



2024

# ANNUAL REPORT OF NATIONAL NETWORK OF LOCAL PHILANTHROPY DEVELOPMENT



## REPORT HIGHLIGHTS

Project  
results

Financial  
performance

Organizational  
development

Beneficiary  
stories

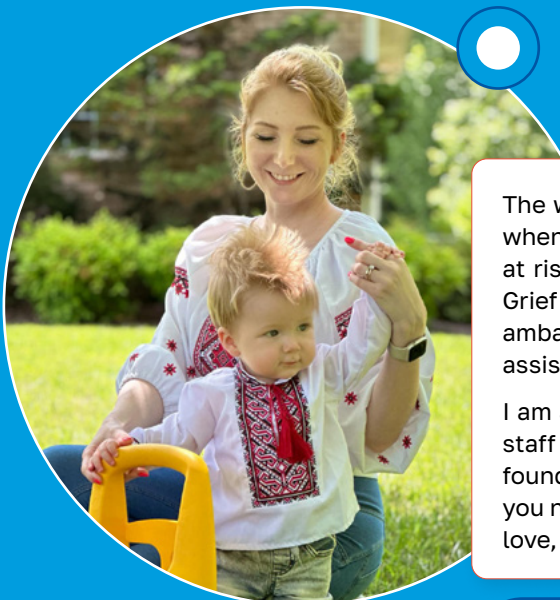




The year of 2024 became for us a year of transformation: from operational decisions to strategic development and long-term sustainability. We strengthened the organization's capacity, improved our program methodology, and at the same time enriched each project with real stories of people who felt supported, believed in themselves and became part of the community that moves the country forward.

This was made possible due to our Ukrainian and international partners who shared their expertise, resources and provided humanitarian assistance. Special thanks go to the community foundations, international community foundations networks and donor organizations that stand with us in advocating for local leadership in humanitarian response. I hope this report will immerse you not only in numbers and indicators, but also in our approaches, stories of change and prospects for the future.

**DARIA RYBALCHENKO, DIRECTOR OF THE CO «PHILANTHROPY»**



The world is changing faster than ever before. In times of turbulence, when humanity is being challenged from all sides, many people are at risk of being left with empty hearts and broken moral compasses. Grief brings both physical and mental poverty. However, there are ambassadors of common sense, unity for the better and mutual assistance in this turbulent time.

I am absolutely convinced that such people are the Philanthropy: the staff of the Philanthropy network administration and the community foundations of Ukraine themselves. I am sure that this report will fill you not only with figures of success, but also with additional hope and love, which we have so much in our Ukrainian hearts. Glory to Ukraine!

**ANASTASIA CIFERS, HEAD OF THE SUPERVISORY BOARD OF THE CO «PHILANTHROPY»**

# MISSION OF THE ORGANISATION

Development of social capital and culture of philanthropy for the sustainable development of communities in Ukraine

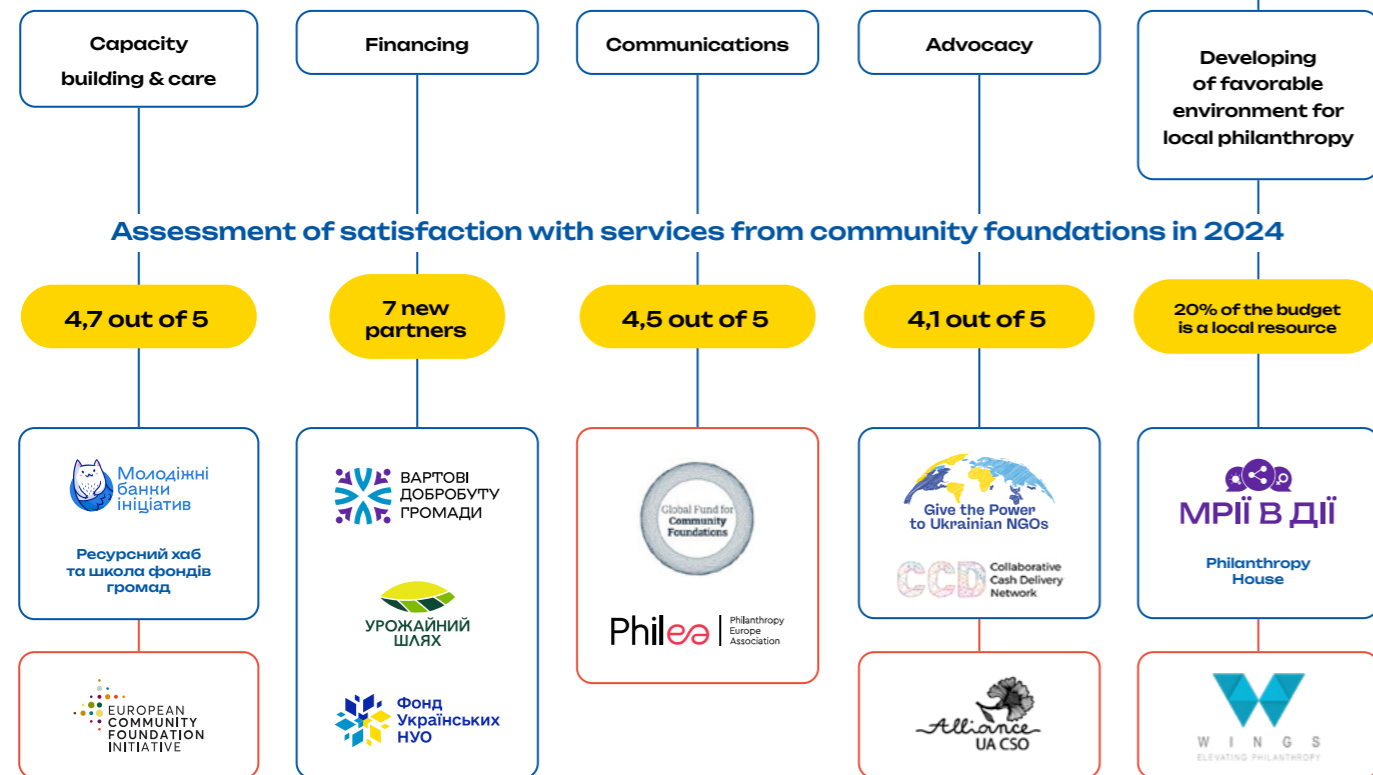


The National Network of Local Philanthropy Development (abbreviated as Philanthropy) is a networking organisation that brings together Ukrainian community foundations to develop local philanthropy and volunteering in communities, engage residents and support civic initiatives.

Community foundations are non-governmental charitable organisations whose purpose is to improve the quality of life in the communities in which they operate. Community foundations identify the needs of the local community, encourage charitable donations and accumulate funds from which they provide grants to implement initiatives to address socially important local issues.

The National Network of Local Philanthropy Development is a community foundation support organization that provides support and development of the community foundation movement.

Support for the movement and development of community foundations is provided through the delivery of services to the participants of the Community Foundations of Ukraine program



Services are provided through project implementation and participation in international communities

□ Program □ Communities

# OUR THEORY OF CHANGE

## If the CO «Philanthropy»:

- Provide services to network members
- Create infrastructure for the development of a culture of philanthropy
- Share the experience of Ukrainian community foundations

## This helps community foundations of Ukraine to:

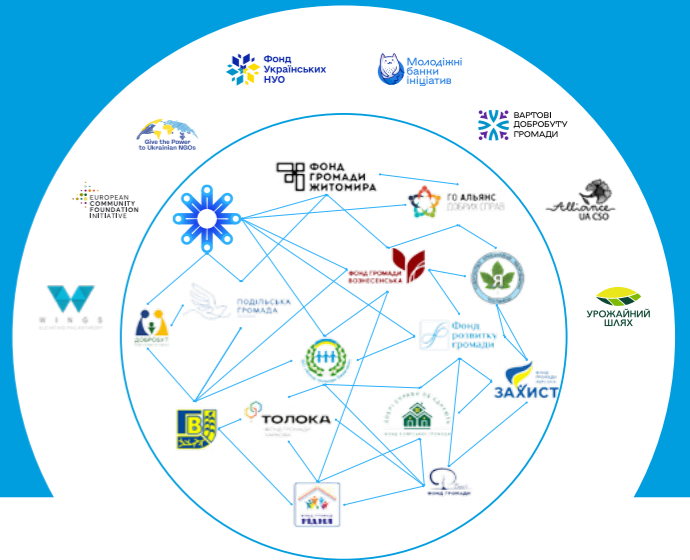
- Strengthen the capacity of their teams
- Engage more people and resources for local projects
- Cooperate with the government, business, and other public associations

## Their work influences the sustainable development of Ukrainian communities:

- trust and cooperation in communities between stakeholders
- communities decide on their own vector of development

## Philanthropy's tasks:

- Increase Ukrainians' awareness about philanthropy
- Promote the development of a legislative framework for the spread of philanthropy
- Increase the percentage of localization of resources for humanitarian response and reconstruction of the country
- Implementation of social entrepreneurship support programs to encourage businesses to work with the charity sector, including community foundations
- Promote a culture of cooperation between the sector and various stakeholders



Through the interaction of community foundations with each other and interaction with the CO Philanthropy. We implement important and priority projects, participate in national and international communities

## What influences the improvement of important life areas



# THE RESOURCE HUB



Capacity building & care

The program is aimed at providing the service of “capacity building and care” within the framework of the program «Community Foundations of Ukraine».

Program participants: community foundations that are members of the National Network for the Development of Local Philanthropy and adhere to the 7 principles of community foundations.

Main tasks of the program include:

- Financial support: providing mini-grants for the development of internal processes of foundations, such as team training, business trips and consultations.
- Training and strategic planning: holding annual conferences and trainings to improve skills and develop strategies for foundations.
- Online resources: access to a platform with useful information, tools and materials for community foundations.
- Informing about opportunities: sending newsletters with current grants, competitions and other opportunities.
- Exchange of experience: organization of experience exchange programs between community foundations in Ukraine and abroad.



Grant activities have a positive impact on the Foundation's development. In particular, after the project implementation, the Foundation has developed a new service in the social menu. Foundation's team holds training for newly created NGOs and initiative groups that want to create them (includes comprehensive training in organizational development, accounting and communications).

The team-building trip allowed not only to unite the team and strengthen ourselves to continue working effectively, but also to approve the concept of the Foundation's annual report and develop a plan for further activities.

The design and printing of the annual report allows us to report on the activities carried out during the year, strengthen the reputation of a transparent and open Foundation, and thus, increase awareness and strengthen partnerships with other organizations, as well as enhance the synergy between business, government and community.

«PODILSKA HROMADA» COMMUNITY FOUNDATION

## Project results for 2024

### 21 grants given

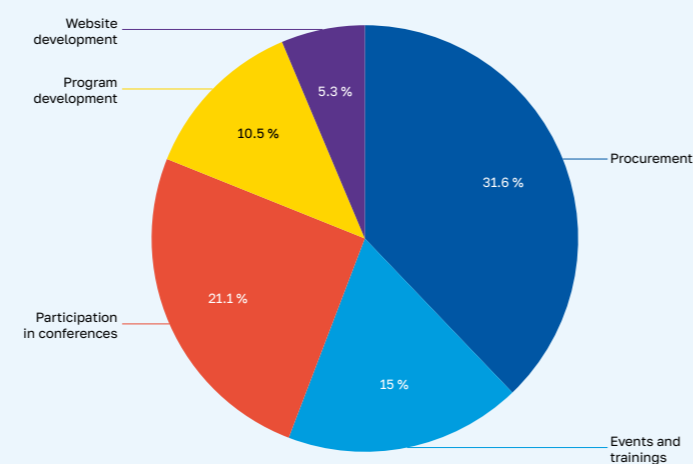
to cover international business trips, office equipment, team development, etc.



Organized an international visit of community foundations to France and coordinated a trip to the UK.

Coordinated a study on best practices of community foundations and on the conditions of work of community foundations in military conditions.

Organized an annual conference for community foundations.



..I am grateful to our partners from Philanthropy and the European Community Foundation Initiative for the opportunity to represent the Zhytomyr Community Fund and Ukraine at this event.

The UKCF 2024 internship and conference is still in progress, but we already have several ideas for applying new fundraising tools and projects.

An important focus of the conference is on the use of artificial intelligence in the activities of charitable organizations, surveys of target groups, and the use of creative approaches in work.

...In general, the community foundation community has its own special vibe. It is valuable that Ukrainian community foundations have the opportunity to develop and grow thanks to the support of ISAR Ednannia, the National Philanthropic Network of Ukraine, the Mott Foundation, and others.

ZHYTOMYR COMMUNITY FOUNDATION

# SCHOOL OF COMMUNITY FOUNDATIONS



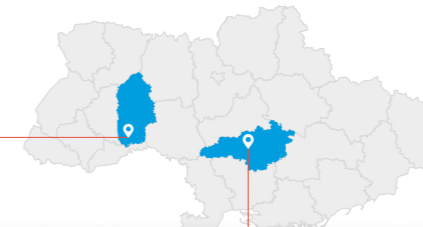
Capacity building & care

The School of Community Foundations is a comprehensive one-year program developed to promote community foundations model in Ukraine.

Participants of the program are organizations and activists from different regions of Ukraine who have passed a competitive selection process.

The School of Community Foundations was divided into different stages:

1. Intensive school: an offline event with training sessions and workshops where participants gain basic knowledge about the activities of community foundations and practical skills.
2. Mentoring support: organizations received individual support from experienced mentors to develop their community foundations.
3. Exchange of experience: participants have the opportunity to visit other community foundations, observe their work and adopt best practices.
4. Grant support: participants can receive a grant to develop the organizational and grantmaking capacity of their community foundation.



Thanks to your support, we have been given a unique chance to further explore the world of philanthropy. Although sometimes it seems that there are still many unknowns ahead, we are not like we were at the beginning - confused and unsure of where to go. Your help and supportive mentorship give us the opportunity to grow, expand our horizons and understanding of this incredible world of philanthropy.

IRYNA KROCHAK, CO OF «VUZLYK», VELYKA VYSKA VILLAGE, KIROVOHRAD REGION

We are pleased to share our experience of participating in the School of Community Foundations program! It was a productive step towards institutional strengthening of the organization and expanding opportunities for implementing socially important projects in our community. Thanks to the support of mentors and the experience of the invited specialists, we were able to come closer to solving current challenges and work out a development strategy in the short and medium term. Cooperation within the School helped us find new ideas, partners and resources. We recommend that all organizations seeking development and positive change in their communities join this program!

YURIY PASTUKH, NGO STC PODILSKYI BIOREGION, KAMIANETS-PODILSKYI



## Project results for 2024

### 67 organizations/activists

A total of applied for the program, of which 25 were selected for the intensive school, and 15 organizations were mentored.

### 10 community foundations

became mentors and lecturers for the selected organizations

### 6 study visits

of program participants to existing community foundations were organized

### 5 online trainings

were held to help program participants properly formalize their activities, draft a charter and form a board, raise funds for the community, hold a competition for local initiatives, etc.

### 11 program participants

conducted a community needs assessment

### UAH 125 764,51

raised by the program participants at the local level to hold a project competition

# YOUTH BANKS OF INITIATIVES



Community Foundation Support:

Capacity building & care



«Youth Banks of Initiatives» (YBI) is a model for developing communities of change-makers and leaders in small territorial communities in Ukraine by engaging young people in civic activity, supporting their initiatives and providing practical experience through the international model of Youth Banks of Initiatives (YBI).

- Young people aged 14-25 are recruited to the YBI committee by coordinator
- The YBI committee researches the needs of the community: what do young people lack in their community today? After the research, priorities are determined.
- The YBI committee (a permanent team of 5-7 young people) conducts local fundraising and launches an active communication campaign in their community.
- Conducting a grant competition: the YBI committee organizes and conducts financial/consulting support for projects that coincide with the needs of the community from other active youth in the community.
- After the winners of the competition are determined, the YBI committee monitors and evaluates the implementation of projects.

By developing the project, we are helping to grow a new generation of civic activists, who will come to work for a community foundation or create their own organizations.



«I was impressed by the way the Italian YBI works. They have youth bankers and youth planners, the former dealing with community priorities, conducting interviews, etc. Instead, youth planners only fundraise. This approach resonates, because YBI participants don't have to think about fundraising, everyone has their own tasks and priorities to focus on... I also liked that they set an "agenda of change" for the year and move according to it.»

**DIANA BULAY, PARTICIPANT OF YBI SVITLOVODSK, ABOUT THE CONFERENCE IN COMO**



## Project results for 2024

**from 9 to 21**

The number of YBI teams increased across Ukraine

**44**

youth projects supported by YBI in communities

**638 000 грн**

given to YBI by Philanthropy



Exchange at the international YBI conference in Como



Co-organizing a conference in Belgium for youth workers of Community Foundations

# GUARDIANS OF COMMUNITY WELFARE



Community Foundation Support:

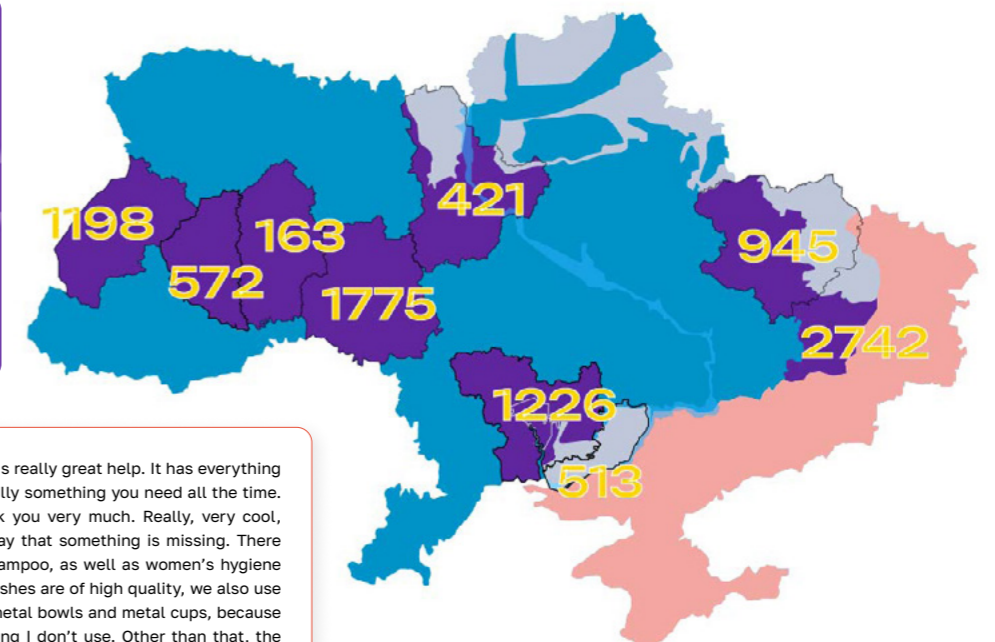
Financing

Program goal: quick assistance in addressing the humanitarian problems of the community and its residents in times of martial law, emergency and war through grants for community foundations and direct humanitarian aid.

Focus areas:

1. Organization of humanitarian aid for community residents to prepare for the winter: insulation materials for homes, warm clothes, arrangement of heating points, etc.
2. Housing arrangement for internally displaced persons: repairs, dormitory insulation, etc.
3. Organization of assistance to social institutions: schools, hospitals, orphanages, hospices.
4. Medical assistance to community residents
5. Strengthening the technical capacities of community foundations to work in war conditions.

By developing the project, we help community foundations raise the necessary resources for the humanitarian needs of the community.



«To be honest, we use everything, because it's really great help. It has everything we need. Bed linen, towels, hygiene... it's really something you need all the time. We use everything without exception. Thank you very much. Really, very cool, great help. It would be impudent of me to say that something is missing. There is everything you need, both powder and shampoo, as well as women's hygiene products. Everything is of high quality. The dishes are of high quality, we also use pots and pans. The only thing I don't use is metal bowls and metal cups, because you can't eat from metal. That's the only thing I don't use. Other than that, the towels are good, the pillows are great, the mattresses are really cool.»

**SVITLANA, MOTHER OF THREE, WIFE OF A MILITARY PRISONER, DOCTOR DMYTRO MYKOLAYOVYCH BOHDANENKO**

**NUMBER OF FAMILIES WHO RECEIVED ASSISTANCE BY REGION**

# PHILANTHROPY HOUSE



Developing a favorable environment for local philanthropy

Financing

Philanthropy House is an initiative launched in 2024 to explore and raise awareness about the culture of philanthropy in Ukraine.

Since the beginning of the full-scale invasion in Ukraine, businesses, organizations and individuals have stepped up to mobilize their resources and persevere. That is why we strive to show Ukrainians that the culture of helping each other is in our blood and we need to maintain and develop it.

By developing the project, we help community foundations engage more active people in supporting social projects in the community.

## Research:

- conduct annual surveys on the level of awareness of philanthropy in society
- search for and analyse historical cases of philanthropy in Ukraine
- recording information about the current state of philanthropy in Ukraine

## Raise awareness:

- refute stereotypes about philanthropy
- cover of everyday cases of philanthropy
- organize events on the topic of philanthropy
- hold campaigns to raise awareness of philanthropy
- disseminate information about Ukrainian philanthropy abroad

## Project results for 2024

### The study

«Philanthropy in Ukrainian: who supports, how and why» was conducted

### 50 people

attended the research presentation, and 244 watched the presentation video on YouTube

### 2 articles

on philanthropy and community foundations were published in the media

### 2 interactive games

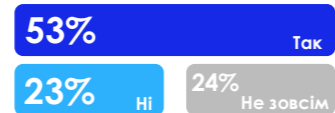
about philanthropy with students and schoolchildren were held

A series of short videos on social media popularizing philanthropists in Ukrainian history was launched



Попри те, що понад половина респондентів розуміють значення терміну «філантропія», більшість вважають, що вона не завжди усвідомлюється у повсякденному житті. У фокус-групах підкреслюється, що філантропія часто сприймається як допомога, яка не має власного відповідника в українській мові. Значна більшість опитуваних не вважає себе філантропом.

Чи знаєте ви поняття «філантропія»?



“У нас: філантропія просто іншим словом називається. Ми просто його не усвідомлюємо.”  
Жінка 41 рік, Харківська область

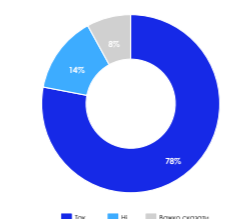
Чи вважаєте ви себе філантропом?



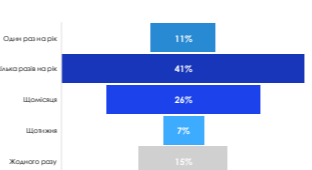
“Для мене філантропія – це не просто допомога. Це створення умов для того, щоб люди могли самостійно змінювати своє життя.”  
Чоловік 30 років, м. Київ

% Жертували власні ресурси на суспільне благо протягом 2024 року, причому переважна частина долучалася до філантропічної діяльності лише кілька разів на рік.

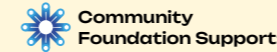
Чи жертували ви власні ресурси (гроші, речі, час тощо) на суспільне благо протягом 2024 року?



Як часто ви брали участь у філантропічній діяльності (жертвували кошти, час, знання) протягом останнього року?



# THE HARVEST WAY



Developing a favorable environment for local philanthropy

Financing

A project to develop and support local vegetable growing, which will contribute to food security and support people in communities.

This is an opportunity for those who have small plots of land or a few seedbeds near their homes and are interested in learning how to use them effectively to support their families.

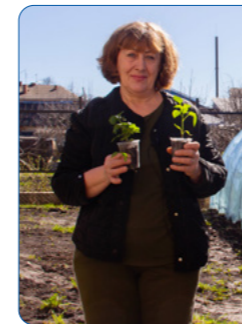
The Harvest Way project provides expert mentoring and targeted financial assistance.

The project involves 25 communities in 5 regions of Ukraine.

## Stages of activity:

- Conducting educational trainings
- Provision of targeted financial assistance for agricultural activities
- Cooperation with local businesses
- Assistance with the development of food security policies

By developing the project, we help community foundations create new communities in the area (hromada), build new partnerships with local entrepreneurs and local governments, and engage people from remote villages of the area in social projects.



MS. MARIA TRONIAK, A RESIDENT OF THE VILLAGE OF KHODORIV IN LVIV OBLAST

She previously worked as a geography and economics teacher for 31 years. After retirement, Maria decided to fulfill her longtime dream of going into agriculture.

With the help of the Harvest Way project, Maria received a modern greenhouse. This will allow her to grow a variety of vegetables and herbs, providing fresh produce for her family. Maria can sell the surplus produce on the local market, earning additional income.

The project played an important role in strengthening the foundation's ties with the community. The Harvest Way has helped us reach new target audiences, including residents of the community's villages who were previously unaware of our initiatives. One of the most striking examples of the project's impact is the participation of a teacher from the remote village of Novosilky, who won the competition. After her success, the school staff took part in another foundation's competition called "Happy Days" and received funding to purchase microscopes for school classes. And the schoolchildren of Novosilky school now actively participate in the Youth Bank of Initiatives program.

"The Harvest Way not only enables people to implement their ideas, but also helps build communities. Regular meetings allowed the project participants to get to know each other. Now they want to do more: to exchange vegetables, organize seasonal fairs of local gardeners, unite to help the army, promote natural farming among neighbors, and join other initiatives.

LIDIA SAVENKO, COMMUNITY FOUNDATION OF BOYARKA

## Project results for 2024

### 18 to 25

is the increase in the number of communities where the project operates

### From 5 to 7

The number of engaged community foundations increased

### 170 grants

planned for private farmers for 2024-2025

### 101 people

received targeted financial assistance out of 725 applications

### 5 trainings

on growing plants and writing an application for targeted financial assistance for people in communities were held

### 5 community fairs

were held where project participants presented their crops and other products

Approved Food security policies for Boyarska and Voznesenska communities

Developing the idea of project sustainability and continuation in the cluster system



# GIVE THE POWER TO UKRAINIAN NGO

This advocacy project began in August 2022 with an Open Letter to international organizations and donors operating in Ukraine after UN OCHA released information that only 1% of UN funds go directly to local organizations and volunteer associations.

The open letter gathered over 300 signatures, so we decided to make our activities strategic to support community foundations and other local organizations that are overcoming the consequences of the war.

## What do we advocate for?

- Increasing the percentage of direct funding to local organizations by foreign donors
- Reduction of bureaucracy in funding and reporting processes, access to flexible funding and coverage of administrative expenses for local organizations
- Equal partnerships and risk sharing
- Transparency of donors and international organizations' activities
- Strengthening the voice of Ukrainian NGOs in the international community
- Establishment of local pooled funds to provide flexible funding for local initiatives

By developing the project, we help community foundations gain greater visibility among international donors who understand the local context and are ready to cooperate with local organizations.

The Network has become a leading voice in promoting the idea of localization, particularly through:

1. Open letter "If not now, when?" in 2022, which called for an increase in funding for local organizations to 25% by 2025. This campaign attracted the attention of international donors and became an impetus for changes in approaches to humanitarian response. The second letter was distributed in 2024.
2. Establishment of the Ukrainian NGO Fund Initiative to develop a pooled funding mechanism.

MILA LEONOVA, DIRECTOR OF THE ALLIANCE OF UKRAINIAN CIVIL SOCIETY ORGANISATIONS



Advocacy

Communications



## Project results for 2024

### At 11 international events

Presentation of experience and challenges of community foundations and CO "Philanthropy" in working with international funding

### CO «Philanthropy»

is invited as a consultant and expert to participate in research, events, and to develop international programs

### Pledge for Change

Ukrainian organizations received a translated Pledge for Change to advocate to international partners and strengthen their voice in the global dialogue on localization

### 122 signatures

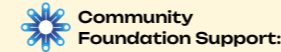
on the Open Letter, published in 2024, showed international donors the unity of position of Ukrainian organizations

Refugees International has been working for several years with National Network for Local Philanthropy Development on shifting power in Ukraine. Over the last year, in 2024, as a result of a grant by the Center for Disaster Philanthropy, we were able to more directly partner with National Network in order to support our joint advocacy for shifting power and resources from international agencies and NGOs more directly to Ukrainian leadership and Ukrainian responders in the humanitarian response in Ukraine. National Network is a women-led organization; it's young; it's a network. And it has extensive experience at a grassroots level.

All of this has been really important to help guide our work in Ukraine, to learn from them about how Ukrainians at all levels of society want to try to improve the humanitarian architecture in the country and improve the response for people that need it. They also have been extremely active in international fora and also across international coordination mechanisms, which means that the advocacy we jointly designed was more effectively amplified. Their organic presence, their reputation and their knowledge has helped tremendously, I think, in propelling both of our joint advocacy for shifting power in Ukraine last year, in the years before, and we hope in the years that come.

NIKOLAS NOA, SENIOR FELLOW, REFUGEES INTERNATIONAL

# MEETINGS FOR CHANGE



Communications

Financing

Advocacy



## Project results for 2024

### 5 meetings

in different regions of Ukraine involved 289 people

### 2 new partners

of the organization: Cash Delivery Network and NGO Platform in Ukraine

Increased coverage of the organization's social networks

This is an educational and networking event that brings together local organizations, international donors and humanitarian organizations to find partnerships, share experiences and advocate for equal cooperation, as well as present best practices in community work in the local talk format.

Live communication bridges the gap between participants and promotes mutual understanding. There are already successful cases when organizations that met at the event are now jointly implementing grant projects.

Meetings for Change have become yet another tool for localizing international resources in Ukraine, promoting long-term and equal partnerships.

While developing the project, we are popularizing the community foundation model among other local organizations and creating a platform where community foundations can find new partnerships.



From the side of NGO Platform, I highly appreciate the Meetings for Change project. At first, we were participants in Poltava, and then we became co-organizers of the event in Dnipro. We were very pleased to see that the international participants of the Platform showed great interest. These events are not only about business networking, they enable informal communication and networking in the sector. The mandate of our Platform does not allow us to admit networks or associations as members, so the joint event with Philanthropy was a good example of equal partnership, as we are not bound by financial or project obligations.

Our shared values allowed us to hold the event in Dnipro to bring together the members of the Platform and other local organizations in the sector. I think we achieved our goal because many attendees left only very positive feedback about the event.

OLEKSANDRA BUGLAK, NGO PLATFORM



The first Meeting for Change in Kyiv was not just a networking event for us, but the beginning of a long but effective partnership. It was there that we first met representatives of the International Rescue Committee (IRC). The next contact took place in Dnipro, and all the while, a lengthy process of verification and approval of the project was underway.

The process lasted more than six months, however, based on our experience, this is not the longest time to build a partnership. It is important that this was not just a request for funding, but a joint effort to shape the project.

Today, we are already implementing the second project in partnership with IRC, focused on social work and support for the elderly and people with disabilities in Donetsk Oblast.

We always try to avoid the format where local organizations simply write grant applications. Instead, we look for partnerships where we work together with international organizations to shape ideas and projects that have a lasting impact.

STAS CHERNOHOR, COMMUNITY DEVELOPMENT FOUNDATION, KRAMATORSK

# UKRAINE POOLED FUND



Financing

Advocacy

This program provides networking opportunities and financial support to local and national civil society organizations engaged in humanitarian response and that have undergone due diligence.

The Fund's Goal: To establish a sustainable unified funding mechanism that supports local and national organizations through transparent and efficient grant allocation procedures.

By developing the project, we highlight the experience of community foundations in their ability to develop and support local initiatives through grant assistance and create additional opportunities for them to access the funding.



## Project results for 2024

### 20 representatives

from NGOs across Ukraine developed the Fund's primary operating mechanism during a three-day offline workshop

### 70 participants

attended the online workshop to validate the outcomes of the previously held offline event

### 35 registrations

were received for participation in the Fund, and 10 local NGOs were selected and participated in the due diligence process

### 11 months

of advocacy for Ukrainian NGOs

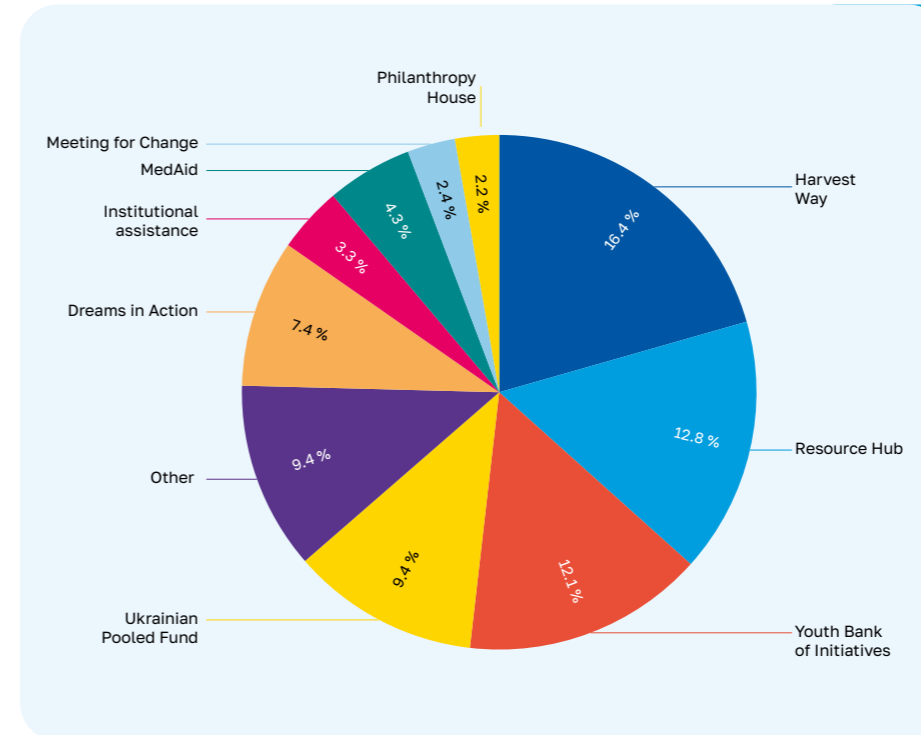
A vision for the work of an effective humanitarian fund that promotes the localization of resources was formulated

Fund's regulatory framework (handbook, submission and reporting forms, experts recruited for evaluation, etc.) was fully formed

A new consortium of Ukrainian organizations was launched to manage the Fund



# FINANCIAL REPORT



## Budget outcomes compared to the previous year:

- Increased amount of financial reserves
- Increased number of donors and financial partners
- Increased administrative expenses of the organization
- Decreased amount of incoming funds and expenses
- Contracts for consultancy services to INGOs were signed

## EXPENSES

Grants	8 148 192,99
Other project expenses (purchase of humanitarian aid, warehouse rent, logistics, etc.)	4 472 875,15
Business trips and team training	1 263 550,63
Conference organization	5 379 141,92
Consultants	1 701 061,12
Administrative costs	623 284,50
Team payments	6 893 870,45
Local project coordinators	1 831 710,00
Office equipment	129 411,00
Researches and scientific materials	520 000,00
<b>Total expenses for 2024</b>	<b>30 963 097,76</b>

## INCOMING FUNDS

ISAR Ednannia	1 347 950,00
UN Women	1 159 118,00
Global Giving	9 854 976,37
Global Fund for Community Foundations	2 521 269,63
SAVE THE CHILDREN FUND	3 352 846,70
ShelterBox Trust	2 056 614,49
International scholarships to attend events	151 316,29
Charity contributions	193 024,27
REFUGEES INTERNATIONAL	207 849,42
Robert Bosch Stiftung	5 969 583,50
Fondation de France	5 149 255,20
CHARLES STEWART MOTT FOUNDATION	6 218 430,00
<b>Total incoming funds for 2024</b>	<b>38 182 233,87</b>

# ORGANIZATIONAL DEVELOPMENT

## TEAM DEVELOPMENT

- A system of retreats for the team was introduced
- Internal scholarships for psychological support and self-development are provided
- Team training sessions in public communications are organized
- HR is engaged and a system of personal meetings, job descriptions, and individual development plans is developed



- Organization's new website was launched
- Communication strategy was developed and implemented
- Coverage of the organization's social networks was increased
- LinkedIn page was launched

## COMMUNICATIONS

## DEVELOPMENT OF ADMINISTRATIVE CAPACITY

- Oddo financial management system implemented
- New IT system, namely Xtiles, implemented for the teamwork
- All organization's policies were reviewed and adapted to international requirements and a system of responsibility for their compliance was created



- 19 international business trips were completed
- 2 international researches on the activities of community foundations were coordinated
- Over 10 interviews on the work of community foundations were recorded
- 3 international development programs were attended by team members

## INTERNATIONAL COOPERATION

# 2 LESSONS FROM EACH PHILANTHROPY'S TEAM MEMBER FOR 2024

1. You need to plan your lunch. Set a time for it in your calendar. Otherwise you can always overload it with work calls and then be angry for the rest of the day because of hunger.
2. One should open the Strategy more often.

**NATALIA KOVALCHUK,  
HEAD OF COMMUNICATION**

1. Plan your workload properly.
2. Record what is discussed.

**MARHARYTA VASYLIEVA,  
PR MANAGER**

1. Before planned, make sure it is relevant for the stakeholder.
2. Community foundations are an example of indomitability and continued development but they also need to rest.

**KATERYNA SYVRYN,  
PROJECT MANAGER OF THE  
PROJECT RESOURCE HUB**

1. If you treat a project as a "thing to get through", change your attitude or stop working on it.
2. Work failures often happen due to circumstances, not your work.

**KHRYSTYNA IVANCHUK,  
PROJECT MANAGER OF THE  
PROJECT UKRAINE POOLED FUND**

1. Take care of people and create a safe environment for work and self-actualization.
2. Always follow and align with the values of the organization, which are developed and accepted by the team.

**DARIA RYBALCHENKO,  
DIRECTOR**

1. Your psychological state and health make up 50% of the success of your work, and it is your responsibility to maintain and improve it.
2. Good communication skills are highly valued and cannot be imitated or developed from scratch in a couple of days.

**KAROLINA SOLIAR,  
HEAD OF ADVOCACY «GIVE THE  
POWER TO UKRAINIAN NGOS»**

1. You should teach yourself and others to think and work for the future. It is difficult, but what is the point of one-day activities?
2. Communication is key. Sometimes people have similar thoughts, but the way they express them causes a fight.

**VIKTORIYA ZABLITSKA, PROJECT MANAGER  
OF THE PROJECT PHILANTHROPY HOUSE**

# PRIORITIES FOR 2025

Launching a course and a guideline for those who want to become a community foundation



Launching a course on philanthropy



Setting up sustainable sources of income



Creating the organization's strategy for 2026-2029



Expanding Youth Initiative Banks



Strengthening community foundations with modern tools



Establishing international partnerships in the development of philanthropy, localization, youth projects and community foundations



# 2025

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