



Ukraine / 2025

ANNUAL IMPACT REPORT

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

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2025

KIDSAVE

Boeing

Winner Group

MXП

BASF

Grundfos

3M

McDonald`s

KFC

Hilton

Hyatt Regency Kyiv

Mary Kay

New Community
of Ukraine

Hotel Bakkara Kyiv

United Kyiv Roasters

GoCamp

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Tattoo Academy

Ecomazing

DevPoint

GuruPoint

Dear Friends and Partners

This year has once again reminded us how powerful it is when people come together around a shared purpose. Every mentor, partner, volunteer, and supporter has contributed to bringing hope, guidance, and stability to children and young people who need it most. Your dedication transforms acts of care into lasting, measurable change, and we are deeply grateful to walk this path together.

A defining achievement of 2025 was the adoption of the **Law on Mentoring** — a historic milestone that reflects years of collective effort. This law establishes a strong national foundation for mentoring, formally recognizes its value, and creates new opportunities to reach and support children across Ukraine at scale.

Throughout the year, we witnessed powerful transformations: young people gaining confidence, discovering their talents, and building trusting relationships with mentors who guide and support them. These moments, while personal, collectively contribute to a broader systemic impact — strengthening a generation that believes in its future.

Even in the most challenging conditions, your commitment continues to light the way forward. Because of you, children who once felt alone now know they are seen, supported, and valued.

Thank you for your trust, partnership, and belief in the power of mentoring. Together, we are expanding opportunities, strengthening communities, and shaping a future where every child can grow, belong, and thrive.



With heartfelt gratitude,

PAVLO SHULHA

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

A stylized handwritten signature in blue ink, appearing to read 'Pavlo Shulha'.

Our Mission, Vision and Core Values:

The Mentoring Association of Ukraine is dedicated to advancing mentorship for vulnerable children and youth through sustainable partnerships across government, civil society, and business sectors.

Our Mission: To unite and empower organizations and individuals to develop mentoring 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 to unlock and 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.

Our Core Programs:



Corporate Mentoring —
Pathway to Success



Peer-to-Peer Mentoring —
Supermentors



Individual Mentoring —
Strong Shoulder



Mentoring for Teen Mothers —
Young Mother



Family Mentoring —
Weekend Miracles



Mentoring in Sports —
Power Play

OUR IMPACT

Pathway to Success — Corporate Mentoring Program

Since its launch in 2018, the
Pathway to Success program has
opened new horizons for

1,520 

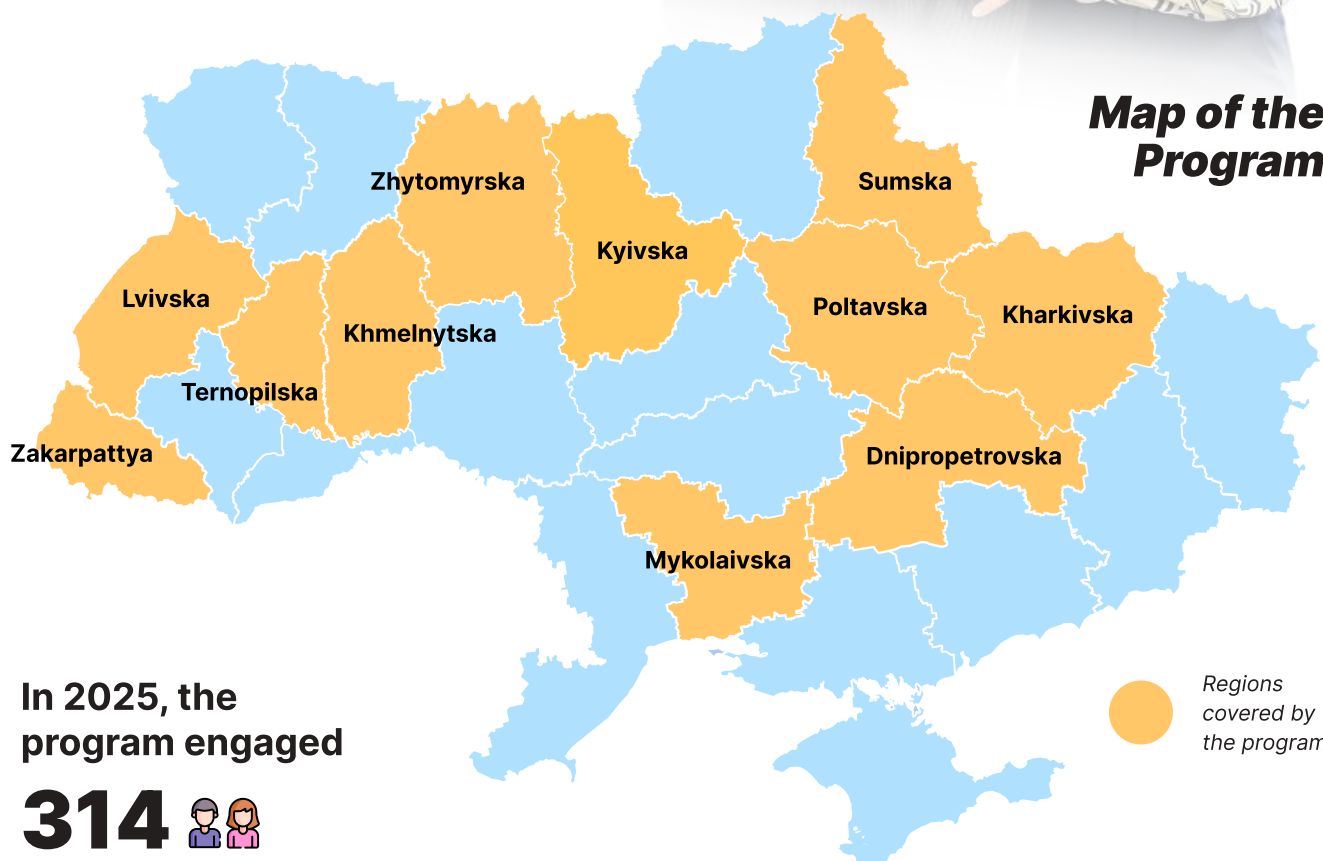
769 

751 

including 705 youth from rural and
regional communities, significantly
expanding access to career guidance
and professional role models



**Map of the
Program**



In 2025, the
program engaged

314 

including 196 teenagers and
young people from multiple
regions of Ukraine, further
extending opportunities to
those who often lack
exposure to professional
environments.

**Over seven years, the program has
expanded to 11 regions and 32 commu-
nities, demonstrating consistent growth
in both scale and depth of impact.**



Program Approach

Through a combination of interactive workshops, company visits, and mentoring sessions, participants developed essential competencies, including:

**Financial
and legal
literacy**

**Emotional
intelligence**

**Career
awareness
and planning**

**Workplace
readiness**

**Leadership
and communi-
cation skills**

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Personal Development

95% of participants strengthened key life skills, including emotional literacy, communication, teamwork, and financial awareness, enabling them to navigate challenges and make informed decisions.

Social impact

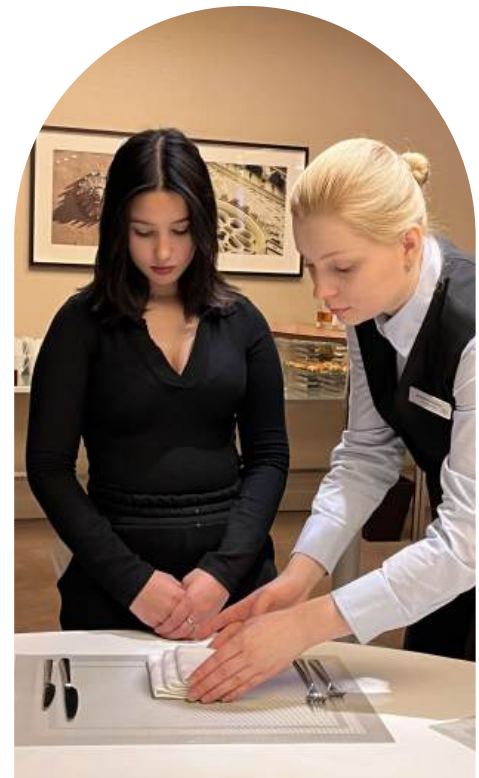
91% reported increased trust in adults, a stronger sense of belonging, and greater willingness to seek guidance and support — critical outcomes in the context of social disruption and displacement.

Professional Outcomes

- 90% continue formal education
- 10% have already entered the workforce

Community & Business Engagement

98 corporate professionals contributed as mentors, speakers, and trainers, strengthening cross-sector collaboration and embedding mentoring within corporate social responsibility practices.



This integrated model creates a sustainable ecosystem where youth, business, and communities collaborate to support long-term personal and professional development.

Strong Shoulder — Individual Mentoring Program

*One-on-One
Mentoring*



For many young people growing up without consistent adult support, a trusted relationship can be transformative. The Strong Shoulder program provides carefully organically matched mentor–mentee relationships supported by professional psychological guidance.

In a time when many young people in Ukraine are coping with uncertainty, displacement, and the psychological impact of war, such relationships become more important than ever.

2025 Highlights:

- **36 teenagers** engaged in ongoing mentoring relationships
- **5 new mentor–mentee matches** created
- **1,020 individual consultations and support sessions** delivered. These sessions helped participants:
 - Process traumatic experiences
 - Build healthy relationships
 - Strengthen self-confidence
 - Develop coping strategies for stress and anxiety
- **74 mentor candidates** trained and connected to regional NGOs

Voices of the Youth

“

“Before meeting my mentor, I felt like I had to deal with everything alone. Now I know there is someone who believes in me and helps me see my strengths.”

“My mentor doesn’t judge me. We talk about school, my future, and even things that worry me. It helps me feel more confident.”

“My mentor helped me understand that my dreams are possible.”



Impact

The program delivers deep, individualized support that enables young people to:

- process trauma and uncertainty
- build self-confidence
- develop healthy coping strategies
- strengthen emotional resilience

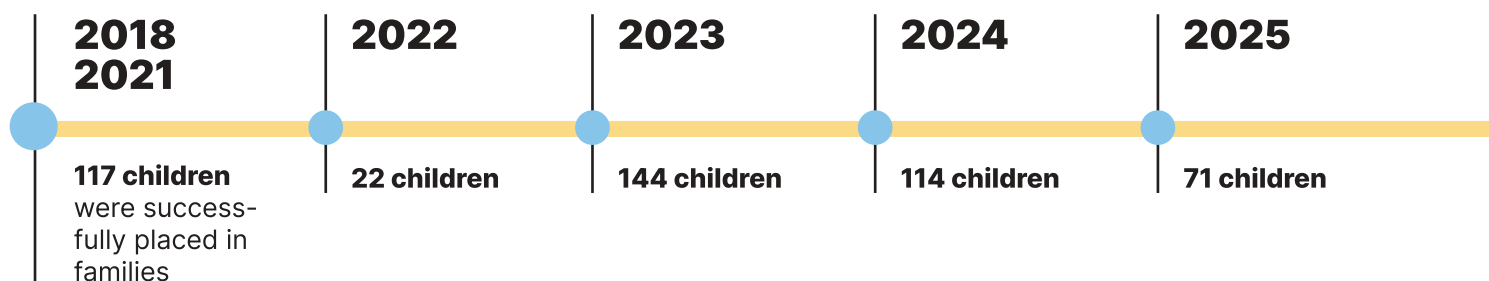
By combining mentoring relationships with professional psychological support, the program ensures both quality and sustainability of impact, particularly for youth affected by war and displacement.

Weekend Miracles – Family Mentoring

Every child deserves to feel the love, safety, and belonging that only a family can give. The **Weekend Miracles** program creates opportunities for children without parental care to spend time with caring families and build meaningful long-term relationships.



Outcomes Over Time:



Through continuous outreach, consultations, and professional support, the Association ensures that each connection has the potential to become a lasting relationship — giving children not only care, but **a sense of belonging**.

The program also provides:

Individual consultations and legal guidance for prospective adoptive and foster parents

Professional ongoing support

Peer and family counseling to help families navigate the process with confidence



Weekend Miracles program helps reduce reliance on institutional care, support healthy emotional development, and contribute to a long-term cultural shift toward family-based care, creating lasting change for future generations.

OUTCOMES and SUCCESS STORIES

► The Weekend Miracles

The **Weekend Miracles** program continues to create life-changing opportunities for children growing up without parental care — turning first meetings into lasting relationships, and moments of connection into real families.

One of the most powerful outcomes of the year was the story of a sibling group of six—three girls (10, 13, 17) and three boys (12, 14, 15).

Despite the challenges of finding a family ready to welcome such a large group, the program made what once seemed impossible become real. Through **Weekend Miracles**, these children found a permanent, loving home — together.



For them, this was not just a placement. It was the chance to stay united, to grow up side by side, and to finally experience the stability and care every child deserves. Because when a child finds a family, everything changes: their sense of safety, their confidence, and their future.

► Pathway to Success: Corporate Mentoring Projects

The **Pathway to Success Corporate Mentoring** program creates a space where young people gain access to the guidance of experienced professionals, new opportunities for growth, and meaningful exposure to the world of careers.



Through long-term partnerships with businesses and the preparation of corporate mentors, the program fosters an environment where youth can grow **personally, socially, and professionally**. The integration of these dimensions, combined with the sustained engagement of partner companies, drives lasting impact. It enables young people not only to develop essential skills and confidence, but also to successfully navigate their transition into society and the workforce.

OUTCOMES AND PROGRAM INNOVATIONS

Key Initiatives in 2025

**True You:
Shine with
Mary Kay** –
empowering
50 girls

**iStrong
Mobile
Application** –
mental health
support tool

**AgroMentor
with BASF** –
career
exploration in
agriculture

**Pump Your
Future with
Grundfos** –
technical
career
pathways

**#HowAreYou
Initiative** –
youth-led
mental health
support

True You: *Shine with Mary Kay*

In 2025 this initiative empowered **50 girls from vulnerable backgrounds in Lviv, Khmelnytskyi, and Dnipro** to strengthen their confidence, discover their potential, and take their first steps toward personal and financial independence.

Building Confidence and a Growth Mindset

Through a series of interactive meetings and webinars, participants explored key aspects of personal development. A central focus was understanding the difference between a growth and a fixed mindset, helping the girls reframe how they approach challenges, mistakes, and feedback. Through open dialogue and practical exercises, they began to view effort and setbacks not as obstacles, but as essential steps toward growth.

Discovering Inner Resources

During the webinar *“There is a Resource! BASIC Ph”* Mary Kay mentors guided participants in identifying their personal sources of energy and resilience. Conversations around hobbies, passions, and supportive relationships helped the girls recognize their inner strengths and better understand the importance of emotional balance.

A dedicated session on self-care and well-being further emphasized the connection between physical care, confidence, and overall health. In a safe and supportive environment, participants openly shared experiences, asked questions, and discovered that caring for oneself is a powerful foundation for self-respect and self-worth.





“

These meetings helped us believe in ourselves and see new possibilities for our future.



Building Confidence and a Growth Mindset

An important element of the program was exposure to the personal journeys of Mary Kay leaders. Their stories of perseverance, growth, and success inspired participants to believe in their own potential and approach their ambitions with greater confidence and clarity.

Celebrating Individuality and Self-Expression

Participants took part in a practical self-care and makeup workshop, followed by a professional photoshoot. For many, this became a transformative experience — an opportunity to see themselves from a new perspective, recognize their individuality, and embrace their confidence.

Creating Community and Looking Ahead

In-person gatherings in Kyiv, Lviv, Dnipro, and Kamianets-Podilskyi brought participants together in a supportive and empowering community. These moments fostered connection, belonging, and mutual encouragement.

The program concluded with reflective activities focused on self-belief and future aspirations. Participants wrote letters to their future selves and took part in the symbolic ritual “The Light of Authenticity,” sharing insights and personal growth achieved throughout the journey.

Impact

strengthen self-confidence and self-awareness

develop healthier, growth-oriented attitudes toward challenges

build meaningful peer connections and a sense of belonging

recognize the importance of self-care as a foundation for self-respect

Throughout the project, the girls built meaningful relationships with Mary Kay mentors, whose encouragement, care, and guidance helped them feel supported and inspired to move forward with confidence.

Development of the Mobile Application “iStrong” with GuruPoint

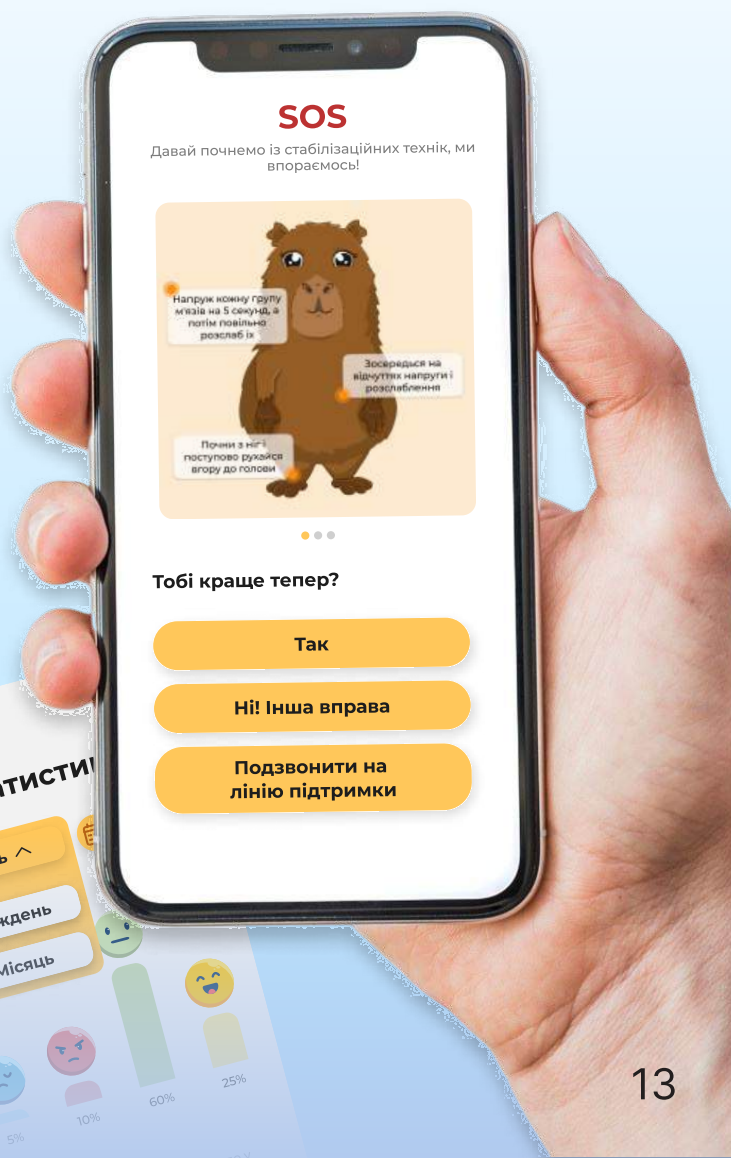
This is a joint social initiative developed in partnership between **GuruPoint LLC** and the **Mentoring Association for Children and Youth**, with the support of **Kidsave International**.



iStrong is a free “pocket helper,” available 24/7, that provides children with practical self-help techniques (breathing exercises, relaxation practices, micro-meditations), the ability to keep an emotional journal, store their personal resources, complete engaging weekly challenges, and receive simple guidance during moments of panic, anger, or anxiety.

Co-created with program participants, the app is designed in a user-friendly, animated, game-based format that makes emotional support accessible and engaging for young people. At the center of the experience is a capybara — chosen by youth as a symbol of calm and safety — which serves as a friendly guide and instructor throughout the app.

This interactive approach allows users to learn and practice self-regulation techniques in a natural and approachable way. By combining youth-driven design with practical tools for emotional well-being, the app reflects real needs and promotes resilience at scale, extending the Association’s impact far beyond in-person programs.





AgroMentor:

Side by Side to Knowledge with BASF

In 2025, the AgroMentor project introduced young people to the evolving world of modern agriculture while strengthening a long-term partnership with BASF, a company committed to corporate social responsibility. Through mentorship, expert engagement, and interactive learning, participants explored how innovation and technology are transforming the agricultural sector and expanding professional opportunities.

Exploring the Agro Industry

The program began with a visit to the BASF office, where participants learned about the company's work and explored agricultural technologies through immersive tools and discussions with experts. The experience helped young people better understand career opportunities within the agro sector and the role of innovation in sustainable agriculture.

Learning Through Experience

The interactive outdoor event "Field Expedition" combined career exploration with teamwork. Participants worked in groups to develop ideas on agricultural innovation and communication, strengthening collaboration, creativity, and confidence while engaging directly with mentors.

Digital Agriculture and Innovation

During the webinar "Digital Technologies in Agriculture," BASF specialists introduced participants to modern solutions shaping the industry, including cloud technologies, drones, sensors, artificial intelligence, and augmented reality. The discussion encouraged active engagement and helped participants connect technological innovation with future career paths.

Building Communication and Confidence

The workshop "Speak," led by communication trainer Olesya Vlasova, focused on developing confident communication and overcoming personal barriers. Through practical exercises, participants learned to express their ideas more freely, listen actively, and build stronger connections.

Exploring the Future of Technology

During an online meeting with BASF IT specialists, participants explored the growing role of artificial intelligence in modern industries. The discussion helped youth see AI as a practical tool that can support learning, innovation, and future professional development.

Dialogue with Leaders

A highlight of the program was the meeting between participants and BASF leadership, where young people engaged in open conversations about career choices, challenges, and personal growth. Hearing the experiences of company leaders encouraged participants to believe in their potential and approach their future with greater confidence.

Reflection and Shared Growth

The program concluded with a reflective gathering at the BASF office, where participants, mentors, and company representatives shared insights from their journey. The phrase ***“You grow — and we grow with you”*** captured the spirit of the initiative — highlighting the value of mentorship, partnership, and mutual learning.



Impact

Through mentoring and real-world experiences, AgroMentor helped participants:

explore modern agricultural careers and technologies

strengthen communication, teamwork, and confidence

connect innovation with real professional opportunities

increase motivation for learning and personal growth

The initiative demonstrated how collaboration between business and youth can open new perspectives and inspire the next generation to pursue meaningful and innovative careers.

“Pump Your Future” *with Grundfos*

In 2025, the Pump Your Future initiative became a transformative journey for young people opening real opportunities to explore technical careers, connect with professionals, and begin shaping their future with confidence. At the heart of the project was a powerful partnership with **Grundfos**, whose corporate mentors did more than share expertise — they **became guides, role models, and trusted adults**, helping participants navigate an unfamiliar world of professional choices and possibilities.



Building Trust and Inspiration

The project began with a joint visit to the **Water Museum**, creating a welcoming space for participants and mentors to connect. Through interactive exhibits and shared exploration, young people learned about water resources while building relationships with mentors grounded in openness, curiosity, and trust.

Discovering the World of Professions

A key milestone of the project was a visit to the **Grundfos office**, where participants gained firsthand insight into the work of an international company. During the visit, young people:

- explored various company departments
- met professionals across different fields
- and experienced roles such as engineer, finance specialist, service technician, logistics coordinator, sales representative, and customer support manager.

Interactive activities helped participants understand not only professional responsibilities but also the values that shape effective teams, culminating in a collaborative “Bridge of Values” exercise.

Connecting Education with Career Paths

Participants also visited the **Kyiv National University** of Construction and Architecture, where they toured laboratories and observed engineering technologies in action. The visit helped participants connect academic knowledge with real professional opportunities, while mentors encouraged reflection on possible career paths.

Developing Skills for Life

Alongside career exploration, the program focused on essential life skills. During the session **“Soft Skills — Your Superpower”** participants engaged in practical exercises focused on teamwork, communication, and trust-building. These activities strengthened confidence and helped youth better understand their personal strengths.

Another important milestone was **Financial Literacy Day** at Grundfos, where participants gained practical knowledge on budgeting, financial planning, and managing personal resources — skills essential for independence and long-term stability.

Seeing Technology in Action

Participants also visited the **Ecosoft production facility**, where they observed how modern water purification systems are developed. Guided by Grundfos mentors, they explored production processes, learned about technical professions, and saw how engineering innovations contribute to improving quality of life.

Reflection and Future Planning

The program concluded with a reflective closing event focused on personal growth and future planning. Through **one-on-one mentoring conversations**, participants discussed their goals, challenges, and aspirations with trusted adults who encouraged them to recognize their strengths and take the next steps forward.

Using the **“My 2026” development map**, participants reflected on the past year, identified skills they want to develop, and outlined their next learning goals. Gift certificates for educational activities empowered them to independently choose opportunities that support their personal development.



Impact

Through mentoring, practical experiences, and professional exposure, Pump Your Future helped participants:

broaden their understanding of career opportunities

strengthen communication and teamwork skills

connect education with real professional pathways

build confidence in their ability to shape their future

Most importantly, the initiative helped young people see that their future holds real possibilities, and that with the guidance of mentors and supportive communities, they have the power to pursue them.



SuperMentors — Youth Leading Youth

The SuperMentors initiative is built on a simple but powerful idea: young people who have overcome challenges are often the ones best able to guide others through them. Graduates of our mentoring programs, who have experienced vulnerability, displacement, or family hardship, step forward as peer mentors, trainers, and advocates. They transform their own journeys into sources of strength for others.

Rather than remaining participants, these young leaders become ambassadors of hope.



2025 Highlights:

- 68 beneficiaries reached
- 21 youth-led activities
- 4 resilience trainings delivered
- 5 youth leaders engaged in strategic planning

At the heart of SuperMentors is the **peer-to-peer approach**, where trust grows naturally because young people speak with someone close to their age, background, and life experience.

“

“I really love to be in the SuperMentors project. When teenagers talk with someone closer to their age and experience, there is much more trust, openness, and support. It becomes easier for them to speak about their feelings, find motivation, and believe in their own potential”

“

“What I love about the peer-to-peer principle is that everyone in the conversation becomes an equal and important participant. Youth who have gained their own life experience sincerely share it with others, helping them adapt and find their community of interests. It becomes easier for youth to join a group and build understanding with others”

“

“Support and the exchange of experience help broaden perspectives and show that there is a way out of any life situation, as you see someone in front of you who has already found that way. Advice from adults often feels different than hearing from some-one who stands beside you as an equal in age and experience. Personally, it helped me discover many leadership qualities and strengthen my communication skills.”



Trainings and Capacity Building

- 4 “Self-Help Toolkit” trainings were delivered by SuperMentors in Kyiv, Kamianets-Podilskyi, and Zakarpattia, equipping participants with practical tools for emotional resilience and self-support.
- SuperMentors also conducted the mental health support training “Synchronization of Calm” for youth and mentors in the individual mentoring program, engaging 9 participants.

Youth-Led Activities

SuperMentors organized 21 peer-led activities for 22 children, creating a safe and engaging space for healing, creativity, and connection.

Youth Leadership and Organizational Development

The SuperMentors leadership team, represented by 5 youth leaders, participated in the Mentoring Association’s strategic planning meeting, contributing youth perspectives to the organization’s future development.

Long-Term Impact:

The initiative creates a self-sustaining model where young people become ambassadors of change, strengthening peer support systems and expanding the reach of mentoring.

Youth-Led Mental Health Initiative: “How Are You?” *with SuperMentors*

Throughout 2025, young participants of the Corporate Mentoring Program took the lead in creating a powerful peer-support space by launching the Telegram initiative “How are you?”. What began as a simple daily check-in organically evolved into a meaningful, youth-driven tool for emotional support, reaching **over 60 participants**.

Impact

- increased emotional awareness and self-regulation
- reduced isolation and anxiety
- strengthened peer empathy and community support

This initiative demonstrates the power of simple, scalable tools driven by youth themselves.

Creating a Safe Space in Uncertain Times

Against the backdrop of ongoing stress and insecurity, particularly following periods of heavy shelling, teenagers began using the platform to **openly share their emotional states** — often for the first time.

This consistent practice of checking in with one another helped reduce anxiety and isolation, replacing it with a sense of connection and psychological safety. This became a space where young people **felt seen, heard, and accepted without judgment.**



Strengthening Emotional Intelligence and Resilience

Through regular reflection and sharing, participants gradually developed key emotional skills:

Emotional literacy

learning to recognize, name, and express their feelings

Self-awareness

better understanding their internal states and mood patterns

Self-regulation

adopting healthier ways to cope with stress and uncertainty

Resilience

building inner strength in the face of ongoing challenges

Many participants began to reflect more intentionally on their daily experiences — what brought them joy, what caused worry, and where they saw their own growth. This simple yet consistent practice fostered **deeper self-understanding and emotional stability.**



Fostering a Culture of Empathy and Care

One of the most profound shifts observed was the growth of **empathy within the group.** Young people became more attentive to each other's emotional states, responding with care, encouragement, and presence.

There was a visible and heartfelt shift from simply sharing to **actively supporting one another** — checking in, responding, and holding space. This cultivated a strong sense of **community, trust, and mutual responsibility.**

This initiative demonstrated that **peer-to-peer support** can be a transformative force in strengthening mental well-being among young people. In a time marked by uncertainty, this initiative became a reminder that sometimes the most powerful support begins with a simple question: **"How are you?"**

Strategic Partnerships and Public Engagement

In 2025, the Mentoring Association strengthened its role as a national leader in mentoring by expanding partnerships, sharing expertise, and building the capacity of professionals working with vulnerable children and youth. Through collaboration with government institutions, civil society organizations, and the private sector, we helped scale mentoring practices and strengthen professional communities across Ukraine.

Capacity Building and Professional Training

- 30 trainers certified across 9 regions
- 197 professionals trained
- 112 stakeholders engaged in webinars
- 44 specialists from institutional care trained

These efforts strengthen national capacity and ensure consistent, high-quality mentoring practices.

National Mentoring Advocacy and Knowledge Sharing

The Mentoring Association actively contributed to national discussions and initiatives, positioning mentoring as an effective and scalable tool for supporting vulnerable children and youth.



Participants were provided with practical resources — including methodological guides, questionnaires, and mentoring support tools — to strengthen program implementation across organizations.

Our experts presented the Individual Mentoring methodology at the “United by Mentoring” initiative, engaging 50+ representatives from NGOs and government institutions. The session focused on sharing best practices, methodological tools, and lessons learned, while emphasizing the importance of systematic training and professional support for mentoring specialists.

These efforts empowered the national mentoring community and promoted consistent, high-quality standards in mentoring practice.

Public Engagement and Sector Collaboration

The Association actively participated in national forums and sector events, enhancing cross-sector collaboration and raising awareness about mentoring.

Key engagements included:

- Presentation at the **National Seminar on Strategic Development in Child Protection**, attended by leadership from the State Service of Ukraine for Children, Ministry of Social Policy, Coordination Center for Family-Based Care, UNICEF Ukraine, regional authorities, and NGOs. The Association showcased its programs and partnership models supporting children in institutional care and youth with care experience.
- Presentation at the **Kyiv City Social Workers Forum**, organized by the Kyiv City Center for Social Services, which fostered new partnerships and highlighted mentoring success stories.
- Participation in the forum *“Development of Mentorship as a Social Service in the Territorial Community of Kyiv”*. A particularly impactful moment was the speech by **Alyona Luhantseva**, a Corporate Mentoring graduate and Super-Mentors leader, whose personal story powerfully demonstrated the transformative impact of mentoring.



Development of the Mentoring Community

In 2025, the Association launched the **Mentor Support Group “Power of Mentoring”**, providing a safe and structured space for mentors and mentor candidates to:

- exchange experiences
- address challenges in mentoring relationships
- receive professional guidance and supervision
- boost motivation and community connection

Results in 2025:

- 10 in-person meetings conducted
- 21 mentors and mentor candidates engaged
- ongoing psychological supervision and professional support provided



This initiative plays a key role in maintaining the quality, consistency, and sustainability of mentoring relationships.

Expanding Partnerships and building capacity

Collaboration remains at the core of the Association's work.

Main partner and co-founder



Civil Society:

12 NGOs across Ukraine are members of the Association, implementing mentoring programs in their regions.



Corporate Partners:



Government and Institutional Partners:

Coordination Center for Family-Based Care, DiiMo, Child Protection Service of Sumy Region, and a newly signed Memorandum of Cooperation with the Regional Center of Social Services of Kirovohrad Oblast.



Partners:



Through strategic partnerships, national advocacy, and professional capacity building, the Mentoring Association continues to expand mentoring practices across Ukraine. By connecting professionals, organizations, businesses, and communities, the Association is building a strong, coordinated ecosystem that supports children without parental care and empowers young people to thrive.

Policy & Systems Change

Creating lasting change for children and youth requires more than individual programs — it demands strong policies, close collaboration with government institutions, and a shared national vision for mentoring.

In 2025, the Mentoring Association continued to play a leading role in advancing mentoring in Ukraine by working closely with national and regional authorities, contributing expertise to policy development, and advocating for mentoring as a critical support system for young people from vulnerable backgrounds.



Advancing Mentoring at the National Level

One of the most significant moments of the year was the **joint off-site meeting of the Committees of the Verkhovna Rada of Ukraine in Zhytomyr**, dedicated to improving mentoring mechanisms for children. The event brought together members of parliament, representatives of ministries, regional administrations, social services, and civil society organizations. During the event, our experts shared practical experience in implementing mentoring programs and presented the **Corporate Mentoring Program “Pathway to Success,”** highlighting the importance of preparing mentors and trainers to ensure quality mentoring support nationwide.

Strengthening Regional Cooperation

At the regional level, the Association participated in a **roundtable at the Kirovohrad Regional Military Administration** focused on developing mentoring programs and strengthening interagency cooperation. A key outcome was the **signing of a Memorandum of Cooperation with the Regional Center of Social Services of Kirovohrad Oblast**, expanding opportunities for mentoring initiatives in local communities.





Improving National Training Standards for Mentors

The Mentoring Association also contributed as an expert partner to a **national working group reviewing the training program for individual mentors**. Through collaborative discussions and professional expertise, an **updated mentor training curriculum** was developed and will be submitted to the **Ministry of Social Policy** for approval. This work ensures that mentor preparation in Ukraine is based on modern approaches, practical experience, and the real needs of children and mentors.

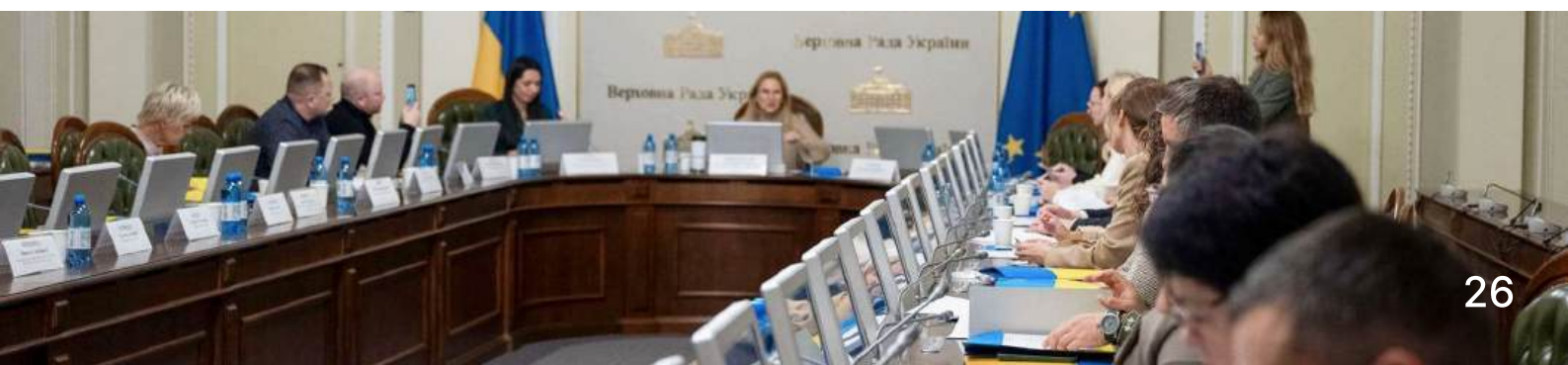
A Historic Step Forward: The Law on Mentoring

A defining milestone of 2025 was the Mentoring Association's leading role in a parliamentary working group responsible for developing national legislation on mentoring.

Drawing on its programmatic experience and field expertise, the Association put forward key recommendations to expand access to mentoring, diversify mentoring models, and formally recognize mentoring as an essential social support mechanism for vulnerable youth.

These contributions directly informed the adoption of the **Law on Mentoring** — a landmark achievement that institutionalizes mentoring within Ukraine's national child welfare system.

This milestone not only validates years of practical work and advocacy by the Association, but also creates a foundation for scaling mentoring nationwide — ensuring that significantly more young people have access to trusted relationships, guidance, and opportunities to thrive.



Stronger Together

Collaboration is at the core of our approach. By working together, we amplify each other's efforts and significantly increase collective impact. Through UMACY, members:

- exchange knowledge and practical experience through training, consultations, and peer learning
- develop and adapt mentoring approaches tailored to local community needs
- advocate jointly for mentoring as a key support system for vulnerable youth
- expand successful programs by supporting new initiatives and regional partners
- participate in national initiatives, pilot programs, and advocacy campaigns
- receive support to launch or scale mentoring initiatives at the regional level
- access international exchanges and learning opportunities within the global mentoring community

Together, these efforts create a connected ecosystem where young people are not only supported — but **truly seen, heard, and included.**

A Shared Vision for the Future

By strengthening partnerships and expanding our network, we are building a national mentoring movement in Ukraine. Our shared goal is both ambitious and achievable: to ensure that thousands more children and young people gain access to mentoring and the opportunities it creates.

Together with our members and partners, the Mentoring Association is doing more than implementing programs. It is building a nationwide community where young people experience something many have long been missing: a sense of belonging.

Because when organizations unite around a common purpose, the impact extends beyond programs and outcomes — it creates lasting human connection.



Conclusion

In 2025, the Mentoring Association continued to expand its impact across Ukraine — supporting children and young people, strengthening communities, and contributing to systems-level change.

Through our holistic approach to mentoring — combining our own evidence-based practices with leading international models, including **Kidsave's proven mentoring** and family placement methodologies, young people gain far more than support. They develop a wide range of essential life skills, from emotional resilience and communication to financial literacy, career awareness, and workplace readiness. They are exposed to real opportunities, guided by professionals, and **empowered to make informed choices about their future**.

But beyond skills and opportunities, something even more important begins to take shape.

Young people who once felt alone begin to experience a sense of connection — of being seen, supported, and valued. Through consistent relationships with mentors and communities that care, they begin to believe in themselves and in what is possible.

They begin to feel that they belong. This is the true strength of our work: combining practical pathways to independence with human connection and trust.

Together with our partners, we are not only preparing young people for the future — we are helping them build it, with confidence, purpose, and a deep sense that they are not alone.



TATIANA STAFFORD

*Board Member of Ukrainian Mentoring Association
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