

Ukraine / 2024

ANNUAL IMPACT REPORT

Prepared by the Ukrainian
Mentoring Association For
Children and Youth (UMACY)

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2024

KIDSAVE

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BASF

3M

McDonald`s

KFC

Hilton

Hyatt Regency Kyiv

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Tattoo Academy

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Dear Friends and Partners

We are deeply grateful to each of you for your unwavering commitment, support, and belief in our shared mission. Thanks to you, this past year marked another important milestone in expanding mentoring opportunities for children and youth in vulnerable situations across Ukraine.

Every contribution — your time, expertise, resources, and, most importantly, your willingness to be present — has made a life-changing difference. You are the driving force, the inspiration, and the support system that transforms children's lives, opens new possibilities, and empowers them to believe in their potential.

Together, we are building a future where every child feels supported and has the opportunity to lead a happy and fulfilled life. Your kindness and dedication are shaping a better world.

Thank you for walking this journey with us. Ahead lie more opportunities to grow, achieve, and serve — together, we are sowing the seeds of a resilient and thriving Ukraine.



With heartfelt gratitude,

PAVLO SHULHA

*President, Ukrainian Mentoring Association
For Children and Youth (UMACY)*

Our Mission, Vision and Core Values:

Ukrainian Mentoring Association For Children and Youth (UMACY) is dedicated to fostering mentorship for vulnerable children and youth through sustainable partnerships across the public sector, civil society, and business.

Our Mission: To unite and empower organizations and individuals to develop mentorship programs, ensuring every child and youth in Ukraine can thrive with the guidance of a trusted adult mentor.

Our Vision: A resilient Ukraine where all children and youth benefit from strong, supportive relationships with mentors, helping them achieve their full potential.

Core Values:

Inclusivity:

Equal access to mentorship for all, regardless of background.

Collaboration:

Building partnerships across sectors to strengthen impact.

Empowerment:

Providing tools and resources to enable personal and organizational growth.

Integrity:

Upholding the highest ethical standards in mentoring practices.

We are building a bridge from a generation of risk to a generation of opportunity — ensuring that every young person in Ukraine has access to a stable, long-term relationship with a trusted mentor. These relationships help youth unlock their potential, cultivate resilience, and achieve meaningful integration into society.

Our Core Programs:



Corporate Mentoring —
Pathway to Success



One-on-One Mentoring —
Strong Shoulder



Family Mentoring —
Weekend Miracles



Mentoring for Teen Mothers —
Young Mother



Mentoring in Sports —
Power Play

Programs' Impact Overview

Pathway to Success — Corporate Mentoring Program

Since its launch in 2018, the Pathway to Success program has empowered

1242 

660 

582 

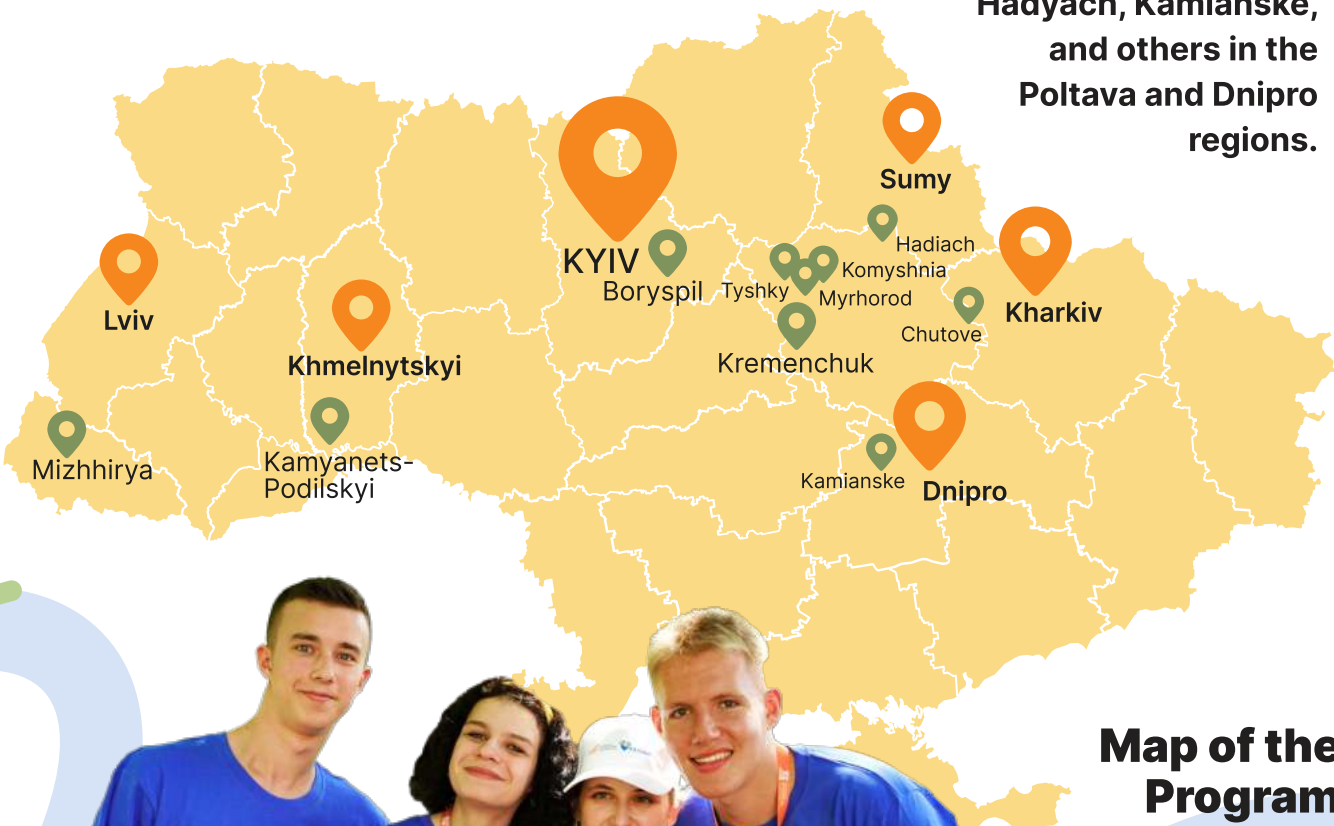
including 508 youth from rural and regional communities, to explore their potential and pursue career aspirations with the guidance of mentors from Ukrainian and international companies

In 2024 alone,
the program reached

279 

across 8 regions and
29 communities in Ukraine

Activities spanned cities and towns such as Chutove, Komyschnia, Myrhorod, Stryzhky, Hadyach, Kamianske, and others in the Poltava and Dnipro regions.



Map of the Program

Through a combination of workshops, site visits, and one-on-one mentoring, our youth built connections with role models from various industries, enhancing their:

- Financial and legal literacy
- Emotional intelligence
- Career orientation
- Workplace readiness
- Leadership and communication skills



The long-term outcomes are already visible:

90% of youth continue formal education:

- **10%** are pursuing higher education
- **40%** are enrolled in vocational schools and colleges
- **40%** remain in secondary school

8% of participants have already entered the workforce, applying the skills gained through mentorship.



Over 150 corporate professionals have volunteered as mentors, speakers, and trainers, shaping a culture of shared responsibility.

Weekend Miracles — Family Mentoring

Every child deserves the warmth of a loving family. *The Weekend Miracles* program connects orphans and children deprived of parental care — many living in institutional settings — with prospective families in an informal, nurturing environment.

This unique approach gives children a voice, a choice and the freedom to develop natural, meaningful bonds that can lead to permanent placements.



Outcomes Over Time:

2018–2021 Pilot Phase:

117 children were successfully placed in families.

2022

22 children found permanent families during first year of full-scale war.

2023

144 children were placed in family care.

2024

114 children matched with families through the program.

In addition to family recruitment and matching events, the program includes:

- Consultations and legal guidance for prospective adoptive and foster parents
- Ongoing support from child welfare experts
- Peer and family counseling

Through consultations, legal support, and follow-up, we are building lasting family connections and reducing reliance on institutional care.

These life-changing program not only provides emotional stability for the children but also reduces institutionalization, fosters healthier development, and lays the foundation for generational change.



Strong Shoulder — One-on-One Mentoring

Children who have grown up without consistent adult support often face uncertainty, low self-esteem, and isolation. The Strong Shoulder program offers them a consistent, caring relationship with an individual mentor — a trusted adult who believes in their potential.



"My mentor believes in me even when I don't believe in myself."

"He helps me set goals and find ways to reach them."



"With her, I feel safe and supported. I know I'm not alone."

2024 Highlights:

- **6 new mentor-mentee pairs** were formed.
- **40 teens** continue to build strong, lasting relationships with their mentors.
- **37 psychological sessions** and over **1,000 individual consultations** were delivered by program psychologists to help children and mentors:
 - Process trauma
 - Build healthy relationships
 - Strengthen self-confidence
 - Develop coping strategies for stress and anxiety

The program also included:

- **10 open orientation sessions** for over **130 mentor candidates** from across Ukraine
- Referrals and direct connections between candidates and partner NGOs that are members of the Mentoring Association in their regions.

Long-Term Impact:

Children mentored through Strong Shoulder report improved emotional resilience, better conflict resolution skills, and a clearer sense of purpose. Many go on to mentor others, creating a ripple effect of support and empowerment in their communities.

Youth gain emotional safety, motivation, and support as they build confidence and plan for their future.

Young Mother — Mentoring for Teen Mothers

The Young Mother program is currently in the development stage in Ukraine. In 2024, it focused primarily on **education, personal development, and the prevention of early and unplanned pregnancies** among teen girls from vulnerable backgrounds.

Through webinars, small group discussions, and creative projects, participants explored:

- Emotional resilience and self-worth
- Life and family planning and personal boundaries
- Financial literacy and goal setting

While the program is still evolving, its early results are promising. Participants are showing increased confidence and a clearer sense of identity — key protective factors against high-risk behavior.

"I realized it's okay to make mistakes and start again."

"These sessions helped me understand my inner strength."

"Now I surround myself with people who lift me up."



Power Play — Mentoring in Sports

Sport is not just about physical health — it's a powerful tool for social connection, confidence-building, and emotional regulation. The Power Play program brings together mentors and youth through team-based games and structured events that build trust and resilience.



In 2024, Power Play:

- Hosted **3 major sports events** in June, July, and November with basketball, volleyball, tennis, and football games
- Engaged **21 teenagers** and dozens of mentors in safe, informal environments where relationship-building could flourish
- Facilitated **a sports quest challenge**, team-building games, and a charity football match with embassy teams and local youth
- Delivered mentoring in motion — helping teens bond with adults while moving, laughing, competing, and learning

Long-Term Impact:

The sports mentoring program helped children:

- Develop healthy habits
- Reduce stress and anxiety
- Strengthen social bonds

"That game gave me energy and joy I hadn't felt in a long time."

"I didn't think I could ever be part of a team — now I feel like I belong."

"Even the rules were explained so kindly — it made me feel safe."

Outcomes

and

Success Stories

The Pathway to Success program offers more than traditional career guidance — it creates real opportunities for youth to explore the world of work through direct engagement with corporate partners. In 2024, several long-term partnerships provided transformative experiences for teens across Ukraine.

Special initiatives in 2024 included:



Flight with Boeing — 145 youth joined aviation-themed mentoring programs, building skills in communication, STEM, and leadership.



AgroMentor (BASF) — Teens explored careers in agriculture, visited agricultural centers, and learned from professionals.



Shine with Mary Kay — Girls from vulnerable backgrounds participated in sessions on self-confidence, career planning, and self-expression.





Flight with Boeing

Launched in 2023 and expanded in 2024, *Flight with Boeing* is a standout initiative that introduces youth to the world of aviation and engineering while fostering mentorship connections with professionals from one of the world's leading aerospace companies.

"They didn't just teach us about helicopters and planes — they made us feel like we belong."

"I never imagined I could host an event or speak in front of a group — but now I know I can."



2024 Highlights:

- **145 participants** (79 boys, 66 girls) from 9 Ukrainian cities and towns
- **6 events** including orientation meetings, mentor training, and emotional health workshops
- **144 Boeing staff and volunteers** engaged in webinars, Q&A panels, and interactive sessions

- 1. Personal Development** – communication skills, self-awareness, confidence-building
- 2. Career Exposure** – virtual tours, hands-on learning, and mentor-led sessions on aviation careers
- 3. Social Connection** – meaningful one-on-one interactions with corporate mentors

A creative component, **"Spread Your Wings"**, paired mentors with youth to co-create presentations and even display aviation-themed art publicly, boosting self-worth and visibility.



AgroMentor: *Side by Side into the Future*

This joint project with **BASF Ukraine** introduced teens to agriculture as a forward-thinking, tech-driven industry — opening career doors many had never considered.

- Youth visited agro-centers, explored farm equipment, learned about crops, and engaged in hands-on learning
- Interactive challenges, like a grain-themed quiz, added fun and competition
- Teens saw sustainability and science come to life in real work settings

AgroMentor also supports long-term talent development in Ukraine's agricultural sector, connecting socially responsible business with the next generation of workers and innovators.



"I loved seeing inside a combine! It was amazing to be treated like someone who belongs here."

"The staff were passionate and welcoming — it inspired me to think differently about my future."

Shine with Mary Kay *Real Beauty, Real Power*



"I learned that failure is part of growth — and that I don't need to fear it."

"Now I feel ready to make plans — and act on them."

This mentorship initiative supports girls from crisis backgrounds, empowering them to build confidence, plan for their future, and develop financial independence.

2024 Activities:

- 4 webinars focused on career growth, self-expression, and inner beauty
- A visual storytelling challenge "Inspiration Through the Lens", encouraging participants to explore self-image and voice
- Mentoring circles with corporate volunteers who provided guidance, inspiration, and peer support

This project reframes beauty as self-assurance and identity. Participants leave with practical tools for future planning, stronger communication skills, and a community of support.

SuperMentors — Youth Leading Youth

*"Being a SuperMentor means
I now help others feel the way
I wanted to feel as a kid."*

The SuperMentors initiative empowers our program's graduates, the young leaders with lived experience of vulnerability, to become ambassadors of mentoring, peer mentors, trainers, and advocates. These youth are not only participants in our programs — they are changemakers who help others navigate trauma, grow in confidence, and find hope.

2024 Highlights:

- 13 active SuperMentors, trained in peer-to-peer methods and leadership
- 5 advanced leadership trainings (30 hours total)
- SuperMentors delivered:
 - 3 youth-led trainings
 - 2 emotional recovery programs for 69 peers
 - "Self-Care Toolkit" workshops focused on stress management and resilience
 - Train-the-trainer sessions to help peers lead with confidence



Long-Term Impact:

- Creates a self-sustaining cycle of youth support
- Fosters leadership, public speaking, and training skills
- Builds emotional intelligence and civic engagement
- Helps prevent relapse into isolation and despair by giving young people a meaningful role and identity

*"We don't just talk about
trauma — we help each
other heal from it."*

*"I learned that to be a leader
is not to always lead — but to
listen and lift others."*



Strategic Partnerships & Public Engagement

Our work thrives through collaboration. In 2024, we partnered with:

12 NGOs across Ukraine who now implement our mentoring model in their regions

Corporate partners like Boeing, Alstom, Mary Kay, Hilton Kyiv, BASF, and others

Government institutions including the State Child Services of Ukraine, which we signed a memorandum of cooperation with.



We also engaged:

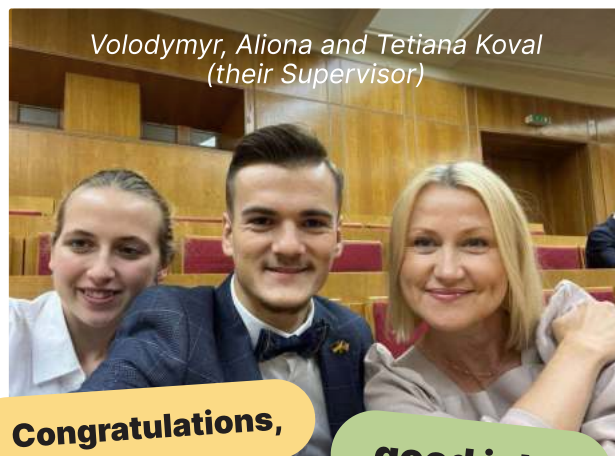
- Over **130 new mentor candidates** through open events
- Hundreds of professionals, educators, and policymakers at public forums and charitable events

One of the year's highlights was our participation in the **CHARITY FAIR 2024**, where youth graduates of our programs represented Ukrainian Mentoring Association For Children and Youth (UMACY) before diplomats, celebrities, and government leaders — sharing their stories and advocating for mentorship nationwide.

"We showed everyone that mentoring isn't just about careers — it's about futures." —
Volodymyr

"I was scared at first, but I spoke with pride — because I know what mentoring can do." — **Aliona**

Volodymyr and Aliona are both the Super-Mentors and new hires of our Mentoring Association.



*Volodymyr, Aliona and Tetiana Koval
(their Supervisor)*

Congratulations,

good job!!!

Policy & Systems Change

In 2024, the Mentoring Association actively engaged in advocacy to integrate mentorship into Ukraine's broader child welfare system.



Key milestones:

- **Roundtable at the Ukrainian Parliament** on deinstitutionalization and family-based care
- **Co-creation of a working group** to draft legislation on mentorship
- **Two-day national dialogue in Lviv** with 60+ stakeholders including UNICEF, EU representatives, Ukrainian ministries and NGOs from across Ukraine.

We presented concrete recommendations on:

- Expanding access to mentoring across regions
- Diversifying mentoring models for different needs
- Recognizing mentorship as an official social support tool for vulnerable youth

This work is laying the foundation for mentorship to become a national standard — not an exception — for youth support in Ukraine.





Expanding Our Circle:

Membership in the Ukrainian Mentoring Association

As mentoring becomes an increasingly recognized and vital part of Ukraine's social recovery, the Ukrainian Mentoring Association for Children and Youth (UMACY) is leading the charge in uniting civil society, business, government, and faith-based communities to build a mentoring movement that reaches every corner of the country.

Membership in UMACY is more than affiliation — it's a commitment to a shared vision: **that every child in Ukraine deserves a trusted adult by their side.** In just the past year, UMACY's member organizations have collectively expanded their reach, piloted new models, and helped bring mentorship to regions most affected by war and displacement.

The Power of Partnership

Together, our members:

- Share best practices and innovations through joint trainings and learning platforms
- Co-create solutions tailored to local contexts and needs
- Amplify advocacy efforts for mentoring at the national level
- Scale successful programs across regions through peer support and mentorship



Benefits of Membership

- Free expert consultations to adapt mentoring models
- Discounted access to certified training and Train-the-Trainer programs
- Opportunities to participate in national campaigns and pilot projects
- Seed funding and support to launch or expand local mentoring initiatives
- Access to international learning exchanges and mentorship summits

This model of **collective impact** is key to reaching our strategic goal of serving **10,000 children and youth annually by 2027** through a diverse, robust network of NGOs and cross-sector partners.



Looking Ahead

As our membership grows, so does our collective capacity to:

- Respond quickly to emerging needs in crisis-affected areas
- Deliver mentorship in more inclusive and innovative ways, including digitally
- Influence public policy and embed mentorship in Ukraine's national recovery framework



Ukrainian Mentoring Association is not only building programs — it's building a movement. A movement grounded in collaboration, resilience, and the belief that together, we can ensure no child walks alone.



Conclusion: *A Place to Belong*

For many of the young people we serve — especially those who grew up in institutions or without stable family support — our mentoring programs offer more than knowledge, skills, or even hope. They offer something they've never truly had before: a sense that they **belong**.

Belonging means being seen, heard, and valued. It means knowing that someone is waiting to hear how your day went, someone who believes in your dreams, and someone who celebrates your victories — big or small. Through every mentoring relationship, every supportive conversation, and every shared laugh or challenge, we are helping youth find their place in the world.

This is how real change begins — not only through access to education or jobs, but through the trust, care, and human connection that allow young people to believe: **"I matter. I am part of something. I belong."**

As we move forward, we remain committed to expanding this circle of belonging. With your support, we will continue building a Ukraine where no child grows up alone — and every young person can rise, thrive, and shape a future filled with purpose.

Thank you for standing with us. Together, we are creating a country where every child has someone in their corner — and every future holds hope.



TATIANA STAFFORD

*Board Member of
Ukrainian Mentoring Association
Vice President and Director
of Eastern Europe and CIS
Kidsave Inc.*

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

