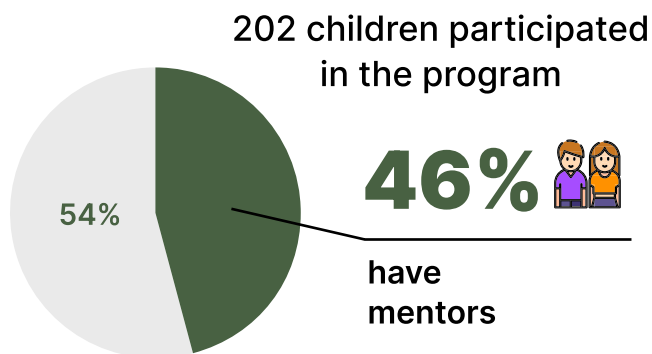
22 children

2023

144 children



PROGRAM • **INDIVIDUAL MENTORING** **“STRONG SHOULDER”**



In 2023 in our program we matched
6 new
Mentor - Mentee pairs

At the Mentoring Association, we give teenagers a voice and a choice. During our meetings, tours and various program events, children get to know their mentors in a friendly, relaxed atmosphere. Thanks to this, they begin to open up and build a trusting relationship with their significant adult mentor.

Our specialists constantly support the mentor-mentee pairs formed through the program, and provide psychological assistance upon request from children and mentors.



During 2023 we conducted **972 individual communications** and **62 psychological sessions** for children and youth which helped to resolve urgent situations, respond to their needs in a timely manner, and support their emotional and psychological well-being.

TRAINING OF MENTORS

Interest in mentoring in Ukraine continues to increase. More and more people are willing to become a mentor for a vulnerable child.

Mentoring Association has conducted **12 orientation meetings** for **64 people** from various regions of Ukraine. At these meetings, our trainer and psychologist provide detailed information on how to become a mentor and answers questions from the audience. We conducted **30 individual interviews** with people who would like to become an individual mentor.

PROGRAM • **INDIVIDUAL MENTORING** **“STRONG SHOULDER”**

Sonya and Elena

Why mentoring? Because it changes lives...

Sonya and Elena are a bright example of how support and understanding change lives. Elena, through her sincerity and care, constantly supported Sonia, helping her to understand herself and inspiring her to believe in her own strengths and capabilities. The girl went through many difficult moments and challenges in her life, but thanks to her wise mentor, she found the strength to discover herself.



Today, Sonya is a student of graphic design school, and her talent in drawing is a reflection of her rich inner world. The achievements in her life became possible with the Corporate Mentoring program, which gave her the opportunity to take piercing courses and work in the field she really likes.

The most important thing is that Sonya has become an open-minded and positive person who believes in herself. The girl explores the world by drawing it with her own hands and believes that she can achieve anything she sets her mind to.



«Elena and I communicate openly, we can discuss almost anything. It is important to me that we show our true selves. I love our communication. I get support from Elena, sometimes I can support her, and I like it very much» — Sonya.



Dima and Artem

«Dima has many interests, he is creative, active and goal-oriented. My achievements as a mentor are Dima's victories over himself. For example: entering college, singing on stage, participating in competitions» — Artem, mentor.

«I thank my mentor for being in my life, for being with me to the end. He is faithful in his friendship. He is always there for me and supports me, does not leave me in difficult moments. He shares his wisdom, knowledge, we communicate. He is a good man and a friend!» — Dima, 17 years old.

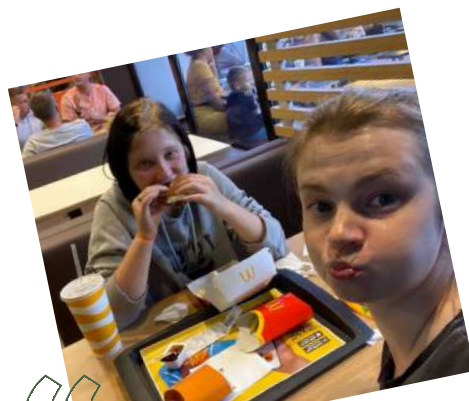


Why mentoring? Because it changes lives...

Nastya and Tasha

«What is important to me in my relationship with Nastya is that I can help her when she is having a hard time. I can help and support a young person who is growing and forming when she needs it. This is what is very valuable in mentoring. I know from my own experience how difficult it is when you are growing up and you don't have someone who can listen to you, who doesn't give you advice you don't ask for but supports your ideas, someone you can turn to just to talk to, someone you can rely on» —

Tasha, mentor.



«Tasha is very pleasant to talk to. She listens to me and does not judge me. I wanted to have “my” person so much, and now I have Tasha» — Nastya.



Serhiy and Oksana

«In my relationship with Seryozha, it is important to me that he accepts my support, and I feel that he needs it. It is also important that with my help he can learn something new for himself, which is a small but significant achievement. It is valuable that I can listen to him, and it helps him, to cope with the difficulties he is going through» —

Oksana, mentor.

Kristina and Anya



«It is important for me to have a mentor because it means support. I like spending time with Anya. She has become a close person to me. We study a lot with her. We started learning English. And I really love it!» — Kristina.



PROGRAM • **CORPORATE MENTORING** **“PATHWAY TO SUCCESS”**

Through Kidsave`s Corporate Mentoring program Pathway to Success® our young people learn to set new goals and take confident steps towards achieving them. We introduce them to the world of interesting professions and give them the opportunity to try themselves in different fields, to choose what they want to pursue. We believe that everyone has talent, and we just need to help it shine.

Nastya`s story

Nastya came to the program with a heavy burden of the past and a lack of self-confidence. While in the rehabilitation center, she was shy about establishing contacts and making acquaintances, although she really wanted to do some useful things. Participation in the program dramatically changed the girl's life, she turned into a real leader with an active social position.



«For me, the Corporate Mentoring program means friendship, communication, new acquaintances and opportunities. It has provided me with reliable people and new perspectives. Through mentoring, I discovered my hidden talents and was able to progress in chosen field. I studied to be a social worker and did an internship at the Mentoring Association. This activity allowed me to understand many positive aspects and details, as well as made me realize the importance of continuous development in my profession. In addition, I found a mentor who helped me find my own path and overcome difficult moments in my life» — Nastya, 18 years old.



Under the wings of her mentor, Nastya developed active communication and teamwork skills. Her inner motivation and desire to find her calling contributed to her successful choice of professional path. Nastya chose the social welfare sector and completed her training as a social worker, and completed an internship at the Mentoring Association.

Currently, she works as a barista and continues to help others. But this is only the beginning of her dream. Nastya wants to do more — to provide support and inspire hope in children who have lost their parents. Her strong will and belief in herself helped her become vivid proof that even with a difficult past, you can find your pathway to success and a happy future.

PROGRAM • **CORPORATE MENTORING**
“PATHWAY TO SUCCESS”



Long-term partnership story

PROJECT “TAKING FLIGHT WITH BOEING”

We have been cooperating with Boeing for over 5 years and have achieved many successes during this time. Our partnership is not just about trust, but also about the ability to work together on a long-term basis.

In 2023 we have launched our joint **project «Taking Flight with Boeing»**, which is already showing significant results.

The project currently involves more than **40 company specialists** who have chosen a role that is comfortable for them: volunteer, lecturer, mentor, or specialist who conducts workshops. The specialists also take part in open events with their families.

About 100 children from 8 regions of Ukraine have already participated in the project. And more participants keep joining.

«It was a lot of fun. It was my first time making a kite, it was so exciting, and when the kite took off, it took my breath away»

Stas, 13 years old

«I really like to cooperate, to help, to dive deeper and deeper into this field with sincere and open people, thank you!»

Alyona, 19 years old

«It was very interesting to learn how airplanes appeared and what changed in them; how they survived to the present days. It was also interesting to learn about the largest passenger airplane and the fastest airplane...»

Misha, 13 years old



The project "Taking Flight with Boeing" allows children from vulnerable groups not only to listen to lectures, but also to take an active part in events, acting as hosts, chat managers and administrators. Every teenager can develop their talents and feel supported and empowered.



"Most of all, I enjoyed being the host! It was the first time I was a host. It was so interesting! These are emotions that I will remember for a very long time!" — Misha.



We are proud to create a space for self-expression and personal growth of children together with BOEING Ukraine LLC.

«The children are very bright, energetic and well-mannered. I was amazed at the enthusiasm and speed with which they perceived information and generated ideas. I would also like to note that they share their experience/knowledge with each other very well and are ready to help a friend»

Rostyslav, company specialist

«I was personally impressed by the number of questions from children about aviation. It's nice to see that our industry can also be of interest»

Mariya, company specialist



The partnership with BOEING Ukraine LLC not only expands opportunities for children from vulnerable groups, but also has a positive impact on their future. Each stage of the project is filled with joy and creativity.

PROGRAM • **CORPORATE MENTORING**
“PATHWAY TO SUCCESS”

WISE VOLUNTEERING

Led by the President of the Association Pavlo Shulha and together with business partners and mentors, our young people are actively involved in volunteer activities and learn to do good deeds.

Our boys and girls are gaining valuable experience, which **Pavlo Shulha** and **the Angels of Hope** team are happy to share with them. How to install underfloor heating, how to install windows, what are the secrets of cooking delicious borsch, how to communicate with suppliers to order the necessary materials and keep track of invoices, how to form food kits for humanitarian aid and many other important and interesting skills have already been acquired and continue to be mastered by our teenagers during their trips to the center for children and families that **Kidsave** is currently building in picturesque Zakarpattia. In the near future, in this safe place orphans and children deprived of parental care will be introduced to loving and caring families and our youth will have a wonderful opportunity for internship.



**«A tiny good deed is better than solemn promises to do the impossible» —
Nastya, program participant**





The boys and girls from the Corporate Mentoring program prepared fun exercises and games, thoroughly selected gifts and came up with **an entertaining program for children from orphanages in Mykolaiv region.**

This trip once again showed how sincere and open our teenagers are, demonstrated their great desire to help those in need, their positive attitude and enthusiasm, which they charge others with!



«Yes, we look young, at first glance you can't tell that we are a strong team, an invincible nation at the age of 18—20, and that is what makes us victorious! We are Ukrainians, we are moving forward!» — Vova, program participant



The participants of the Path to Success program and their mentors spent time outdoors in **SKVO Space**, a real oasis in Kyiv where you forget your worries, where you can restore and be inspired. Everyone actively helped to clean up the territory, and everyone chose a job that was interesting to do: planting, raking and collecting leaves, digging. While working together, everyone communicated, joked, got to know each other better and built friendly, trusting relationships.



«The place we visited was very beautiful... What's so unusual about it? It's the tree houses. I also had such a naive childhood dream at one time. Kostyantyn told us today how he and his wife came up with all this and how he was able to make this dream come true. The story of Kostyantyn is fascinating and very motivational. He also had difficulties at one time, like many of us, but he coped with them, he was able to find a goal, and his goal is very noble» — Anton, program participant



PROGRAM • CORPORATE MENTORING “PATHWAY TO SUCCESS”

OPEN EVENTS

to introduce mentors and children in order to match mentor-mentee pairs

The boys and girls in the teams, together with the mentors and volunteers, created their own **"Resources Maps"**. Everyone shared practices and resources that help them recover. The participants played together, talked over tea and sweets, and were inspired by each other's positive and sincere emotions.



«My friend and I thank you for such a wonderful meeting! We were so inspired today! We had a lot of positive emotions! We made new friends, it was great to be with others. It was interesting to listen to everyone's stories about their hobbies. The atmosphere was incredibly energizing. When we are with you, we forget about our problems, pain and psychological exhaustion! We love such warm and interesting events!» — Nika, program participant.



Team quest for the Children's Protection Day

Interesting quests, games, dances, fun moves, singing, creative puzzles and, of course, delicious treats from our friends — **KFC**, as well as mentors and volunteers, left no one indifferent.



«I am very grateful to everyone who organized this celebration. Thank you for the games, entertainment, walk, and delicious food. I had a great time, thank you for everything!» — Nazar, program participant.



PROGRAM • **CORPORATE MENTORING**
“PATHWAY TO SUCCESS”



OPEN EVENT “FRIENDSHIP”

About **70 participants** had fun, sang, joked, played interesting games and tasted delicious food. In such a cheerful atmosphere, the children opened up, shared their stories with the adults. During the event **we matched another mentor-child pair**. A hike to the bear shelter, a picnic on the pond with delicious dishes, fun team games, lots of communication and unforgettable emotions shared by both adults and children!



«..It was incredible! I can't even imagine how to describe it to you. It was interesting to learn something new for me, to see bears and wolves. It was very interesting to compete with the teams and to meet most of the program participants, to talk to everyone present. Thank you very much for this wonderful day» — Tanya, program participant

«Thank you all for the event! It was great to spend the day with you!) I was very happy to see and talk to those whom I haven't seen for a long time and missed. I am very happy that I am with you!» — Nika, program participant



«Thank you for the event, it was great as always) I wanted to communicate more. It's cool that we managed to create such a community network» — Iovanna, mentor

PROGRAM • **CORPORATE MENTORING** **“PATHWAY TO SUCCESS”**

Professional and personal development of youth

Courses

The courses organized by the Association's partners allow teenagers to get acquainted with various interesting professions and help them choose their own path in the future. Studying under the guidance of mentors in the profession builds their confidence in their own abilities. Mentors not only impart technical knowledge about the profession, but also teach important life values, including communication skills and the development of creative thinking, determination, providing teenagers with new opportunities for self-development, the implementation of their own ideas and successful implementation in their independent lives.

In 2023 7 teenagers from Corporate Mentoring program were enrolled in courses:



Courses of piercing master



Barista courses



Courses on computer game development from DevPoint



«I really enjoy the piercing courses. Thanks to the knowledge I have gained, I will have fun, a part-time job and a lot of joy. This occupation brings me a lot of emotions and pleasure», — Sonya, program participant.



«After the war started, I decided to spend my time supporting teenagers, especially those who really need it. The future of our country and the world lies in an educated and well-rounded generation. I hope that I can be at least a little bit useful to them. And by the way, developing games is much more interesting than playing them» — Denys Panaskin, DevPoint founder

DevPoint



PROGRAM • CORPORATE MENTORING "PATHWAY TO SUCCESS"

Workshops

Workshop "Advertising shooting for beginners".

19 of our boys and girls, as well as mentors and volunteers, were creating, learning about the peculiarities of object photography, the secrets of photography and the creation of a quality advertising product. Together with the children and the mentors, we did not limit our imagination and were creative to the maximum!



"I liked everything, it was interesting to be in the role of a hotel employee. It was also interesting to learn how it all works there" — Tanya

Workshop at HILTON hotel. Hilton Kyiv professionals held interesting workshops on table setting and making tiramisu dessert. Our children enthusiastically tried themselves as waiters and pastry chefs, and each of them made their own exclusive delicious dessert. The children also saw how the laundry works and gained a new interesting experience by trying to iron their own bed linens on a steam roller.

«I was interested to see how many people work at Hilton. I also liked the fact that there is career progression here. You can start with something simple and then get a higher position» — Kyril

Financial literacy workshop. Coach Oksana Kotenko shared with the youth important concepts of financial independence and the risks of loans. The youth in teams tried to create their own coffee shops and restaurants. They learned how to manage expenses and solve financial problems. Everyone showed their talents and found new ideas for the future.



Tours



DC Winner



KFC



Innovative Terminal of Nova Poshta



Production of eco-packages "Ecomazing"



Waste sorting station "Ukraine without waste"



Brewing facility for youth over 18 y.o.



ArtBooks Publishing House



Havas advertising agency



United Kyiv Roasters

PROGRAM • CORPORATE MENTORING “PATHWAY TO SUCCESS”

Trainings, webinars, internship

Training on the peculiarities of barista work and coffee making from Fireberry Barista School.

Training «Self presentation». Coach Svitlana Chernychuk shared interesting practices with the participants, helping them to develop their personalities and increase their self-esteem and self-confidence.

Meeting with Oleksandr Krakovetskyi on Artificial Intelligence



«I am grateful to Oleksandr for his many useful tips and guidance, for the motivation he gave us, for telling us about his life and how he managed to achieve everything!» — Anton.



«I came to the conclusion that you need to learn English, read, and you will be on the way to your achievements, and AI is the future, making it easier for people to work» — Danya.



Introduction to the profession of a hairdresser and setting up a hairdressing business

Internship in Mentoring Association.

Two participants of the program were trained at the Mentoring Association. Future social workers acquired practical skills and gained experience in this profession, consolidating the acquired theoretical knowledge.



"Days of Kindness" and jogging together with Yuriy Dmitriev and SvoiPeople

In 2023 we launched a new program "Mentoring in Sports". Mentoring in sports is of great importance for young people from vulnerable groups, especially in times of war. Sport promotes physical and psychological health, increases self-esteem and confidence, teaches teamwork and strategic thinking. For orphans, mentoring in sports becomes a source of support, discipline and positive life values.



Meeting with triathlon champion Roman Korol at the Kyiv cycle track

«Today I rode a bike for the first time in my life, and it was so scary at first. I was able to do it with support. And it was so cool. It was also interesting to listen to Roma's story about his real life sport... How important it is to try and not give up no matter what» — Vanya.

Boxing night with the support of Top Boxing Generation

Thanks to the friends of the Corporate Mentoring program, our young people and their mentors were able to attend professional boxing nights throughout the year.



«This exciting sporting event not only showed me the skill and endurance of the boxers, but also made me realize that I should not stop and learn to improve and go confidently towards my goal. It was amazing!» — Sergiy.



PROGRAM • **SUPERMENTORS**

We launched a pilot project, the **Supermentors Leadership Club**, with young people who have completed the Corporate Mentoring program.

Their goal is to become real leaders, create change in our country and influence important processes to improve the lives of children who, like them, are in difficult life circumstances.



Each project participant will have the opportunity to communicate with successful people, learn leadership skills from them, and practice the acquired skills on a peer-to-peer basis.

As a result of the two-day leadership training, a strategy was developed for the club's further advancement. The youth identified key areas they would like to work on. The future leaders generated their own ideas for the development of social and business initiatives to be implemented in this project.



SELF-HELP TRAUMA INFORMED TRAINING

In cooperation with the **Israeli Trauma Coalition**, a training was held on "Providing first aid, self-help and reducing burnout and fatigue syndrome while helping others."



Based on the best professional practices of Israeli psychologists in psycho-social support and trauma-focused care before, during and after war and emergencies, our certified specialists have developed **the Self-Help First Aid Kit training** in Ukrainian and English, which has been effectively used to work with children and adolescents, as well as with mentors, partner NGOs and business specialists.





PUBLIC SECTOR

We are in constant communication with the Kyiv City Center of Social Services and the Service for Children and Families of the Kyiv City State Administration on joint actions for the benefit of children. We also communicate with the KCSA Social Dormitory for Boys, the Center for Social and Psychological Rehabilitation of Children #1, the Specialized Boarding School #21, the Transport Lyceum, and the Interregional Center for Jewelry Art.

COOPERATION WITH NGOs

A conference in Kamianets-Podilskyi on the role of non-profit organizations (NGOs) in protecting children's rights, where our specialists and young people from the Corporate Mentoring program were speakers, welcomed more than 70 volunteers and organizations that help children stay out of boarding schools and help them with family placement.



The conference brought together volunteers and organizations from **12 regions of Ukraine** to share experiences and tools to improve the quality of care for vulnerable children. The Mentoring Association shared its experience in solving the problem of children from institutionalized facilities and spoke about the importance of building effective communication with the public sector.



The training course for trainers to become candidates for individual mentors was attended by **16 participants from 7 cities** of Ukraine. The results of this course will serve as a basis for further expansion of the certified coaching team for the development of mentoring in Ukraine.



As part of our cooperation with the **Better Future Foundation**, our team held an informational and motivational meeting in Khmelnytsky for those who wanted to become a mentor or foster family for children from orphanages and boarding schools. Our specialists also shared effective tools for providing support to children in institutional care.



The US non-profit organization KIDSAVE

is co-founder of Mentoring Association and grants the Association a license to implement, train and distribute its programs in Ukraine, as well as provides informational, expert and financial support.

Presentation of the program "Working with Trauma and Stress" for the Kidsave corporate team. Specialists of the Mentoring Association presented the program "Overcoming Stress, Trauma and Grief" to the Kidsave corporate team and shared the healing techniques used for children during the war in Ukraine for self-help in stressful situations.



As a result, the Kidsave corporate team is considering the possibility of including the block "Overcoming Stress, Trauma and Grief" in Kidsave programs when working with adoptive families.

OUR PARTNERS AND FRIENDS

One man can't win a war. We are sincerely grateful to our reliable partners and friends who have been with us for many years. We are always open to cooperation, because by joining efforts we can do much more for our younger generation.

Main partner and co-founder



Business



Public sector



Non-profit organizations

