



Ukraine

Charitable Organization 'VARTIMEY'

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Policy Plan

2024–2029

1. Introduction

For more than 14 years, the charitable organization 'Vartimey' has been serving children, youth with disabilities, and their families in the Berdychiv district. Our activities are aimed at breaking down barriers in society, promoting social integration, and supporting families who often live below the poverty line and are left alone with their problems. We provide assistance, organize educational and rehabilitation classes, involve families in Christian values, and foster an environment of acceptance.

2. Mission

To give special attention to children and youth with disabilities and their families in Berdychiv and Berdychiv district, to support their development, integration into society, and participation in church life. To guide children and youth with disabilities toward greater independence.

3. Organization's Goals

- Create conditions for the all-round development of people with disabilities.
- Help them realize their talents, find employment, and gain confidence in the future.
- Form a positive attitude in society toward people with disabilities.
- Influence government, church, and other organizations through partnerships and the example of service.

4. Target Audience

- Children and youth with disabilities (ages 6–40).
- Families and guardians of children and youth.
- Orphans with disabilities.
- Local churches and volunteer communities.

5. Areas of Activity

Current Programs:

- Group classes for children and youth with disabilities.
- Work with parents (consultations, counseling, workshops).
- Social integration through trips and visiting public places.
- Summer camp.
- Free transportation for children to classes.
- Humanitarian aid.
- Home visits.
- Individual support.
- Carpentry workshop for boys – as a form of training, development, acquiring a craft, and socialization.

Planned Programs:

- Legal assistance.
- Employment of people with disabilities.
- Professional training and advanced qualification of staff.
- Expansion of groups and involvement of additional teachers.
- Arrangement of a sports room and space for occupational therapy.

6. Strategic Goals for the Next 5 Years

1. Expand the number of groups and increase coverage by 40 families.
2. Develop the employment program.
3. Establish partnerships with international organizations.
4. Improve staff qualifications and expand the team.
5. Complete the arrangement of the building and surrounding territory.
6. Expand PR activities to attract resources and volunteers.

7. Governing Bodies

The governing bodies of the charitable organization 'Vartimey' consist of:

- Chairperson of the organization (Head of the Board): Svitlana Husakivska.
- Deputy Chairperson of the Board: Olesia Voloshyna.
- Board member: Liliia Volynchuk.
- Chair of the Supervisory Board: Valentyn Hrupeshchkyi.
- Members of the Supervisory Board: Andreas Theodor Kortleven, Valerii Kovalov, Serhii Overkovskyi.

Members of the Supervisory Board do not receive any remuneration for their work, only reimbursement of expenses.

The foundation also hires staff who receive salaries in accordance with standard healthcare wages corresponding to their positions.

Hired staff:

- Olesia Voloshyna
- Svitlana Husakivska
- Liliia Volynchuk
- Svitlana Shpanko
- Anna Kortleven

8. Funding and Use of Resources

All funds received by the charitable organization 'Vartimey' are used exclusively for the implementation of our projects and programs. The main areas of financial use include:

- Weekly classes and meetings with children, youth, and their families.

- Organization of camps, social trips, and integration events.
- Ensuring the operation of ongoing projects (workshop, day-care groups, humanitarian aid, individual support, etc.).
- Development of new programs (employment, legal assistance, staff training).
- Coverage of transport and maintenance costs for specialized vehicles.
- Salaries for staff, which allow maintaining a professional team for stable organizational work.
- Maintenance and arrangement of premises for safe and comfortable activities.

The organization adheres to the principles of financial transparency and reports to donors and partners on the use of received funds.