



СОЮЗ  
ЕКСПЕРТІВ ПО БОРОТБІ  
З КОРУПЦІЄЮ



WEST SUPPORT



*The name of project:  
«IDP Assistance in Ukraine»*



TABLE OF  
CONTENTS

I. EXECUTIVE SUMMARY.....

II. PROPOSAL NARRATIVE.....

Approach and Methodology.....

*Conflict/Context Analysis*.....

*Gender Analysis of Conflict*.....

*Program Goal*.....

*Activities*.....

*Theory of Change*.....

*Integration of Target Groups*.....

Implementation Plan.....

*Resources, Key Steps, and Timeline for Activities (including sequential logic)*.....

*Do No Harm*.....

*Protection from Sexual Exploitation and Abuse (PSEA)*.....

*Local Engagement and Sustainability*.....

Institutional Capabilities and Past Performance .....

*Organization*.....

*Relevant Programmatic and Thematic Experience*.....

*Regional/Country Experience*.....

*Key Personnel*.....

Performance Monitoring and Evaluation Plan .....

III. ANNEXES

*Budget components*.....

*Logic Model/PMP*.....

*Key Personnel/Roles and Responsibilities*.....

*Letters of guarantee/letters of support*.....

## I. EXECUTIVE SUMMARY.

The project is guided by the needs of the society according to the National Tasks, indicators for monitoring the implementation of tasks, and targets to be achieved by 2030, which is reflected in the National Report "Sustainable Development Goals: Ukraine". The national system of objectives and indicators of the Sustainable Development Goals provides a basis for comprehensive monitoring of the country. The activities implemented within the program will be a response to the challenges of socio-psychological adaptation and inclusion of both IDPs and the population of the host territorial communities. **Target locations within Ukraine:** the program focuses on the population of the territorial communities with the largest number of IDPs.

The analysis of the situation on the integration of IDPs into territorial communities gives rise to the conclusion about the low level of effectiveness of the implemented activities. So far, the "Strategy for Integration of Internally Displaced Persons and Implementation of Long-Term Decisions on Internal Displacement until 2020" has been completed. The problems of its implementation are: lack of intersectoral cooperation in territorial communities on IDP issues, insufficient involvement of regions in the implementation of IDP, a limited number of carried out activities to do with the information campaign and development of projects for the implementation of the Strategy in the regions; the conflicts in territorial communities with IDPs have not been accounted for.

**The program goal** is to promote socio-economic integration and effective interaction of IDPs with host communities based on inclusion, partnership, and public dialogue, as well as to develop proposals for a strategy for inclusive development of ecosystems of local communities with IDPs. The goal is to be achieved through a comprehensive study of the causes of conflicts, values, and motivations of IDPs and members of local communities, development of skills for conflict resolution, and advocacy of IDPs providing psychological, legal, and social counseling, expanding employment opportunities for IDPs, carrying out sports events, thematic quests, that promote community cohesion; as well as through a draft strategy for the inclusive development of the ecosystem of local communities and plans for the integration of IDPs into communities.

**Significant expected results:** reduction of conflict in the communities where IDPs live; acquiring by the IDPs skills of conflict resolution and effective interaction in the community; expanding employment opportunities for IDPs; raising awareness of local government officials about the use of IDPs' rights and responsibilities; establishing an online platform "Social Initiatives", through which counseling will be provided to IDPs and other community members, increasing the level of behavioral self-regulation and social adaptability of IDPs, neuropsychological stability, development of communication skills and interpersonal and group interaction, gender and interethnic. **The total requested funding is US 4932,000 dollars.**

**Approach and methodology of the program:** Conducting incoming sociological research, monitoring as well as scientific and expert evaluation. Based on the results - work out the terms of reference and consultations with stakeholders. Development of programs and training, seminars, webinars, development, and maintenance of the Online Platform "Social Initiatives", Online Studio for training and Business Incubator to promote business activities to address the problems of the population of host territorial communities, development of their skills of conflict-free interaction, advocacy and promotion of IDP integration into the community. Generalization and systematization of approaches to the integration of IDPs into the community, their adaptation to the local conditions of Ukraine for scientific substantiation of the draft strategy of inclusive development of territorial communities of Ukraine with IDPs based on social partnership and stakeholder dialogue. The program *will be implemented in 15 pilot territorial communities of Ukraine.*

**The uniqueness of the program** envisages providing comprehensive information, counseling, and educational services and support to IDPs and communities on legal, social, economic, and psychological issues in face-to-face, remote and online formats, which will ensure continuity of the program even during the COVID-19 pandemic and quarantine measures.

**The innovativeness of the program** is achieved through a set of research, organizational and educational activities that address the problems of inclusion in communities with IDPs, and lead to the development of an innovative strategy for inclusive development and action plan to promote the integration of IDPs into the target territorial communities.

**The sustainability of the program results** will be demonstrated by disseminating the methodology, results, and conclusions of the program to a wide range of communities with IDPs in Ukraine; use of training programs and seminars to develop the skills needed by the community to strengthen inclusion (training by trainers, prepared during the project implementation); dissemination of knowledge about the program and its results among the target groups after its completion on the Online Platform "Social Initiatives".

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## I. PROPOSAL NARRATIVE

### Approach and Methodology

*Conflict/Context Analysis:* As a result of Russia's military aggression and hostilities in eastern Ukraine and Crimea, more than 3% of Ukraine's population are IDPs. As citizens of Ukraine, they have the rights set out in the Constitution. Successful and effective integration of IDPs into communities at their new place of residence is also complicated by socio-cultural differences, which can lead to increased tensions within territorial communities. Conflicts arise from the increasing burden on the labor and real estate market, local infrastructure, complicated by the impossibility or obstacles in obtaining IDPs housing (which ensures their right of access to housing), work, etc. The integration of IDPs into local communities requires the adaptation of local communities to new resources and workloads. Accordingly, it is important to consolidate key stakeholders and experts, representatives of IDPs and local communities, who effectively implement local government and territorial community activities at the territorial community level. The situation deteriorated significantly with the beginning of quarantine, as a result of COVID-19, which gave rise to the closure of checkpoints, deteriorating financial situation, as a result of job loss or illness, limited access to social benefits, increased pressure on local communities, and critical infrastructure.

In the process of project implementation, the methodological tools of situational analysis will be used. The analysis of the situation with IDPs' rights and development of territorial communities (situational analysis) will envisage the study of local government and departmental administrative statistics, research results, opinions of IDPs of all ages, experts, and the public on the situation with IDPs and their well-being in the community. The situational analysis will highlight the most important issues for IDPs and local communities, as well as the aspects they would like to change. This analysis will be used as the information base for the next stage of the action plan development process. It will also become a base to monitor and evaluate the results of progress and impact, provide evidence for policymaking and identify the need to work out tools for developing IDP communities.

*Gender analysis of conflicts:* The process of integrating IDPs requires long-term solutions to create the conditions under which IDPs can exercise their rights without discrimination based on their relocation. The implementation of this task requires taking into account the needs of different categories of IDPs, including gender. The project fully complies with the objectives set within the project "Building Society-Based Solutions in Ukraine: Youth IDP Local Conflict Resolution and Integration Program" in terms of acquiring relevant social and professional skills, developing quality communication as well as strengthening youth involvement. The need to take into account the gender aspect when formulating a project proposal is necessitated by the facts of discrimination on a gender basis. First of all, attention is to be paid to the problems of women in the labor market (employment issues, gender pay gaps) and the field of social security, because additional complications arise when they receive social benefits and cross the front line. Based on the results of the research on the professional women and the ones from vulnerable and marginalized groups, it is important to strengthen their knowledge and skills to ensure their self-realization and well-being to find a balance between personal and professional life, financial literacy, burnout prevention, rational decision making, understanding of women's and men's rights; also (especially for marginal categories) the level of tolerance of society. A sociological study on sexism against women - soldiers of the Armed Forces, border guards, peacekeepers, police, National Guard, conducted in 2020 by the Research Institute of Labor and Employment at the Ministry of Social Policy of Ukraine and the national academy of Science of Ukraine reveals the facts of sexism all over the country. Thus, the inclusion of the internally displaced women into community development, increasing their civic activity, awareness of rights and freedoms, strengthening job search and entrepreneurship skills will reduce the risks of their impoverishment, social deprivation and conflicts in territorial communities. At the same time, gender indicators should include: the absence of legal or administrative barriers to obtaining a job or economic activity of IDPs, including women and youth (who are not the part of the local population); the unemployment rate among IDPs compared to the local population, the situation before relocation or the national average (if appropriate); types and conditions of employment of IDPs compared to the displaced population, including their informal employment, as well as compliance with labor legislation, such as the minimum wage (if appropriate); the level of poverty among IDPs compared to the local population, the situation before relocation or the national average (if appropriate); the proportion of adult IDPs who meet the criteria and registered to vote, compared to the proportion of the local population or the average, the share of adult IDPs participating in the elections, compared to the share of the local population or the national average; the share of IDPs among civil servants and elected officials compared to the share of IDPs in the total population.

### *Program Goal and Objectives:*

**The program goal** is to promote socio-economic integration and establish effective interaction of IDPs with host local communities based on inclusion, partnership, and public dialogue, as well as to develop

proposals for a strategy for inclusive development of ecosystems of local communities with IDPs. According to the goal of the project, the team identifies the following objectives:

**Objective 1.** To develop skills of conflict management, mitigation, and advocacy of IDPs and host territorial communities, which is implemented through the implementation of tasks:

1.1. To organize activities for the development, monitoring, and scientific evaluation of the level of integration of IDPs and their interaction with communities; the level of cohesion of territorial communities; the level of conflicts in territorial communities and the reasons for their occurrence; value-motivational orientations of IDPs (in terms of age, gender, educational and other groups); socio-psychological factors of problems of IDPs 'interaction with territorial communities, IDPs' adaptation to new living conditions, integration into the socio-cultural environment;

1.2. To implement measures to develop conflict management skills, mitigation, and advocacy; prevention of conflict behavior, development of non-violent communication skills, assertiveness, gender equality, prevention of domestic violence by IDPs; development of socio-psychological skills necessary for effective interaction, socio-psychological adaptation in changing conditions, in particular, conducting training, seminars, and consultations for IDPs and other segments of the population of territorial communities, representatives of local governments;

1.3. To identify gaps in legislation, strategies, and plans for the integration of IDPs into the communities that exacerbate instability or conflict at the local level, and develop proposals to address them;

1.4. To promote the training of representatives of local communities, local governments, professional and career counselors, practical psychologists, and social workers on legal, social, economic, and psychological support for IDPs.

**Objective 2.** To promote the full integration of IDPs into the community, which is realized through the implementation of tasks:

2.1. To implement measures of information, counseling, and educational work on the issues of legal, social, and psychological support of IDPs and representatives of territorial communities to mitigate the consequences of social and labor conflicts;

2.2. To increase employment opportunities for IDPs due to the improved job search technologies for the unemployed IDPs and help to start their own business;

2.3. To create an institutional environment for information, consulting, and training activities (online platforms, online studio, and business incubator).

**Objective 3.** To develop a draft strategy for inclusive development of territorial communities of Ukraine and a plan of measures to promote the integration of IDPs into communities, which is implemented through the implementation of tasks:

3.1. To work out proposals for the development of inclusive governance policies in territorial communities to increase the level of social cohesion of communities, social inclusion and reduce the vulnerability of IDPs, and to improve trust in state institutions;

3.2. To develop a draft strategy for inclusive development of territorial communities of Ukraine;

3.3. To identify prospects and measures for the integration of IDPs into communities (Action Plan).

**Activities:** To achieve Goal 1 the implementation of the following target activities are expected:

**1.1. Development of scientific and methodological support for monitoring, sociological surveys, and scientific and expert assessment of the level of integration of IDPs and their interaction with communities** (August-October 2021). Expected results: methods of monitoring, sociological surveys, and scientific-expert assessment of the level of integration of IDPs and their interaction with communities (October 2021); questionnaires for sociological research (October 2021);

**1.2. Monitoring, sociological research, and scientific and expert assessment of the level of cohesion of territorial communities; the level of conflicts in territorial communities and the reasons for their occurrence; value-motivational orientations of IDPs** (in terms of age, gender, educational and other groups) (November 2021 and further: May 2022, August 2022, November 2022, February 2023, May 2023).

Expected results: incoming monitoring report (December 2021); monitoring research reports (June 2022, September 2022, December 2022, March 2023, June 2023); report on the incoming sociological survey (December 2021); sociological survey reports (June 2022, September 2022, December 2022, March 2023, June 2023); conclusions based on the results of expert assessment of the level of cohesion of territorial communities; the level of conflict in territorial communities and the reasons for their occurrence (December 2021, June 2022, September 2022, December 2022, March 2023, June 2023); report on the results of sociological research on the value-motivational orientations of IDPs (in terms of age, gender, education, and other groups); causes of conflicts, etc. (December 2021, June 2022, June 2023).

**1.3. Development of programs and educational and methodological support for the training, seminars, and consultations based on the results of monitoring and scientific and expert evaluation (August 2021 - December 2021).** Expected results: training programs, seminars, webinars (one for each training, seminar, webinar, etc.) (December 2021); information and reference materials for training (December 2021); textbooks (December 2022)

**1.4. Development of an online studio to deliver training to provide remote access to target territorial communities (August 2021 - December 2021).** Expected results: premises equipped with the necessary technical means with appropriate software capable of maintaining the appropriate level of video and audio communication (December 2021); remote access rooms in the target territorial communities, equipped with the necessary technical means with appropriate software capable of maintaining the appropriate level of video and audio communication (15 rooms) - (December 2021).

**1.5. Training for adult IDPs and host communities on conflict development, mitigation, and advocacy skills (During the program that will start in January 2022, the schedule will be tailored to the needs of the target groups).** Expected results: quantitative: number of training - 90 (6 pieces of training in 15 communities); the number of people trained during training - 1350 people (90 pieces of training of 15 people); qualitative: reduction of the level of conflict in the communities where IDPs live; developing conflict management skills and mitigating their consequences.

**1.6. Seminar and consultations for IDP families on conflict prevention, development of non-violent communication skills, assertiveness, gender equality, prevention of domestic violence of IDPs (during the program, which will start in January 2022, the schedule will be determined taking into account the needs of target groups).** Expected results: quantitative: number of seminars held - 30 (2 seminars in 15 communities); the number of people who attended the seminars - 750-1500 (30 seminars of 25-50 people); the number of conducted group psychological consultations (if necessary); the number of individual consultations (if necessary); reducing the number of cases of domestic violence; qualitative: reduction of the level of conflict in IDP families; development of skills of nonviolent communication, assertiveness, gender equality.

**1.7. Training to identify personality qualities and develop socio-psychological skills necessary for effective interaction, socio-psychological adaptation in changing conditions (during the program that will start in January 2022, the schedule will be determined taking into account the needs of target groups).** Expected results: quantitative: number of training - 15 (1 training in 15 communities); the number of people trained at training - 225 people (15 pieces of training of 15 people); qualitative: the development of socio-psychological skills necessary for effective interaction, socio-psychological adaptation in changing conditions.

**1.8. Round tables on mobilizing public and scientific opinion and advocacy for local government to address gaps in IDP legislation, strategies, and plans that exacerbate instability or conflict at the local level (during the program that will start in October 2021, the schedule will be tailored to the needs of the target groups).** Expected results: quantitative: number of round tables held - 6 times; the number of local governments that received a roundtable resolution - 240 communities;

**1.9. Seminars and training for local government representatives to raise their awareness of the needs of IDPs and their role in resolving conflicts in the community (during the program that will start in January 2022, the schedule will be determined taking into account the needs of the target groups).** Expected results: quantitative: number of seminars held - 30 (1 seminar per year in 15 communities); the number of training - 30 (1 training per year in 15 communities); the number of people who attended the seminars - 750-1500 (30 seminars of 25-50 people); the number of people who attended the training - 300-450 (30 seminars of 10-15 people); qualitative: raising awareness of local government representatives about the needs of IDPs and their role in resolving conflicts; development of conflict management skills, mitigation, and advocacy.

**1.10. Preparation and implementation of training and development programs for representatives of local communities, representatives of local governments, professional and career counselors, practical psychologists, and social workers on legal, social, economic, and psychological support for IDPs (during the program that will start in September 2021, the schedule will be determined taking into account the needs of target groups).** Expected results: quantitative: number of in-service training programs - 1 program in each area of IDP support, total - 4; the number of people trained in the training program - 120 - 240 people (4 programs 4 times for 15-30 people); qualitative: raising the level of professional qualification of representatives of territorial communities, representatives of local self-government bodies, professional and career counselors, practical psychologists and social workers.

**1.11. Conducting sports events, marathons, selections for “Invictus Games” among IDPs (during the program that will start in September 2021, the schedule will be determined taking into account the needs of target groups).** Expected results: quantitative (will be determined taking into account the needs of target communities) sports events, the number of marathons, and the number of selections).

**To achieve Goal 2 the implementation of the following target activities are envisaged:**

**2.1. Training for IDPs and other community representatives on financial literacy** (during the program that will start in January 2022, the schedule will be determined taking into account the needs of target groups). Expected results: quantitative: number of training - 30 (2 pieces of training in 15 communities); the number of people trained at training - 300 people (30 pieces of training of 10 people); qualitative: increasing the level of financial literacy.

**2.2. Training for the retirees on digital literacy, pensions, and social protection** (during the program that will start in January 2022, the schedule will be determined taking into account the needs of target groups). Expected results: quantitative: number of training - 90 (2 pieces of training in each area in 15 communities:  $2 * 3 * 15 = 90$ ); the number of people trained during training - 900 people (90 pieces of training of 10 people); qualitative: raising the level of digital literacy of pensioners and their awareness of pension issues and social protection.

**2.3. Training for different categories of IDPs (including socially vulnerable categories of IDPs - adolescents, women, pensioners, the disabled, etc.) on legal literacy** (during the program starting from January 2022, the schedule will be determined taking into account the needs of target groups). : quantitative: several training conducted - 60 (1 training for 4 categories of the population in 15 communities); several people trained at training - 600 people (60 pieces of training of 10 people); qualitative: raising the level of legal literacy.

**2.4. Webinars and workshops for IDPs on effective tools for job search and career development, resume writing and interviewing** (during the program starting from January 2022, the schedule will be determined taking into account the needs of target groups). Expected results: quantitative: number of webinars - 18 (1 webinar per month); the number of workshops - 18 (1 workshop per month); the number of people participating in webinars; the number of persons participating in the workshops; qualitative: expanding employment opportunities for IDPs.

**2.5. Training for IDPs and other community representatives on entrepreneurship development, starting their own business (social enterprise), and team management** (during the program starting from January 2022, the schedule will be determined taking into account the needs of target groups). Expected results: quantitative: number of training - 60 (1 training for 4 areas in 15 communities); the number of people trained at training - 600 people (60 pieces of training of 10 people); qualitative: expanding employment opportunities for IDPs.

**2.6. Organizing and conducting a competition for the best business plan to create their own business for unemployed IDPs and other vulnerable groups of the community with a grant to start their own business** (October - December 2022). Expected results: quantitative: number of competitions held - 15 (1 competition in 15 communities); the number of persons who took part in the competition; the number of winners - 15 (1 per community); qualitative: expanding employment opportunities for IDPs

**2.7. Launching and supporting Business Incubator at KNEU named after V. Hetman to provide mentoring support to IDPs and conduct business activities** (during the program that will start in August 2022). Expected results: quantitative: number of people seeking help in the business incubator; qualitative: expanding employment opportunities for IDPs.

**2.8. Developing and maintaining the online platform "Social Initiatives" for conducting information and counseling and educational activities on legal, social, and psychological support of IDPs** (during the program that will start starting in September 2021); Expected results: quantitative: number of people who used the services of the online platform; qualitative: expanding employment opportunities for IDPs; raising awareness of local government employees about the application of legislation related to the rights and responsibilities of IDPs; reducing vulnerability and supporting IDPs on legal, social and psychological issues on the Social Platforms Online Platform; acquiring skills of conflict resolution and effective interaction in the community;

**2.9. Publications in the media, scientific sources on the problems of economic, legal, and socio-psychological support of IDPs** (during the program). Expected results: quantitative: number of publications in the media, scientific sources on the problems of economic, legal, and socio-psychological support of IDPs;

**2.10. Training for community representatives, including IDPs, to train the trainers-consultants to provide legal, social, and psychological support to community members in resolving conflict situations** (during the program starting from January 2022, the schedule will be determined taking into account the needs of target groups). Expected results: quantitative: number of conducted training - 4 (1 training in each direction); the number of people trained at the training - 60-120 people (1-2 coaches from the local community);

**To achieve Goal 3 the implementation of the following target activities is envisaged:**

**3.1. Working out proposals for the development of inclusive governance policies in local communities to increase the level of social cohesion of communities, social inclusion and reduce the vulnerability of IDPs, increase trust in state institutions** (during the program starting from January 2022). Expected results: quantitative: proposals for the development of inclusive governance policies in territorial communities to increase

the level of social cohesion of communities, social inclusion and reduce the vulnerability of IDPs, increase trust in state institutions; qualitative: increasing the level of social cohesion of communities, social inclusion and reducing the vulnerability of IDPs, increasing trust in state institutions.

**3.2. Developing a draft strategy for inclusive development of territorial communities of Ukraine** (January 2022 - June 2022). Expected results: quantitative: Draft strategy of inclusive development of territorial communities of Ukraine;

**3.3. Developing an action plan to promote the integration of IDPs into the habitation environment (July 2022 - December 2022).** Expected results: quantitative: action plan to promote the integration of IDPs into the habitation environment (for each target territorial community).

The main target audience for the project will be selected according to the following criteria: IDPs who have experienced the consequences of social and labor conflicts; IDPs who have underdeveloped skills in managing social, labor, and interpersonal conflicts and effective conflict-free interaction in the community; unemployed IDPs who have underdeveloped job search and self-employment skills; representatives of territorial communities and local self-government bodies who lack skills in conflict resolution, mitigation, advocacy and effective interaction in the community; IDPs who did not receive legal support when applying to state bodies, local self-government bodies; IDPs whose rights were denied after going to court. In addition, the target audience of the project can be anyone, regardless of age, gender, and social status. The indirect target audience will be state, regional, and local authorities working on IDP issues; government officials; lawyers; judges; heads of health authorities; civil society organizations, as well as researchers researching IDPs. The needs of the target audience were identified in the process of researching information obtained from open sources, analytical reports on the state of the interaction of IDPs with local communities in different regions of Ukraine. At the same time, the target audience for the planned activities will be adjusted by the research and identified problems.

**Theory of Change:** The IDP Local Conflict Resolution and Integration Action Plan aim to address issues related to the rights of IDPs in **15** local communities.

1. The main problems addressed by this Action Plan are the lack of comprehensive strategies and a system of effective measures aimed at integrating IDPs into host communities: 1.1. Lack of advocacy capacity and experience in resolving IDPs conflicts; 1.2. Insufficient integration of IDPs into the social and cultural environment; 1.3. Insufficient level of cohesion and inclusiveness of local communities.
2. The problems are caused by: 2.1. Lack of relevant strategic initiatives that regulate the integration processes of IDPs; 2.2. No well-established intersectoral cooperation within local communities on IDP issues; 2.3. Insufficient level of informational and advisory support to IDPs on conflict resolution, integration of IDPs into the community.
3. The action plan aims to ensure that: 3.1. Each local community receives scientific and methodological support for monitoring, recommendations based on the results of scientific and expert assessment of the level of integration of IDPs and their interaction with communities; 3.2. Local communities and IDPs have access to information and counseling and education activities; 3.3. IDPs in crisis, stress, and trauma, correction, and treatment of psychosomatic disorders, will receive individual and group psychological, pedagogical, and psychotherapeutic assistance.
4. Achieving these goals will contribute to improving the situation of IDPs in local communities, namely establishing their effective interaction with host communities based on inclusion, partnership, and public dialogue.
5. Achieving the goal of the Program will be carried out subject to the solution of the following tasks: 5.1. Development of conflict management skills, mitigation, and advocacy for IDPs and host communities; 5.2. Comprehensive integration of IDPs into the habitation environment.
6. Achieving the expected results of the Action Plan is possible under the following conditions: 6.1. Adequate financial support from the CSO and other resources provided by the application; 6.2. Availability of qualified persons among representatives of local self-government bodies and other representatives of civil society to support and implement the Action Plan; 6.3. Favorable political, economic, social, and cultural environment.
7. Deadline for implementation of the Action Plan: 30 July 2021 - 30 July 2023.
8. Financing of the Action Plan for the period up to 2023 - \$4 778 008,40: Personnel \$816 000,00, Fringe Benefits \$48 000,00 Travel \$525 250,00 Equipment \$224 400,00 Supplies \$559 794,00 Contractual \$1 905 200,00 Other Direct Costs \$265 000,00 Total Direct Costs \$4 343 644,00 Total Indirect Costs \$434 364,40.

**Integration of Target Groups:** All target groups will be involved in the project as participants in the project activities and as further consumers of the project results. Attention is paid to the selection of target groups and public organizations with which to interact. Preliminary research was conducted and only those territorial



communities where IDPs live and who have problem situations related to IDPs were selected. NGOs were also selected on related topics related to IDP activities. **The main target groups of the project** will be 15 territorial communities of different regions of Ukraine where IDPs live, in particular: Lozova City Territorial Community of Kharkiv Region; Solonitsyn Territorial Community of Kharkiv Region; Kryzhopil Territorial Community of Vinnytsia Region; Tsuman Territorial Community of Volyn Region; Olyka Territorial Community of Volyn region; Khmelnytsky City Territorial Community; Lutsk District Council of Volyn Region; Shchastya City Council of Luhansk Region. **The main partners of the program will also be 8 public organizations**, including NGO "Public Movement of ATO Participants and Citizens from the Temporarily Occupied Territory", Nova Natsiya "; NGO" Association of Entrepreneurs "Time to Be Together"; Public organization "Business - Perspective"; NGO "Ukrainian Association of ATO Disabled". Communication with other public organizations on further interaction is being developed. These organizations will be involved in cooperation during the program implementation. In addition, the target audience of the project can be anyone, regardless of age, gender, and social status. The needs of the target audience were identified in the process of researching information obtained from open sources, analytical reports on the state of the interaction of IDPs with local communities in different regions of Ukraine. **The indirect target audience** will be state, regional, and local authorities working on IDP issues; government officials; lawyers; judges; heads of health authorities; civil society organizations, as well as researchers researching IDPs.

### **Implementation Plan**

*Resources, Key Steps, and Timeline for Activities (including sequential logic):* The project is planned to be implemented for 24 months by a team of experts who have sufficient experience in the field of the project. The total cost of the project is US 4,778,008 dollars. To achieve the specific goals and results of the project, the following types of project work are envisaged, in particular: Start-Up Activities, Project Activities, Monitoring and Evaluation, Reporting. Initial activities include (Kick-off Meeting w / CSO, Develop Final Work Plan for CSO review). Project activities involve the implementation of actions 1.1-1.11, 2.1-2.10, 3.1-3.3 which are in a logical sequence at time intervals described above. Monitoring and evaluation include Baseline Assessment for project actions 1.1-1.11, 2.1-2.10, 3.1-3.3, Mid-term Review, Final Evaluation, and Monitoring Visits during the project implementation period. Reporting includes Quarterly Reports once a quarter, Monthly Meetings with CSO during the project implementation period, and Final Report at the end of the project

The project plan is presented in detail in Attachments

*Do No Harm:* Project activities and results do not envisage any harm to executors, participants, beneficiaries, or their communities, or exacerbate conflict or create new conflicts that may arise. Moreover, the project will take into account gender and age factors, as well as the social status of participants. To minimize these risks, it is planned to monitor the results of the project every quarter. Separately, the monitoring plan will include gender indicators STANDARD "F" CROSS-CUTTING GENDER INDICATORS (GNDR-1, GNDR-2, GNDR-4, GNDR-8). The project will also provide for a survey on abuse and dissatisfaction with the results of the project.

*Protection from Sexual Exploitation and Abuse (PSEA):* Internally displaced persons, especially women, are exposed to the risks of sexual exploitation and abuse due to limited living, moving, and employment opportunities. The project will implement several preventive measures, including socio-psychological training, seminars, round tables, consultations to prevent and combat illegal behavior, combating sexual harassment, suicidal behavior, IDP abuse, aggression management, and nonviolent communication in communities. Systematic cooperation will be carried out with representatives of territorial communities, which keep records of citizens' appeals and provide targeted psychological, legal, organizational, and financial assistance based on these results. Anonymous IDP surveys will also be conducted to address policies to prevent and combat sexual exploitation and abuse in communities. Indicators of improvement will be to increase IDP awareness of mechanisms for protecting their rights and mechanisms for responding to sexual exploitation and abuse, to reduce the number of complaints from law enforcement and local community representatives, to increase IDP satisfaction with community policies to prevent and combat sexual abuse, exploitation and ill-treatment.

*Local Engagement and Sustainability:* Today, IDPs face several administrative problems that prevent them from fully integrating into the community of local communities. IDPs are also forced to address issues related to employment, housing, education, and medical care as well as the provision of quality administrative services at the place of residence. That is why the project is extremely necessary to involve local communities, which must create favorable conditions for its implementation by appointing a local coordinator,

preferably from among IDPs, who will interact with the local community and project implementers. Local communities should also facilitate the survey of IDPs in the framework of the envisaged project, the Strategy for Development of Ecosystems for Inclusive Development of Territorial Communities with IDPs. This involvement is confirmed by letters of guarantee from local communities

It is envisaged that the territorial communities based on the acquired knowledge, trainers, and logistics will independently implement the goals and activities of the program with the involvement of IDPs in the future. The obtained results will help to increase the level of cohesion as well as ensure the inclusive development of those territorial communities where IDPs reside. After the end of donor funding, entrepreneurship projects implemented by IDPs will continue their activities and attract other IDPs, which will create additional jobs and increase the level of social adaptation of IDPs. Skilled trainers will further disseminate their knowledge in the future. As a result, the Strategy for Development of Ecosystems for the Inclusive Development of Territorial Communities with IDPs will be developed and implemented in the united territorial communities.

### **Institutional Capabilities and Past Performance**

*Organization: West Support Inc. together with KNEU*

*Relevant Programmatic and Thematic Experience: Kyiv National Economic University named after V. Hetman is the key and experienced project partner. KNEU Enactus team is the winner of the National competitions on social entrepreneurship projects. The team implemented such projects as Veterans Hub 4.5.0, which aimed to help veterans start their businesses in 2018. Veterans attended lectures from business experts, the winners were awarded a cash prize and mentoring support. <http://enactuskneu.tilda.ws/projects/vhb2020>*

All- Ukrainian Startup Competition with the prize fund of UAH 350 000 was organized together with the Irpin Development Agency. <http://enactuskneu.tilda.ws/projects/veteranshub2017>

The team also organized master classes on art therapy devoted to Trypillia culture for IDP children in cooperation with the Caritas Ukraine International Foundation <http://enactuskneu.Tilda.ws/trypillia>

### **Key Personnel:**

The project will be run by a team of 25 experts who have sufficient experience in implementing similar projects. The team was formed taking into account the gender principle. The project leader will be NIZHYNSKY SERHIY - Chairman of the Union of Experts in Combating Corruption <http://sek.org.ua/> - specialist with extensive experience in implementing projects in the field of human capital development, raising legal, civil and political awareness, political and legal culture, and legal awareness of the citizens of Ukraine. Summary of all project team members added.

The organizational structure of project management consists of three levels.

The first (central level) is represented by the grant applicant company, The West Support Inc., which will manage the project and coordinate project activities, enter into project implementation agreements with other participants, monitor and evaluate project results, etc.

The second (functional) level will be represented by the project partners - Kyiv National Economic University named after Vadym Hetman <https://kneu.edu.ua/> and the NGO "Union of Anti-Corruption Experts", which will participate in the project coordination council within the project; perform project work specified in the agreement with the project applicant; ensure that regional and local authorities are properly informed about the project; manage project changes and risks, etc.

The third (regional) level is represented by oblast, rayon (local) administrations, which will: facilitate the project implementation, appoint contact persons for cooperation; promote monitoring and scientific and expert assessments of the level of cohesion of territorial communities; the level of conflicts in territorial communities and the reasons for their occurrence; value-motivational orientations of IDPs, etc. At the community level, the main partners will be local authorities in selected target communities. They will fully contribute to the implementation of the tasks set in the project. Their participation is confirmed by letters of guarantee provided by the applicant in the annexes.

### **Performance Monitoring and Evaluation Plan**

The introduction of effective monitoring and evaluation of project implementation will require quality planning and organization of the process, which will be carried out in the following stages: planning, preparation, data collection, analysis, and comparison of data, reporting, use of results. The sources for monitoring and evaluation will be data from state statistics, reporting of local executive bodies, local governments, central executive bodies; public opinion polls and questionnaires, in particular, IDPs, community residents, local authorities; monitoring the implementation of program activities; reports on preliminary and interim evaluations. The frequency of measurements is important for monitoring and evaluation. To monitor the implementation of

the project "Inclusive development of territorial communities' ecosystems where internally displaced persons live" is recommended to carry out ongoing monitoring of each stage of work and the completion of the project. Project monitoring and evaluation will be carried out by the project manager and project coordinators. Levitsky S. will be responsible for the organization and conduct of monitoring and evaluation. To ensure the effectiveness of monitoring and evaluation, a monitoring and evaluation plan will be drawn up, which will determine the indicators of verification, responsibilities, and deadlines for monitoring and evaluation. A draft monitoring and evaluation plan, which also includes a data collection and reporting plan, is provided in the annexes.

***Description of the resources needed to implement M&E plan and included in the program budget.***

The data obtained from the results of monitoring and evaluation will be subject to analysis. To do this, use the following methods: comparison of forecast and actual indicators; statistical analysis; economic analysis; sociological analysis. As evaluation criteria will be used: relevance, effectiveness, efficiency, impact, sustainability. Monitoring and evaluation indicators are presented in detail in the Data Collection and Reporting Plan. Appropriate indicators for project monitoring and evaluation are the amounts of funds spent on project activities; achievements as a result of project implementation; compliance of the project performance indicators with the planned performance indicators; complete coverage of the target audience within the project implementation. Based on the results of monitoring and evaluation of the project, the unit responsible for its implementation prepares an appropriate monitoring report, which analyzes the monitoring/evaluation indicators, in particular, the percentage between forecast and actual values, indicating the probable causes of these deviations, offers recommendations. An integral part of the monitoring report is the data on the list of mandatory indicators for assessing the situation of IDPs in local communities. At the level of project management, the monitoring report is reviewed and discussed in detail with the executors, IDPs, local communities, NGOs, and other stakeholders to clarify possible approaches to correcting the situation. Monitoring reports and data obtained as a result of monitoring and evaluation are accumulated for further analysis and improvement of the project implementation process.

The results of the monitoring are made public, primarily for stakeholders. Monitoring creates a reliable database for evaluating the results of the project. The results of monitoring and evaluation together with the monitoring report are sent to the grantor for information. Data, reports, results of analysis, and decisions based on monitoring facts should be kept for their further unimpeded use in the assessment.

# Project group



**NIZHYNSKYI SERGIY**  
Ministry of Social Policy  
Ukraine  
Deputy Minister for European  
and Euro-Atlantic integration



**LUKYANENKO DMYTRO**  
Rector of Kyiv National  
Economic  
University n. a. Vadim  
Hetman



**ANTONIUK LARYSA**  
Vice Rector for Research  
Activity Kyiv National  
Economic University  
n. a. Vadim Hetman



**MAYOROVA TETYANA**  
Doctor of Economics,  
Professor, Honored Worker of  
Ukraine in Kyiv National  
Economic University  
n. a. Vadim Hetman



**LOPUSHNIAK HALYNA**  
Doctor of Economics,  
Professor, an expert  
on regional development,  
Head of Socioeconomics  
and Personnel Management  
Department Kyiv National  
Economic University n. a.  
Vadim Hetman



**MATVIYCHUK ANDRIY**  
Director of Institute of  
Modeling and Informational  
Technologies in Economics,  
Professor of Chair of  
Mathematical Modelling  
and Statistics of Kyiv National  
Economic University named  
after Vadim Hetman



**BURBAK KATERYNA**  
Member of the Committee on  
Human Rights, DE occupation  
and Reintegration of Temporarily  
Occupied Territories in  
Donetsk, Luhansk Regions and the  
Autonomous Republic of Crimea,  
National Minorities and Interethnic  
Relations.



**DEHTIAROVA OLEKSANDRA**  
Leading specialist of the  
Department for the  
Observance of the Rights of  
Internally Displaced  
Persons in Secretariat of the  
Ukrainian Parliament  
Commissioner for Human Rights



**RIEPINA INNA**  
Head of the Department of  
Business Economics and  
Entrepreneurship of Kyiv  
National Economic University  
n. a. Vadim Hetman



**KOLOT ANATOLIY**  
Doctor of Economics, Professor,  
Vice-Rector for Scientific and  
Pedagogical Work Kyiv National  
University of Economics named  
after Vadim Hetman



**OBOLENSKYI OLEKSII**  
Doctor of Economics, Professor  
of the Department of Regional  
Studies and Tourism in Kyiv  
National Economic University  
n. a. Vadim Hetman, Honored  
Worker of Education of Ukraine



**LOVKA OLGA**  
Ph.D., Psychology Department  
of Pedagogy and Psychology  
Faculty of Personnel  
Management  
in Kyiv National Economic  
University n. a. Vadim Hetman



**BURMAKA MYKOLA**  
Head of the Department of  
international management Kyiv  
National Economic University  
n. a. Vadim Hetman, PhD in  
Economics, associate professor



**KOLESNIKOVA YANA**  
Director of  
Representative Office  
West support inc. in  
Ukraine



**TSYMBAL LIUDMYLA**  
Doctor of Science in  
Economics, Professor  
Kyiv National Economic  
University n. a. Vadim  
Hetman



**KUZMENKO OKSANA**  
Doctor of Law, Professor in Kyiv  
National Economic University n.  
a. Vadim Hetman "Honored  
Worker of Science and  
Technology of Ukraine"



**PRYMOSTKA OLENA**  
Kyiv National Economic University  
n. a. Vadim Hetman,  
Doctor of Economics, professor,  
Department of international  
management



**KRAVCHUK OKSANA**  
Candidate of Economic  
Sciences, Associate Professor  
Teacher in Kyiv National  
Economic University  
n. a. Vadim Hetman



**HORBENKO VIKTORIIA**  
Lawyer, assistant of the  
Member  
of the Parliament of Ukraine



**OHORODNYK VIRA**  
Doctor of Science in Economics,  
Associate Professor  
Vadim Hetman Kyiv National  
University of Economics

Name	Responsibilities	Experience
NIZHYNSKYI SERGIY	Project manager	Ministry of Social Policy Ukraine, Deputy Minister for European and Euro-Atlantic integration
		The Secretary of the Cabinet Ministry of Ukraine, Deputy Head of Strategy Department
		Cabinet Ministry of Ukraine Ministry of Agriculture of Ukraine, Deputy Head of Law Department
		Cabinet Ministry of Ukraine State Service of Ukraine on Autonomous Republic of Crimea and Sevastopol
		Mutual cooperation with UNHCR, UNICEF, IOM, UN, OSCE;
		Overview status of the refugee: Implements refugee integration services in Ukraine;
		Work with migration and social protection of children;
		Assignment of nationality or elimination by his foreigners;
		Work with government institutions, NGO's and International programs;
		Assistants and help to immigrants of Donbas, Lugansk, Crimea.
KOLESNIKOVA YANA	Coordination of work on project implementation	Worked in the company LLC Aiti Medical Systems as Executive Director.
		Worked as a coordinator of the international environmental conference "Conscious Business" in the NGO ISIR.
		Worked as the project manager of the mobile application "AutoClub365".
		Hold the position of project coordinator in Ukraine "West Support Inc." USA;
HORBEMKO VIKTORIA	Coordination of legal issues	The organizer of a four-month charity campaign of fundraising for the Ukrainian Center for the rehabilitation of children with lesions of the central nervous system;
		The organizer of a video flashmob «I am against the war!», fundraising for military footwear;
		Assistant of the Member of the Parliament of Ukraine (Head of Committee on State Building, Regional Policy, and Local Self-Government).
LUKYANENKO DMYTRO	Coordinator of research and educational work	Rector of Kyiv National Economic University n.a. Vadym Hetman
		Institute of the Global Economic Policy Director
		Academician of the Ukrainian Academy of Sciences.
		Chairman of the “International Economy” subcommittee of the SMC of the Ukrainian Ministry of Education and Science in Economics and Business.
		Lecturer in Global Economy (MA), International Economy (BA, MBA), International Economic Integration (BA), International Economic Relations (BA), Transnational Corporations (BA, MA).
		Head of the organizing committee for the annual international business forums “Science – Business – Education: Strategic Partnership” and the round table “Influence of Globalization on the Economic Development and Security of the Countries”.
		Took active part in the development of the "Concept of Ukrainian foreign policy" (1995), in the free trade zone project "Ukraine- EU", in preparing the annual reports for the President of Ukraine, in the research of actual economic issues under the subject of State Committee for Science and Technology and National Academy of Sciences of Ukraine, in international grants and worked as an expert of the UN Commission.
MAYOROVA TETYANA	Coordination of the project from KNEU	Kyiv National Economic University named after Vadym Hetman, Doctor of Economics, professor, 2014

		Postgraduate foreign internship "International partnership projects - step by step"
		Financial expert of the Ukrainian Cultural Foundation for the evaluation of project proposals (2019).
		Investment project "International Research Center" Observatory "on Pip Ivan Mount - a platform for the development of the Carpathian region" as part of the project team of the Project Educational Center "Agents of Change" of Vasyl Stefanyk Precarpathian University (2020)
		Series of lectures on the peculiarities of the formation of the budget of social projects in the Irpin School of Grantwriting "Irpin Development Agency" (November-December 2018)
		Irpin School of Grantwriting "Irpin Development Agency" (November-December 2018)
		Webinar on the methodology of financial modeling of projects on the basis of the Project-training courses "How to form an optimal project budget" for students and young entrepreneurs KNEU Startup Boot Camp: April 19, 2019
LOPUSHNIAK HALYNA	Research and educational manager	Doctor of Economics, Professor, Head of Socioeconomics and Personnel Management Department Kyiv National Economic University named after Vadym Hetman
		Head of Socioeconomics and Personnel Management Department, Kyiv National Economic University named after Vadym Hetman
		Professor of the Department of Economic Policy and Labor Economics, Associate Professor, Doctoral Student and Senior Researcher of the same department, LRIPA NAPA
		Head of the scientific research project "Project of the labor activity organization regulations in an unstable global ecosystem" (ongoing).
		Training and project activities: Since 2014, lecturer-trainer of the Institute for Advanced Training of Senior Management of the National Academy of Public Administration under the President of Ukraine on ensuring the constitutional social rights of citizens
		In 2014-2015 a trainer on local economic development in the Lviv region in the framework of an international project «Local economic development of Ukrainian cities» (Canada)
		Developer of the training programs: for civil servants "Strategy for reforming the public financial management system: strategic public planning and development of medium-term budget planning" (2018), for ATO veterans "Social rights of ATO participants and mechanisms for their implementation" and others.
ANTONIUK LARYSA	Coordinator of the training activity	Vice-Rector for Research Activity Kyiv National Economic University, Professor at the International Economics Department, Doctor of Economics
		Chief editor of the professional scientific journal "University Education", Kyiv National Economic University
		Member of the editorial board of the international scientific journal «Knowledge and Performance Management»
		Member of the editorial board of the international scientific journal "International Economic Policy", Kyiv National Economic University
		Member of the Ukrainian Association of International Economists
KOLOT ANATOLIY	HR development manager	Doctor of Economics, Professor, Vice-Rector for Scientific and Pedagogical Work, Professor of the Department of Personnel Management and Labor Economics, Kyiv National University of Economics named after Vadym Hetman
		Member of the Academic Council of Kyiv National Economic University named after Vadym Hetman; Chairman of the Scientific and Methodological Council of the Kyiv National Economic University named after Vadym Hetman

		Vice-Rector for Scientific and Pedagogical Work of the Kyiv National Economic University named after Vadym Hetman
		Project "Socio-economic mechanisms for decent work in terms of European integration processes and innovation and investment model of economic development of Ukraine", MES of Ukraine (2015-2017), project manager;
		EU Tempus project “Acquisition of professional and entrepreneurial skills through entrepreneurship education and consultation of start-up entrepreneurs” (commissioned by the European Commission, project coordinator - Vienna University of Economics, Austria), December 2013 - December 2016, 544202-TEMPUS -1-2013-1-AT-TEMPUS-JPHES;
		Project "Improvement of state-contractual regulation of wages and the mechanism of formation of the compensation package and the introduction of the grading system", MES of Ukraine (2017-2019);
		Project “Employment model in the coordinates of the digital economy: new parameters and strategic vectors of transformation”, MES of Ukraine (2020-2022), project manager.
OBOLENSKYI OLEKSII	Territorial Strategic Development Manager	Doctor of Economics, professor; Honored Worker of Education of Ukraine; Vadym Hetman Kyiv National Economic University Professor of the Department of Regional Studies and Tourism
		First Vice-President of the National Academy of Public Administration under the President of Ukraine;
		professor of the Department of Regional Management, Local Self-Government and City Administration of the National Academy of Public Administration under the President of Ukraine;
		Organizational and methodological support of a number of technical assistance projects on professional training of public authorities and local governments during the period of work in the Main Department of Civil Service of Ukraine (TACIS projects, project manager on the Ukrainian side) and the National Academy of Public Administration under the President of Ukraine
RIEPINA INNA	Coordinator of the training activity	Head of the Department of Business Economics and Entrepreneurship of Kyiv National Economic University named after Vadym Hetman (KNEU).
		Erasmus +, STAFF MOBILITY FOR TRAINING Program (University of Foggia, Italy).
		International internship Warsaw and Jagiellonian Universities (Warsaw, Krakow, Republic of Poland)
		Ministry of Economy of Ukraine (Kyiv, Ukraine) Training for coaches "Methods and Training Tools for Trainers" within the framework of the TACIS MTP4 Manager Training Program Studying under the program of the Summer Institute-2004 Academy of Teaching in the framework of the project "Business Management Education in Ukraine"
		Consortium for Improving Management Education in Ukraine (USAID, CEUME) (Kyiv, Ukraine)
		Studying under the program of the Summer Institute-2004 Academy of Teaching in the framework of the project "Business Management Education in Ukraine"
BURMAKA MYKOLA	International communications project manager	Member of the State Commission on Securities and Stock Market (2002-2012), Member of the National Commission for State Regulation of Financial Services Markets (2012-2013), Chairman of the State Service of Ukraine for Personal Data Protection (2013-2014)
		Adviser to the Chairman of the National Scientific and Technological Association of Ukraine (on a voluntary basis)
		Head of the Department (2019-2020) of International Management, Kyiv National Economic University named after Vadym Hetman

		Head of the project group (guarantor) of the educational-professional program at the second (master's) level "Business Administration in energetics»
PRYMOSTKA OLENA	International communications project manager	Kyiv National Economic University named after Vadym Hetman, Doctor of Economics, professor, Department of international management (2000 –till now)
		Implementation of the Strategy for Protection and Integration of the Roma National Minority: Searching for Best Practices in Education (Open Society Foundation);
		Implementing the Strategy of Roma integration 2020: looking for the best practices in education for Roma children (Open Society Foundation);
		Expanding Experience of Roma Parents Support Centers (Open Society Foundation);
		Promoting Inclusive Education through the Index for Inclusion in Ukraine, Azerbaijan, Tajikistan and Mongolia (Open Society Foundation);
		Creation of Model Centers of Inclusive Education for Disabled Children at the Premises of General Schools (Tacis Institution Building Partnership Programme (IBPP));
		Parents as Partners in Advocacy for Inclusive Education: Creating Community Parent Resource Centers (CPRC) (Tacis Institution Building Partnership Programme (IBPP));
		Ensuring Development of Young Children in Rural Areas of Ukraine through Parent Training: Establishment of Parent Consultancy Centers in Selected Villages of Ivano-Frankivsk Oblast (UNICEF);
		Implementation of mini-projects aimed at solving the problems of local communities (Charles Stewart Mott Foundation)
		Promoting civic education in primary school in the context of new educational standards (USAID)
LOVKA OLGA	Manager of issues on the socio- psychological component of the project	Ph.D., Psychology Department of Pedagogy and Psychology Faculty of Personnel Management, Sociology and Psychology State Higher Education Establishment “Kyiv National Economic University named after V. Hetman"
		trainer of training courses at the Department of Pedagogy and Psychology KNEU "Technologies of innovative learning at the University of Economics", "Formation of psychological and pedagogical competence of teachers", "Formation of students' competencies of the XXI century".
		Certificate of successful completion of the program from specialization "Psychosomatics" (210 hours) from 02/13/2018 to 09/06/2019, All-Ukrainian Union of Psychologists Practicing the Gestalt Approach "Ukrainian Gestalt Institute ", program" Moscow Gestalt Institute "
		Certificate of successful training in the method of suggestive therapy for correction of psychosomatic disorders in the period from 26.12. 2915 to 23.01.2016. International School of Advanced Technologies In Psychology and Medicine (Oleksandr Strashnij).
TSYRKUN OLENA	International communications project manager	Director of the Institute for English-Taught Programs at KNEU 2013 – present Senior Lecturer, Department of Foreign Languages, Faculty of International Economics and Management 1992- present
		Creative Spark financed by the British Council (2018-2021)
		International Visitors Leadership Program “Contemporary Trends in Higher Education. A Global Project., Institute of International Education, Washington, USA, 2015
		Joint online project “International Business Communications. KNEU – SUNY, Potsdam, USA, 2015
		Fulbright Senior Specialist Projects at KNEU 2010, 2011, 2014



MATVIYCHUK ANDRIY	Manager of project information policy and technical support	Sc - Doctor of Science in Economics by specialty "Mathematical Methods, Models and Information Technologies in Economics". Kyiv National Economic University is named after Vadym Hetman.
		Director of Institute of Modeling and Informational Technologies in Economics, Professor of Chair of Mathematical Modelling and Statistics of Kyiv National Economic University named after Vadym Hetman
		CEO of LLC "IntelSoft Technologies"
		CEO of Kyiv National Economic University Science Park
		Director of Production of LLC "Prognoz Ukraine"
KUZMENKO OKSANA	Coordination of legal issues	Legal consulting and participation in project management
		Project "Assistance in the institutionalization of improved training of the National Police of Ukraine" (2018).
		Training of police officers as a coach during the organization of initial professional training of police officers who were first hired to serve in the police (2016).
		Organization of training and participation as a trainer on the topic of gender world and gender equality (2018-2019).
		Participation in the grant program in support of civil society and media initiatives in the field of anti-corruption (2020)
KRAVCHUK OKSANA	Specialist in organizing and conducting training	Candidate of Economic Sciences / Ph.D., Economy
		Member of the project group of the educational program "Personnel Management" specialty 073 "Management" (First (bachelor's) level of higher education)
		Member of the project group of the educational program " Management of social sphere " specialty 073 "Management" (First (bachelor's) level of higher education)
		"Project of the labor activity organization regulations in an unstable global ecosystem" (in progress).
		"Employment model in the coordinates of the digital economy: new parameters and strategic vectors of transformation" (in progress).
		"Improvement of state-contractual regulation of wages and the mechanism of formation of the compensation package and the introduction of a system of grades" (research period: 2017 – 2019). "Social and labor sphere in the context of global challenges: state, trends, ways of sustainable development" (research period: 2016-2020).
		"Socio-economic mechanisms to ensure decent work in terms of European integration processes and innovation and investment model of economic development of Ukraine" (research period: 2015 – 2017).
SHKOLNA ANNA	Trainer	Assistance to war veterans and their families in overcoming crises, psychological support of the client, assistance in self-realization, and finding oneself as a full-fledged person in civilian life, in some cases helping the client to get rid of alcohol and adrenaline.
TSYMBAL LIUDMYLA	Specialist in the preparation and conduct of monitoring activities	Doctor of Science in Economics, Professor Kyiv National Economic University named after Vadym Hetman
		SHEE «Kyiv National Economic University named after Vadym Hetman». Certificate №528395-LLP-1-2012-1-UA-AJM-CH / 23 topic "Model European Regional Development" 12.07.2014.

		SHEE «Kyiv National Economic University named after Vadym Hetman». Certificate №529031-LLP-2012-UA-AJM-MO, EU innovation and investment development, 15.03.2013
		Mykolas Romeris University, «European Universities and their contribution to the formation and development of personality and society», Certificate 5KV-1846, 2018 p.
		UNICEF project together with the Ministry of Economy, Trade, and Agriculture of Ukraine in cooperation with universities (2019)
		A series of lectures on the peculiarities of the formation of the labor market in Ukraine (regional context and employment) for the Federation of Trade Unions of Ukraine (2013-2014)
OHORODNYK VIRA	Specialist in territorial development	Doctor of Science in Economics, Associate Professor Vadym Hetman Kyiv National University of Economics
		Professor, Chamber of Regional Studies and Tourism, Vadym Hetman Kyiv National University of Economics, Ukraine
		Rainer of the financial literacy project, which was implemented by the University of Banking together with the Ministry of Education and Science of Ukraine, the National Bank of Ukraine, and USAID (2013-2019)
		Erasmus+ Teaching Mobility STT 2016/2017 Project # 2016-1-PL01-KA107-024209 at Wroclaw University of Economics (Wroclaw, Poland, September 2017)
		Training of Trainers Course for Child Social and Financial Education at the Banking University of National Bank of Ukraine supported by Ministry of Education of Ukraine (Kyiv, Ukraine, April 2014)
		Distance Course Development Techniques and Techno at the National Technical University 'Kharkiv Polytechnic University'ologies (108 hours) (Kharkiv, Ukraine, April 2019)
DEHTIAROVA OLEKSANDRA	Specialist in working with the financial budget of the project	Training "Integration of gender approaches in the development regulations",
		International Conference “The Role of National Human Rights Institutions in Promoting and Protecting the Rights of Internally Displaced Persons in Conflict and Post-Conflict Situations” with the support of the European Network of National Human Rights Institutions, April 23-27, 2018.
		Training "Business and Human Rights" from the Danish University of Human Rights, March 26-28, 2018, Tbilisi, Georgia.
		State expert of the Ministry of Social Policy, responsible for the project of the German Society for International Cooperation (GIZ) GmbH "Strengthening the capacity of Ukrainian territorial communities to accept internally displaced persons in Ukraine", funded by the Government of the Federal Republic of Germany through the Federal Ministry for Economic Cooperation and Development (2018 -2019).
SERHII LEVYTSKYI	Specialist in the preparation and conduct of monitoring activities	Military service under the contract - 12 years.
		Specialist-receiver, NOVA POSTA LLC
KHALIMOVSKY TARAS	Specialist in interaction with TG and government agencies	Chief Inspector of the Personnel Department of the Personnel Department of the Central Management Body of the Judicial Protection Service

		Senior Inspector of the Personnel Sector of the Cyber Police Department of the National Police of Ukraine
		Senior Inspector-Duty Officer of the Operational Management Department of the Duty Service Department of the Patrol Police Department
BURBAK KATERYNA	Specialist in interaction with TG and government agencies	Assistant of the Vice President of the Parliamentary Assembly of the Council of Europe;
		Assistant of the Member of the Ukrainian Parliament, member of the Committee on Human Rights, Deoccupation and Reintegration of Temporarily Occupied Territories in Donetsk, Luhansk Regions and the Autonomous Republic of Crimea, National Minorities and Interethnic Relations.



Goal (G)	Tasks (T)	Project Actions(PA)	Result (R)	Indicator (I)
<p><b>Goal 1.</b> To develop skills in conflicts regulation, mitigation, and advocacy for IDPs and host communities</p>	<p><b>T: 1.1.</b> To organize the preparation and monitoring of scientific and expert evaluation, integration of IDPs and their interaction with communities; the level of territorial cohesion; the level of conflicts in territorial communities and the reasons of their occurrence; value-motivational orientations of IDPs (in terms of age, gender, educational and other groups); socio-psychological factors of problems of IDPs' interaction with territorial communities, IDPs' adaptation to new living conditions, integration into the socio-cultural environment;</p> <p><b>T: 1.2.</b> To implement measures in developing conflict management skills and changing their consequences and advocacy; to develop non-violent communication skills, assertiveness, gender equality to prevent domestic violence by IDPs; to develop social and psychological skills necessary for effective interaction of social and psychological adaptation in changing conditions, including workshops, seminars, and consultations to IDPs and other groups of the population of local communities, local government officials;</p> <p><b>T: 1.3.</b> To identify gaps in legislation, strategies, and plans for</p>	<p><b>Conducting sports events, marathons, selections for "Invictus Games" among IDPs.</b></p> <p><b>PA: 1.1.</b> Development of scientific and methodological support for monitoring, sociological surveys, and expert assessment of the level of integration of IDPs and their interaction with communities.</p> <p><b>PA: 1.2.</b> Monitoring, sociological research, and scientific-expert assessment of the level of cohesion of territorial communities; the level of conflicts in territorial communities and the reasons for their occurrence; value-motivational orientations of IDPs</p> <p><b>PA: 1.3.</b> Development of programs and educational and methodological support for training, seminars, and consulting based on the results of monitoring and scientific evaluation</p> <p><b>PA: 1.4.</b> Creating an online studio for teaching remote access in targeted municipalities.</p> <p>Creation of an online studio for training and offices for remote access in target territorial communities. Creating an online studio for training and classrooms for remote access in targeted municipalities</p> <p><b>PA: 1.5.</b> Training for adult IDPs and other representatives of host local communities on the development of</p>	<p><b>R:1.1</b> - The methods of monitoring, opinion polls, and scientific evaluations of the IDPs' integration and their interaction with communities; questionnaires for sociological research</p> <p><b>R:1.2</b> – Reporting documentation</p> <p><b>R:1.3</b> – The training programs, seminars, webinars, information and reference materials for training, training manuals</p> <p><b>R:1.4</b> – Online room studio, equipped with the necessary technical means with the appropriate software, that helps to maintain a proper level of video and audio communications and remote office access among the targeted municipalities (15 offices +8 for NGOs)</p> <p><b>R:1.5</b> – 6 pieces of training conducted in each of the 15 communities, reducing the level of conflict in communities where IDPs live; skills development and regulation of conflict mitigation.</p> <p><b>R:1.6</b> – 2 workshops held in 15 communities; the number of groups that received psychological training (if necessary); the number of individual consultations (if necessary); reducing the number of domestic violence; reducing</p>	<p><b>I:1.1</b> 1 method of monitoring survey, 12 types of questionnaires</p> <p><b>I:1.2</b> – 7 interim reports, 1 final report</p> <p><b>I:1.3</b> - 90 training programs</p> <p><b>I:1.4</b> – 115 equipped offices, 1 online studio, 8 additional offices for NGOs</p> <p><b>I:1.5</b> – - 90 trainings for 1350 people</p> <p><b>I:1.6</b> – 30 seminars for 750-1500 people, 15 group psychological training</p>

the integration of IDPs into the living area that exacerbate instability or conflicts at the local level, and develop proposals to address them;

**T: 1.4.** To promote the training for representatives of local communities, local governments, professional and career counselors, for practical psychologists and social workers on legal, social, economic, and psychological support for IDPs

communities on the development of conflict management skills, mitigation, and advocacy.

**PA: 1.6.** Seminars and consultations for IDP families on conflict prevention, development of non-violent communication skills, assertiveness, gender equality, prevention of domestic violence of IDPs

**PA: 1.7.** Training to identify personal qualities and to develop socio-psychological skills necessary for effective interaction and socio-psychological adaptation in changing conditions.

**PA: 1.8.**

Roundtables on mobilizing public scientific opinion and advocating for local governments to address gaps in IDP legislation, strategies, and plans that exacerbate instability or conflict at the local level.

**PA: 1.9.** Workshops and training for local authorities to raise their awareness of IDPs' needs and their role in resolving conflicts in the community.

**PA: 1.10.**

Preparation and implementation of training programs and qualification programs for representatives of local communities, local authorities, professional and career counselors, psychologists, and social workers on the legal, social, economic, and psychological support for IDPs. **PA: 1.11.** Conducting sports events, marathons, participant selections for "Invictus Games" among IDPs.

the level of conflicts in IDPs' families; developing skills of nonviolent communication, assertiveness, gender equality.

**R:1.7** – 1 conducted training in each of the 15 communities; developing social and psychological skills that are necessary to make interaction effective and improving social and psychological adaptation in changing conditions.

**R:1.8** – The 6 Round Tables; the number of local governments that received the resolution of Roundtable in 240 communities

**R:1.9** – 1 seminar per year in 15 communities; 1-year training in 15 communities; raising awareness of local authorities about the IDPs' needs and their role in conflict resolution; development of skills on regulation conflict mitigation and advocacy.

**R: 1.10** - 1 program for each of the 4 areas to support IDPs; enhance the professional skills of representatives of local communities, local authorities, professional and career counselors, psychologists, and social workers.

**R: 1.11** - sporting events; marathons and competitions.

**I:1.7** – 15 pieces of training for 225 people

**I:1.8** – 6 round tables held; 240 communities on the mailing list

**I:1.9** -30 seminars for 750-1500 people, 30pieces of training for 300-450 people

**I:1.10** – 4 advanced training programs for TG representatives for 120-240 people

**I:1.11** – 45 sports events, marathons, and selections

<p><b>Goal 2.</b> To promote the comprehensive integration of the internal movement of a person into the living area</p>	<p><b>T: 2.1.</b> To implement measures of information-advisory and educational work on legal, social, and psychological support of IDPs and representatives of local communities to mitigate the consequences of social and labor conflicts.</p> <p><b>T: 2.2.</b> To increase employment opportunities for IDPs through mastering job search technologies for unemployed IDPs and helping them to start their own business;</p> <p><b>T: 2.3.</b> To create an institutional area for information, consulting, and training activities (online platforms, online studio and, business incubator)</p>	<p><b>PA: 2.1.</b> Training sessions for IDPs and other community representatives on financial literacy</p> <p><b>PA: 2.2.</b> Pieces of training for retirees on digital literacy, pensions, and social security</p> <p><b>PA: 2.3.</b> Pieces of training for different categories of IDPs (including socially vulnerable categories of IDPs - adolescents, women, pensioners, the disabled, etc.) on legal literacy</p> <p><b>PA: 2.4.</b> Webinars and workshops for IDPs on effective tools for job search and career development, on forming CV and interviewing</p> <p><b>PA: 2.5.</b> Pieces of training for IDPs and other community representatives on entrepreneurship development, starting their own business (social enterprise), and team management</p> <p><b>PA: 2.6.</b> Organizing and conducting a competition with a grant for the best business plan for starting their own business for unemployed IDPs and other vulnerable groups of the community</p> <p><b>PA: 2.7.</b> Establishment and support of the Business Incubator based on KNEU named after V. Hetman to</p>	<p><b>R:2.1</b> – по 2 проведені тренінги в 15 громадах; підвищення рівня фінансової грамотності. 2 trainings were held in 15 communities; increasing the level of financial literacy.</p> <p><b>R:2.2</b> – 2 training sessions on each topic in 15 communities; improving the level of digital literacy of pensioners and their awareness of pension and social protection issues</p> <p><b>R:2.3</b> – 1 training for each of 4 categories of the population in 15 communities; increasing the level of legal literacy.</p> <p><b>R:2.4</b> – 1 webinar per month; 1 workshop per month; expanding employment opportunities for IDPs.</p> <p><b>R:2.5</b> – 1 training on each theme in 15 communities; development of entrepreneurial skills and expansion of employment opportunities for IDPs</p> <p><b>R:2.6</b> – 1 competition in each of the 15 communities; increasing employment opportunities for IDPs.</p> <p><b>R:2.7</b> – 1 mentoring project in each of the 15 communities with the help of the business incubator of KNEU named after V. Hetman;</p> <p><b>R:2.8</b> – the number of people who used the online platform; increasing employment</p>	<p><b>I:2.1</b> – 30 training sessions for 300 people.</p> <p><b>I:2.2</b> – 90 pieces of training for 900 people</p> <p><b>I:2.3</b> – 60 pieces of training for 600 people</p> <p><b>I:2.4</b> – 18 webinars, 18 workshops</p> <p><b>I:2.5</b> – 60 training sessions for 600 people</p> <p><b>I:2.6</b> – 15 competitions and 15 winners</p> <p><b>I:2.7</b> – 15 mentoring projects</p> <p><b>I:2.8</b> – 3000 people who used the services of the online platform</p>
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		<p>provide mentoring support to IDPs for business activities  <b>PA: 2.8.</b> Creation and support of the online platform "Social Initiatives" for information and counseling and education activities on legal, social, and psychological support for IDPs  <b>PA: 2.9</b> Publication in mass media of, scientific sources on the problems of economic, legal and socio-psychological support of IDPs  <b>PA: 2.10.</b> Training sessions for community representatives, incl. IDPs, to train trainers- consultants to provide legal, social, and psychological support to community members in resolving conflict situations</p>	<p>opportunities for IDPs; raising awareness of local government employees about the application of legislation related to the rights and responsibilities of IDPs; reducing vulnerability and supporting IDPs on legal, social, and psychological issues on the Social Platform Online Platform; acquiring skills of conflict resolution and effective interaction in the community  <b>R:2.9</b> - Publications on the problems of economic, legal, and socio-psychological support of IDPs in the media, scientific sources.  <b>R:2.10</b> - 1 training (on each topic); the number of people trained - 60-120 people (1-2 coaches from the local community)</p>	<p><b>I:2.9</b> – 48 publications in the media; 48 scientific publications</p> <p><b>I:2.10</b> – 4 pieces of training for 60-120 people</p>
<p><b>Goal 3.</b> To develop a strategy for inclusive development in Ukrainian communities and a plan of measures to promote IDPs' integration into the living areas</p>	<p><b>T: 3.1.</b> To create the proposals to develop inclusive governance policies in territorial communities to increase the level of social cohesion of communities, social inclusion and reduce the vulnerability of IDPs, to increase trust in state institutions;  <b>T: 3.2.</b> To develop the project strategy of inclusive development for local communities  <b>T: 3.3.</b> To identify prospects and measures for the IDPs' integration into the living areas (action plan)</p>	<p><b>PA: 3.1.</b> Creating the proposals to develop inclusive governance policies in local communities to increase the level of social cohesion of communities, social inclusion and reduce the IDPs' vulnerability, increase the trust in state institutions  <b>PA: 3.2.</b> Development of the strategy of inclusive development in Ukrainian communities  <b>PA: 3.3.</b> Development of the action plan to promote the integration of IDPs into the social environment</p>	<p><b>R:3.1</b> – The proposals to develop inclusive governance policies in territorial communities to increase the level of social cohesion of communities, social inclusion and reduce the vulnerability of IDPs, increase trust in state institutions; to increase the level of social cohesion of communities, social involvement, and reducing the vulnerability of IDPs, increasing trust in state institutions.  <b>R:3.2</b> – The project strategy for inclusive development in local communities of Ukraine  <b>R:3.3</b> – The action plan to promote the integration of IDPs into the environment (for each target territorial community).</p>	<p><b>I:3.1</b> 15 packages of offers</p> <p><b>I:3.2</b> – 1 project</p> <p><b>I:3.3</b> – 15 action plans to promote the IDPs' integration into the living areas</p>

**DETAILED LINE-ITEM BUDGET**

Budget Categories		Unit Cost				Requested Federal Funds	Cost-Share by Applicant	Program Total
		Unit	Number	Amount	Rate			
<b>A</b>	<b>Personnel</b>	months or years		salary (month or year)	% effort			
A.1	<b>HQ-Based personnel</b>							
A.1.1	Nizhynskiy S., Project Manager	months	24	10 000,00	100%	240 000,00		240 000,00
A.1.2	Kolesnikova Ya. The main Project	months	24	5 000,00	100%	120 000,00		120 000,00
A.1.3	Lypovyi S. Public sector Project Coordinator	months	24	5 000,00	100%	120 000,00		120 000,00
A.1.4	Lukyanenko D. Research and educational work Project Coordinator	months	24	5 000,00	100%	120 000,00		120 000,00
A.1.5	Mayorova T. Project Coordinator from KNEU	months	24	5 000,00	100%	120 000,00		120 000,00
A.2	<b>Field Personnel</b>							
A.2.1	Lopushniak G. Research and educational work Manager	months	24	4 000,00	100,00%	96 000,00		96 000,00
A.2.2	Antoniuk L. Training activity Manager	months	24	4 000,00	100,00%	96 000,00		96 000,00
A.2.3	Kolot A. Personnel Development Manager	months	24	3 500,00	100,00%	84 000,00		84 000,00
A.2.4	Obolenskyi O. Strategic Development Manager	months	24	3 500,00	100,00%	84 000,00		84 000,00
A.2.5	Riepina I. Entrepreneurship Training Manager	months	24	3 500,00	100,00%	84 000,00		84 000,00
A.2.13	Kuzmenko O. Legal Manager	months	24	3 500,00	100,00%	84 000,00		84 000,00
A.2.6	Burmaka M. International Communications Manager	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.7	Prymostka O. International Communications Manager	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.8	Lovka O. Manager of issues on the socio-psychological component of the project	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.9	Tsymbal L. Expert in management and conducting of monitoring activities	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.10	Ohorodnyk V., Expert in territorial development	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.11	Tsyrukun O. International Communications Project Manager	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.12	Matviychuk A. Information policy and technical support Project Manager	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.14	Kravchuk O, Expert in management and conducting trainings	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.15	Shkolna A., Expert in management and conducting trainings	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.16	Dehtiarova O., Expert in financial issues	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.17	Levitskyi S. Expert in management and conducting of monitoring activities	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.18	Khalimovskyi T., Expert in interaction with local communities and government agencies	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.19	Burbak K. Expert in interaction with local communities and government agencies	months	24	3 000,00	100,00%	72 000,00		72 000,00
A.2.20	Horbenko V., Expert in legal issues	months	24	3 000,00	100,00%	72 000,00		72 000,00
Subtotal Personnel						<b>816 000,00</b>	<b>0,00</b>	<b>816 000,00</b>
<b>B</b>	<b>Fringe Benefits</b>							
B.1	HQ-Based Personnel Fringe Benefits					0,00		0,00
B.2	Field Personnel Fringe Benefits		8	6 000,00	100%	48 000,00		48 000,00
Subtotal Fringe Benefits						<b>48 000,00</b>	<b>0,00</b>	<b>48 000,00</b>
<b>C</b>	<b>Travel</b>	# people	# days	Cost	% allocation			
C.1	<b>International Travel</b>							
C.1.1.	<i>Travel USA HQ-Based personnel</i>							
C.1.1.1	Air tickets	5	20	1 800,00		180 000,00		180 000,00
C.1.1.2	Lodging	5	20	175,00		17 500,00		17 500,00
C.1.1.3	Per Diem	5	20	120,00		12 000,00		12 000,00
C.1.2.	<i>Travel Europe HQ-Based personnel</i>							
C.1.2.1	Air tickets	5	30	900,00		135 000,00		135 000,00
C.1.2.2	Lodging	5	30	135,00		20 250,00		20 250,00
C.1.2.3	Per Diem	5	30	150,00		22 500,00		22 500,00
C.2	<b>Country Travel (Ukraine)</b>							
C.2.1	Railway tickets Field Personnel	10	120	30,00		36 000,00		36 000,00
C.2.2	Lodging	10	120	50,00		60 000,00		60 000,00
C.2.3	Per Diem	10	120	35,00		42 000,00		42 000,00
C.3	<b>Domestic Travel</b>							



C.3.1	Travel by public transport - members of the	25	500	15,00		187 500,00		187 500,00
C.3.2	Lodging					0,00		0,00
C.3.3	Per Diem					0,00		0,00
Subtotal Travel						<b>525 250,00</b>	<b>0,00</b>	<b>525 250,00</b>
<b>D</b>	<b>Equipment (&gt; \$5,000 per unit)</b>		# days	Cost	% allocation			
D.1	Cameras for video conference		33	6 800,00		224 400,00		224 400,00
Subtotal Equipment						<b>224 400,00</b>	<b>0,00</b>	<b>224 400,00</b>
<b>E</b>	<b>Supplies (&lt; \$5,000 per unit)</b>	months or years	#units	unit cost	% allocation			
E.1.1	Interactive desk		28	2 500,00		70 000,00		70 000,00
E.1.2	Interactive installation		28	1 500,00		42 000,00		42 000,00
E.1.4	Laptop		33	1 300,00		42 900,00		42 900,00
E.1.5	Computer mice		33	120,00		3 960,00		3 960,00
E.1.6	Projection screen		33	1 500,00		49 500,00		49 500,00
E.1.7	Mobile phones		33	1 600,00		52 800,00		52 800,00
E.1.8	Mobile flipchart		28	180,00		5 040,00		5 040,00
E.1.9	WiFi internet router		28	230,00		6 440,00		6 440,00
E.1.10	Printer		28	550,00		15 400,00		15 400,00
E.1.11	Xerox		28	1 200,00		33 600,00		33 600,00
E.1.12	Computer table		28	450,00		12 600,00		12 600,00
E.1.13	Office desk		28	560,00		15 680,00		15 680,00
E.1.14	Office chair		120	250,00		30 000,00		30 000,00
E.1.15	Information stand		28	1 600,00		44 800,00		44 800,00
E.15	<i>COVID-19 (protection and prevention)</i>							
E.15.1	medical disposable gloves (latex, non-sterile)		4800	0,25		1 200,00		1 200,00
E.15.2	protective three-layer masks medical (surgical)		9000	0,25		2 250,00		2 250,00
E.15.3	wet disinfectant wipes		1800	0,60		1 080,00		1 080,00
E.15.4	hand sanitizers		3120	13,00		40 560,00		40 560,00
E.15.5	disinfectants for surfaces		936	13,00		12 168,00		12 168,00
E.15.6	pyrometers		300	110,00		33 000,00		33 000,00
E.15.7	Rapid Coronavirus (SARS-CoV-2) antigen		200	25,00		5 000,00		5 000,00
E.16	<i>Office and administrative expenses</i>							
E.16.1	Utilities (electricity / heating, etc.)	24	28	200,00		5 600,00		5 600,00
E.16.2	Stationery / consumables	24	28	150,00		4 200,00		4 200,00
E.16.3	Communication services (telephone)	24	28	200,00		5 600,00		5 600,00
E.16.4	Internet services	24	28	100,00		2 800,00		2 800,00
E.16.5	Postage costs	24	28	500,00		14 000,00		14 000,00
E.16.6	Maintenance / repair of office equipment	24	28	72,00		2 016,00		2 016,00
E.16.7	Banking services	24	28	200,00		5 600,00		5 600,00
E.17	Registration of intellectual capital ownership		10	200,00		2 000,00		2 000,00
E.18	Office supplies	24	28	100,00		2 800,00		2 800,00
Subtotal Supplies						<b>559 794,00</b>	<b>0,00</b>	<b>559 794,00</b>
<b>F</b>	<b>Contractual</b>		#units	unit cost				
F.1	<b>Subawards</b>							
F.1.1	Subrecipient (KNEU)*							
F.1.1.2	development of scientific and methodological		1	30 000,00	100%	30 000,00		30 000,00
F.1.1.3	sampling and development of questionnaires		12	2 000,00	100%	24 000,00		24 000,00
F.1.1.4	preparation of interviewers for the survey (3		45	2 000,00	100%	90 000,00		90 000,00
F.1.1.5	ongoing project monitoring implementation		15	900,00	100%	13 500,00		13 500,00
F.1.1.6	implementation of scientific and expert evaluation	6	15	2 000,00	100%	30 000,00		30 000,00
F.1.1.7	processing the results of sociological research and generating reports (1 report per territorial community + one general report)	6	16	900,00	100%	86 400,00		86 400,00
F.1.1.8	processing of results and formation of monitoring reports (1 report per territorial	6	16	1 200,00	100%	115 200,00		115 200,00

F.1.1.9	processing of results and formation of reports of scientific and expert evaluation (1 report per territorial community + one general report)	6	16	600,00	100%	57 600,00		57 600,00
F.1.1.10	research, strategy development	1	1	4 000,00	100%	4 000,00		4 000,00
F.1.1.11	conducting research, developing a plan for conflict-free integration of IDPs into communities	1	15	4 000,00	100%	60 000,00		60 000,00
F.1.1.12	Conducting trainings for IDPs, community representatives on the basis of KNEU (psychological, legal, conflict management, starting your own business, social protection of IDPs, career guidance training, employment)		8	5 000,00	100%	40 000,00		40 000,00
F.1.1.13	An online consultation for IDPs with disabilities		15	4 000,00	100%	60 000,00		60 000,00
F.1.1.14	Seminars and consultations for IDP families on conflict prevention, development of non-violent communication skills, assertiveness, gender equality, prevention of domestic violence by IDPs		15	10 000,00	100%	150 000,00		150 000,00
F.1.1.15	Trainings to identify personality qualities and develop socio-psychological skills necessary for effective interaction, socio-psychological adaptation in volatile conditions		15	4 000,00	100%	60 000,00		60 000,00
F.1.1.16	Quests and games for children and teenagers (I'm in a team, resolving conflicts, my future profession, etc.)		15	4 000,00	100%	60 000,00		60 000,00
F.1.1.17	Training of local trainers to conduct trainings for IDPs		15	1 700,00	100%	25 500,00		25 500,00
F.1.1.18	Seminars and trainings for local government representatives to raise their awareness on the		60	700,00	100%	42 000,00		42 000,00
F.1.1.19	Master class for IDP women on popularization of Trypillia culture " Trypillia: the civilization of creators "		15	4 000,00	100%	60 000,00		60 000,00
F.1.1.20	Conducting roundtables to discuss the results of monitoring and evaluation and develop proposals to address gaps in legislation that cause conflict situations with the participation of IDPs		6	8 000,00		48 000,00		48 000,00
F.1.2	NGO «UNION OF ANTI-CORRUPTION EXPERTS»							
F.1.2.1	Preparation of quarterly monitoring reports		8	10 000,00		80 000,00		80 000,00
F.1.2.2	Opinion polls (6 times for 3 categories of respondents in each target community)		45	1 200,00		54 000,00		54 000,00
F.1.3	NGO "Business Perspective" and NGO "Time to be together"							
F.1.3.1	Communication with interviewers for the survey (3 interviewers for 15 local communities)		45	2 000,00		90 000,00		90 000,00
F.1.3.2	Medical insurance for people, who conduct communication		4	8 000,00		32 000,00		32 000,00
F.1.3	NGO "Time to be together"							
F.1.3.1	Communication with interviewers for the survey (3 interviewers for 15 local communities)		45	2 000,00		90 000,00		90 000,00
F.1.3.2	Medical insurance for people, who conduct communication		4	8 000,00		32 000,00		32 000,00
<b>F.2</b>	<b>Contracts/Consultants</b>							
F.2.1	Creating an online platform		1	120 000,00		120 000,00		120 000,00
F.2.2	Online platform administration	20	1	2 500,00		50 000,00		50 000,00
F.2.4	Project financial consulting services	24	1	4 000,00		96 000,00		96 000,00
F.2.5	Services for professional translation of project documentation	24	1	3 000,00		72 000,00		72 000,00
F.2.6	Transport services in Kyiv	24	1	2 000,00		48 000,00		48 000,00
F.2.7	Transport logistics in local communities	15	1	5 000,00		75 000,00		75 000,00
F.2.8	Telegram - bot development		1	10 000,00		10 000,00		10 000,00
Subtotal Contractual						<b>1 905 200,00</b>	<b>0,00</b>	<b>1 905 200,00</b>
<b>G</b>	<b>Construction</b>							

G.1					0,00		0,00
Subtotal Construction					<b>0,00</b>	<b>0,00</b>	<b>0,00</b>
<b>H Other Direct Costs</b>							
H.1	Final program audit		1	40 000,00		40 000,00	40 000,00
H.2	Interim program audit		2	15 000,00		30 000,00	30 000,00
H.3	Awards for IDPs (the "Own Business" competition)		15	4 000,00		60 000,00	60 000,00
H.4	Conducting roundtables to discuss the results of monitoring and evaluation / proposals development to address gaps in legislation that cause conflict situations with the participation of IDPs		6	10 000,00		60 000,00	60 000,00
H.5	Conducting sports events, marathons, selections for "Invictus Games" among IDPs		15	5 000,00		75 000,00	75 000,00
Subtotal Other Direct Costs					<b>265 000,00</b>		<b>265 000,00</b>
<b>I Total Direct Costs</b>					<b>4 343 644,00</b>	<b>0,00</b>	<b>4 343 644,00</b>
<b>J Total Indirect Costs (Basis or 10% De Minimis based on MTDC)</b>					<b>434 364,40</b>		<b>434 364,40</b>
<b>K Total Project Cost</b> <i>(must match award amount)</i>					<b>4 778 008,40</b>	<b>0,00</b>	<b>4 778 008,40</b>



MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE  
STATE HIGHER EDUCATIONAL INSTITUTION

"Kyiv National Economic University named after Vadym Hetman"

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Centre of International Academic Mobility 380 (44) 456 30 19; e-mail: ciam@kneu.edu.ua

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21.05.2021 No 03/33 -566

Dear Mrs Kolesnikova,

Kyiv National Economic University named after Vadym Hetman confirms its participation in the International Project “Inclusive development of territorial communities’ ecosystems where internally displaced persons live” supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO).

Areas of activity, that can be provided by Kyiv National Economic University named after Vadym Hetman within the project “Inclusive development of territorial communities’ ecosystems where internally displaced persons live”, are the following:

1. Developing a program and conducting a monitoring study of the level of social involvement and conflict in the communities with internally displaced persons (IDP), their interaction with other communities, socio-psychological factors and problems of the internally displaced persons’ interaction with local communities, their adaptation to new living conditions as well as integration into socio-cultural environment and entrepreneurial activity.
2. Working out a draft Strategy for inclusive development of territorial communities and forming a state and regional policy aimed at increasing the level of involvement of IDPs and other segments of the population. Development of draft strategies for inclusive governance and development of territorial communities (selected for research) to strengthen their social cohesion and integration into communities.
3. Developing and implementing the program of social and psychological support and adaptation of IDPs to territorial communities, providing individual and group psychological and psychotherapeutic assistance to IDPs in crisis situations, stress and psychotraumas’ correction and treatment of psychosomatic disorders.

4. Conducting trainings, seminars, webinars for IDPs and representatives of local communities on the development of entrepreneurial skills, legal, digital and financial literacy of various categories of IDPs (including socially vulnerable categories of IDPs - adolescents, women, pensioners, the disabled, etc.), personal qualities and socio-psychological skills necessary for effective interaction and socio-psychological adaptation to changes, employment and prevention of conflict behavior, development of non-violent communication skills, assertiveness, gender equality as well as prevention of domestic violence by IDPs.

5. Working out and conducting in-service training programs for local community representatives, professional and career counselors, practical psychologists and social workers on legal, social, economic and psychological support for IDPs.

6. Carrying out research and practical activities (webinars, conferences, round tables) aimed at providing information and counseling and other educational activities for IDPs and representatives of local communities, promoting the integration of IDPs into the community, preventing or resolving conflicts and reducing social tensions at the local level.

7. Media and scientific publications on the problems of economic, legal and socio-psychological support of IDPs.

Professor T.Mayorova will be responsible for the implementation of the project.

Yours sincerely

Rector



A handwritten signature in black ink, appearing to read "Dmytro Lukianenko".

Dmytro Lukianenko



**SHCHASTYNA CITY MILITARY AND CIVIL ADMINISTRATION**  
**Shchastynsky district of Luhansk region**

pl. Mira, 9, Shchastya, Novoaidar district, Luhansk region, 91480

tel. (0642) 96-08-53, fax. (0642) 96-08-53

e-mail: [43982093@mail.gov.ua](mailto:43982093@mail.gov.ua), EDRPOU code 43982093

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05/21/2021

Project coordinator  
"Inclusive development of ecosystems  
of territorial communities  
with internally displaced persons "  
West Support Inc.  
Yana Kolesnikova  
[westnonprofits@gmail.com](mailto:westnonprofits@gmail.com)

*Dear Yano Kolesnikova!*

The Shchastyna City Territorial Community confirms its participation in the international project "Inclusive Development of Ecosystems of Territorial Communities with Internally Displaced Persons" from the US Department of State, the United States Department of State Bureau of Conflict and Stabilization Operations (CSO), and guarantees comprehensive assistance to create appropriate conditions for project implementation and strengthen links between internally displaced persons and community areas.

The chief specialist for investment activities of the Shchastyn city military-civil will be responsible for the project implementation by the Shchastyn city territorial community administration Netsvitailo Victoria (095-351-85-23, [lda.of.schastye@gmail.com](mailto:lda.of.schastye@gmail.com))

Regards,  
Head of the Shchastyn city  
military-civil administration

Olexander DUNETS



## Хмельницька міська рада Khmelnytskyi City Council

29013, Україна, м. Хмельницький, вул. Гагаріна, 3  
Тел. (0382) 76-41-24, 76-59-00. Факс 76-59-00  
Електронна пошта: rada@khm.gov.ua

Haharina Str. 3, Khmelnytskyi, Ukraine, 29013  
Tel. (0382) 76-41-24, 76-59-00. Fax 76-59-00  
E-mail: rada@khm.gov.ua

від 21.05.2021 № 3228-02-21-21  
на № \_\_\_\_\_ від \_\_\_\_\_

Organization «West Support Inc.»

312 W 2nd St, #5073  
Casper, Wyoming 82601  
[westnonprofits@gmail.com](mailto:westnonprofits@gmail.com)  
+38 (095) 609 26 30

Dear Yana Kolesnikova!

The Khmelnytskyi City Territorial Community confirms its participation in the International Project “Inclusive development of territorial communities' ecosystems where internally displaced persons live” supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO) and guarantees comprehensive assistance to create appropriate project conditions and strengthen links between internally displaced persons and local communities.

Mr. Voronetskyi, the head of the Department of Labor and Social Protection, will be responsible for the implementation of the project by the local community.

Best regards,

Manager of the Executive

Committee of Khmelnytskyi City Council

Yuliia Sabii





**UKRAINE  
KHARKIV REGION  
KHARKIVSKYI DISTRICT  
SOLONYTSIVKA VILLAGE COUNCIL**

62370, Solonytsivka, Vizvoliteliv str.,6, Kharkivskiy district, Kharkiv region  
tel./fax:783-71-10, (05763) 72-610; E-mail: [solrada@ukr.net](mailto:solrada@ukr.net)

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21.05.2021 № 02-22/1466

*To: Project Coordinator  
Project "Inclusive development  
of territorial communities' eco  
systems where internally  
displace persons live"  
Yana Kolesnikova*

Dear Yana Kolesnikova!

The Solonytsivska Territorial Community confirms its participation in the International Project "Inclusive development of territorial communities' ecosystems where internally displaced persons live" supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO) and guarantees comprehensive assistance to create appropriate project conditions and strengthen links between internally displaced persons and local communities.

Mrs. Nataliya Oleksenko will be responsible for the implementation of the project by the local community.

Best regards,

Head of the Territorial Community  Andriy Litvynov

Nataliya Oleksenko  
+38 (095 740 24 05



UKRAINE



**LOZOVA CITY COUNCIL  
OF KHARKIV OBLAST**



Yaroslava Mudroho str, 1, administrative building  
Lozova city, Kharkiv oblast, 64600  
тел. (05745) 2-37-67, факс 2-35-91 E-mail: mr\_lozova@lozovarada.gov.ua

21.05.2021 № 02-23-12/324/1  
на № \_\_\_\_\_ від \_\_\_\_\_

**Coordinator of the project “Inclusive  
development of territorial communities’  
ecosystems where internally displaced  
persons live”  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com**

**Dear Yana Kolesnikova!**

The Lozova city Territorial Community of Kharkiv oblast confirms its participation in the International Project “Inclusive development of territorial communities’ ecosystems where internally displaced persons live” supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO) and guarantees comprehensive assistance to create appropriate project conditions and strengthen links between internally displaced persons and local communities.

Mr. Serhij Hrankin head of the economy department of the city council will be responsible for the implementation of the project by the local community.

Best regards,

First deputy of Lozova city chairman

**Olexandr ZHYDKOV**



**LUTSK DISTRICT COUNCIL OF VOLYN REGIONS**

Kovelska Street, 53, Lutsk, Volyn Region, 43001

fax. 247077; e-mail: [lutskrada@ukr.net](mailto:lutskrada@ukr.net), EDRPOU code 23250933

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05/21/2021

Project coordinator  
"Inclusive development of ecosystems  
of territorial communities  
with internally displaced persons "  
West Support Inc.  
Yana Kolesnikova  
[westnonprofits@gmail.com](mailto:westnonprofits@gmail.com)

*Dear Yano Kolesnikova!*

The Lutsk district council of Volyn region confirms its participation in the international project "Inclusive Development of Ecosystems of Territorial Communities with Internally Displaced Persons" from the US Department of State, the United States Department of State Bureau of Conflict and Stabilization Operations (CSO), and guarantees comprehensive assistance to create appropriate conditions for project implementation and strengthen links between internally displaced persons and community areas. Tetyana Pavlova-Bagriychuk, Deputy Chief of Staff, will be responsible for the implementation of the project by the district council.

Chairman of the district council

Olexander Omelchuk



## ЦУМАНСЬКА СЕЛИЩНА РАДА

вул. Грушевського, 2, смт Цумань, Волинська обл., 45233 тел./факс (03365) 9-43-55

E-mail: tsuman.sr@i.ua сайт: cumanska.gromada.org.ua, код згідно з ЄДРПОУ  
04333885

від 21 05 2021 р. № 413

На № \_\_\_\_\_ від \_\_\_\_\_ 20\_\_ р.

Coordinator of the project “Inclusive development of territorial communities' ecosystems where internally displaced persons live”  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com

Dear Yana Kolesnikova!

The Tsuman Territorial Community confirms its participation in the International Project “Inclusive development of territorial communities' ecosystems where internally displaced persons live” supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO) and guarantees comprehensive assistance to create appropriate project conditions and strengthen links between internally displaced persons and local communities.

Mrs Svitlana Kovsh will be responsible for the implementation of the project by the local community.

Best regards,

Head of the Territorial Community



Anatolii Doroshuk

Public organization  
"Association of Entrepreneurs" TimetoBeTogether  
her"

Public organization  
"Association of Entrepreneurs"  
TimetoBeTogether "  
kcd.kiev@ukr.net  
Kyiv, 65 Raduzhna Street,  
kV 121,  
tel. 050 644 40 41;

Coordinator of the project "Inclusive development of territorial communities' ecosystems where internally displaced persons live"  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com

Dear Yana Kolesnikova!

The NGO "Association of Entrepreneurs" TimetoBeTogether" is ready to participate in the international project "Inclusive Development of Ecosystems of Territorial Communities with Internally Displaced Persons" from the United States Department of State, the United States Department of Conflict and Stabilization Operations (CSO), and guarantees comprehensive assistance for the creation of appropriate conditions for the implementation of the project and the establishment of strengthening ties between internally displaced persons and local communities, to promote the solution of legal, psychological and employment problems.

Motinova Olga Mykolayivna will be responsible for the implementation of the project by the NGO

Regards,

Chairman of the public organization Public organization "Association of Entrepreneurs" Motinova Olga



05/21/2021



Dear Mrs Kolesnikova,

NGO "Union of Experts on Corruption" confirms its participation in the International Project "Inclusive development of territorial communities' ecosystems where internally displaced persons live" supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO).

Areas of activity, that can be provided by NGO "Union of Experts on Corruption" within the project "Inclusive development of territorial communities' ecosystems where internally displaced persons live", are the following:

1. Conducting a monitoring study of the level of social involvement and conflict in the communities with internally displaced persons (IDP), their interaction with other communities, socio-psychological factors and problems of the internally displaced persons' interaction with local communities, their adaptation to new living conditions as well as integration into socio-cultural environment and entrepreneurial activity.

2. Implementing the program of social and psychological support and adaptation of IDPs to territorial communities, providing individual and group psychological and psychotherapeutic assistance to IDPs in crisis situations, stress and psychotraumas' correction and treatment of psychosomatic disorders.

3. Conducting trainings, seminars, webinars for IDPs and representatives of local communities on the development of entrepreneurial skills, legal, digital and financial literacy of various categories of IDPs (including socially vulnerable categories of IDPs - adolescents, women, pensioners, the disabled, etc.), personal qualities and socio-psychological skills necessary for effective interaction and socio-psychological adaptation to changes, employment and prevention of conflict behavior, development of non-violent communication skills, assertiveness, gender equality as well as prevention of domestic violence by IDPs.

4. Carrying out research and practical activities (webinars, conferences, round tables) aimed at providing information and counseling and other educational activities for IDPs and representatives of local communities, promoting the integration of IDPs into the community, preventing or resolving conflicts and reducing social tensions at the local level.

Chairman of the  
public organization

Sergey Nizhensky



Registered by Darnytsya District Department of Justice in Kyiv on November 16, 2015.  
02068, Kyiv, Darnytskyi district, P. HRIHORENKO AVENUE, house 15, room 137 r / r  
26000056206174, MFO 380269, OKPO 40125525, PJSC CB PRIVATBANK

[v.serpokrylov@gmail.com](mailto:v.serpokrylov@gmail.com)

+38 096 795 99 03

*Out № 21/05-3  
from 21.05.2021*

Coordinator of the project “Inclusive development of territorial communities' ecosystems where internally displaced persons live”  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com

### **Dear Yana Kolesnikova!**

The NGO «Public movement of anti-terrorist operation participants and citizens from the temporarily occupied territories "New Nation"» is ready to participate in the international project "Inclusive Development of Ecosystems of Territorial Communities with Internally Displaced Persons" from the United States Department of State, the United States Department of Conflict and Stabilization Operations (CSO), and guarantees comprehensive assistance for the creation of appropriate conditions for the implementation of the project and the establishment of strengthening ties between internally displaced persons and local communities, to promote the solution of legal, psychological and employment problems.

V'yacheslav Serpokrylov will be responsible for the implementation of the project by the NGO

Regards,  
Head of NGO «Public movement of anti-terrorist operation participants and citizens from the temporarily occupied territories "New Nation"»



V'yacheslav Serpokrylov



# Громадська організація «Українська асоціація інвалідів АТО»

Україна, 01024

м. Київ, вул. Круглоуніверситетська, 14

тел.: +38 (044) 253-41-70

р/р 26005052752061 МФО 300711 ПАТ КБ "ПриватБанк"

КОД ЄДРНОУ 39892905 ел.адреса: ua-i-ato@ukr.net

Координатору проєкта  
«Інклюзивний розвиток екосистем  
територіальних громад  
з внутрішньо-переміщеними  
особами»  
Організації «West Support Inc.»  
Колесніковій Я.А.  
westnonprofits@gmail.com

Шановна Яно Артурівно!

Громадська організація «Українська асоціація інвалідів АТО» готова долучитись до участі у міжнародному проєкті «Інклюзивний розвиток екосистем територіальних громад з внутрішньо-переміщеними особами» від Державного департаменту США, Бюро конфліктних та стабілізаційних операцій (United States Department of State Bureau of Conflict and Stabilization Operations (CSO)), і гарантує всебічне сприяння для створення належних умов реалізації проєкту та налагодженню посилення зв'язків між внутрішньо переміщеними особами та територіальними громадами, сприяти вирішенню юридичних, психологічних та проблем працевлаштування.

Відповідальним за реалізацію проєкту з боку Громадської організації буде Тріскач С.М.

З повагою,  
Голова громадської організації

Тріскач С.М.



21.05.2021р.

# Publicorganization "Business - Perspective"

Publicorganization "Business - Perspective"  
2012@ukr.net  
Irpın, 85v UkrainskaStreet;  
050 520 99 56.

Coordinator of the project "Inclusive  
development of territorial communities'  
ecosystems where internally displaced  
persons live"  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com

Dear Yana Kolesnikova!

The NGO "AssociationofEntrepreneurs "TimetoBeTogether" is ready to participate in the international project "Inclusive Development of Ecosystems of Territorial Communities with Internally Displaced Persons" from the United States Department of State, the United States Department of Conflict and Stabilization Operations (CSO), and guarantees comprehensive assistance for the creation of appropriate conditions for the implementation of the project and the establishment of strengthening ties between internally displaced persons and local communities, to promote the solution of legal, psychological and employment problems.

Skachkov Igor Vladimirovich will be responsible for the implementation of the project by the  
NGO

Regards,



Head of the public organization Skachkov Igor

05/21/2021





# OLYTSKA VILLAGE COUNCIL VOLYN REGION

45263. Olyka village, 17 Zamkova Street, t. 9-51-41, e-mail:olyka.sr@gmail.com, k. 04333879

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\_21.05.2021 р. №\_708/01-03-2/2-21\_

на № \_\_\_\_\_ від \_\_\_\_\_

Coordinator of the project "Inclusive development of territorial communities' ecosystems where internally displaced persons live"  
the organization «West Support Inc.»  
Yana Kolesnikova  
westnonprofits@gmail.com

Dear Yana Kolesnikova!

The Olyka Territorial Community confirms its participation in the International Project "Inclusive development of territorial communities' ecosystems where internally displaced persons live" supported by the United States Department of State Bureau of Conflict and Stabilization Operations (CSO) and guarantees comprehensive assistance to create appropriate project conditions and strengthen links between internally displaced persons and local communities.

Mr. Pavlovsky Valentyn will be responsible for the implementation of the project by the local community.

Best regards,

Head of the Territorial Community

O.Prendetsky