



REPORT 2024

ASSOCIATION FOR COMMUNITIES
PARTICIPATORY DEVELOPMENT

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INTRODUCTION

The year 2024 became something more for us than just another stage. It was a year of challenges that tested our resilience, a year of transformations that propelled us to a new level, and a year of opportunities we seized to accomplish the impossible.

At the Association, we have always known that our greatest strength is people. And this year proved it once again. People who believe in change. People who are not afraid to take action. People who, together, turn dreams into reality. We are not just an organization. We are a movement. A place where every voice matters and every idea can spark new change.

2024 demonstrated the tremendous growth and scale of our activities. We expanded our horizons, united thousands of people, launched new initiatives, and continue to grow. We worked hand in hand with communities, supported the most vulnerable, learned together, and taught others. And most importantly – we strengthened trust. Trust between people, between citizens and authorities, between generations and communities.

This report is not just about numbers or projects. It is a story about us – you and me. It is a narrative of thousands of small victories that together create a significant transformation.

I sincerely thank all of you – our team, partners, communities, and those who share our belief in a better future. You are the driving force behind change. Thanks to you, we have achieved remarkable progress.



Leonid Donos

Executive Director Association for
Communities Participatory Development

**WE KEEP GOING. WE WORK FOR THOSE
WHO DREAM. FOR THOSE WHO ACT.
FOR THOSE WHO CREATE. AND TOGETHER,
WE ARE CAPABLE OF ANYTHING.**

MISSION

The Association for Communities Participatory Development strengthens communities by fostering social cohesion, civic engagement, and partnerships among various stakeholders. We create conditions for sustainable development by providing communities with resources, knowledge, and opportunities. This includes implementing projects aimed at building a strong local civil society sector, promoting social integration and cohesion, enhancing participation, delivering humanitarian aid, and supporting recovery efforts.

VISION

A dynamic network of active and inclusive communities in Ukraine, where every resident has equal access to development opportunities and participation in community life. Local organizations and leaders work together to achieve community resilience and well-being.

KEY INDICATORS 2024

4

implemented
projects (including 3
ongoing)

13

participating
communities in the
Association's projects

1,500+

participants in
training and event

60+

trainings and
seminars
conducted

163

units of equipment
provided to communities

2,000+

project beneficiaries

12

local civil society organizations
received organizational support

AREAS OF WORK

DEMOCRATIC LOCAL SELF-GOVERNANCE AND INITIATIVE CIVIL SOCIETY ORGANIZATIONS

We aim to enhance the professionalism and resilience of local self-governance and civil society organizations through training, knowledge exchange, and resource support. We expand access to modern management tools and strategic planning, fostering organizational capacity growth. This enables communities to respond more effectively to challenges and ensures a high standard of living for the local population.

ACTIVE COMMUNITY — SUCCESSFUL COMMUNITY

We create an environment where every resident has the opportunity to actively participate in the development of their community and implement their ideas and initiatives. Through consultations, civic education programs, and support for local projects, we open new mechanisms for collaboration with the community, encourage civic engagement, and foster responsible leadership.

IMPROVED SERVICES FOR CITIZENS

For us, improving the system means expanding access to services and adapting them to individual needs. We work on creating innovative approaches that address modern challenges: from the digitalization of services to the protection of the rights of socially vulnerable groups. The goal is to make the service delivery system efficient, transparent, and accessible to everyone.

SOCIAL COHESION AND SUPPORT

We encourage cohesion within communities by helping people unite for mutual assistance, tolerance, and cultural enrichment. Our activities include organizing joint events, initiatives to promote intercultural dialogue, and programs to strengthen the sense of unity. We believe that through support and respect for one another, we create a safe and peaceful environment for all.

ORGANIZATIONAL DEVELOPMENT

We are developing our organization by improving work processes, enhancing the team's competencies, and implementing strategic planning. This includes structuring internal mechanisms, training staff, and setting long-term goals that align with our mission. Through a systematic approach and teamwork, we are building a foundation for effective operations, ensuring maximum support for communities in their recovery and development.

IN 2024, WE SUPPORTED COMMUNITIES IN THREE WAYS:



PROJECTS

- Municipal Services Development: Implementation of programs to improve educational and social services in communities.
- Social Cohesion Support: Creation of hubs, multimedia rooms, and coworking spaces to activate local communities.
- Integration of Internally Displaced Persons (IDPs): Creating conditions for the socialization, employment, and education of IDPs.
- Strategic Planning: Assisting communities in developing specific action plans.
- Support for Local NGOs.



TRAINING

- Leadership Training for Community Leaders: Conducting workshops on leadership and project management.
- Training for Civil Society Organizations: Developing skills in strategic planning, communications, resource mobilization, project management, soft skills, and facilitation.
- Seminars on Participatory Governance: Raising awareness about tools for citizen participation in decision-making.
- Thematic Training: Workshops on children's rights, gender equality and inclusion, and spatial planning.



ASSISTANCE

- Technical Assistance: Providing equipment and inventory for educational institutions and social infrastructure.
- Social Cohesion Hubs: Assistance in setting up community spaces.
- Targeted Assistance: Supporting vulnerable groups, including large families and internally displaced persons (IDPs).



CREATION AND DEVELOPMENT OF THE POTENTIAL OF WORKING GROUPS FOR PUBLIC SAFETY AND RECOVERY IN PARTNER COMMUNITIES OF THE POLTAVA REGION



With the support of the UNDP (United Nations Development Programme) in Ukraine and the financial backing of the European Union under the project «EU4 Recovery – Expanding Community Capacities in Ukraine»



Partner communities: Poltava, Kremenchuk, Kozelshchyna, Hradyzk, Myrhorod, Lubny, Opishnia



The project commenced in June 2023.

IMPACT ON COMMUNITIES:



Improved community safety levels in partner communities.



Strengthened social ties in the target communities through the creation and activities of Working Groups on Community Safety and Recovery, which became an effective platform for participatory decision-making.

RESULTS:

7

working groups started their activities

20

offline trainings for partners

140+

participants in working groups

20

offline consultations in communities

1,000+

participants in project events

50+

online consultations for working groups

KEY ACTIVITIES:

NETWORKING MEETING

The Association organized a two-day networking meeting for representatives of the working groups on community safety and recovery using an open space technology format. The event provided a platform to discuss key issues, develop ideas, and make joint decisions. A total of 10 important discussion topics were initiated, directly related to the activities of working groups in various communities. The main focus of the discussions was on community work and engaging local residents and various stakeholders to ensure the effective functioning of the working groups.



The result of this event was the development of new approaches and action plans that will contribute to more effective work in communities and better support for those in need.



KEY ACTIVITIES:

EXCHANGE VISITS

The Association for Communities Participatory Development facilitated the cohesion of working groups by organizing exchange visits between their representatives. This initiative became a powerful tool for building «cooperation bridges» and creating a platform for exchanging best practices between communities. The exchange visits were held offline in specific communities that had prepared in advance. For instance, the Kremenchuk community shared its experience in setting up modern and multifunctional shelters at hospitals and educational institutions, the creation and development of a youth parliament, and demonstrated the process of holding a working group meeting on community safety and recovery. Another notable example was the exchange visit in the city of Poltava, where guests from other working groups learned about the creation and development of a veterans' space. A pleasant bonus of the event was the opportunity to meet representatives of the working groups from the Chernihiv region.



These exchanges strengthened the connections between the working groups, inspired participants to implement new ideas in their own communities, and contributed to the development of an inclusive and collaborative approach to addressing local challenges.



KEY ACTIVITIES:

TRAINING FOR REPRESENTATIVES OF THE POLICE AND STATE EMERGENCY SERVICE (DSNS)

The Association for Communities Participatory Development organized a two-day offline training for representatives of the police, the State Emergency Service (DSNS), and members of the working groups on the topic “Communication for Effective Participation in the Development and Decision-Making to Strengthen Community Safety.” The event was aimed at developing communication skills and fostering effective interaction with various stakeholders in challenging conditions. Participants worked on understanding their own feelings and needs through the application of nonviolent communication, learned to listen empathetically at different levels, and understood the needs of others involved in difficult situations. Special attention was given to self-empathy as a method for restoring internal balance and working with resistance in crisis conditions.



The training contributed to the development of strategies for meeting personal needs, particularly in emotionally charged situations. It also served as a platform for exchanging experiences and deepening the understanding of the importance of effective communication in addressing community safety issues.

The Hradizka community, thanks to the initiative of creating and developing working groups, has made an important step towards strengthening community safety and recovery. The working group is actively working on identifying issues in these areas, developing programs, and implementing them using modern tools. In 2023-2024, our community successfully implemented three quick-impact projects on community safety, with two more projects currently in the implementation stage. Participation in training, workshops, and seminars organized by the Association has enabled our community to effectively address current challenges, engage residents in decision-making, and share the experience gained with other communities.



Iryna Kompaniets,
representative of the Hradizka working group on public safety and recovery

ENHANCING THE CAPACITY OF LOCAL CIVIL SOCIETY ORGANIZATIONS FOR THE SUSTAINABLE INTEGRATION OF IDPS IN SIX PARTNER COMMUNITIES IN KHARKIV, ZAPORIZHZHIA, AND DNIPROPETROVSK REGIONS



Partner communities: Novovodolazka,
Pervomaiska, Shyrovivska, Chernihivska,
Tomakivska, Pereshchepynska communities



June 2023 -
June 2024

RESULTS:

6

Social Cohesion
Hubs

1,000+

active subscribers to
Telegram channels

60

units of equipment
handed over to
communities

12

strategic sessions for
local NGOs

300+

events held in Social
Cohesion Hubs

120+

representatives of local
NGOs participated in
training

3,000+ people

attended events in
Social Cohesion Hubs

300+

participants in
leadership courses in
communities

IMPACT ON COMMUNITIES:



Strengthened collaboration
between the community and
local government bodies to
activate civil society.



Vulnerable groups (IDPs,
low-income individuals, youth,
people with disabilities) have
been engaged in important
community matters.



Increased trust in local author-
ities through joint activities.

KEY ACTIVITIES:

CREATION OF SOCIAL COHESION HUBS IN FRONTLINE COMMUNITIES

Six Social Cohesion Hubs have become key centers of social activity, welcoming over 2,500 visitors. Throughout 2023-2024, we implemented a series of measures to develop these hubs, including coordination meetings with communities, promotional activities to attract visitors, especially vulnerable groups, as well as strategic sessions and events to support social and legal services and strengthen cohesion. Today, the Hubs are much more than just physical spaces. They have become vibrant centers of life, where every step is filled with inspiration, collective effort, and the warmth of human hearts. Here, the most cherished dreams and ideas are born and realized, solutions that transform communities are formed, and a sense of unity is created that sustains even in the toughest times.

These spaces are open to everyone: for those looking for opportunities, for those in need of support, and for those ready to change themselves and the world around them. The Hubs welcome people of all ages, professions, and life stories, providing a safe and accessible space for all. It's a place where you feel: you are not alone.

The Social Cohesion Hub has become a key space where the community was able to unite efforts to address important issues.

*Video clips
about Social
Cohesion Hubs:*

Watch



Thanks to its activities, we were able to establish an effective dialogue between the local authorities and residents, as well as create conditions for events that inspire the community to develop. The atmosphere created in the Hub encourages open communication, the generation of ideas, and the search for solutions to urgent problems. It is the center where joint decisions are born, where the unity of efforts for the development of our community is felt.



Anna Pikalova,
Head of the Economic Development
and Investment Department
of the Novovodolazka Village Council

KEY ACTIVITIES:

TRAINING FOR NGOS AND INITIATIVE GROUPS

The Association for Communities Participatory Development pays special attention to the development of local community organizations, recognizing their key impact on strengthening communities. In 2023–2024, training was organized to enhance the potential of 12 local NGOs, two from each community, with a total of 52 participants. Among them were heads of organizations, project coordinators, and accountants—key figures whose work determines the success and efficiency of the NGOs. The training consisted of four modules that provided participants with in-depth knowledge and practical tools for organizational development. The results of the training included the development of six projects for the communities and 12 policies on organizational development. After completing the main training, strategic sessions were held, during which 96 community activists were able to define their goals, development paths, and mechanisms for effective collaboration.

This series of activities became an important step towards strengthening civil society and building resilient and active communities.

The training organized as part of the collaboration allowed our organization to significantly strengthen its competencies. Practical knowledge in grant management and community engagement were particularly important to us. We were able to build a clearer strategy for our work, which is already yielding results in the form of new projects and partnerships. This experience has transformed our approach to implementing ideas, making it more systematic and effective.



Sergiy Andrukh,
NGO «Mainstream»



KEY ACTIVITIES:

LEADERSHIP COURSES

The leadership courses, consisting of three intensive offline modules, became an important stage in strengthening communities and developing their potential.

Module 1: Leadership, Team Building, Mapping Resources and Stakeholders. Participants became familiar with the basics of leadership, team-building methods, and learned how to create a map of resources and stakeholders.

Module 2: Building Trust in the Community, Conflict as an Opportunity for Development, Dialogue. This module focused on building trust within the community, transforming conflicts into opportunities for growth, and holding effective dialogues.

Module 3: Joint Actions: What We Can Do Together for the Community. Participants discussed opportunities for collective action and planned specific initiatives to implement together to improve the community.

The leadership courses became a catalyst for forming a new generation of active leaders, ready to take responsibility for change in their communities.

Thanks to the knowledge and skills gained, participants now have a better understanding of how to develop their community, build connections, resolve conflicts, and work together toward positive change.



OPEN DOORS: ENHANCING ACCESS TO EDUCATION FOR CHILDREN FROM VULNERABLE GROUPS IN THREE COMMUNITIES OF DNIPROPETROVSK OBLAST



The project is being implemented within the framework of the EMPOWER project, funded by the Federal Ministry for Economic Cooperation and Development of Germany (BMZ) in partnership with the European Union and implemented by GIZ Ukraine



Partner communities:
Tomakivska,
Pereshchepynska,
Verkhvytsivska



August 2024 -
January 2025

IMPACT ON COMMUNITIES:



Providing children from vulnerable categories, including those from large families, with tablets, improving access to education.



Creating three educational spaces in cooperation with the communities to increase learning opportunities for children from vulnerable groups.



Enhancing the professional skills and resilience of 30 educators through training on children's rights, gender equality, and working with children with special needs.

RESULTS:

90

children from disadvantaged categories received individual tablets for learning

3

new educational centers were established to support learning and community engagement

30

teachers completed training

300

children attended the educational centers

KEY ACTIVITIES:

TRAINING FOR TEACHERS

The training was conducted for 30 educators from various settlements in the communities of the Dnipropetrovsk region, aimed at enhancing teachers' professional skills and resilience. Participants learned about children's rights, gender equality, and working with children from vulnerable groups, including children from large families, those in difficult life circumstances, and internally displaced children. As a result of the training, the quality of the educational process improved, a more sensitive approach to teaching children with different needs was implemented, and the interaction between teachers and students facing difficult life situations was strengthened.



This training was incredibly valuable for improving the professional activities of our educators. It allowed us to gain a deeper understanding of the importance of interactive approaches, live communication, and practical exercises when working with children. The emphasis on building a culture of non-violent communication, supporting gender equality, and fostering self-confidence in each child was particularly valuable. Thanks to this knowledge, our education department and teachers will be able to create a supportive environment that helps children develop as individuals, feel heard and valued, which is key to success in the educational process.



Vita Kalashnyk,
Head of the Department of Education, Youth, and Sports, Executive Committee of the Tomakivka Village Council

KEY ACTIVITIES:

CREATION OF EDUCATIONAL SPACES

In November 2024, three educational spaces were opened, which became important hubs for the development and support of the educational process in the communities. These spaces provide children with the opportunity to participate in various educational and cultural activities, helping them not only catch up on educational losses but also develop their own interests and abilities. For teachers, these spaces became effective platforms for assisting children with educational setbacks, including those caused by military actions or other difficult life circumstances. Additionally, the educational spaces also serve as venues for extracurricular activities, such as clubs, training sessions, and creative workshops.

The creation of such spaces also became an important step in ensuring a safe environment for learning, where children can feel supported, maintain psychological resilience, and grow in comfortable conditions conducive to learning and socializing.

Video clips about educational spaces:

Watch



The educational space in our school combines opportunities for bridging educational gaps and psychological recovery. Here, children can feel free, share important stories, express their thoughts, and find support among peers. For students, many of whom are internally displaced or children of military personnel, this space offers the chance to escape worries, find strength for learning, and socialize. Teachers, by spending time together in this space, are able to better understand the needs of these children and find effective ways to support them. We at the school call it the «space of happiness.»



Larysa Yavtukhovska,
Principal of Pereshchepynska Gymnasium
«Rodyna»



KEY ACTIVITIES:

TRANSFER OF TABLETS TO CHILDREN FROM VULNERABLE GROUPS

The transfer of tablets to children from vulnerable categories has been an important step in ensuring equal opportunities for receiving quality education. In the context of the growing impact of distance learning, especially for children from large families, this initiative helped bridge the digital divide. As a result of this initiative, there was a significant reduction in educational losses among children from vulnerable categories, an increase in their academic performance, and active participation in the learning process.

This step not only improved access to education but also promoted greater socialization of children, creating equal conditions for development and the achievement of educational goals.



ASSOCIATION BUDGET

2024

REVENUE, UAH

Non-repayable financial assistance	7,232,917.20
Financial assistance for organizational development	388,574.40
Total	7,621,491.60

EXPENSES, UAH

Project activities	7,526,361.60
Administrative expenses	95,130.00
Total	7,621,491.60

THANKS FOR YOUR SUPPORT AND PARTNERSHIP TO THE TEAMS:

- **To the EMPOWER project**, funded by the Federal Ministry for Economic Cooperation and Development of Germany (BMZ) together with the European Union and implemented by GIZ Ukraine;
- **To the United Nations Development Programme (UNDP) in Ukraine**, with financial support from the European Union within the «EU4Recovery – Empowering Communities in Ukraine» project;
- **To the Partnership Fund for a Resilient Ukraine;**
- **To the Charles Stewart Mott Foundation.**

Our organization continuously strengthens international and community connections. The Charles Stewart Mott Foundation has provided a grant to support these efforts. This funding will significantly enhance our capabilities and improve the effectiveness of our work.

With the support of the Charles Stewart Mott Foundation, we plan to focus on key aspects of development: improving the skills and expertise of our team, strengthening institutional capacity, enhancing communication, and providing training with the involvement of qualified specialists, trainers, and experts. This will enable our communities to gain practical knowledge and tools for sustainable development.

The year 2024 has been a year of strategic changes and strengthening our organizational capacity for the Association. We understand that the sustainable development of an organization is the foundation of any CSO's effectiveness, which is why we have focused on improving internal processes, developing key policies, and strengthening horizontal connections between our team, partners, and communities. Systematizing our work, ensuring transparency in decision-making, and building trust have enabled us to create a structure capable of responding quickly and efficiently to societal needs. This has not only strengthened our organization but has also laid the foundation for long-term positive change where it is needed most.



Kateryna Maltseva,
Director of Organizational Development
of the Association

Every year, we reaffirm that even the boldest dreams can become reality when we act together. Our achievements are the result of collaboration, trust, and a shared desire to improve community life.

This year, we continued our work to develop communities, inspire, and support those who need it most. Every project, every initiative, every small victory is a step toward a greater goal: making our communities stronger, more united, and accessible to all.

We believe in the power of collective effort and sincerely thank everyone who has been with us on this journey—our partners, communities, active citizens, donors, and all who have supported us. Your support is a source of inspiration for new achievements.

There are many challenges ahead, but we are confident that together, we can accomplish even more. We are open to new ideas, collaborations, and partnerships. If you share our values and strive to make a difference in the world around you, we invite you to become part of our shared story!

**WE ARE OPEN
TO NEW IDEAS,
COLLABORATION,
AND PARTNERSHIPS.**



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