

15

Y.O.

**KLITSCHKO
FOUNDATION**



**ANNUAL
REPORT**
2018

**15
Y.O.**
KLITSCHKO
FOUNDATION

Contents

Wladimir Klitschko, founder of the foundation	6
Alina Nosenko, director of the foundation	8
Timeline	12

Education

School of Success

Ihor Makhnyk, participant	16
Nastia Balaniuk, participant	18
Hanna Hrechkina, mentor	20
Mykola Kravchenko, mentor	22
Liudmyla Osachuk, participant's mother	24
Oleksii Havryshchuk, participant's father	26

Zero Waste School

Rostyslav Deskaliuk, participant	30
Tetiana Kovtun, teacher	32

Realms of the future

Martyn Ksynin, participant	36
Karina Karpishyna, participant	38

Jugend debattiert

Yarema-Luka Yeleiko, winner of contest	44
--	----

Career Start

Internship

Alina Oleksiuk, intern	48
Oleksandr Hatilov, intern	50

Z-interns

Olena Zubova, participant	54
Artem Linchevskiy, participant	56
Feedback from companies	62

Sport

Call your friends – let's play together!

Heorhiy Ostafiy, local enthusiast	66
---	----

Success Packages

Svitlana Hryniv, teacher	70
--------------------------------	----

Community development

KF-Hub

Anna Mazur, founder of Happy Monday	74
Ivona Kostyna, founder of Veteran Hub	76

Financial Report

.....	78
-------	----

Contacts	80
-----------------------	----



Wladimir Klitschko

Founder of the Klitschko Foundation on how Ukrainian teenagers become global actors

Ever since my brother and I were little, we have met many people who believed in our abilities and helped us become who we are now. We can only return the favor to them if we pass this confidence and support on to others. We have participated in projects dealing with global issues – in particular, we were UNESCO Ambassadors and supported the UNICEF initiatives. This very experience made us realize that it was time to create our own organization - consistently working in strategic areas. Sports, education and science have a major impact on the formation of values and a sense of responsibility in society. Moreover, they are all integral elements of modern life.

We established the Foundation in 2003. Since day one, more than half a million people have taken part in its projects so far. We believe we're on the right track.

I want to share the experience I've gained during the years of professional boxing, business and charitable activities. The point is – you can fulfill every single dream you have. I've been getting this message across to as many people as possible: to the staff of our Foundation, partners and children I get to meet, in particular, as part of the Klitschko Foundation's projects. People should realize that they have to fight for their dreams.

Actually, you will see this motto written on the wall when you enter our office in Ukraine.

What's important for all of us, and for me personally, is that the participants of the Foundation's projects should learn to set their own goals, and our projects are aimed at helping them with it. We teach them to dream and to strive to fulfill their dreams. We show them how it will change them, their friends and family, their hometown and their country. We teach them love, too – to be passionate about everything they do.

A few years ago, we all agreed on the idea that we would like the Foundation to keep going on and continue its mission, even after its founders pass away. We want the Klitschko Foundation to become timeless like the Konrad Adenauer Foundation or the Nobel Foundation, for example.

Currently, the Klitschko Foundation operates in Ukraine. However, I'd really want to go beyond national boundaries and make it an international one to help even more people and to establish cross-cultural relationships for exchanging experience. Such projects are aimed at helping people understand each other, find something in common instead of arguing, and build bridges rather than walls. Make peace, not war across the globe. Ukrainian teenagers have a lot to offer the world. Having a huge potential, they just need a little bit more confidence and courage to finally become able to make a difference on the world stage and to develop shared values for the global society.

Alina Nosenko

Director of the Klitschko Foundation on the community around the Foundation, responsible leadership and projects addressing the world's needs

We are entering a new era, where education is of vital importance – in fact, it is an indispensable prerequisite for achieving success in life. No sooner had we accepted the fact that knowledge of foreign languages is a must in today's world than we had to face new challenges and learn programming languages. Soon they will become another essential skill of a modern person.

Therefore, our Foundation strives to keep up with the challenges of our time. The secret of our power is that we have a broad scope of activities and work at the intersection of realms, such as education and ecology, education and sports, education and science and, education and culture. However, education is in the spotlight there. We used to be a merely sports-oriented organization, but then we shifted our focus to education as it has gradually become the most important thing in life for the Klitschko brothers and every employee of the Foundation alike.

Our goal is to get this idea across to the teenagers we work with – that education is a priority. However, it is not about formal school performance indicators such as competition and grades. A teenager should be an all-round individual when entering adult life – they should be able to both think critically and run well to be prepared for different situations. It's great when a school student speaks four foreign languages, is skilled at physics and chemistry, but if they do not know how to deal with emotions or how to

overcome stress, then their knowledge of school subjects will be useless for them and society.

Other important aspects of our work with teenagers include ecology and career building issues. We are also planning some culture-related projects, because without culture, there is no society. I'm not saying that everyone should know the difference between Monet and Manet or be an expert in art schools, but it should be a national purpose and direction for the Ukrainians to build and visit museums, theatres and philharmonic halls etc.

The participants of our projects learn about responsible leadership – i.e., how to present oneself correctly, analyze information and use it for the common good, write insightful posts on Facebook and foresee their possible consequences, understand how your words or actions affect other people and which outcomes they can lead to.

A healthy lifestyle is getting more and more popular. Recently, we had to convince the participants of our projects to come to the sports grounds we organized and use the equipment there and had to explain why it was good for their health. Now, neither parents nor children ask why they need to do sports. In a broader sense, sport is about fair play and teamwork, which also corresponds to the values of our Foundation. These concepts of fair play and teamwork originating from sports games are easy to apply in everyday life, too. In sports, anyone can rise from nothing to the top only through their own efforts, coming from a small town without any money or support of influential parents. However, if we want sports to work as a social elevator, young people will need encouragement from teachers.





Organizations are used to assessing their performance by means of financial or media indicators, e.g., how much money has been spent or how many people have been reached. But this is not quite reasonable: you can involve hundreds of thousands of people, but miss the one that will change the course of history and will undermine your efforts. Speaking about our Foundation, it is definitely not the figures and budgets that prove its performance.

I can measure the success by the number of emails we have received. Previously, people asked for targeted medical aid or support for a startup. Now I see that people clearly understand what we are doing.

Another indicator is the feedback on the Foundation's activity. I haven't received a single negative piece of feedback for years, only positive. The word gets around, and you cannot control what people tell each other about you. A constantly

expanding community around our Foundation is the most apparent sign of our successful performance. It signifies that people need us and trust us, so we have a good reputation.

The alumni of the Foundation also contribute to its image: in particular, they invite new members to our community. We often hear from applicants that they got to know about the project from a friend who previously took part in one of our initiatives. Thus, the emotions of our alumni are so strong that they can ignite other people – they trust each other. What the Foundation means for me is, first and foremost, that feeling of magic that you want to keep in your heart forever and share with others. We are helping a new generation to grow through thinking and values, inspiring them to change. If it were not for this cooperation, we would still be just followers silently watching the world go by, but we, together with the participants of our projects, choose to take the lead.





13 August 2018	Klitschko Foundation celebrated 15th anniversary!
16 March 2017	The Foundation received the first state grant from the government of Japan
8 November 2016	Deutscher SportpresseBall on Wladimir Klitschko: 'Sportsman with heart'
30 September 2016	The Foundation ranked first among the Ukrainian sports charities for the third time
25 March 2016	Wladimir Klitschko raised USD 3 million for charity during his birthday party
11 November 2015	New visual identity of Klitschko Foundation won the Red Dot award for the Best Communication Design 2015
29 September 2015	Vitali Klitschko was awarded for outstanding achievements in social and charitable work
15 October 2014	Klitschko Foundation became a family foundation
25 February 2014	Wladimir Klitschko drew an ABC for a charitable educational project with his fists
8 December 2013	Klitschko brothers helped to raise EUR 16 million for children during the TV marathon in Germany
6 July 2013	The Foundation was recognized as one of the largest philanthropists in Ukrainian sports
29 March 2012	The second gala night generated USD 1,000,000 for the Foundation
7 February 2012	Klitschko Foundation invited German doctors for children with sensory impairments
4 November 2011	Klitschko brothers won the national award of Germany
1 November 2010	Klitschko brothers' Foundation held the first charitable gala night
16 June 2010	Ukrainian philanthropists signed a joint memorandum
1 August 2006	Klitschko brothers became UNESCO Champions
13 August 2003	Klitschko brothers founded their own charitable foundation
12 December 2003	Klitschko brothers became the Patrons of Kyiv
25 September 2002	Vitali and Wladimir Klitschko became UNESCO Ambassadors
5 September 1998	Start of the charitable activities by the Klitschko brothers

School of Success is a 10-day educational project for socially active teens aimed to provide them with knowledge and skills that are relevant in the 21st century with the help of innovative Ukrainian and international companies and organizations.

Project started **8** years ago

1248 children took part

12 410 applications received

145 alumni organized local projects

SCHOOL OF SUCCESS

Ihor Makhnyk

project participant

A few years ago Ihor Makhnyk was learning how to shoot videos by following instructions on the Internet. When he was a sixth-grader, he dreamed about creating his own YouTube channel. He failed in the end, but didn't get upset: at least he learned how to shoot, edit and insert titles into videos on his own. If not for this interest, the School of Success could have never happened in his life.

Ihor got to know about the project from the participant of the School's class of 2017. Then he found out that the task that other applicants usually find the most difficult would turn out to be his favorite one: to make a video presentation about himself.

Ihor carefully thought about the composition, shot the video from two angles, included an excerpt shot on the football field and recorded how he played the guitar.

When he was enrolled to the School of Success, reality exceeded his expectations.

'I was listening to the lecturers with my eyes wide open,' recalls Ihor. 'I realized that the dreams are easier to fulfill than it seems. These ten days have taught me discipline. Every day at 6 A.M., we went to the morning walk. Then there were lectures, excursions and assignments.'

We were busy the whole day and I liked it so much that I try to live at such a pace now.'

Ihor expected to change himself during the School of Success, but then he decided to improve his hometown. The speakers talked about time management, negotiating skills, emotional intelligence and financial literacy.

'My aim was to share the insight I got as a result of taking part in the great School of Success – everyone can change the world. I was looking my fellow participants in the eyes and understood that I nailed it, I achieved my goal,' recalls Ihor.

The results of the project came quickly: together, the participants came up with a couple of ideas on how to make the city a better place. They wanted to add some colours and make passers-by look up in the sky – for this purpose, they decided to create a series of murals on the walls of buildings.

'We wanted Kramatorsk to be a colorful and attractive city, and not just associated with some boring grey alleys,' explains Ihor.

He has learned some lessons from the School of Success.

'It all depends on how you use your time and whether you are relentlessly pursuing your goal. The School of Success has taught me how to seize the opportunities,' says Ihor. 'If it were not for this project, I'd probably remain a boy just playing games on his mobile phone. But now I have a dream: I want to be a software developer and to shoot a breathtaking film.'



How a participant of the School of Success project decided to brighten up his hometown of Kramatorsk with murals



How a schoolgirl Anastasiia Balaniuk makes great things happen in a small town

Nastia Balaniuk

project participant

It started when Nastia saved a webpage announcing the call for participants to the School of Success 2018 to favorites. She was hesitating for the next couple of days, thinking about it over and over again. The main obstacle preventing her from filling out an application was the requirement to make a video presentation about herself – she had never made a video before. However, she made up her mind, called her friends who were skilled at shooting and editing videos and asked them to help.

Finally, Nastia headed for the School of Success in summer – her aim was to share the knowledge learned there and motivation with the participants of a local School in her hometown of Bar in the Vinnytsia region.

Nastia came home from the School of Success held in Pushcha-Vodytsia feeling that she was no longer afraid of anything.

‘I used to worry a lot, say, if I do well in a school test. I kept asking myself: “Will I be able to do it?” And now I just say to myself: “Yes, I can do it.”’

Nastia had to organize a local School of Success. So, in early October, the girl organized an event for at least one hundred people for the first time in her life. She invited local festival organizers. The volunteers from the Peace Corps had a conversation with the participants in English. Even the mayor of the city gave a speech.

Nastia made sure that all the speeches had a common idea – it is possible to create something important here, it is not necessary to live in a big city and have a lot of money to achieve success.

Now, after the project has ended, Nastia is most excited about the fact that five participants have enjoyed the project so much that they have been taking an active part in the local organizations’ projects since then.

This is how Nastia evaluated the event from the organizer’s perspective.

‘I enjoyed this role. I was constantly communicating with people, I felt responsible for everything that was going on... I think the project was my whole life during the preparation for the event.’

Her friends from the School of Success also helped her with the preparations. The school students from Chernivtsi and Khmilnyk came to Bar to deliver a speech.

‘The participants of the School of Success are like a big family. Wherever you may go, you can be sure that there is someone from the School ready to talk to you and help, when needed. You can easily find support all around Ukraine,’ says Nastia.

Currently, Anastasiia Balaniuk is implementing new projects for young people in her hometown and setting new goals in learning: she studies English in order to take part in the FLEX program.

For those who are still in doubt, Nastia advises not to be afraid and keep on trying.

Hanna Hrechkina

mentor

Hanna Hrechkina, a 19-year-old student from Mariupol, believes that the event can be called successful when it leaves the attendees' heads spinning and eyes sparkling in the end. She would love to hold such events herself, so she decided to study Event Management.

She already has extensive experience in social activity: from volunteering during the UEFA Champions League to participation in an educational project in Georgia addressing the issues of protecting the human rights of women and LGBT communities.

That's why Hanna decided to be a mentor for the School of Success – to create a spirit of community engagement and unite people around a certain aim.

Hanna filled out an application for mentors, but wasn't sure that she would pass – lots of other highly motivated boys and girls must have applied, too. However, a phone call inviting her for an interview definitely gave her courage. Then a mindset training followed, where they studied different situations that might occur in the course of the School. Hanna passed this stage and the next one – project management training.

She was happy and anxious at the same time, because she knew that the critical situations she was being prepared for could happen anytime.

She was worrying because she was responsible not only for herself, but for her team as well.

The first day turned out to be really tense. Hanna thought that the girls on the team were not ready to express their thoughts freely, so it would be no small task to get through to them. However, the day after the tension began to fade and Hanna became friends with the participants before she knew it.

'I felt like the teammates were my family. We didn't consider ourselves as mentors to be superior to others. Although we were older, we had a shared goal: to improve ourselves and our country,' says Hanna.

It was that spirit of fellowship that Hanna remembered most about the project. She pointed out how free and confident are the girls who participated in the School of Success.

'A lot of girls impressed me with their courage and proactivity. They are not afraid to apply for international exchange programs and implement projects within public organizations. They grasp every opportunity that the world offers them. Such girls will no longer accept any gender stereotypes,' adds Hanna.

In the future, she's planning to graduate from the university, work in the field of human rights protection and continue doing cultural studies. Moreover, Hanna is looking forward to working with the participants of the School of Success again when they grow up – together they will be able to do even more for society.





Mentor of the School of Success on how you can learn through teaching others

Mykola Kravchenko

mentor

Mykola Kravchenko came from Askania-Nova, a small settlement in Kherson region. When he was a little boy, he imagined himself strolling along Times Square one day. Little did he know then that the reality would exceed all his expectations – and he would even live at the famous square.

It took more than ten years to achieve that dream. Now, Mykola is a student with a vast experience of involvement in the public and social activities. Previously, he participated in numerous student exchange programs (among which was the one he had been dreaming of for so long – in New York) and this summer Mykola decided to try another role and became a mentor for teenagers participating in the School of Success project.

Since childhood, Mykola has been interested in nature – at the age of 14, he became a guide at a local nature reserve. That's why he also chose such a major at a university that would allow him to discover the world – International Economics. From the beginning of his studies, Mykola became an active participant of student exchanges.

He was extremely happy to get a chance to travel to the USA for three months as part of a social entrepreneurship program. Currently, he continues to study for his degree at Kyiv School of Economics. Besides, Mykola became engaged in social activity. During training for active youth in Poland Mykola met Volodymyr Andriievych, a

project manager of the School of Success. Volodymyr was the one who encouraged Mykola to become a mentor for the School.

Mykola found out that he could relate to the project's values: in particular, the concept of fighting for your dream and aspiring to improve yourself and your country.

So when the registration for mentors was open, Mykola applied at once. Then he passed the interview with a psychologist and a training for future mentors, where they learned how to deal with different issues that may occur during their participation in the project.

At the School of Success, he met school students who already knew what they wanted from life.

'They all had one thing in common: they had a goal. I was glad to share a part of me with them, and they, in return, reinforced the idea in my mind that you must not abandon your ambitions,' says Mykola.

Mykola's current aim is to represent Ukraine at international level. Actually, he has already done it, because he told his peers in Europe and the USA a lot about his native country.

Being a mentor at the School of Success makes him feel really happy and proud. Thousands of young people throughout Ukraine will learn about the power of dreams owing to the local Schools of Success. They will already be one step closer to their own Times Square.

Liudmyla Osachuk

participant's mother

Four years ago, Liudmyla's eldest son, a law student at that time, took part in the project of the Klitschko Foundation – Creating Europe Together. He was so impressed by working in a team, meeting new people, travelling to Kyiv and Berlin that his Mom has started following the Foundation on the social media since then to keep up with the news. One day, Liudmyla told her younger son Yurii about the Foundation's projects and suggested that he apply for one of them. Yurii had a look and chose the School of Success because of the interesting format, so he started filling out an application.

Yurii's Mom recalls how nervous he was when submitting the application, even though he knew his way around gadgets like most of teenagers today. Posting a video on social media just for friends is one thing, and taking part in a competition, where your submission is reviewed by a judging panel, is another.

'When Yurii was editing the video, I noticed that he was more ambitious than usual – the desire to get through motivated him to do his best, be better than others,' recalls Liudmyla.

Having finally qualified for the School of Success, Yurii headed to Kyiv. Although Liudmyla expected the project syllabus to be intensive and loaded with various activities, but she could not imagine the actual scope of it: the participants had something to do or to think about all the time.

'As a Mom, I'm happy that my son managed to take part in such a project. At first I did worry a lot: there were 50 young men among the

participants, and all of them were unique personalities with their own characteristics and ambitions. However, the project managers knew how to bring them together in order to achieve the common goal. As a result of the project, Yurii knows how to provide first aid, knows the basics of emotional intelligence and time management,' says Liudmyla.

She tried to be close to Yurii even at a distance, so she watched the same lectures of guest speakers online. She admits, though, that she herself would not dare to talk frankly with her son about some of the lectures' topics: for example, about sexual education for school children.

When Yurii came back home, Liudmyla realized that the project fulfilled its mission: her son did change for the better. He used to always be late, but not anymore. He started to read more books, became eager to learn something new. He also developed another attitude to the tasks assigned to him, started using notes.

'I guess the most important change was that the School of Success made Yurii believe that if you set a certain goal, you'll definitely achieve it. It taught him to make small, but confident steps towards the dream.'

As soon as Yurii came back from the School, he already had some ideas on holding a local School of Success: as to the format of the event, guest speakers, possible sponsors, etc. The parents offered him help, but Yurii insisted that he should do it on his own. He only accepted help from his two teammates from the School of Success who also lived in Chernivtsi and agreed to volunteer.

In the end, everything went so well that after the event Yurii received many thanks from lots of locals who met him somewhere in the city. They asked him to organize such events in the future.

For sure, Liudmyla was delighted that the event was such a success:

'When we saw how our son changed, we would like other parents to feel something like this, too. We would like our children to find out what they want from life through lectures, communication and other useful activities,' says Yurii's Mom. The project also taught their whole family the importance of self-analysis: the project participants discussed and shared the thoughts and impressions with each other at the end of each day. Yurii does the same at home with his parents now.

'As a mother, I try to teach my son to be self-reliant above all,' says Liudmyla. 'It would always help him regardless of whether he will move to USA or stay in Ukraine. I support all his plans and decisions. I never tell him that it is impossible to fulfill some of his dreams. But at the same time I want him to remember that, as he learned at the School of Success, no dream can be achieved without hard work.'

How Liudmyla Osachuk teaches her son to rely not only on his dreams, but on hard work needed to achieve them



Oleksii Havryshchuk

participant's father

Katia Havryshchuk, a schoolgirl from Kyiv, is used to taking brave and independent decisions. So it was no surprise that her parents got to know about her intent to participate in the School of Success only after she had passed the first round of selection. Her father, Oleksii Havryshchuk, says he's not surprised by his daughter's decision:

'I've noticed that in other families the parents nudge their children towards certain steps, register them for all possible clubs and hobby groups, encourage them to be active. But in our family it's totally different: Katia always decides herself what she wants to do. When she wanted to try dancing, she chose the dance that she liked; when she decided to learn Spanish or a programming language, she found the schools and courses herself. We did not tell her what to do in her life and always let her find her own way and try something new.

At first, Katia's parents imagined the School of Success as a usual summer camp. However, the parents' meeting before the start of the project showed them it was not only for fun.

As Oleksii recalls, when he learned that afterwards the participants would have to organize the local School of Success, he didn't take it seriously and doubted the 14-year-old children would be able to do this without any help from adults.

However, when he heard his daughter's first impressions from taking part in the project, he thought that he was probably wrong to doubt their abilities.

'Learning, training, excursions, meeting new people, discussions with those who have already achieved something in life... Katia sounded incredibly excited over the phone,' says Oleksii.

Katia came back from the school a much more confident, enthusiastic, and determined person. New challenges were ahead – she had to organize a local School of Success from scratch. She didn't ask for parents' help and managed to cope with all tasks on her own. Her parents had respect for her efforts and thought that they should let her do it with her own resources. However, they still had some doubts.

This has not been without some difficulties, however. As Oleksii recalls, Katia wrote hundreds of letters and appeals to the mayor's office, district administration and local officials, etc., but still she could not find the venue for the event. However, she kept calm and stayed patient. She made appointments with officials, applied for and received necessary documents and negotiated with many people.

'I didn't even realize my child could do all this,' says Oleksii.

While arranging the event, Katia met a participant from last year's Schools of Success, now a student of Kyiv Polytechnic Institute. He gave her some advice, e.g., the contacts of people who might be able to help. That's how she finally found the venue for the Schools of Success – provided by the youth branch of the UNICEF fund.

It was time to get the work done. Katia created Facebook and Instagram pages of her project, started posting updates, drew up an application form, organized a team of volunteers and distrib-

uted the responsibilities among them. However, it was she who was supposed to do the bulk of the work.

The tagline she chose for her local School was: 'Let your idea change the world'. She expected the participants to have certain draft ideas and the guest speakers would give some useful tips and possible ways to achieve them.

Oleksii also attended the lectures of the School of Success organized by his daughter. He is still under the impression after that:

'I really liked the idea to organize such projects at the local level. I think that's how it is supposed to be: if you received some knowledge and thereby got inspired to change something, you would need to pass this inspiration on to others. What is more, our daughter invited such speakers to her project that they managed to get many people interested by their speeches, even adults.'

The father felt especially proud when the speakers of the project themselves commended his daughter's efforts in organizing such an event. Some of them were even astonished to find out that such a remarkable event with a great number of guest speakers and participants was organized mostly by one person.

All the credit for making this event happen goes to Katia and those people who gave her confidence, made her believe in herself and shared their knowledge. School of Success is a remarkable initiative, as it is rather difficult now to make teens put away their gadgets and engage in teamwork and communication. Thanks to this project, Katia amazingly grew up as much for just one summer as for a couple of years.



Oleksii Havryshchuk on the importance of teaching children to be independent for their success in future

3-day training for school students and teachers aimed to implement a waste sorting culture at their schools and communities. The participants of the program will hold a Zero Waste Day in their local communities in autumn. The project is supported by The Coca-Cola Foundation.

Project started 1 year ago
50 schools participated
1676 applications received

ZERO WASTE SCHOOL



Rostyslav Deskaliuk

project participant

If you want to sort your home's garbage, but don't know where to start, don't worry: soon your smartphone will be able to help. You'll just have to scan an item with your phone and you'll find out in which recycling bin you should put the garbage. Development of such a mobile app is already in progress. Rostyslav Deskaliuk, a ninth-grader at the college in Hlyboka, Chernivtsi region, intends to take part in its further development.

Along with three classmates, teachers, and the college principal, Rostyslav became a participant of the Zero Waste School this year. They filled out an application form all together and made a video showing how they sort waste at school and why they actually do it.

They did have a lot to show. There are recycling bins for separate types of garbage throughout the college. Students collect paper, plastic and batteries separately. Senior high school students give lessons for lower school students explaining to them how to dispose of waste in a responsible way, why the trash should not be burnt and how it can be recycled instead. This has been going on for three years so far.

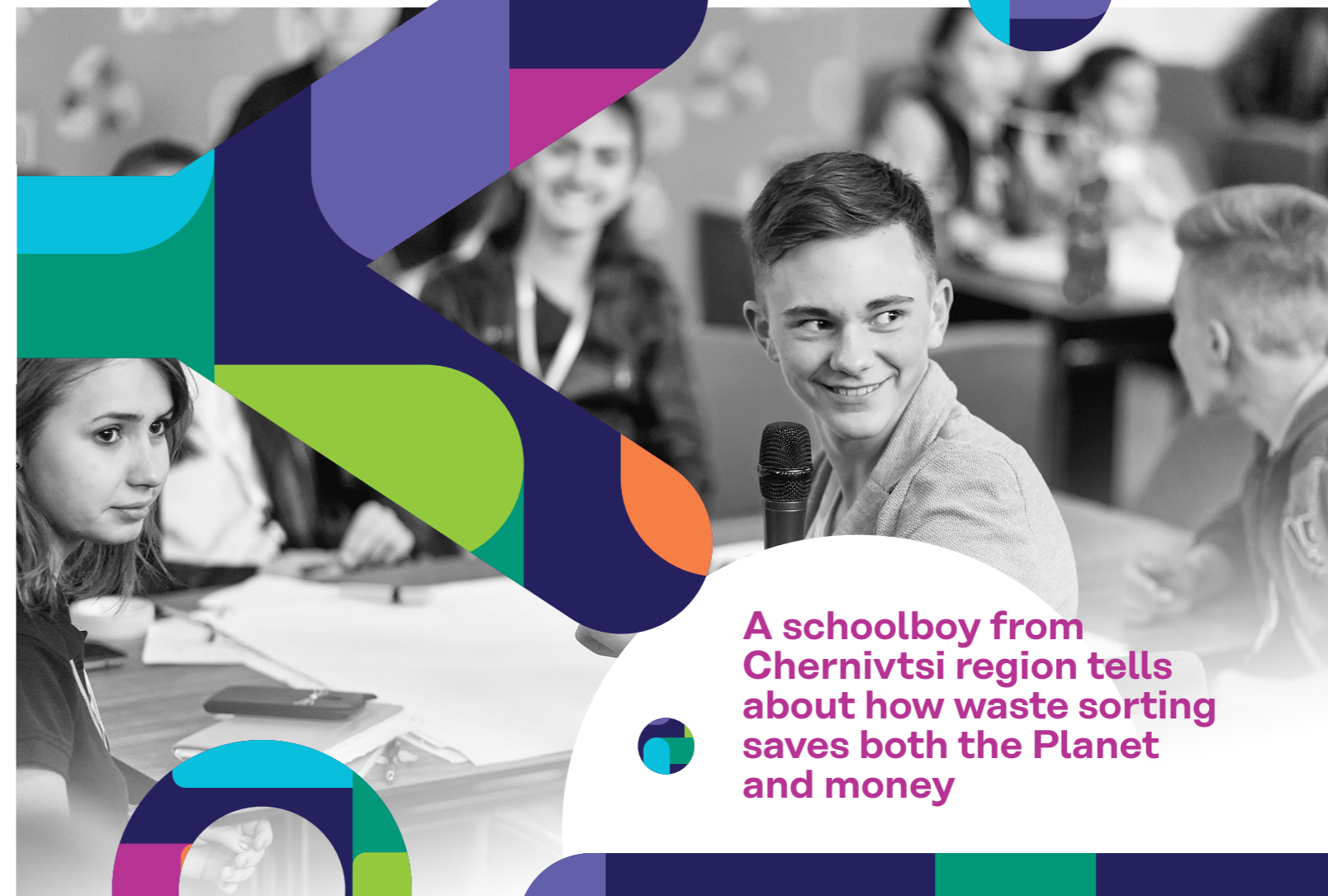
The project participants went to Kyiv for 3-days training. Then they shared the training insights in their hometown. The first day was for the training on waste sorting basics and the following day the locals went to the town's athletic field to clean it up.

Waste sorting became a trend for the whole town of Hlyboka. The streets became much cleaner owing to the Zero Waste School. The mayor's office also supported the initiative by paying for the participant's trip to Kyiv for the training and helping with the clean-up. The separate recycling containers for glass and paper appeared throughout the town.

Moreover, thanks to Rostyslav and his participation in the Zero Waste School, the college of Hlyboka received a plastic compression machine from the Klitschko Foundation, which will allow the students to collect more plastic and thus, recycle more.

Currently, Rostyslav is studying the ways of using the information technology to keep the environment clean. He liked the idea of a smartphone being able to define the type of garbage and is planning to develop something like this on his own. Meanwhile, he learns programming languages, goes shopping with an eco-friendly bag, and avoids plastic bags and bottles in supermarkets.

'The more people will recycle, the cleaner our Planet will be for future generations,' believes Rostyslav.



A schoolboy from Chernivtsi region tells about how waste sorting saves both the Planet and money



How Zero Waste School brought the community together and inspired a school to change

Tetiana Kovtun

teacher

Ukrainsk is a small town in the Donetsk region with a population of 10,000 people where, as in most small towns, nothing really changes for years. So when this March Tetiana Kovtun, a local music teacher, decided to create a school team to sort the garbage together, nobody actually believed that it was going to work out. Half a year later, everything has changed so much that now locals not only separate the garbage into different bins, but also clean up the city park on their own.

Tetiana learned about the Zero Waste School project from an official of the local authority. Tetiana got so excited about this opportunity that she immediately created a team, recorded and edited a video, and submitted the application.

The local biology teacher has developed an environmental program aimed at raising students' awareness of environmental issues. However, there were not many ways for it to be implemented – making the bird feeders was the most they could do. So Tetiana and her team indicated in their application that they would like to develop this program further and do even more in this field.

They attended the training in Kyiv as part of the Zero Waste School project and then shared their knowledge with locals back home. They held different training, did waste sorting exercises and watched movies together, etc. Tetiana was so glad that the children were so enthusiastic about

the trainings that there was no need to force them and now teachers organize such events on their own.

Having received a theoretical background, they got down to the so-called field work. At first they were planning to sort the garbage, but the place outside the town they chose for the clean-up turned out to be an illegal landfill. There were glass particles and syringes scattered all around the place. It was dangerous for the children to be there, but nobody wanted to give up. We decided to talk about the problem with the mayor.

The same day school students were tidying up in the park. A lot of people came there willing to help, and as they were cleaning up the mess, new people joined time and time again. A week later, the locals gathered again to finish the cleaning. One person agreed to put benches around the park.

School students asked the mayor to equip the school with recycling bins. Later, the recycling bins also appeared on the streets around the town. The school administration has concluded an agreement with companies that would collect the garbage.

Tetiana promises that this won't be the end and their community will participate in all possible environmental projects. How is she going to motivate the students to take part in it?

'It's simple,' says Tetiana. 'First of all, it should be interesting for them. At the same time, students should realize that what they do really matters.'

Philosophical 2-day workshop for teenagers aimed to develop their visionary and critical thinking skills. Organized in partnership with The Aspen Institute Kyiv within the Aspen Teens program.

Project started **1** year ago
40 school students took part
1222 applications received

REALMS OF THE FUTURE



How the project inspired a teenager from Kolomyia to start a philosophy club

Martyn Ksynin

project participant

Martyn Ksynin from Kolomyia applied for the Realms of the Future project two hours before the deadline. The reason was not procrastination, laziness or fear, he just got to know about this opportunity at the last minute.

It took him only half an hour to create a YouTube channel, make a video and submit the application. And he forgot about it right away.

Martyn had a lot to worry about. It was his graduation year, so he had to study hard for exams and take additional classes to enter a university – he was dreaming about becoming a surgeon. A philosophy workshop would be helpful, but it just wasn't a top priority – at that moment.

'Suddenly, almost a month later, I saw my name on the list,' says Martyn. 'To tell the truth, I was surprised.'

He received a mail with texts to read to prepare for the workshop. Those were philosophic works (Martyn enjoyed the works by Descartes most). During the workshop, it not feel like a lesson at school, but rather a friendly conversation where everyone had a chance to speak out. The teens discussed abstract topics with their peers – trust, for example.

Martyn shared his experience from the workshop: 'I realized that trust can actually be found among us and it plays a rather significant role. Although some might say that people in Ukraine don't trust each other, it's not quite true – for example, we always ask somebody on the bus to give the money to the driver and you can be sure to get the change back. Foreigners are often surprised by this: it is not typical for their countries. Thus, we can say that we actually trust each other to some extent.'

Having enjoyed countless discussions, Martyn got back to Kolomyia and decided to hold a similar workshop in his hometown: with background preparation and discussions instead of lectures.

'I do miss those days in Pushcha-Vodytsia a little bit,' he says. 'We don't talk about things such as trust, thinking or self-knowledge at school. There are no such subjects and others are rather old-fashioned where the teacher tells you some information and you just write it down. We don't usually bring up such subjects at home either and I surely don't talk about it with mates. I don't remember ever discussing philosophical issues like trust with friends.'

We sincerely hope that this experience will not be the first and the last for Martyn, but just the first.

Karyna Karpishyna

project participant

The first time Karyna Karpishyna opened an application form for participation in Realms of the Future, a philosophy workshop, she was surprised to see such questions. Usually, teenagers are not asked either at school or among friends what historical era they would like to live in or what historical event they would like to see. No teacher ever asked her to describe a controversial figure. That is why such unusual questions were daunting and challenging at the same time. After hesitating for a while, tenth grader Karyna did submit the application. She thought she had nothing to lose anyway. Instead, she won – and got to take part in the project.

‘Then we created a chat in a messenger. Usually I don’t have conversations in chats where there are a lot of people I don’t know or I have met for only a short time and that’s it,’ says Karyna. ‘However, this time it was different – it became clear to me that these teens are not like the most of my schoolmates back in Kryvyi Rih. They were able to think outside the box.’

This made her worry a little less about both new experience and her second ever trip to Kyiv.

Karyna was the first of all 20 participants to arrive to the capital. Upon her arrival, she saw a representative of the Klitschko Foundation holding a large red banner. That was where the adventures really started. The security guard of the railway station demanded to hide the banner claiming that the area where the banner was placed must have been rented first. Therefore, they were forced to write the welcome signs for arriving participants on the reverse side of the

documents intended for the workshop.

People arrived one by one. At first, Karyna just stood with the people she just met, but they soon got bored, so they began to play games: to make a certain move, to answer a question.

‘Every time someone new arrived, we all welcomed them and invited to the game,’ recalls Karyna. ‘So we became close like a family in just a couple of the very first hours’.

It turned out that many participants have already met each other through the projects of the Klitschko Foundation or others, or otherwise. Many of them did research as part of the Minor Academy of Sciences of Ukraine. At this point, Karyna realized they actually had a lot in common.

When asked about her research subject, Karyna paused to think for a moment – she had to translate the subject from English. The thing was, she had been studying at the school in the USA as part of the FLEX exchange program, so English became the primary language for her. The aim of her research was to study phrasemes in the novel by F. Scott Fitzgerald ‘The Great Gatsby’.

The first one was about the essence of life. During this session the teenagers learned about the philosophy of René Descartes who questioned whether he really existed, whether he was doing something right, what the reason for living was, etc. They also talked about love. The third topic was about society and about how a person lives in it.

‘I can totally relate to this at the moment,’ says Karyna. ‘Since I have lived in one and the same environment for 16 years, was a typical teenager

How a philosophy workshop boosted her self-confidence



and had nothing to compare my life with. Now it's my fourth month in the USA and, in general, I do not have any friends yet. The reason is that society is different here, people communicate in a different way and the concept of friendship is not the same as in Ukraine.'

The issues discussed at the workshop influenced her life both in general and in specific situations. For example, now she often makes a summary of each day: she recalls what she has done during the day, whether it was necessary to do certain things, what she has said to whom and how she should answer next time.

'It motivates me to improve myself,' she explains. 'Nowadays, we have so many different technologies and tools to help us. As modern teenagers say, you can 'google it' and get to know the answer. However, it will not help you understand yourself as a personality. You can get answers about something or someone, but not about yourself. This requires self-analysis.'

As to the practical work, Karyna enjoyed the workshop format itself – open dialogue. That is, when you had to address not a certain person, but an idea expressed. Nobody makes personal remarks. This helps to avoid conflicts and to get to the core.

'When I returned home, I suggested this format to teachers at school. When the situation got somewhat aggravated and close to the conflict, I reminded everyone that they should address their reply to the idea, not a person who expressed it,' says Karyna. 'It helps in personal situations as well. One of my friends learned this and now he is able to solve conflicts without a fight, which is definitely a positive trend.'

The workshop boosted Karyna's confidence greatly. Before that she couldn't even hope that she would qualify for the FLEX program and study in the USA. But she did it. What is more, Harvard University invited her to a medical conference as a recognition of excellence. Unfortunately, she is unlikely to make it to the conference, as it is rather expensive to get to Harvard; moreover, the conference takes place on the same dates as the external independent testing in the Ukrainian language.

'I was invited for academic excellence and interest in medical science,' says Karyna. 'Maybe it's because I told at school that I would like to be a psychologist. It's true, I've been dreaming about this for a long time. This profession allows you not only to understand yourself better, but help other people as well.'

Even though she had a lot of doubts before the workshop – concerning her choice to study psychology and her future in general – now she is apparently less nervous. Mostly because she knows for sure and can explain to others why she really needs it. 'As soon as we arrived to the workshop venue in Pushcha-Vodytsia, the workshop started. The event organizers told us that was the first workshop, they planned a lot of activities and would like to make them all happen..' says Karyna. In general, the discussions were divided into three topics.





Jugend debattiert is an international debate competition held in German on such topics as school life, human rights, history and Europe. It teaches students to convincingly present their point of view and support it with arguments.

6 years of the project in Ukraine supported by the Foundation
25 Ukrainian schools take part every year
12 participating countries

JUGEND DEBATTIERT

Yarema-Luka Yeleiko

winner of the competition

Yarema-Luka Yeleiko, a schoolboy from Lviv, won a 'conversation battle' against 23 boys and girls from different countries – that is, he took the first place in the final of the youth debates held in Bratislava this September. The participants discussed a variety of topics: from the ban on plastic to the government's influence on mass media. The judges found Yarema's arguments regarding each of those issues to be the most convincing.

Yarema, a student of the specialized college No. 28 in Lviv, got to know about the competition from his German teacher – Mariana Vysochan. Determined to take part in it, he focused on the research of topics and practicing his speaking skills. Participants need to have a profound knowledge of the subject, because they do not know until the start of the debates whether they will be arguing for or against.

However, it is not enough to just have ready-made arguments to win the debates – you have to express them in a convincing manner and prove yourself in front of the audience. Therefore, when getting ready for debates, you have to pay extra attention to the structure of your speech, emphasis and gestures.

Before the debates, Yarema had only some experience of speaking in front of an audience at his school.

'Being nervous when performing at the school concerts is nothing like the stress you experience during the debates. I was terribly nervous

at first, but I found a way to deal with it little by little. What is more, stress can be even helpful: you can transform it into determination,' he says.

Step by step, Yarema went through all stages of the competition held in Ukraine with the local support of the Klitschko Foundation. After Yarema became the best debater among his schoolmates, he went further to take part in the city-wide competition. He won again and qualified for the next stage of the debates on a regional level, where he became one of the eight finalists who went to Berlin for a week. Participants, along with mentors, improved their skills to debate there to get ready for the semi-final in Ukraine. In the end, Yarema was among the best four students who participated in the all-Ukrainian finals. The best two participants were supposed to represent Ukraine in the international final. One of them was Yarema.

He competed against the representatives of twelve countries – two participants from each. After every round, the participants dropped out one by one until there were four finalists left and again, Yarema managed to beat all of them.

For him, the debates became not only an opportunity to demonstrate his speaking skills, but also to meet many people and visit new countries. That's how the German language and the art of debate allowed Yarema-Luka Yeleiko to broaden his horizons.

'Debates promote democracy by teaching us to listen to other people's opinion and take it into consideration,' thinks Yarema.



The winner of the international debate competition in German on why democracy is impossible without the exchanging arguments

**3-month program aimed for the career advice
for students of 2-4 year of study.**

8 rounds of internship completed
146 students participated
2144 applications from candidates

INTERNSHIP



On achievable goals
and experience worth
100,000 Euro



Alina Oleksiuk

intern

In fact, Alina Oleksiuk was doing great even before the internship in the Klitschko Foundation. She was an undergraduate class student at Taras Shevchenko National University of Kyiv (she was doing a degree in Translation Studies majoring in German), she had some experience of studying in Germany, planned to start learning Spanish in addition to already mastering English, German, Polish and Turkish... But still, the internship changed her in some way.

'The internship promo featured so many activities I've always been eager to try,' says Alina. 'For example, fundraising, teamwork and above all, project management.'

'Each intern was assigned to a certain employee of the Foundation. I got to work with the director, and her name was also Alina,' the girl says. The tasks varied from searching for information on the Internet to filling in grant applications.

'I had classes in the evening, so during the internship I usually spent the mornings in the Foundation's office,' says Alina. 'We had to work a certain fixed number of hours in the office according to the contract, but I often stayed for more hours there: for me, it was better than staying in the dorm.'

One of the tasks during the internship was to get at least three real invitations for job interviews. Before that, the interns attended several training sessions organized by the Foundation to learn some useful tips for job interviews. For example, how to present yourself to a future employer – how to introduce yourself, what to do with your hands and what tone of voice to use. And of course, how to write a good CV. You won't learn it at university.

The most interesting tasks for Alina were those that sometimes seemed impossible. However, they taught her to set ambitious goals and to understand that it would not be that difficult to achieve them.

'I remember the director giving me a huge task – to write a grant application to the UEFA Foundation. First I got terribly worried, as it actually depended on me whether such a large organization would provide the Foundation with a grant or not,' says Alina. 'But then I pulled myself together and wrote it, it was corrected a bit and then sent off. A few days later I got a mail from the Foundation telling me that our application won. The UEFA Foundation will provide EUR 100,000 to the Klitschko Foundation for the implementation of a project.'



Oleksandr Hatilov

intern

While talking to Oleksandr Hatilov on the phone, we could hear a woman's voice singing opera – live from the square near the Sagrada Família Cathedral in Barcelona. Oleksandr was just traveling across Europe visiting Paris, Barcelona, Milan, etc. He had a specific purpose – to explore local architecture in order to become the expert in his profession.

'I've been into architecture since grade 8,' says Oleksandr. 'I came to visit my Mom at work and tried to draw a teapot there. I enjoyed it, so I started attending art classes, where the teacher also told me about architecture... That's how it all began.'

Currently, Oleksandr is studying at the Kyiv National University of Construction and Architecture. So it was no surprise that the main reason why he got interested in the internship at the Klitschko Foundation. It was an opportunity to work with the visual presentation of information, and in particular – graphic design. However, it turned out that this, eventually, was not the main experience that Oleksandr received after three months of internship in the Foundation.

'One of the stages of selection for internship included a training on teamwork and leadership,' says Oleksandr. 'Alina, the Foundation's director, gave us a task to write down how many times we could hop on one foot per minute if it was necessary for fulfillment of our dream. I wrote '80', but I didn't believe I could do it. Then we tested it in practice, and I was hopping so enthusiastically that I still remember that sound from stomping my feet. It turned out that I exceeded my

estimation fourfold. This example, even though it seems rather insignificant, actually made me re-think my beliefs: I realized that I had much more opportunities for changing both my life and the lives of people around. I just did not believe in it.'

When the internship started, new experiences and discoveries followed. Oleksandr's first task was related to communication, not graphic design. He had to write short stories about the employees of the Foundation for its new website, and for this purpose, he had to talk with each of them first.

'This task was the most difficult for me,' says Oleksandr. 'I used to be quite shy and reserved when it came to talking to people. It always took some time for me to start a conversation with a person, to establish a trust relationship. But to fulfill that task, I had to talk to everyone, even those people I didn't know, from the director to newcomers and ask them questions. I was extremely nervous and anxious, but I had to cope with it anyway. I did it.'

As Oleksandr says, now he is much more sociable than before the internship. It's a piece of cake for him now to ask a stranger, for example, to show him the way in Barcelona, or just talk to a stranger. Another change he experienced after the internship was the comprehension of the variety of opportunities open to him. Before 2018, he had no experience of internship or volunteering; and as of now, he has already worked with UEFA, American House, etc. He realizes that such experience paves the way for new skills, networks and opportunities. Most importantly for him – he does not worry anymore.

'My internship in the Foundation also made an impact on my studies. I started planning my

time more effectively, preparing schedules,' says Oleksandr. 'That's because during the internship we had to make our own schedule and follow it through the day. Without these time management skills, I guess I'd get confused now in Europe, but everything is fine.'

However, Oleksandr will stay in the EU after the end of his trip: he's an Erasmus+ student now, studying architecture in the city of Iași, in the North-East of Romania. It is home to the largest university in Romania, the buildings of which are deemed to be one of the most beautiful architectural complexes in Romania.

'I'm thinking of continuing my studies right now. I doubt, though, that I will do it in Ukraine: frankly speaking, there are better architecture degree programs and opportunities to gain knowledge abroad,' says Oleksandr about his future plans. However, he plans to apply his knowledge in Ukraine: in particular, in his hometown, Luhansk, that he left with his family in 2014.

Oleksandr knows for sure that better days for his native region are yet to come and it will definitely need the people to restore it. That is where his knowledge will be useful.



How Klitschko Foundation helped a future architect

The project where the representatives of the Z generation solve real business cases using design-thinking.

Read all the materials online on [Platfor.ma](#).

The project started 1 year ago

12 students participated

4 companies were provided with solutions

Z-INTERNS

Olena Zubova

participant

Olena has wanted to be a journalist since she was 7. She has also realized back then that dreaming alone is not enough. It was when she got her first experience of working in TV – she was involved in the production of children’s programs on a local channel in her hometown of Kryvyi Rih.

When she began studying at the Kyiv National Linguistic University, she felt she was missing the creative environment of the TV production. So after the summer exams she started looking for additional opportunities – and one day she came across an ad about the internship in Klitschko Foundation in the Telegram channel of her university. She applied right away and became one of those given the opportunity to work in the communications department of the Foundation.

Along with other interns, Olena was in charge of the Foundation’s website – in particular, she did interviews with the participants of the Foundation’s projects.

‘For ten years of doing gymnastics, I got used to doing everything on my own and I knew well what it meant to fight for myself. Therefore, when I was told that during the internship there would be five of us on the team, I was somewhat shocked. I could not even imagine back then that we would make such a good team. I learned to consider the opinions of others instead of objecting to it, to refine the ideas and to come to a consensus,’ says Olena.

During the internship she got to know about another joint project of the Foundation and Platforma online media – Z-interns. People of the

Generation Z were invited to work on the cases of Ukrainian companies. First, Olena hesitated a little bit, but finally submitted an application the day before deadline.

After that, she had to attend training on design thinking. All interns were divided into two teams, and Olena became a part of one of the teams made up of six people. They went for a briefing to Isida, a clinic for women in Kyiv, where they received a task – to think of ways to make the clinic more popular among the Gen Z women.

The team got down to work: they interviewed the target audience – Gen Z women, their parents, doctors and other employees of the clinic. Then they analyzed the respondents’ answers, identified problems and thought how to solve them. For example, the interviews revealed that girls feel awkward about the need to go to a gynecologist – they believe that taking care of women’s health is something embarrassing.

In the end, the clinic liked the team’s ideas and suggestions so much that they even decided to implement some of them. The ideas were so fresh yet obvious and reasonable, that some employees wondered how they couldn’t think of such solutions before.

Olena shared some thoughts on that issue: ‘Generation Z means boys and girls who have strong analytical skills and look at things in a different way. Perhaps this is because our life today cannot be imagined without the Internet. When you’re looking for an answer to some question or preparing for a task, something trivial from the first page of Google search won’t do anymore. You have to think of something extraordinary, that would impress your classmates and teachers.

That’s how Olena got another teamwork experience.

‘I have never seen people working so closely together in a team before. I discovered that you could achieve much more than you could think with the support of the entire team. First I thought it would take us a long time to finish because everyone had to express his opinion, but I was wrong – vice versa, each idea was complementing the previous one, and thus, helped us to have a comprehensive view of a problem and to find the best solution’, says Olena.

How Olena Zubova learns to be a leader and a team player at the same time



Z-intern
on why life
is not complete
without
a goal



Artem Linchevskiy

participant

When 19-year-old Artem Linchevskiy was an intern in the project management department of the Klitschko Foundation, he learned about the Foundation's upcoming Z-interns project. As he recalled, he did not have a clue about design thinking at that time, which was the essence of the internship, but was eager to take part in the project due to his interest in business and creative projects.

There was a question in the application form for the project: 'What is your superpower?' Artem answered that he was attentive to details in everything; was able to generate ideas, to think outside of the box, to find innovative and creative solutions.

So he became a Z-intern and got into one of two teams working on business cases of Ukrainian companies. The interns were supposed to suggest their ideas on how to solve specific challenges faced by the businesses.

As soon as Artem entered the office, it became clear to him that he was in his element. He made friends with his teammates right away and working together on the tasks made them even closer. One of the challenges they had to deal with was as follows: 'What should Planeta Kino (Ukrainian movie theater chain) do to make moviegoers spend more time in the movie theater?' The team divided the scope of activities into six stages, during which they collected and processed the data.

'We did interviews with the moviegoers, asked them about their habits, how much money they

spend at the cinema and what they usually buy, what they do before and after the movie. Then we analyzed the interviews and brainstormed our ideas together. We divided all suggestions into groups and voted for the best ones. The best three ideas out of 119 initial ones we presented to the management of the movie theater,' says Artem.

It seems that the team coped with all tasks successfully – the management of the movie theater is going to start implementing Z-interns' ideas in the end of January 2019.

Artem could not think of any other result of his team's efforts:

'I believe we have gone the extra mile with that task. The synergy of all members of our team allowed us to achieve positive results. A team is a key concept in business or any other project. As a person who feels comfortable working in the group of people, I am convinced that you can achieve much more in a team than alone.'

This was exactly the case for their team.

'There were no disagreements among us, because we discussed each idea in exquisite detail. Moreover, we agreed on certain common rules, e.g., not to deny someone's idea without reasonable arguments, but improve it instead, suggest some corrections, or at least provide reasons why this idea is no good. All that we achieved was thanks to the effort and patience invested in the project by all of us,' says Artem.

There is one more significant outcome of the internship for Artem: he came up with an important idea that he'd like to devote his life to in future. He is not ready to go into details yet,

because he believes that actions speak louder than words:

'Design thinking is a great way to meet various challenges. It opens up a world of opportunities for everyone who uses it and it seems I have already found one for myself.'

During the project Artem Linchevskyi proved what he had mentioned in the application – that his superpower is the ability to think different and generate creative ideas. The companies that cooperated with interns highly appreciated these skills of Gen Z people – they thanked interns for developing innovative and creative solutions to improve the workflow of well-established companies.

After the internship, Artem realized what he would like to do further in life and he has already prepared an action plan for himself. Now he has a habit to revise his goals every three to six months, set new ones and report about the progress.

'I try to plan my life, because without proper planning it seems futile. What's the point of living if you do not know your purpose, your aim in life,' says Artem.

Now, Artem is a third-year student of the Kyiv National University of Trade and Economics, and he also has some work experience already. He had a business with his friends – a small firm providing photo and video services, and also had an online clothing shop. He tried being a salaried employee as well, but realized that he would not want to work like this for his entire life. Still, he admitted that such a job was useful to gain experience.

'My own future business I have in mind would be my passion and be beneficial to society. I think these are the essential preconditions of any project,' says Artem. 'And the knowledge that the internship gave me will definitely help me accomplish my dream.'





FEEDBACK FROM COMPANIES



Vira Shcherbakova

PR-manager, Planeta Kino movie theater chain

It is true that we cannot just create our own photo point based on a popular movie out of the blue, without the previous agreement with the filmmakers from Hollywood. For instance, at the moment we are arranging an event for the upcoming Fantastic Beasts and Where to Find Them, and we have to obtain approvals concerning every picture. Therefore, I would not say it is impossible to implement any ideas that require using the movies' visual identity, but it is very difficult indeed.

As for me, I found your ideas very fresh and unusual. I liked the idea about a coworking space – that is something we can do, we can partially rearrange the cinema area, add more sockets and light. The idea of a special kids pack in the Cinema Market is also great – we can put some healthy snacks in there and add a licensed toy.

There was also a really good insight related to the fact that some people would like to stay after the movie and discuss it with friends, other movie-goers and movie experts. I think we can arrange such places for it. The idea to give bonuses to early birds also looks fine, I think this thing can really work out.

It is great that the interns tried to really understand the problem and performed comprehensive preliminary analysis. It was also interesting to know the results of the interviews with movie-goers. We do collect feedback on a regular basis as well, but when it is performed by a third party, the results are more valuable and true-to-life.

Nataliia Kutuzova

Chief Operations Officer, COMFY

'You only had two weeks to analyze and understand the company's business processes and I must say I'm absolutely amazed how you managed to do it so quickly and thoroughly. I would like to point out that it was Black Friday, which is always a very busy and tough time. But you managed to cope with it, too.

I can't remember the last time I felt so excited when I realized that our complex business processes, established long time ago and modified over the years, were grasped by the team within such a short space of time, and they came up with really innovative ideas.

Surely, I do agree that all ideas should stand the test of time. We usually select the most feasible ones and implement them as a pilot project in certain locations. For example, it is easy to create stickers for messengers, and this idea can be tested quickly. But installing a conveyor belt in the shopping mall requires much more resources. We should do more careful research on this issue to find out how feasible and practicable it is.'

Nataliia Tulinova

Deputy Chief Executive Officer, Isida clinic

'Our future depends on the younger generation and it's not just words. This is my vision, because I have children myself, and tomorrow they can change the world and change the businesses.

Some of the ideas suggested by the team seemed to be so obvious – we also thought about something like those, but in a different way, and did not implement them for one reason or another. Since I'm a mother of two daughters, the third idea – 'Mother to Daughter' – appealed to me the most, for sure, although the other ideas were great, too. We will definitely provide feedback when some of your ideas are implemented, for you to see that your efforts, your intelligence, your work, which was made, turned into a real product. I would like to add that we would gladly invite some of the team members to work at our clinic, where they could implement their ideas.'

Anton Taran

Co-founder, Eclair Atelier

'I liked the team's approach to the problem – it was clear that they took the case seriously and spent a lot of time working on the solutions. They interviewed our clients, studied the website and the main competitors. In the end, the team came up with unique, customized ideas on how to improve our business. Many ideas coincided with what we had previously planned or even tried to implement. For example, we had already discussed the idea of gamification – so I think we really need to get back to it. That is, the interns assured us that we were on the right track and inspired us to try something new. I also liked their advice to change the positioning and focus on corporate orders, and accordingly change the site navigation and approach to customer feedback. I hope that in the next few months we will be able to implement the best ideas of the interns' team.'





Competition among general-education schools for arranging a sports ground. The project unites local communities and promotes an active and healthy lifestyle.

The project started **13** years ago
201 sports grounds arranged in schools
22 883 application received

**CALL YOUR
FRIENDS –
LET'S PLAY
TOGETHER!**

Heorhii Ostafii

local enthusiast



Novodnistrovsk, a city near the Dniester Hydro-electric Station, is only four years older than one of its most active citizens – Heorhii Ostafii. The former is 43 years old, and the latter is 39. Novodnistrovsk strives to become a regional center for sports and tourism. Heorhii helps by attracting the investments and grants to his hometown, one from the Klitschko Foundation as well.

This spring Heorhii temporarily acted as an SMM specialist apart from his usual duties as an official of the mayor's administration. 'Great news – we have already received 200 applications!' he wrote on social media. 'If we keep going on like this, in three days we will reach a number of 600 registrations.' In such a way he collected referral points in the competition for a school sports ground held by the Klitschko Foundation. For this purpose, he brought together the students of all Novodnistrovsk schools and hobby groups as well as their parents. More than four hundred locals joined the initiative and this was enough to win the competition. A fantastic sports ground at the premises of the local school No. 1 has been welcoming anybody who wants to exercise and play active games for half a year already.

Heorhii is 39 years old and Novodnistrovsk is his hometown. He came back there after studies at a university in Kyiv and has been working at the mayor's office in charge of attracting grants for 6 years so far. The projects and opportunities provided by the Klitschko Foundation attracted his attention quite a long time ago.

'Currently, there are lots of grant programs available, but only a few of them give clear

and reasonable feedback,' he explains. 'And Klitschko Foundation always does. You can always call them and consult a project manager, whenever necessary. Even if you don't win once, they'll explain why and give some advice what you should pay attention to next time. This makes it much easier to avoid mistakes in the future.'

For example, the school No. 1 has participated in the Foundation's competitions for years. Only the fourth attempt was successful.

Apart from the sports ground, the school also received other sporting equipment – for example, the balls for basketball. They came in handy, since the local team of Novodnistrovsk is in the middle of preparation for the city championship. Now they use the basketballs provided by the Foundation.

'The school used to lack basketballs. Once I wanted to practice a bit before the championship. In the evening, I went to the gym in one school, opened a store room and was shocked by the poor quality of the only two balls available there. They were almost deflated. Nothing to choose from,' recalls Heorhii.

What's his ultimate goal? To make Novodnistrovsk a local sports center again, so that people from nearby villages and settlements came to it to practice sport. Novodnistrovsk is situated at the equal distance from Chernivtsi, Khmelnytskyi, and Vinnytsia; the nearest large city, Kamianets-Podilskyi, is 92 kilometers away. The opportunities for engaging in various sports activities here in Novodnistrovsk would have a positive impact on the whole region.



How Heorhii Ostafii transforms a small town on the river Dniester into a sports hub and tourist capital

The competition among general-education and sports schools
for the new sports equipment.

The project started **5** years ago
238 schools received sports equipment
2504 applications received

SUCCESS PACKAGES



Svitlana Hryniv

teacher

Human health is the most precious treasure – that's what the teachers of the general-education school No.1 in Nadvirna, Ivano-Frankivsk region, believe in. In addition to educational opportunities, the teachers encourage students to practice football, basketball and table tennis. However, most students attend a volleyball class.

School volleyball teams of boys and girls have already made good progress and proved that the teachers' efforts were worth it. They are the winners of local, regional and national tournaments.

'We managed to achieve such results thanks to the efforts of the physical education teacher and the volleyball team coach Lesia Petrivna Yurynets. She teaches the students all she knows, shares experience and motivates them to overcome self-doubt and strive to achieve better results in sports each time they try,' says Svitlana Ivanivna.

Such victories of the school volleyball team motivated other students to join. The number of those willing to join increased, but there was a tremendous lack of sports equipment. That is why the teachers decided to take part in the Success Packages project.

They have filled out and submitted an application, then waited for a long time for the results. It was worth waiting – their school in Nadvirna is now the best in the entire Ivano-Frankivsk region, which makes its students very proud.

Svitlana Ivanivna shares her impressions:

'The project brought students, parents and teachers together united by the goal to win. Some of them did not believe that we would actually receive this Success Package, so they were rather skeptical. But after this victory, the children got more interested in the project and started asking teachers about participating in such projects again. From that moment on, they started to believe in themselves, in their abilities and powers. Now, with the modern sports equipment, we will definitely achieve further heights in sports.'



We have always been open to sharing our knowledge and expertise. In 2017, we modernized and rebuilt our office so that more students could become our interns and get their first real-life professional experience. Moreover, we invite newly-established non-governmental organizations to work together in our office.

The project started **1** year ago
2 non-governmental organizations participated
10 team members shared with the work space with us

KF-HUB



Anna Mazur

founder of the Happy Monday

Any project needs support at the start. First from your family and friends when you start it; then – from your team members, followers, partners and donors. When I started Happy Monday, I had a project plan and a team. When the number of employees increased to 5, it became inconvenient to work remotely, because the team required live communication. That was when the team felt the need for support

As Anna recalls, she wrote on Facebook that they were looking for a team to share an office with. A representative of the Fund commented that they would be glad to welcome us. So it was as simple as that – and we joined the team of the Klitschko Foundation at their office.

A comfortable work space is essential for productive work, as it is the first thing you see coming to the office every day. Anna believes that interaction and people at the office ready to help and share their experience are of great importance.

'We found it absolutely comfortable to work there from the very beginning thanks to the stunning office design and a friendly team of the Klitschko Foundation. I'd also say that we established a certain connection between our teams – we found it easy to talk with each

other and realized that we could help each other by sharing knowledge or useful contacts.'

'The only minor disagreement we had was the schedule. Each business has its own working hours according to their specific business needs so when you work in one space you need to seek compromise from time to time.

Anna thinks that if the organizations want to find a common ground and become closer, it is important for them to take part in educational activities together, because it brings people together. However, it could be helpful sometimes to just take a minute to discuss some hot issues with people to understand each other's way of thinking, aims and plans, etc. Since we have similar goals, i.e., to unleash young people's potential - we have found a lot in common in our work.

'I sincerely hope that in a couple of years Happy Monday will grow that much that we will need a bigger office space, where we, in our turn, will have an opportunity to invite other non-governmental organizations. When you've been given such credit of trust, it is natural that you will want to repay it and share this initiative with others.'

Working so closely together has a positive impact on both organizations, because it develops flexible thinking, provides networking opportunities and builds mutual trust.





Ivona Kostyna

founder of the Veterano Hub

When Ivona Kostyna and her team realized what they would like to do together, they found out that there are quite a few organizations doing the same thing: creating administrative platforms for events and projects. But she wanted to make it as simple as possible.

'We created our 'Hub' to be able to draw the public sector's attention to the need to support veterans. Our goal is to bring people from one area together under the same roof and provide them with an opportunity to work together,' she says.

When the Hub did not have its own premises, the team was looking for an office to work in. That was how they found the Klitschko Foundation and began to work beside each other. Owing to this, they got the opportunity to get to know more about both of them, cooperate on some projects and even create their own internal environment.

Veterano Hub team has only warm memories about those days:

'That was awesome. Currently, we are constantly growing, creating new major projects, implementing ideas and involving event managers to cooperate with us.'

They have moved to the 20th floor of the Kyiv TV

center – now they have a cozy open place where you can work with a laptop or read a book. The main project based at the Veterano Hub is 'Po-bratymy' ('Blood Brothers') aimed at facilitating the adaptation of veterans to bring them back to normal life.

The Hub welcomes all veterans and their families. The team provides them with psychological aid, legal advice, social support, advice regarding education and entrepreneurship opportunities. Training is conducted by experienced psychotherapists specializing in working with both combat veterans who were fighting in eastern Ukraine and those who have been to war before. They create support groups, since the project is aimed to provide help to the people who really need it and the place they can go to in case of need.

'As a Veterano Hub team, we would like the people who attended our trainings to support each other further: start their own projects, build teams and aimed for making their lives and the lives of others better. They have a shared experience, and so they understand each other.'

Now Veterano Hub team can be sure that the businesses are ready and willing to grow and seek new opportunities for cooperation. After all, they were given a platform to start the project and advice when they needed it.

FINANCIAL REPORT

All projects: 10 380 923.32 uah

	uah
School of Success	3 838 390.04
Zero Waste School	2 083 802.87
Call your friends - let`s play together!	1 949 141.42
Success Packages	1 066 041.50
*Klitschko Tournament	348 439.86
Z-intern	274 200.00
Internship	244 811.00
*Start to Success	230 000.00
Realms of the Future	187 865.63
KF-Hub	133 231.00
Jugend debattiert	25 000.00
Administrative expenses:	2 046 907.67
Total:	12 427 830.99

* the project was cancelled due to the decision of the general meeting (Protocol №29 from 2 July 2018)

** charitable support of sports complexes in Brovary (Protocol №28 from 15 January 2018) and Mariupol (Protocol №30 from 10 December 2018)

beginning of the year:
29 601 700.00 uah

end of the year:
28 165 100.00 uah

Contributions and grants:

6 839 304.18

Interest and other income:

3 429 961.82

Total:

10 269 266.00

Expenses

Assets




Let`s keep in touch!

www.klitschkofoundation.org

 facebook.com/klitschkofoundation

 instagram.com/klitschkofoundation

 youtube.com/klitschkofund

 twitter.com/klitschkofund



KLITSCHKO
FOUNDATION