

**Strategies and
Technologies for Effective
Partnership, NGO**

2023

**ANNUAL
REPORT**

Projects results

Success stories

Financial reports

Plans for 2024

POWER OF PARTNERSHIPS IN CHALLENGING TIMES

Dear friends, partners, colleagues, and change-makers — all of you who inspire us and share our beliefs,

We are pleased to present the 2023 activity report of NGO "STEP."

Reporting has always been an important moment for us. It's an opportunity to reflect on the past year, remembering what transpired, what it left behind, and what we're carrying forward. This report is designed for you to join us in looking back at completed projects, recall our biggest successes and brightest moments, and perhaps recognize yourself in the pictures.

One of the projects we were involved in during 2023 was called "Everyone Counts." Earlier, a couple of annual reports ago, we had a project "Strategies for People."

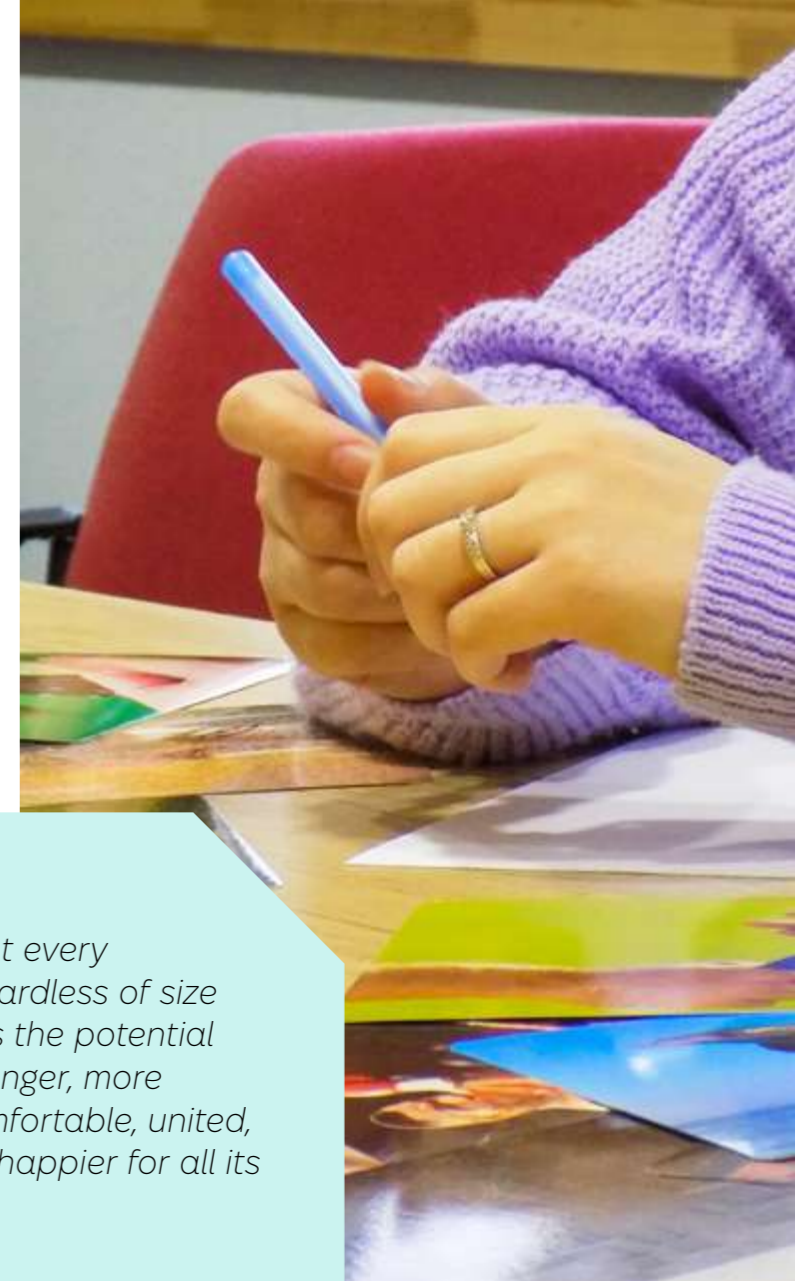
This is no coincidence: **People are at the heart of our projects.** Everyone counts: those for whom we work, those with whom we collaborate, and those thanks to whom we achieve our goals. Looking back on 2023, a very challenging year for us, we see dozens, even hundreds of incredible people with whom we were fortunate to cooperate.

We sincerely thank each of you for your cooperation and involvement.

WE FOSTER PARTNERSHIPS AMONG LOCAL, REGIONAL, AND NATIONAL STAKEHOLDERS TO STRENGTHEN AND REBUILD UKRAINE, AIMING TO CREATE A CIVILIZED, DEMOCRATIC, ECONOMICALLY PROSPEROUS, AND HUMAN-CENTERED SOCIETY.

— **Mission of NGO STEP**

We believe that every community, regardless of size or location, has the potential to become stronger, more welcoming, comfortable, united, and ultimately happier for all its residents.



KEY PRIORITIES IN 2023

Supporting territorial communities, including Zaporizhzhia city, other communities in eastern Ukraine, and relocated (temporarily occupied) communities with offices in Zaporizhzhia

Strengthening civic initiatives, volunteering and cross-sectoral cooperation at community level

Legal assistance for citizens, legal advice for the relocated local governments, strengthening the legal capacity of communities

Childhood protection, improving access to mental health and psychosocial support



8 projects initiated and/or implemented in 2023 with grant funding.

4 new financial partners among international organizations, including one confirmed new donor for 2024.

29 new partner communities across six regions of Ukraine, with the majority located in the Dnipro region.

26 community initiatives supported, with funding ranging from UAH 180,000 to 500,000 per initiative. These initiatives aimed to strengthen communities, improve public services, and develop volunteer centers and community hubs.

Additionally, we managed to:

Develop a new strategy for 2024-2025.

Strengthen our free legal aid services through attracting additional funding and increasing our legal team.

Expand our network of partners among donors, territorial communities, and CSOs in various regions of Ukraine.

Enhance cooperation with structural units of Zaporizhzhia City Council to implement projects in the social sphere.

Elect a new Board and Chairperson in February 2024.

SUPPORTING TERRITORIAL COMMUNITIES

STRENGTHENING THE WARTIME RESILIENCE OF ZAPORIZHZHIA REGION

What is the problem?

Following the full-scale Russian invasion of southern Zaporizhzhia region, local governments, municipal institutions, and schools were evacuated from temporarily occupied communities. They relocated to the regional center, the city of Zaporizhzhia, along with the majority of residents fleeing Russian occupation. To continue caring for people and providing public services, all relocated community institutions had to restart their operations from scratch.

In 2022, STEP, supported by GIZ, helped equip offices for four partner communities. We also organized seminars for local government

employees on working under martial law and provided psychological counseling for them.

Building on this work, STEP then implemented another GIZ-funded project involving six communities in Zaporizhzhia Oblast.

What was the goal?

To help the relocated community offices adapt to their new environment and continue providing quality services to the population.

Partners

GIZ GmbH. Project: Promoting Economic Participation of Vulnerable Groups, including Internally Displaced Persons in Ukraine.

COMMUNITY WORKERS NEED PSYCHOLOGICAL SUPPORT, LEGAL ADVICE, MENTORING, AND METHODOLOGICAL ASSISTANCE. SINCE WE COMMUNICATE CLOSELY WITH PARTNER COMMUNITIES, WE UNDERSTAND THESE NEEDS AND STRIVE TO MEET THEM BY INITIATING RELEVANT PROJECTS.

— **Kateryna Maltseva, Chairperson of NGO STEP in 2023**

— *The most useful was project management training and mentoring, as we learned how to prepare strong grant proposals and attract extra-budgetary funds.*

Vita Zinkevych, Molochansk



— *Mentoring is a tool for professional growth and community development. Thanks to our mentor, we managed to prepare more project applications.*

Oleksii Diachenko, Vasylivka



Assistance and support:

Consultations and mentoring on attracting humanitarian aid and funds for local projects;

Training for local governments: fundraising, crisis communications, and legislative changes during martial law;

Strengthening technical capacity: purchasing laptops, tablets, multifunction printers, power banks, and rechargeable flashlights for community offices.

Results and impacts

Additional workplaces created for community specialists who, due to lack of equipment, had previously had to take turns working on one computer, affecting the speed and quality of service delivery.

Community specialists prepared grant applications for the International Renaissance Foundation, the U.S. Embassy in Ukraine, UNDP, the House of Europe program, and other open competitions.

For example, **Vasylivska** and **Yakymivska** communities, in collaboration with NGO STEP, secured grant funds to provide free legal consultations for IDPs.

Meanwhile, **Chernihivka** resumed the work of a local development agency established shortly before the full-scale invasion in 2022. Throughout the year, project managers of the agency successfully attracted humanitarian assistance, including an ambulance for a local medical facility, and even set up a hub for active youth.

SUPPORTING TERRITORIAL COMMUNITIES

EVERYONE COUNTS: HUMAN-CENTERED DEVELOPMENT

What is the problem?

Local governments face numerous wartime challenges. Management decisions during a crisis should be as effective as possible, built on objective data about residents, their problems and needs, available community resources, and factors affecting their lives. This is the only way to maintain sustainability in a constantly changing environment and continue development.

What was the goal?

To train professionals who can develop, advocate for, and implement inclusive, people-centered solutions in communities and strengthen communities' ability to respond to wartime challenges.

Partners

The International Organization for Migration in Ukraine and the Government of Canada, as part of the Everyone Counts: Inclusive Data for Stability and Development project.

Strategy

During training and dialogue sessions, local leaders and specialists learned how to assess community needs, collect and analyze gender-sensitive data, and develop effective solutions together with people. The practical result of the training was the creation of Emergency Response Plans with specific projects aimed at improving public services and strengthening communities. The most active participants received grants from IOM Ukraine to implement their projects.

STEP was the implementing partner of the project in Zaporizhzhia and Dnipro regions.

22 COMMUNITY-BASED PROJECTS WERE SUCCESSFULLY IMPLEMENTED AS PART OF THE «EVERYONE COUNTS» PROJECT IN ZAPORIZHZHIA AND DNIPRO REGIONS.

Specialists from 39 communities in Dnipro and Zaporizhzhia regions were trained in data collection, data analysis, and inclusive policies for local development.

Success stories

Apostolivska community equipped remote workplaces for administrators of the local Administrative Service Center. This solution helped make modern services more accessible to people in rural areas, which comprise almost 40% of the population.

Matviivka community created a space friendly to children with special educational needs. The facility offers help from a speech therapist and a psychologist, physical therapy classes, and has a massage room. It has all the basic equipment necessary for specialists to work and ensure children's comfort.

Mahdalynivska community acquired a brand new tractor with accessories for community utilities. This equipment was urgently needed to cultivate land plots for vulnerable populations as well as communal lands where products for humanitarian support to residents are grown.

Pokrovska community purchased containers and a press for solid waste management. Colored sorting bins were installed at schools and kindergartens, and 120-liter containers were distributed to residents. The initiative helped extend waste collection services to 250 more households in three remote villages. People sort plastic bottles, paper, and polyethylene, which are then collected by a communal garbage truck in separate containers and transported for pressing.

An integration hub called "Platforma Spilno" was established in a village cultural center in Mykolai-Pole of **Shyrokiivska community**. Every month, locals organize up to twenty events here, including trainings, consultations, creative workshops for children and adults, and even sports tournaments. Mental health support meetings are particularly popular among those affected by the war. The new hub is equipped with modern furniture and laptops, which can be used by students who do not have computers at home.



SUPPORTING TERRITORIAL COMMUNITIES

ATTENTION TO THE NEEDS OF FRONTLINE CITIES AND VILLAGES

Psychologists provided practical advice on emotion self-regulation, mental health self-care, and stress management for teenagers at the regional boarding school.



HURTOBUS UNITES THE COMMUNITY: THE MOST SUCCESSFUL CASE OF THE EVERYONE COUNTS PROJECT IN COOPERATION WITH IOM UKRAINE

As a result of the Everyone Counts project, Solonianska community launched a social bus route for residents of remote villages. The bus operates from Wednesday to Friday, enabling people to access social and administrative services, medical care, and leisure opportunities.

On other days, the minibus, purchased with grant funds, transports local sports teams to training sessions and competitions. Specialists of Solone village council also use it for their field visits to provide on-site services to villagers.

Furthermore, Hurtobus the community bus helped implement the idea of a Traveling Open Air Cinema, which was the winning project of the participatory budget program.

In May 2024, Solone became one of two communities in Ukraine selected to present the results and impact of the Everyone Counts project at the IOM Ukraine National Forum.



— This route made it possible to travel to the central village for urgent matters, as there is no other public transportation available.

Residents of Pysmecheve and neighbouring villages, Dnipro region

PREVENTING PROTECTION RISKS AND PROVIDING PROTECTION SERVICES AND SUPPORT TO THE HIGHEST-RISK CATEGORIES OF CHILDREN IN CHERNIHIV, CHERNIVTSI, DONETSK, IVANO- FRANKIVSK, KHARKIV, KYIV, ODESA, SUMY, AND ZAPORIZHZHIA

What is the problem?

Children and adolescents in Zaporizhzhia are particularly vulnerable to the effects of the ongoing war. Due to forced displacement and increased threats to their lives, they have limited opportunities for safe leisure activities and need additional support to cope with stress.

What was the goal?

To provide psychosocial support to children in frontline areas and to raise awareness among children and families about protection, violence prevention, human trafficking, and mine safety.

Partners

Street Child Ukraine and Zaporizhzhia City Council, with financial support from the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) through the Ukraine Humanitarian Fund.

Organizational support

Department of Sport, Family and Youth of Zaporizhzhia City Council, Center for Social Services, public libraries.



Thanks to the joint efforts of local partners in Zaporizhzhia, **more than 300 children aged 3 to 18** participated in entertainment, educational, sports, and creative activities and received psychosocial support.

PROMOTING CIVIC INITIATIVES

POWER OF SMALL COMMUNITIES: FIRST PHASE

What is the problem?

Today, every community in Ukraine has volunteers and activists who help the Ukrainian army, displaced people, and vulnerable populations, care for homeless animals, or protect the environment. While working to benefit their hometowns and support others, these groups need more resources to meet their own needs, e.g. for development, training, facilitating or improving their current work. On the other hand, local authorities, even while recognizing the role of CSOs and occasionally cooperating with volunteers, often lack strategies or action plans to promote civic engagement at the community level.

What was the goal?

To support the sustainability of local CSOs during wartime and promote cross-sectoral cooperation in communities.

Partners

National Endowment for Democracy.

Participants (1st phase)

Local governments: Brody City Council, Buchach City Council, Kalush City Council, and Torchyn Village Council.

Civil society organizations in Brody, Buchach, Kalush, Torchyn, and volunteers of Usychi village in Torchynska community.



UNITED IN RESILIENCE: CIVIL SOCIETY AND LOCAL GOVERNMENT COLLABORATION IN TERRITORIAL COMMUNITIES DURING THE FULL-SCALE WAR

— Report on the results of the online survey, April 2023

Assistance and support:

Training, discussions, and other public events for volunteers, local CSOs, active youth, and local government employees.

Assistance in conducting strategic sessions on the development of civic engagement and volunteering.

Preparing and printing information materials to promote the activities of CSOs and volunteers in communities.

Assistance in arranging new and existing public spaces (community hubs, NGO offices, volunteer centers).

Consultations and expert support in developing local programs to promote civic engagement and volunteering.

— This project is an opportunity to learn something new, summarize what we have done, and build further plans. It's a chance to help our defenders more effectively...

It is about taking care of those who help other people. It proves once again that there is indeed power in unity: in the unity of a small but ambitious village, in the unity of the whole community, especially during these difficult times!

Kateryna Burdak, Usychi village



In the village of Usychi, volunteers regularly help the Ukrainian army and care about their home community





TOGETHER WE CHANGE

What is this initiative about?

Buchach-ART NGO, in collaboration with the **Buchach Youth Portal**, organized a series of events to unite local civil society.

These included: experience exchange visits and trips to professional events, meetings with youth council leaders, networking opportunities for NGOs, and strategic sessions on developing the volunteer movement in Buchach community.

Earlier in summer, the partners also held a two-day **Buchach Youth Forum**, attracting almost 200 participants from across Ukraine. The event featured more than 20 public talks, workshops, and panel discussions across three locations simultaneously.

What did our partners achieve?

Organized the largest youth event in Ternopil region, involving more than 20 partners (from NGO STEP to businesses and universities), and received the Golden Flipchart 2024 award for social projects.

United leaders of 13 active CSOs in Buchach, established vibrant interaction between local volunteers, and launched new collaborative charitable and grant projects.

Prepared a draft of the local program for volunteer movement development. Activists from about 30 organizations participated in strategic sessions to jointly define the program's goals, objectives, and expected results, and to create an action plan.

WHEN CIVIL SOCIETY ORGANIZATIONS COLLABORATE WITH LOCAL GOVERNMENTS, THEY DO GREAT PROJECTS AND EVENTS.

— **Uliana Mudryk, volunteer of the charitable foundation in Brody**



What is this initiative about?

The public library in the town of Brody is popular not only among book lovers. It serves as a meeting place for new residents and volunteers, and local CSOs often hold their events there. With no alternative public spaces, the library has become a hub for all active community members.



However, a reading hall heavily equipped with old furniture is not ideal for hosting engaging events. Therefore, the Union with No Name, a local charity, and Brody City Council initiated a project to modernize it. Partners collected feedback from library visitors, considered potential zoning options, and purchased mobile furniture. The partial renovation has already allowed the library to attract new active groups, including the student Euroclub.

The project also included creative events for citizens, workshops for volunteers and members of support groups, and consultations for CSOs.

What did our partners achieve?

Modernized the reading hall, making it more suitable for hosting public events.

Published a Brody city guide illustrated with photographs taken by citizens during a free photo excursion organized for City Day celebrations in September 2023.

Organized a psychosocial workshop for members of support groups uniting women who lost their husbands and sons in the war.

Approved the Program on Promoting Civil Society and Volunteering for 2024-2025.

OUR GOAL IS TO CREATE SUSTAINABLE CHANGE IN THE COMMUNITY, AND WE ARE COMMITTED TO MAKING A LASTING POSITIVE IMPACT. THROUGH NEW PROJECTS, WE AIM TO BUILD ON OUR ACHIEVEMENTS, TRANSFORMING OUR CITY INTO AN EVEN BETTER PLACE FOR ALL ITS RESIDENTS.

— **Myroslav Lishchynskyi, head of the Buchach-ART NGO**





STRENGTH IN UNITY

What is this initiative about?

The volunteers of Usychi village are a real driving force for local change. They not only help the military, IDPs, and other fellow villagers in need but also organize eco-activities, clean parks and squares, plant trees, and even repair public spaces.

The core of this group comprises about twenty people, but many more are involved in their actions. Most of the work is done through crowdfunding.

The leaders of the volunteer group developed a program of activities aimed at psychological support and team building. They engaged psychologists and art therapy specialists to facilitate workshops for volunteers. Activists and their supporters in Torchyn village council are convinced that attention to these issues is more timely than ever.

What did our partners achieve?

Organized a two-day cleanup action in the village center, which was joined by dozens of residents.

Conducted psychological and art therapy workshops for volunteers, as well as training sessions on accounting and other operational activities of NGOs. **More than 100 people aged 10 to 74** attended these events.

Published a calendar for 2024 featuring photos of community initiatives and activists from all local villages.

Created a volunteer space at the village cultural center, which was partially renovated by the activists earlier.

Initiated the approval of a local program to promote volunteering.

What is this initiative about?

Last year, the **Youth in Action NGO** from Kalush began working on a toy therapy room for children needing psychological support. While cooperating with STEP, the team took several steps toward realizing their dream.

The NGO's psychologists conducted pilot therapy sessions for children and professional training for teachers and volunteers. The activists also received furniture and air conditioners for the premises they intended to transform into a comfortable and safe space for children.

In the following months, Youth in Action created a fully-equipped toy therapy room with space for classes and training. About 20 partners from CSOs, international projects, and businesses contributed to the project.

What did our partners achieve?

Trained 25 local specialists under the «Safe Educational Ecosystem in Community» program to provide social and psychological support to children affected by war.

Provided psychosocial support to 100 primary school-age children.

Developed a program to promote volunteer activities in Kalush.

Conducted training on social media marketing for CSOs and youth groups.

Created a catalog of community-based NGOs and charitable foundations to help residents learn about their services and to assist potential donors or CSOs from other regions in finding reliable partners in Kalush.

— Thanks to the project, we were able to implement valuable initiatives for our community.

Ivanna Hrytsiv, Youth In Action NGO



I WOULD LIKE TO THANK OUR ACTIVISTS — YOU ARE INCREDIBLE! I AM PROUD OF BEING PART OF USYCHI COMMUNITY. TODAY, A LOT OF FELLOW VILLAGERS, NO MATTER WHERE THEY ARE — IN USYCHI OR EVEN OUTSIDE UKRAINE, HELP US IN ANY WAY THEY CAN.

— **Kateryna Burdak, volunteer**



LEGAL ASSISTANCE PROJECTS

STRENGTHENING THE LEGAL CAPACITY OF COMMUNITIES

What is this initiative about?

Since the beginning of the full-scale Russian aggression against Ukraine, the demand for legal assistance has surged significantly. The range of legal concerns includes issues related to social security, family affairs, inheritance and labor law, document restoration, financial support, and more. Free secondary legal aid centers provide assistance to citizens, but their capacity to meet the increasing demand is limited.

Additionally, local governments relocated to Zaporizhzhia from occupied territories also require legal support. These governments are keen to enhance the legal awareness of their specialists and residents.

What did our partners achieve?

STEP strengthened its legal team to meet the demand for legal support from partner communities and improve citizens' access to free legal aid in Zaporizhzhia and neighbouring areas. Legal assistance is provided through various projects of international organizations.

Partners

Key partners include the Danish Refugee Council, through three different projects, UNDP in Ukraine, and the Legal Development Network, which plays a crucial role in organizational development for legal aid providers.

The project «Access to quality primary legal assistance for IDPs» was developed and implemented in collaboration with Vasylivska and Yakymivska communities and with the support of UNDP in Ukraine.



IN 2023, ABOUT 3,300 PEOPLE RECEIVED LEGAL ADVICE AND ASSISTANCE THROUGH INDIVIDUAL AND GROUP CONSULTATIONS.

— Generalized data from internal reports of the legal team.

— *The consultations we offer focus on effective strategies for addressing legal issues so that people can better understand the legislation, know how to use it, and share their knowledge with their relatives and friends.*

Oleksii Ahientaiev, Chairperson of NGO STEP in 2024



Success stories

In 2023, STEP prioritized legal assistance for people affected by Russian armed aggression as a leading area of work. The scope of our legal aid intervention expanded significantly. As many IDPs sought refuge in neighboring rural areas, our lawyers also provided consultations outside the city of Zaporizhzhia, in communities such as **Shyroktivska, Mykhailivska, Solonianska, and Apostolivska.**

Throughout the year, eight STEP lawyers conducted onsite legal consultations in municipal dormitories, support centers, other IDP compact residency places, the city employment center, and social institutions.

They addressed individual requests and held group consultations on prevalent legal concerns.

Thanks to a microgrant from UNDP in Ukraine, we hired two additional lawyers who provided primary legal aid to relocated local authorities and IDPs from **Yakymivka** and **Vasylikivka** communities from March to May 2023. The consultations were held in Zaporizhzhia, where community offices are based and most of IDPs reside.

Participation in the **Legal Development Network's** training program for legal aid providers helped our team enhance their professional skills and adopt new approaches to providing primary legal aid.

ORGANIZATIONAL DEVELOPMENT

NEW STRATEGY, NEW OPPORTUNITIES

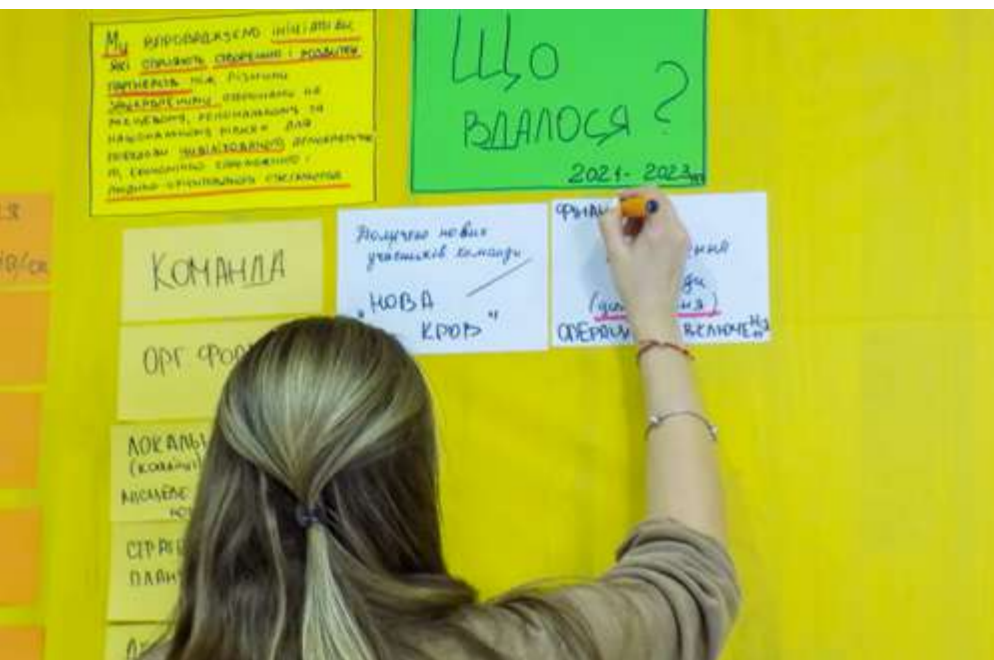
In February 2024, STEP approved a new strategy for 2024-2025.

This strategic plan covers a two-year period and is based on lessons learned from implementing our previous Strategy 2019-2022.

The document was drafted by STEP's team during a strategic session in December 2023. For three days, members of the Board and coordinators of program areas worked with external experts, Leonid Donos (Association for Communities Participatory Development) and Iryna Chaika (Legal Development Network). With their professional facilitation, our team summarized the results of the past years, assessed the impact of the previous strategy, exchanged opinions about our main accomplishments, and identified opportunities for further growth.

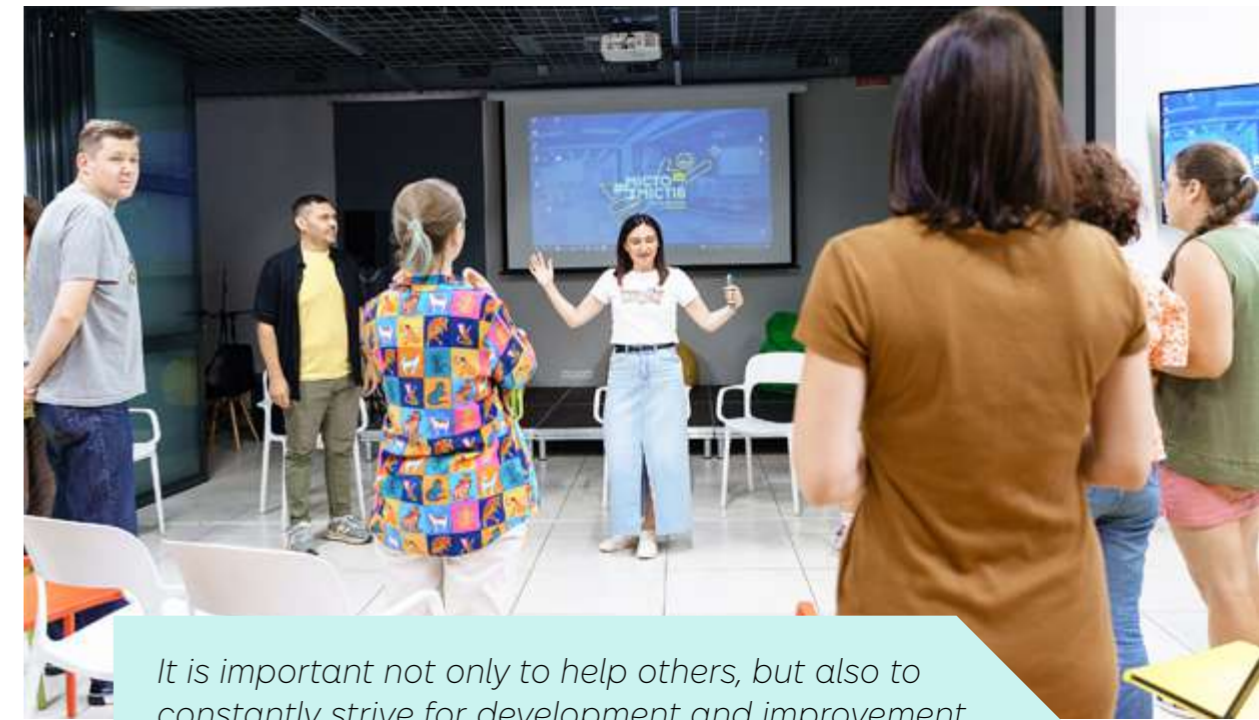
In the coming years, we will work, develop partnerships, and initiate new projects focusing on the following strategic priorities:

- ORGANIZATIONAL DEVELOPMENT FOR MORE EFFECTIVE WORK.
- PROMOTING CIVIL SOCIETY DEVELOPMENT.
- SUPPORTING TERRITORIAL COMMUNITIES.
- STRENGTHENING THE LEGAL CAPACITY OF COMMUNITIES.



STRATEGY OF NGO STEP 2024-2025

— www.stepngo.in.ua
section «About us»



It is important not only to help others, but also to constantly strive for development and improvement.

Photo: Kateryna Maltseva, STEP's Chairperson in 2023, is moderating a workshop on participation at the Ukrainian Urban Forum (event organizer — CEDOS).

Monitoring of the Strategy 2022

STEP approved its first organizational strategy in April 2019, based on the results of our participation in GIZ's Institutional Support Program for Partner NGOs. Last year, we thoroughly analyzed what we accomplished as planned and what we did not. Just before beginning work on a new strategic plan, we prepared a report on the implementation of the 2019-2022 strategy. This report is available on our website.

Strengthening the Legal Team

In February 2023, the Legal Development Network (LDN) launched a program to strengthen the wartime capacity of local legal aid providers. STEP, a member organization of LDN since 2021, also joined this program. Thanks to the support we received, we enhanced the activities of our legal team and engaged specialists focused on crisis response.

New Areas of Activity

While cooperating with LDN, we not only strengthened our legal services but also initiated psychological support events for IDPs and specialists from relocated communities. Soon, we secured funding for our first project in the field of socio-psychological support.

Mentoring Program for CSOs

In March 2024, STEP joined a mentoring program for civil society organizations provided by Teple Misto, a platform for social innovations based in Ivano-Frankivsk. As part of this program, our team is working on building HR capacity, strengthening financial management, and attracting additional resources for organizational development. Additionally, by the end of the year, we will implement a monitoring and evaluation system to assess the impact and sustainability of our projects.

FINANCIAL STATEMENTS

INCOME & EXPENSES

INCOME

Grants and subgrants received through competitions for own projects and implementing projects of international organizations in target regions of Ukraine.

- IOM Ukraine and the Government of Canada (Everyone Counts project in Zaporizhzhia and Dnipro regions)
- UNDP Ukraine
- Danish Refugee Council
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- National Endowment for Democracy
- Street Child Ukraine

22 620 900
UAH

EXPENSE

Expenditures to carry out grant and other projects in accordance with approved budgets and donors' requirements.

- Purchase of goods and/or services for partner communities participating in projects.
- Holding events: space&utilities, travel costs, handouts, other related direct costs.
- Contractual services of experts, legal team.
- Administrative expenses.
- Other expenses according to project budgets and statutory activities.

22 620 900
UAH

Regional forum of the Everyone Counts project (December 2023)



WE COMPLETED A LARGE PROJECT INVOLVING MANY COMMUNITIES, AND IT DEMONSTRATED OUR ABILITY TO WORK EFFECTIVELY WITH THEM. AND THIS IS THE WORK WE GREATLY ENJOY. DEVELOPING THIS DIRECTION IS OUR SUPERPOWER. WE PLAN TO FOCUS ON PROMOTING LOCAL INITIATIVES, SUPPORTING COMMUNITIES, AND INVOLVING CITIZENS IN DECISION-MAKING PROCESSES.

— **Oleksii Ahientaiev, Chairperson**



Youth MEET-UP Forum in Zaporizhzhia (May 2024)

ENTERING 2024

PROJECTS, PLANS, AND PROSPECTS

Strengthening City Social Services

STEP will purchase a minibus and equipment for inclusive resource centers in Zaporizhzhia with funds from the Kusanone Program. The project, which started in March 2024, is being implemented in cooperation with the city council (including co-financing).

Legal Assistance Projects

Through our ongoing cooperation with the Danish Refugee Council, our legal team continues to provide free legal aid to the residents of Zaporizhzhia and internally displaced persons.

Power of Small Communities: Phase 2

During the second phase of this NED-funded project, STEP will support volunteer initiatives in eastern Ukraine, particularly in the Zaporizhzhia, Dnipro, and Kharkiv regions.

Creating a Youth Center

In the spring, we passed the pre-selection for a strategic partnership with UNICEF. Together, we aim to strengthen youth policy in Zaporizhzhia. Our other partners in this large-scale and ambitious project include Zaporizhzhia City Council and the youth-led NGO Molod Online. We will work as a consortium to create the first municipal youth center in Zaporizhzhia city.

Improving Organizational Policies

Partnerships with influential organizations such as UNICEF or UNDP in Ukraine motivate us to focus even more on improving internal policies and procedures. By the end of 2024, we plan to enhance our organizational processes and internal documents to meet the quality standards in the non-governmental sector.



**We thank the true heroes of
Ukraine, all our Defenders.**

**We believe in the victory and
the recovery of Ukraine.**

**We continue working for the
development of a modern,
democratic, innovative society.**

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«Strategies and Technologies for Effective
Partnership» (NGO STEP), 2024

Compilation, design, editing, and
translation — Inna Stashchuk.

Cover design and content —
Inna Stashchuk, Vitalii Lyenko.

The report features photos of events
organized by NGO STEP and our project
partners.

To learn more about our activities, visit
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