

ANNUAL REPORT 2024



REFLECTING PROGRESS, DEEPENING PURPOSE,
AND SCALING IMPACT IN TIMES OF CRISIS



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Resilience with Purpose. Impact by Design

Dear Friends, Partners,
and Supporters,

As we reflect on 2024, we do so with deep gratitude and the unshakable belief that true impact starts with people. This past year has tested Ukraine's endurance — and once again, **our nation responded not with despair, but with bold, collective action.**

Since our founding in 2021, we've pursued a clear mission: **to foster transformative social behavior change, unlock economic opportunity, and catalyze inclusive, sustainable recovery in Ukraine.** In 2024, that mission gained even greater urgency and depth. From mental health to entrepreneurship, from gender equity to green innovation — we've continued strengthening ecosystems of resilience, built with and for the people of Ukraine.

At Impact Force, we are proud to stand alongside communities, partners, and changemakers who choose courage, compassion, and innovation every single day.



Nina Levchuk & Olga Diakova
Co-Founders, Impact Force

We firmly believe that **real change emanates from the people**, and it is with this conviction that we empower individuals and communities, especially displaced women, veterans, and social entrepreneurs, to become active architects of Ukraine's future. **Our work has focused on forging vital synergies between civil society, business and government**, amplifying local solutions, and leveraging cutting-edge technology and global expertise to accelerate Ukraine's path toward resilience and EU integration.

This year, we proudly elevated Ukraine's voice and vision on the global stage.

From the World Economic Forum in Davos to the Tallinn Digital Summit, we spotlighted stories of grassroots innovation, inclusive recovery, and civic strength. At home, we deepened partnerships with ministries and key stakeholders **to drive innovation and empower people where it matters most.**

As we look ahead, our resolve is stronger than ever. We will continue deepening our impact, expanding our reach, and evolving our approaches to meet Ukraine's changing needs. We are committed to scaling what works, building new alliances, and advocating for policies that foster transparency, inclusion, and good governance.

We envision a future where every Ukrainian — especially those most affected by the war — has the opportunity to thrive and contribute to a vibrant, resilient nation. Because **real resilience is not the absence of crisis — but the presence of purpose, capacity, and unity in the face of it.**



We extend our heartfelt gratitude to our dedicated team, invaluable partners, and generous supporters. Your trust and commitment are the driving force behind every achievement and step forward. **Together, we are not just rebuilding, we are shaping a stronger, more purposeful Ukraine.**



With deepest respect and unwavering hope,
Nina Levchuk & Olga Diakova
Co-Founders, Impact Force



WHO WE ARE

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Shaping a Resilient Ukraine Through Purpose-Driven Action

Impact Force is a Ukrainian NGO, established in 2021, focused on driving transformative social behavior change, generating economic opportunities, and implementing interventions that enable an inclusive and sustainable recovery for Ukraine.

Amid the challenges of full-scale war, we remain steadfast in our commitment to cultivating an impact mindset across Ukrainian society, where integrity, innovation, and respect for cultural heritage are the norm.

We empower individuals and communities — especially women, displaced persons, and entrepreneurs — **to become active drivers of Ukraine's transformation**. We support the private sector in adopting inclusive, gender-equitable, and purpose-driven business models, and we work with the public sector to foster transparency, good governance, and systemic reform.

Our mission is rooted in the belief that real change starts with people.

To realize our vision, we adopt a bold ecosystem approach: building synergies between civil society, business, and government; amplifying local solutions; and leveraging cutting-edge technology and global expertise. **Together, we accelerate Ukraine's path toward resilience, EU integration, and a just, prosperous future.**

Our Vision

A thriving Ukraine, leading the way in the modern world, empowered by its people and its commitment to the UN Sustainable Development Goals.

Our Mission

To lead transformative social behavior change and generate economic opportunities that advance Ukraine's journey toward sustainable and equitable recovery.

What We Stand For. What We Act On.

At Impact Force, everything we do is grounded in a clear set of values and principles that reflect who we are and what we stand for.

These commitments guide our decisions, shape our programs, and define the way we work with communities, partners, and each other.

They are the foundation of our mission to foster meaningful, lasting change in Ukraine.

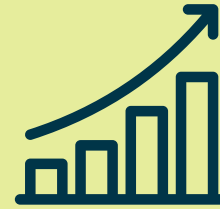


Our Strategic Priorities



A healthy and purpose-driven society

We challenge mental health stigma and promote community well-being by making support services accessible, fostering empathy, encouraging dialogue, and engaging citizens in peacebuilding efforts.



A sustainable & impact economy

We champion innovative Ukrainian businesses and social enterprises that balance profit and purpose, generate local solutions to national challenges, and scale impact through collaboration.



Strong governance & public-private collaboration

We advocate for integrity, transparency, and inclusive reform. By fostering trust and shared responsibility between the private and public sectors, we help shape a resilient democratic Ukraine aligned with EU values.

Our Commitment to the Global Agenda

At Impact Force, our work is deeply aligned with the United Nations Sustainable Development Goals (SDGs). We support and advance multiple global goals through every intervention we design and deliver – **from promoting gender equality and inclusive economic growth to fostering quality education, mental**

well-being, and sustainable innovation.

This alignment is not just symbolic – **it reflects our practical, day-to-day commitment to building** a better Ukraine that contributes meaningfully to a better world.

<p>4 </p> <p>Quality education</p>	<p>5 </p> <p>Gender equality</p>	<p>8 </p> <p>Decent work and economic growth</p>
<p>13 </p> <p>Climate action</p>	<p>11 </p> <p>Sustainable cities and communities</p>	<p>9 </p> <p>Industry, innovation and infrastructure</p>
<p>12 </p> <p>Responsible consumption and production</p>	<p>16 </p> <p>Peace, justice and strong institutions</p>	<p>3 </p> <p>Good health and well-being</p>

WE SUPPORT
THE FOLLOWING
UN SUSTAINABLE
DEVELOPMENT
GOALS

Our Guiding Principles

■ Resilience with Purpose

We turn adversity into action and recovery into long-term opportunity.

■ Equity and Inclusion

We elevate marginalized voices — especially women and war-affected groups — in all we do.

■ Integrity and Accountability

We operate with transparency, responsibility, and deep respect for the people and communities we serve.

■ Innovation for Impact

We harness technology, research, and forward-thinking to solve complex challenges and scale meaningful change.

■ Collaboration over Competition

We co-create solutions with partners because we believe that unity fuels strength and impact.



Our Theory of Change & Impact Ecosystem

At Impact Force, we believe that transforming a country in crisis requires more than aid – it demands bold ideas, systemic solutions, and the power of people. Our theory of change is rooted in a full-circle, ecosystem approach that connects policy, practice, and purpose.



We know that **real change happens when we influence policy, build human and economic capacity, and empower communities to lead.** By delivering inclusive, resilient, and innovation-driven interventions, we accelerate Ukraine's journey toward a just, sustainable, and thriving future.

How We Create Impact: Our Ecosystem in Action

■ Advocacy

is where transformation begins. We fuel policy innovation and champion forward-thinking reforms, shaping a national agenda that places the social impact economy and inclusive recovery at the heart of Ukraine’s development.

■ Community Empowerment

connects it all. We activate ecosystems of changemakers – uniting local actors, international partners, and grassroots leaders to drive community-led solutions that endure.

■ Capacity Building

turns vision into capability. We equip SMEs, women entrepreneurs, and vulnerable groups with the tools, knowledge, and confidence to not only survive but lead Ukraine’s economic renewal.



Who We Serve — and Why It Matters

Our programs are designed with purpose and precision to uplift:

- **Vulnerable groups**

including displaced women, veterans, and youth—by restoring dignity, independence, and opportunity through targeted empowerment.

- **Ukrainian businesses**

by embedding social impact at their core, so they create jobs, innovate for good, and power national resilience.

- **Government partners**

through strategic research and policy engagement that translates frontline needs into systemic reform.





GOVERNANCE & TEAM

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Leading With Purpose, Powered by Experience



At the heart of Impact Force is a **leadership team driven by purpose, resilience, and an unwavering belief in Ukraine's future.** We bring together deep expertise from across the commercial, non-profit, and international development sectors, spanning technology, social innovation, communications, and policy reform. This unique blend allows us to navigate complexity, build cross-sectoral alliances, and deliver agile, high-impact programs that respond to Ukraine's most urgent challenges.

Our team is more than an operational force—it is a movement of changemakers, united by a shared commitment to transform adversity into action, and purpose into progress.

We are supported by a vast network of partners, donors, advisors, and volunteers across Ukraine and globally, who believe in the power of collaboration to rebuild and reimagine a better future.



Executive Team



NINA LEVCHUK

Managing Director,
Co-Founder of Impact Force

A visionary leader with over 15 years of experience in business development, sales, and marketing at Google, SC Johnson, and Unilever. Nina is a co-founder of Impact Force, United for Ukraine, and UA Tech Circle.

In 2024, she was named one of Ukraine's **Top 100 Women Leaders** by Ukrainska Pravda and received the prestigious **RED KALYNA Award** for her role in empowering women and advancing innovation for Ukraine's recovery.



<https://www.linkedin.com/in/ninalevchuk>



OLGA DIAKOVA

Managing Director,
Co-Founder of Impact Force

With over 20 years of experience in driving social behavior change, Olga has led sustainable business and communication strategies for organizations such as How Women Lead, the David Lynch Foundation, Slow Food Ukraine, and OII Meaningful Communication.

In 2024, Olga was awarded the **International Ukrainian-French Order of Queen Anna "Honor of the Homeland"**, recognizing her exceptional contributions to Ukraine's resilience and global partnerships.



<https://www.linkedin.com/in/olga-diakova-ba172411>



Advisory Board



**MATHREYI
SEETHARAMAN**



**EKATERINA
JALLIFFIER-
MERLON**



**SVITLANA
KOVALCHUK**



**KATERYNA
SPIVAKOVA**

Leadership Team



ALESIA STOKOVSKA

Chief Executive Officer, Impact Force

Alesia is a purpose-driven leader with over 10 years of experience in business development and communications. As CEO of Impact Force, she leads high-performing teams and drives strategic growth, building meaningful narratives and trusted reputations for both mission-driven initiatives and international partners.



OLGA DANKO

Advocacy Director, Impact Force

With over 25 years of experience in strategic communications and social advocacy, Olga leads Impact Force's efforts on gender equality, sustainability, and inclusion. She is also the Program Director of the Kyiv Investment Forum, Vice President of the Rhythmic Gymnastics Federation of Ukraine, and Chair of the Athletes' Environment Commission of the National Olympic Committee of Ukraine.



GALINA SONDERGAARD

Director of Grants and Strategic Partnerships, Impact Force

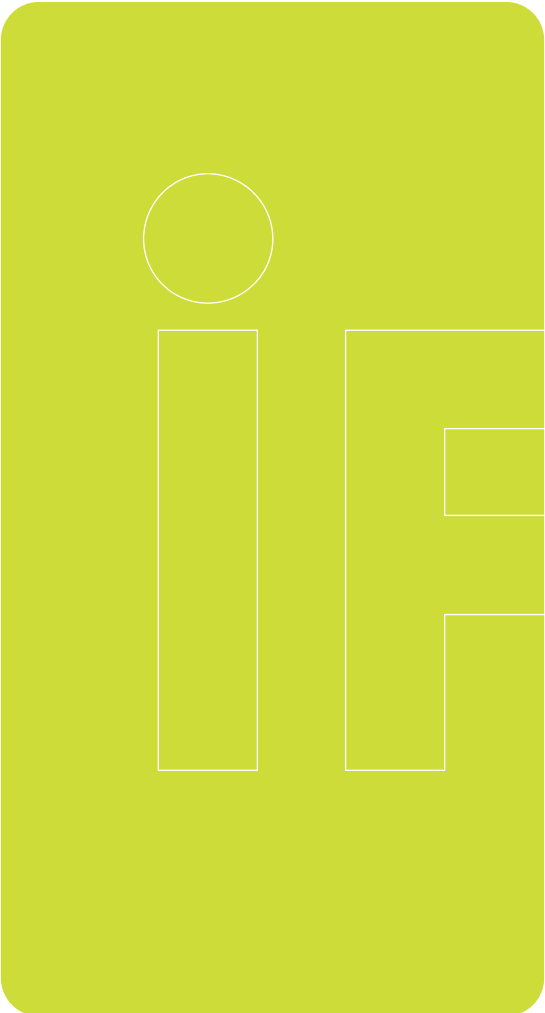
With 15 years of experience in fundraising, grants management, and cultivating partnerships, Galina has a proven track record of successfully supporting nonprofit initiatives across Europe and South-East Asia.



TETYANA POKHOMOVA

Financial Director, Impact Force

Tetyana brings over 20 years of expertise in corporate communications, strategic planning, and financial management. At Impact Force, she ensures operational efficiency and financial sustainability, drawing on her experience with organizations like OII Meaningful Communication, Auchan, and Liga Nova.



2024 IN REVIEW

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2024: Highlights of Collective Impact

Impact Force Forum 2024

became an international platform for recovery, uniting over 500 participants and 30 global experts – and culminating in a landmark Memorandum of Cooperation with the Institute for Economics and Peace.



Impact Business Accelerator (Season 2)

supported 40 entrepreneurs across 15 regions, resulting in a 56% increase in formalized social impact strategies and €37,000 in grants to scalable, mission-driven ventures.



Dream and Achieve Online Academy (Season 2)

equipped 80 displaced women with entrepreneurial and digital skills.

Innovators of Energy Efficiency in Ukraine

created a first-of-its-kind national catalog of 60 clean tech companies – laying the foundation for a greener, more sustainable energy sector.



ReSTART Mindset

delivered integrated mental health and reintegration support to 75 women veterans and caregivers, leading to a 49% rise in stress resilience and a publicly available self-help guide on Diia.Osvita.

Notable Recognitions

Impact Force Wins National UEPA Award

We're honored to receive the Ukrainian National UEPA Award for "Responsible and Inclusive Entrepreneurship." This prestigious recognition, awarded for our Impact Business Accelerator 2023 program, is part of the European Enterprise Promotion Awards (EEPA).



Impact Force Joins Clinton Global Initiative 2024

Impact Force is proud to be part of the Clinton Global Initiative's (CGI) Commitment Makers 2024, recognizing our "Restart Mindset" program, which supports mental health and career recovery for war-affected Ukrainians.



Co-Founder of Impact Force Nina Levchuk Honored with Top Accolades

We are proud to celebrate the achievements of our co-founder Nina Levchuk in 2024. Nina, who was included in the list of the 100 best female leaders in Ukraine by Ukrainska Pravda, was also awarded the "CHERVONA KALYNA" award for her outstanding role in women's empowerment.



Co-Founder of Impact Force Olga Diakova Awarded International Honor

We're proud to announce that our co-founder, Olga Diakova, has been awarded the International Ukrainian-French Order of Queen Anna "Honor of the Homeland." This distinguished award honors her exceptional contributions to the strength and prosperity of Ukraine, both nationally and internationally.





OUR STRATEGIC PILLARS IN ACTION

1. ADVOCACY
2. CAPACITY BUILDING
3. COMMUNITY EMPOWERMENT

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1. ADVOCACY

LAYING THE GROUNDWORK FOR SYSTEMIC CHANGE

At **Impact Force**, advocacy is the engine that drives structural transformation. It fuels bold ideas, shapes reform, and builds the foundation for **Ukraine's resilient**, inclusive, and sustainable recovery. Through strategic partnerships, data-driven insights, and high-impact dialogue, we ignite policy change and shift narratives, ensuring that Ukraine's future is built with equity, innovation, and dignity at its core.

International Advocacy ELEVATING UKRAINE'S VOICE

In 2024, **Impact Force** actively positioned Ukraine's transformation story on the global stage.

We brought lived experience, frontline innovation, and gender-responsive strategies to leading platforms including:

The **World Economic Forum (Davos)** – spotlighting social entrepreneurship and Ukraine's digital resilience

The **Warsaw Women Leaders Summit and Women's Entrepreneurship Day (European Parliament)** – advocating for women as drivers of recovery

The **Ukrainian Recovery Conference (URC)** – contributing to frameworks supporting displaced and marginalized communities

The **Reykjavik Global Forum and Tallinn Digital Summit** – shaping the global conversation on inclusive governance and civic tech for peace

National Policy Engagement

FROM GRASSROOTS TO GOVERNMENT

As part of our **unified impact ecosystem**, our advocacy connects community voices with policymaking tables. In 2024, we advanced key reforms and co-created solutions in partnership with:



The **Ministry of Digital Transformation** – scaling digital tools for entrepreneurship and access



The **Ministry of Economy** – advancing Ukraine’s social impact economy and innovation-driven SMEs



The **Ministry of Veterans Affairs** – supporting veteran reintegration through gender-sensitive, community-rooted programs



The **Ministry of Health** – catalyzing non-invasive mental health solutions and reshaping national protocols to support trauma-affected populations

Impact Force Forum 2024

STRENGTHENING CONTINUOUS RESILIENCE FOR UKRAINE'S RECOVERY



Activities & Methodology

The **Impact Force Forum 2024** established a first-of-its-kind global platform for open, transparent, and actionable dialogue on Ukraine's sustainable recovery. With five dynamic panels focused on resilience, inclusive growth, women's economic leadership, and mental health, the Forum brought together a powerful mix of national leaders, community actors, and global allies.

The Forum also integrated real-time showcases of impact-driven programs including:

- **ReStart Mindset workshops**
supporting mental health and reintegration for women veterans
- **Innovators in Energy Efficiency**
with 15 finalists presenting scalable green solutions

Our Change Architecture

IMPACT

Resilience positioned as a pillar of national and global recovery. Community-driven models are shaping discourse and recovery standards.

OUTCOME

Forum-featured programs (e.g., ReStart, Innovators in Energy Efficiency) now scaling and improving local well-being.

Catalyzed cross-sector collaboration and integration of peacebuilding into strategic agendas.

Fostered shared understanding of resilience and inclusive recovery; raised awareness of mental health and reintegration tools.

OUTPUT

Enabled high-level participation, MoU signing with IEP, and showcases on mental health and green innovation.

Engaged 500+ stakeholders; reached 1.2M+ via media and digital channels.

Held a national forum with a focused agenda and curated content.

*Note: Some long-term impacts will be assessed in future evaluations.

Key Results

 <p>500 participants and 30 international experts</p>	 <p>5 high-level panel discussions</p>	 <p>MoU signed with the Institute for Economics and Peace</p>	 <p>Program spotlights on mental health and green innovation</p>	 <p>1.2 million+ media reach and 20+ press features</p>
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*I've attended many forums that claim to 'unite government, donors, civil society, and business,' but I've found that this is often a myth... **However, my experience at the Impact Force Forum was entirely different. The platform, intended as a communication hub, truly lived up to its purpose...** I'm impressed by the real and effective projects from Impact Force, which is aptly reflected in its name... Here, it genuinely felt like the discussions would lead to actionable steps in the near future.*

— **Kateryna Spivakova,**
Director of Communications and Government Relations, KERNEL



***The Impact Force Forum 2024 served as a crucial platform for exchanging constructive ideas on Ukraine's resilience and growth...** We focused on necessary state policies and building an infrastructure for collaboration to ensure the competitiveness and productivity of Ukraine's emerging economic structure.*

— **Gelena Savruk,**
Managing Partner, Mohyla Strategic Agency (MSA), Head of Strategic Programs, kmbs



What's Next

Impact Force will build on this momentum by expanding the **Forum into a year-round platform for multi-stakeholder collaboration**, supporting national resilience strategies and scaling up successful initiatives across regions and sectors.

2. CAPACITY BUILDING

Impact Business Accelerator 2024

www.ImpactBusinessUA.org 

EMPOWERING UKRAINIAN ENTREPRENEURS FOR RECOVERY AND SOCIAL CHANGE

To strengthen Ukraine's impact-driven businesses as engines of the country's recovery, resilience, and inclusive growth—advancing a just, sustainable future aligned with Ukraine's path to EU integration.

Problem Statement

To break the cycle of inequality and **unlock economic resilience in war-torn Ukraine**, we are growing a bold ecosystem — a capacity-building platform that equips Ukrainian entrepreneurs to **drive social change and national recovery**.

In the second season of **the Impact Business Accelerator**, we build on the momentum of our first cohort to go further: reaching more regions, deepening support, and scaling impact. Too many entrepreneurs — especially from vulnerable and frontline communities — still face systemic barriers to growth: **limited access to capital, quality education, mentorship, and tools to embed impact**. We're here to change that — by unleashing the power of entrepreneurship **to shape an inclusive, sustainable future for Ukraine**.



Activities and Methodology

The second **season of the Impact Business Accelerator** was delivered through a two-phase approach designed to be both accessible and intensive. It began with an open call that **attracted 440 applications from across Ukraine**. Applicants engaged with a curated set of **10 online learning modules hosted on the Diia.Business platform**, covering key areas such as social entrepreneurship, financial management, sustainability, marketing, and scaling for impact.

From this pool, 40 promising entrepreneurs were selected as finalists. They advanced into an intensive capacity-building phase, which included in-depth training, one-on-one mentorship, and culminated in a high-visibility Demo Day. Throughout the program, participants benefited from a hybrid methodology combining flexible **online learning with expert-led mentorship and peer-to-peer exchange** – fostering not just business growth but a strong sense of community.

The accelerator was implemented in partnership with SiLab Ukraine, the Ministry of Digital Transformation of Ukraine, Diia.Business, the Ministry of Foreign Affairs of Latvia, the Tokarev Foundation, USVF, Deloitte, New Door, and Lift99. Together, these partners helped ensure a diverse, **high-quality learning experience rooted in practical tools, real-world expertise**, and an entrepreneurial spirit that aligns with Ukraine's vision for sustainable recovery.



Our Change Architecture

IMPACT

Society changes*

- Strengthened Ukraine's ecosystem of social entrepreneurship and inclusive business
- Contributed to national recovery by empowering local solutions to social and economic challenges
- Positioned impact-driven entrepreneurship as a pillar of sustainable development in Ukraine

OUTCOME

Target groups change their attitudes and/or develop new skills

- +54% increase in participants developing a Theory of Change
- +44.9% increase in strategic use of impact in business planning
- Improved financial literacy: +55% in profit & loss reporting, +45.7% in cash flow reporting

Target groups change their behavior

- +59.8% of businesses now clearly identify their beneficiary groups
- +56.4% have formalized social impact strategies
- Shift toward sustainable growth models and mission-driven operations

The target groups' living conditions change

- 3 businesses received direct funding to expand operations and create new jobs
- Women-led businesses made up 48.8% of finalists, increasing opportunities for inclusive leadership
- Entrepreneurs launched services/products aimed at underserved groups (e.g., people with disabilities)*

*Note: As this is an early-stage initiative, tangible changes in living conditions will be assessed in future evaluations.

OUTPUT

Activities are carried out as planned

- Delivered 10 online educational modules on Diia.Business
- Provided 280 hours of expert mentorship to 40 selected businesses
- Held 9 exclusive lectures/workshops totaling 34 hours
- Organized a Demo Day featuring 29 business pitches
- Awarded €37,000 in grants to 3 winning businesses
- Built an online community of 81 entrepreneurs across Ukraine

Target groups are reached

- Received 440 applications from entrepreneurs in 15 regions
- Reached entrepreneurs in frontline and underserved areas (e.g., Kharkiv, Zaporizhzhia)
- Engaged 40 finalists representing diverse business sectors and social missions

Target groups accept offers

- 100% of finalists completed the full learning and mentorship program
- Entrepreneurs integrated learnings into business operations and prepared
- professional impact-driven pitches

*Note: These changes are expected to manifest over the coming years and will be assessed in future impact studies.

Key Results & Achievements

DEMAND & REACH

- **440 applications** received in just **2 weeks**
- Participants from **15 regions of Ukraine**, including frontline areas
- **95 media publications** and social media posts
- **Total reach: 1,238,617 people**

PROGRAM COMPLETION

- **40 finalists** selected
- **280 hours** of expert mentorship
- **34 hours** of live workshops
- **29 businesses** pitched during **Demo Day**

DIRECT SUPPORT

€37,000 in grants awarded

- €15,000 to **Sunny Coffee**
- €15,000 to **AG&K**
- €7,000 to **Mentor Studio**

IMPACT GROWTH

- **+54%** increase in Theory of Change development
- **+44.9%** improvement in strategic impact integration
- Entrepreneurs now better understand **how their work drives social change**

EQUITY & INCLUSION

- Strong engagement from **underrepresented and vulnerable regions**
- Nearly **50% of finalists** were **women-led businesses**

Contribution to the SDGs

Participants of the Impact Business Accelerator actively contribute to the UN Sustainable Development Goals, with many addressing multiple goals through integrated, socially responsible business models.

- **39%** support **decent work and economic growth** (SDG 8) by creating jobs and strengthening local economies.
- **30%** promote **responsible consumption and production** (SDG 12) through recycling, waste reduction, and sustainable practices.
- Another **39%** focus on **health, inclusive cities, and climate action** (SDGs 3, 11, 13), improving well-being and advancing green innovation.



Growth at a Glance: Impact Business Accelerator 2023 → 2024

Applications: **↑ 500%**

Regions Represented: **11→15**

Finalists Selected: **25→50**

Mentors & Experts Engaged: **20→36**

Result: **Bigger reach. Deeper impact. Stronger ecosystem.**

What's Next

Building on the success of the second season, the Impact Business Accelerator is set to expand its reach and deepen its impact. Future cohorts will grow beyond the current **40 finalists, with plans to introduce new thematic modules focused on resilience, exports, digital scaling, and cybersecurity – aligning with evolving needs of Ukraine's recovery.**

To sustain and scale the program, we aim to diversify funding sources and grow the grant pool available to participants. Strengthening the alumni network and mentor community will be a key priority, fostering long-term peer support and knowledge exchange. Additionally, the program will deepen its alignment with **national recovery strategies and economic policy priorities to ensure broader systemic impact.**



Impact Stories

Participating in the accelerator was a turning point for my business. I gained practical knowledge and tools that helped us grow and amplify our social impact.

Maryna Solonets

Founder of Marichka Cosmetics



The Impact Business Accelerator truly transformed how our team thinks and works. The expert support gave us clarity – we now have a solid strategy, a detailed financial plan, and a deep understanding of what impact really means. We see it in the people we serve: they cry, they smile, they hug us. And we're proud to be useful – to them and to Ukraine.

Iryna Savytska

Co-founder of Bank of Memories



*The Impact Business program gave our inclusive coffee shop a real boost. **With the grant, we can buy equipment, expand, and create opportunities for people with disabilities.** Our dream is to grow Sunny Coffee into a national chain proving business is profitable and social. The accelerator gave us support, knowledge, and confidence.*

Lyudmyla Naumets

Founder of Sunny Coffee



Dream and Achieve Online Academy

SKILLS FOR ONLINE SUCCESS, FOUNDATIONS FOR RECOVERY

Vision

Dream and Achieve Online Academy aims to unlock the economic power of war-affected Ukrainian women by transforming them into **confident digital entrepreneurs and leaders of change**.

Our vision is a Ukraine where women who have been **displaced by war are not left behind** – but are equipped with the skills, resources, and networks to build sustainable online businesses, achieve financial independence, and actively shape the country's inclusive recovery.

Through this program, we are not only helping women rebuild their lives – **we are investing in a resilient, digitally empowered generation** that will lead Ukraine's transformation from crisis to opportunity.

Activities & Methodology

Building on the success of the 2023 pilot, the second season of Dream and Achieve was launched in **November 2024** to support war-affected and displaced Ukrainian women in starting and growing digital businesses. The program was designed and delivered by **Impact Force** in partnership with **UN Women Europe and Central Asia**, with the support of the **Ministry of Digital Transformation of Ukraine**, the **Entrepreneurship and Export Promotion Office**, the national project **Diia.Business**, and with financial backing from the **governments of Iceland and France**.



The program follows a structured, multi-phase implementation model:

Implementation Stages

November – December 2024

- **Nationwide Call for Applications** was launched and promoted across platforms, resulting in an overwhelming response: **2,583 women applied** to join the program.
- **Participant Selection** took place, and 80 displaced women were chosen based on clear criteria such as entrepreneurial potential, motivation, and need for support.
- **Program Kickoff** included onboarding sessions, orientation webinars, and the official launch of the second season.
- A fully updated **13-module curriculum** was finalized and **professionally recorded**, featuring new content on **mental health and personal resilience** to reflect the evolving challenges faced by displaced women.
- The entire educational course was **published on the national Diia.Business platform** and **Impact Force's YouTube channel**, ensuring long-term access and public reach.
- All selected participants completed a **comprehensive needs assessment**, which informed their **individual mentor matching** and allowed the program team to tailor support from the beginning.
- A dedicated online community of participants, mentors, and stakeholders was launched via Telegram and Facebook, enabling real-time communication, collaboration, and peer support.

January – February 2025 (ongoing phase)

Participants progress through the educational program, complete assignments, engage in mentoring sessions, and begin preparing comprehensive online business plans.

March 2025 (planned)

The program will conclude with a public **presentation of business projects** and an **official closing ceremony**, celebrating participants' journeys and sharing their impact stories.

Delivery Format

The program uses a **hybrid digital learning model** that combines self-paced educational modules, expert-led mentoring, and community-based peer support. This flexible format allows participants to learn at their own pace while engaging in interactive mentorship and live sessions.



Educational Content

By the end of 2024, a renewed, participant-centered curriculum was fully developed and launched. It included **13 professionally recorded modules designed to reflect the real needs of displaced women entrepreneurs.**

The content covered core business areas such as launching and transitioning to online business, building a digital presence, branding, social media marketing, customer behavior, and financial planning.

Importantly, the updated program also introduced modules on social entrepreneurship, collaboration, mental health, and personal resilience – recognizing the emotional and psychological challenges faced by women during wartime. The entire course was published on the Diia.Business platform and Impact Force's YouTube channel, ensuring free and lasting access for a broader audience across Ukraine.

Our Change Architecture

IMPACT

Society changes*

- A national network of empowered women entrepreneurs is envisioned to contribute to Ukraine’s inclusive and digitally driven recovery – demonstrating how displaced women can lead economic renewal and innovation.

OUTCOME

Target groups change their attitudes and/or develop new skills

- Participants began engaging with the program and curriculum content
- Early exposure to digital tools, branding, and entrepreneurship frameworks
- New mental health and resilience modules created space for self-reflection and personal growth
- Foundations laid for business ideation and strategic planning

Target groups change their behavior **

- Participants are expected to apply the skills gained by developing online business models, integrating digital tools, and advancing toward financial self-reliance through entrepreneurship.

The target groups’ living conditions change

- Participants are expected to experience greater financial stability and social inclusion.

OUTPUT

Activities are carried out as planned

- Official launch of the second season in November 2024
- Nationwide call for applications successfully conducted
- 13-module updated curriculum finalized, including new content on mental health and resilience
- Educational content published on Diia.Business and Impact Force YouTube channel
- Onboarding of participants and mentors completed
- Orientation webinars and mentor training sessions conducted

Target groups are reached

- Displaced and war-affected women from across Ukraine were engaged
- 80 participants selected based on clear criteria, including entrepreneurial potential and personal motivation
- Program outreach successfully reached frontline and high-risk regions

Target groups accept offers

- All selected participants formally enrolled
- Participants completed comprehensive needs assessments
- Personalized mentor matching implemented
- Online learning and community interaction launched via Telegram and Facebook

*Note: These changes are expected to manifest over the coming years and will be assessed in future impact studies.

**Note: As this is an early-stage initiative, tangible changes in living conditions will be assessed in future evaluations.

What's Next

Building on the strong foundation established in 2024, Dream and Achieve will continue its mission into 2025 with the full implementation and completion of the second season. Participants will finalize their training, present their business projects, and join an expanding network of empowered women entrepreneurs across Ukraine.

Looking ahead, **Impact Force and its partners plan to scale the program to reach more displaced and war-affected women, with a focus on regional expansion, deeper mentorship, and stronger integration with national recovery strategies.** Future cohorts may feature additional modules on topics such as cybersecurity and digital resilience – equipping women to adapt to emerging market challenges and opportunities.

We also aim to strengthen the alumni community, enabling long-term peer support, ongoing learning, and access to funding and market opportunities. By continuing to adapt to the evolving realities of war and recovery, Dream and Achieve will remain a vital platform for **building women-led, impact-driven businesses that support Ukraine's inclusive and sustainable reconstruction.**



Innovators of Energy Efficiency in Ukraine

PIONEERING SUSTAINABLE ENERGY, REBUILDING UKRAINE'S RESILIENT FUTURE.

Vision

Innovators of Energy Efficiency in Ukraine aims to unlock the potential of local changemakers by empowering them to lead Ukraine's transition to a more sustainable, resilient, and energy-efficient future.

We envision a Ukraine where energy innovators – from grassroots entrepreneurs to emerging tech leaders – are equipped with the skills, knowledge, and networks to create real solutions for rebuilding the country's energy systems and economy. Through this program, we are not only supporting innovation – we are investing in a generation of problem-solvers who will help drive Ukraine's green recovery from the ground up.

Problem Statement

The Russian full-scale invasion of Ukraine has had a devastating impact on the country's energy sector, with missile and drone attacks targeting critical infrastructure across the country. Power plants, refineries, and district heating systems have been extensively damaged, leading to severe power outages, increased safety risks, and widespread economic disruption. According to the World Bank, the **damage to Ukraine's energy infrastructure is estimated at a minimum of \$1.2 billion**, posing a major obstacle to national recovery and hindering progress toward a sustainable energy future.



Problem Statement

Ukraine has lost nearly 50% of its pre-2022 power generation capacity, with over 19 GW of capacity destroyed, damaged, or occupied, leaving the country heavily reliant on imported energy and temporary backup systems.

These conditions highlight the urgent need not only to restore what has been lost but to fundamentally modernize, digitalize, and transform the energy sector for long-term resilience.

To meet this challenge, Ukraine must cultivate a new generation of forward-thinking energy innovators capable of driving efficiency, sustainability, and reconstruction. **There is a critical need to build an ecosystem of skilled professionals, entrepreneurs, and solution-providers** who can lead the way in energy-efficient rebuilding – rooted in collaboration, innovation, and environmental responsibility.

The Innovators of Energy Efficiency in Ukraine program responds directly to this need by fostering local leadership, accelerating practical solutions, and laying the groundwork for a **cleaner, smarter, and more resilient energy system in post-war Ukraine**.



Activities & Methodology

The Innovators of Energy Efficiency in Ukraine program was designed as a **targeted acceleration initiative to strengthen Ukraine's energy innovation ecosystem**. Implemented between November 2023 and May 2024, the program combined awareness-building, enterprise support, and expert mentorship to catalyze scalable, energy-efficient solutions in wartime and recovery contexts.

It began with a national campaign launched in December 2023 in collaboration with key government bodies and energy sector associations. This campaign spotlighted the urgency of rebuilding Ukraine's energy sector and drove visibility through social media, media partnerships, and stakeholder networks.

Activities & Methodology

An open call for applications followed, attracting 45 energy-oriented enterprises from across Ukraine.

After a rigorous two-stage selection process, **30 participants were chosen to join the program.** Each underwent a tailored needs assessment to guide the learning journey and provide targeted support.

The core acceleration phase ran from March to May 2024 and included over 80 coaching sessions led by international and Ukrainian experts.

Participants received practical guidance on strategic planning, investment readiness, energy demand management, and business growth. Learning was delivered through a hybrid model – **combining online peer exchange platforms with expert-led sessions – ensuring flexibility, depth, and ongoing community engagement.**

The journey culminated in a high-profile Demo Day, held on May 21 as part of the Impact Force Forum. The event not only offered visibility but also opened concrete pathways to scale, including entry into the Impact Business Accelerator for five standout businesses.



Fifteen participants pitched their energy solutions to a curated audience of over 300 investors, buyers, and ecosystem partners.

The program was led by **Impact Force** and supported by **GIZ Ukraine**, with strategic partnerships spanning government, business, and civil society. Key partners included the State Agency on Energy Efficiency, Ministry of Energy, Ministry of Digital Transformation, Deloitte, UN Global Compact Ukraine, Women's Energy Club of Ukraine, Kernel, GreenCubator, and others. Together, this coalition helped ensure that the program delivered **not just technical expertise, but long-term impact for Ukraine's energy future.**

Our Change Architecture

IMPACT

Society changes*

- A more inclusive ecosystem for energy innovation in Ukraine is now emerging.
- The stakeholder mapping now serves as a national resource for sector-wide collaboration.
- The program contributes to long-term goals such as a projected 10% reduction in energy consumption by 2037.

OUTCOME

Target groups change their attitudes and/or develop new skills

- 100% of participants reported increased confidence in pitching and engaging with investors.
- 47% reported feeling more capable of leading their business toward growth and innovation.

Target groups change their behavior

- 53.3% of participants found the new community connections valuable for their business development.
- 20% of participants made strategic business changes based on insights and resources gained.

The target groups' living conditions change**

- The program laid the foundation for long-term business growth and financial sustainability.

OUTPUT

Activities are carried out as planned

- The full acceleration program was designed and delivered.
- Stakeholder and market mapping activities were completed.
- Demo Day and pitching sessions were successfully held.

Target groups are reached

- 91 key businesses and organizations in the energy sector were identified.
- 60 companies from 19 regions of Ukraine were included in the Catalog of Energy Efficiency Innovators in Ukraine, published on the Diia.Business platform.
- 30 participants were selected and onboarded for the acceleration program.

Target groups accept offers

- All 30 selected participants completed the program.
- 15 presented their solutions at Demo Day, actively engaging in pitching and networking.

*Note: These changes are expected to manifest over the coming years and will be assessed in future impact studies.

**Note: As this is an early-stage initiative, tangible changes in living conditions will be assessed in future evaluations.

Key Results and Achievements

The first national catalog of its kind was created and published on the Diia.Business platform – serving as a long-term resource for collaboration, visibility, and sectoral growth.

60 companies from 19 regions were mapped and featured in the Catalog of Energy Efficiency Innovators in Ukraine.

The national visibility campaign reached over **3 million people**, with broad media coverage and cross-platform engagement.

80 individual coaching sessions and **4 expert-led workshops** were delivered on strategy, investment readiness, energy demand management, and more.

104 meaningful connections were facilitated through structured speed dating, connecting innovators with investors and partners.

91 key organizations and businesses in the energy efficiency sector were identified across Ukraine.

30 enterprises from 13 regions were selected to participate in the full acceleration program following a competitive two-stage selection process.

18 international and Ukrainian experts and coaches supported participants with tailored guidance.

15 participants pitched their energy efficiency solutions during a high-visibility **Demo Day**.

Five top-performing enterprises were selected to join the Impact Business Accelerator for continued support and scaling.

National Catalog of Energy Efficiency Innovators

 <p>60 verified companies and organizations</p>	 <p>19 regions of Ukraine represented</p>	 <p>Includes startups, SMEs, and ecosystem enablers</p>	 <p>Covers: solar, insulation, smart grids, heating, energy storage</p>	 <p>Publicly available on Diia.Business</p>
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Strategic Value:

business.diia.gov.ua 

- 1

Helps governments, investors, donors find trusted providers
- 2

Fosters cross-sector collaboration
- 3

Builds a living map of Ukraine's clean energy future

What's Next

Building on the program's initial success, **Impact Force is committed to ensuring the sustained relevance and impact of the "Catalog of Energy Efficiency Innovators in Ukraine."** The catalog will be regularly updated in partnership with ecosystem stakeholders, serving as a strategic tool to strengthen market visibility, foster cross-sector collaboration, and accelerate the adoption of energy-efficient solutions across Ukraine. This ongoing effort will support the development of a dynamic, interconnected innovation ecosystem **contributing to the country's sustainable energy future.**

Impact Stories

“Programs like “Innovators of Energy Efficiency in Ukraine” play an extremely important role in modern realities.

I am convinced that they provide participants not only with a unique opportunity to receive valuable consultations from leading experts but also help establish a network of contacts and understand the principles of the energy efficiency sector. Such programs help improve business plans and presentations, making participants’ projects more commercially attractive.

*Demo Day was the culmination of the program, where 15 finalists had the opportunity to present their innovative solutions to experts and potential investors. **I was pleasantly surprised by the level of project implementation** and the creative approach to energy efficiency issues.*

*I am confident that this program will open up **real opportunities for participants to develop their businesses both in the domestic and international markets.** The innovative solutions presented on Demo Day only emphasize that Ukraine has every chance to become one of the leaders in energy-efficient technologies and solutions. This indicates the significant potential of the country in this promising field and contributes to its integration into the global energy-efficient community.”*

– **Vitalii Opryshko,**
Head of Ukraine Energy Initiative



*“The educational program for energy efficiency innovators in Ukraine is extremely important in the current conditions of constant blackouts caused by the invasion. It is aimed at supporting businesses that **focus on energy efficiency both in the context of the final product and production,** which is critically necessary to ensure the resilience of our country.*

*As experts, we have gained invaluable experience by communicating with **talented entrepreneurs who are actively working on implementing innovative solutions in the field of energy efficiency.** During Demo Day, the teams presented their business models, impact indicators, and strategies with such enthusiasm and professionalism that choosing the winners was incredibly difficult.*

*The jury was guided not only by the technical aspects and innovativeness of the presented solutions but also by their potential to achieve social impact, long-term sustainability, and scalability, which **can become a powerful support in stabilizing and rebuilding our country.”***

– **Olena Kalibaba,**
Co-Founder SIlab Ukraine, CEO Ukrainian
Social Venture Fund



ReStart Mindset

EMPOWERING RESILIENCE, IGNITING POTENTIAL: HOLISTIC SUPPORT FOR UKRAINE'S VETERANS AND FAMILIES

Vision

ReSTART MINDSET aims to support Ukraine's recovery by strengthening the mental resilience and economic capacity of veterans and war-affected individuals.

We envision a Ukraine where those impacted by war are not left behind – but are empowered to heal, adapt, and lead. Through practical tools, peer support, and community-driven solutions, we help people restore their inner strength and regain control over their future.

This initiative is not only about addressing the consequences of war – **it's about unlocking the power of human resilience as the driving force behind Ukraine's recovery.**

Problem Statement

The war has created a deep mental health and reintegration crisis for veterans and war-affected families in Ukraine. Veterans, women veterans, and family members of active-duty soldiers **are carrying the invisible weight of trauma, chronic stress, anxiety, sleep disruption, and emotional exhaustion** – while also facing uncertainty around employment, social roles, and future stability.

ReSTART MINDSET addresses this gap by providing accessible, non-stigmatizing mental resilience support and career development tools that help participants recover, adapt, and rebuild their lives with dignity



Activities & Methodology

The ReSTART MINDSET program was implemented from February to June 2024 as a **holistic response to the growing need for mental resilience and economic empowerment among women veterans and wives of veterans or active-duty soldiers in Ukraine**. Combining online and offline formats, the program offered non-medicinal mental health support and practical career development tools to help participants rebuild their lives with strength, dignity, and purpose.

The initiative was launched with a national information campaign that reached thousands of potential participants through targeted outreach on digital platforms, partner networks, and national media. **The campaign helped raise public awareness of the mental health crisis among war-affected women and built trust among target audiences.**

The program opened with a mental resilience module, grounded in clinical diagnostics and expert-led sessions that introduced evidence-based, non-drug techniques for improving emotional well-being. **Participants learned and practiced tools such as breathing exercises, cognitive behavioral techniques, and meditation** – including Transcendental Meditation – to strengthen their inner stability, reduce anxiety, and improve sleep. The module also included creative interventions such as art therapy and personalized recommendations from medical professionals.

The second phase focused on economic reintegration, offering career coaching and group workshops aimed at building confidence, articulating personal strengths, and improving employability. Sessions covered job search strategies, CV writing, and self-presentation, with additional support provided through motivational talks from public figures such as TV presenter Olena Kravets.

Peer exchange and community-building activities helped participants form a strong support network – a vital asset in their post-war recovery journey.



The program concluded with a high-profile closing event as part of the Impact Force Forum 2024, **celebrating the women's progress and highlighting their stories of transformation.**

To ensure long-term reach, the program also produced and published a publicly accessible Self-Help Guide on the Diia.Osvita platform, offering practical tools to strengthen mental resilience for a broader audience of Ukrainians affected by war.

ReSTART MINDSET was implemented by Impact Force with support from UN Women, the State Scientific Institution "Scientific and Practical Center of Preventive and Clinical Medicine", and the Ministry of Digital Transformation of Ukraine, and was made possible with financial backing from the Governments of Japan and France.

Our Change Architecture

IMPACT

Society changes

- Contributed to national mental health recovery and social reintegration of war-affected women
- Promoted evidence-based, non-medicinal approaches to mental health recovery
- Established a scalable model for psychosocial support in crisis-affected regions
- Strengthened resilience in Ukrainian society by investing in mentally strong, economically empowered citizens*

OUTCOME

Target groups change their attitudes and/or develop new skills

- 100% of participants reported increased self-confidence and motivation for career reintegration
- Participants acquired practical mental health tools (e.g., breathing techniques, TM, CBT)
- Developed soft skills including self-presentation, resume writing, and interview preparedness
- Gained awareness of personal and digital safety

Target groups change their behavior

- Daily application of stress-reducing techniques by participants
- Proactive engagement in job-seeking and personal development
- Formation of a support community that continues after program completion

The target groups' living conditions change

- 34% improvement in sleep quality
- 44% reduction in depression symptoms
- 49% increase in stress resistance
- Increased economic resilience and readiness to re-enter the labor market**

OUTPUT

Activities are carried out as planned

- Implemented two key program modules: Mental Health (Feb–Mar) and Career Development (Apr–May)
- Delivered 260+ hours of expert-led group and individual sessions
- Conducted initial medical diagnostics and psychological questionnaires for all participants
- Published the self-help guide “Restoring Mental Health and Increasing Resilience” on the Diia.Osvita platform
- Hosted special sessions including art therapy and workshops by public figures (e.g., Olena Kravets)
- Organized a national information campaign to raise awareness of non-medicinal mental health tools
- Held official closing event at Impact Force Forum 2024, celebrating participant achievements

Target groups are reached

- Selected 100 women (veterans and wives of veterans/soldiers) from Kyiv and Kyiv region
- 75 participants completed the full program
- Targeted individuals facing war-related trauma and economic hardship

Target groups accept offers

- All 75 participants engaged in mental health and career development modules
- Participants applied self-help practices in daily routines and participated in coaching
- Active participation in building a peer-to-peer support network

*Note: These changes are expected to manifest over the coming years and will be assessed in future impact studies.

**Note: As this is an early-stage initiative, tangible changes in living conditions will be assessed in future evaluations.

Key Results and Achievements

Improved Mental Resilience*

+49%
stress resistance

+34%
sleep quality

-44%
depression symptoms

Confidence & Career Readiness

- 100% of participants reported increased self-confidence
- All 75 completers ready for job reintegration and personal development

Expert-Led Support

- 28 national and international mentors, psychologists, and HR experts
- 260+ hours of individual and group sessions

High Visibility & Outreach

- Strong engagement across media and social platforms
- National information campaign reached key war-affected audiences

Self-Help Guide Published

“Restoring Mental Health and Increasing Resilience”


Available via osvita.dii.gov.ua 

- Includes TM, CBT, breathing techniques, expert interviews
- Designed for individuals, NGOs, HR professionals
- Open-access, scalable, evidence-based

*Measured through pre- and post-program assessments


“The knowledge and exercises I learned during the program helped me step out of my ‘safe bubble’ and spend hours in the park with my youngest son instead of just 10 minutes. I’ve learned to live without the constant background noise of anxiety. The number of panic attacks has decreased, and when they do happen, I now know how to control them and calm myself down. I’ve gained the energy to be more present for my family and to pursue my favorite hobby, which is gradually becoming my passion.”

— **Yuliia Bilousova,**
Veteran of the Anti-Terrorist Operation
in Eastern Ukraine, Mother of Four Children



“After completing the program, I’ve noticed a significant decrease in my anxiety and an improvement in my sleep. The results have exceeded my expectations. I now feel more confident working on myself and can respond calmly to stressful events. My self-perception has greatly improved, and I see myself differently in a professional context. My ambitions have also shifted—I now aim for higher positions and seek proper recognition for my work. I am eager to continue my education in mental health, as learning more about this field will enhance my work with servicemembers and, if needed, their families.”

— **Tetiana Burova,**
Military Psychologist



What’s Next

In 2025, Impact Force is moving from piloting to systemic change. Following the success of the ReStart Mindset initiative, we are launching Impact Health — a national program designed to mainstream mental resilience as a strategic resource for Ukraine’s recovery and sustainable development.

Our vision is to make mental recovery tools accessible, trusted, and embedded in everyday life. We aim to train certified practitioners across sectors — from education and healthcare to social services — so they can bring science-backed, non-medical techniques like the Mental Relaxation Technique (MRT) into their communities and organizations. A key element of our strategy is democratizing access through

a digital platform, allowing individuals to independently learn and apply MRT. To create lasting cultural change, we will also roll out a nationwide awareness campaign that **normalizes mental self-care, promotes stress resilience as a leadership skill,** and breaks stigma around mental health. Alongside this, a national survey on stress resilience will help us generate the evidence needed to shape future policy and targeted interventions.

These efforts reflect our broader belief that **mental resilience is not only critical for individual recovery** — it is essential for workforce stability, reintegration of veterans, educational performance, and the long-term cohesion of Ukrainian society.

3. COMMUNITY EMPOWERMENT

Strengthening Communities, Scaling Collective Impact

At Impact Force, we believe that true resilience is built within communities, not for them. Our community empowerment work is about activating local leadership, connecting changemakers, and scaling ecosystems where collaboration, trust, and opportunity flourish.

Ecosystem Development

In 2024, we nurtured thriving networks of entrepreneurs, mentors, and employers – not as separate actors, but as interconnected forces for inclusive recovery. Through both digital platforms and on-the-ground initiatives, we built communities that share resources, amplify each other's impact, and accelerate transformation from the bottom up.

We strengthened:

- The Impact Business Community of 440 purpose-driven entrepreneurs across 15 regions
- A vibrant Community of Ukrainian Women Entrepreneurs, now uniting over 1100 women from across Ukraine and the diaspora and a growing Employer Network, committed to inclusive hiring and fast-tracking reintegration for displaced individuals and veterans





STRATEGIC PRIORITIES FOR 2025

ANNUAL REPORT 2024

Looking ahead: scaling impact for ukraine's resilient future

As we step into 2025, Impact Force deepens its commitment to Ukraine's recovery and reinvention. Our vision is rooted in transformation — powered by people, strengthened through technology, and delivered through collective action. We will continue to build an inclusive, future-proof Ukraine by focusing on five strategic priorities:

Empowering Businesses: Scaling the Social Impact Economy

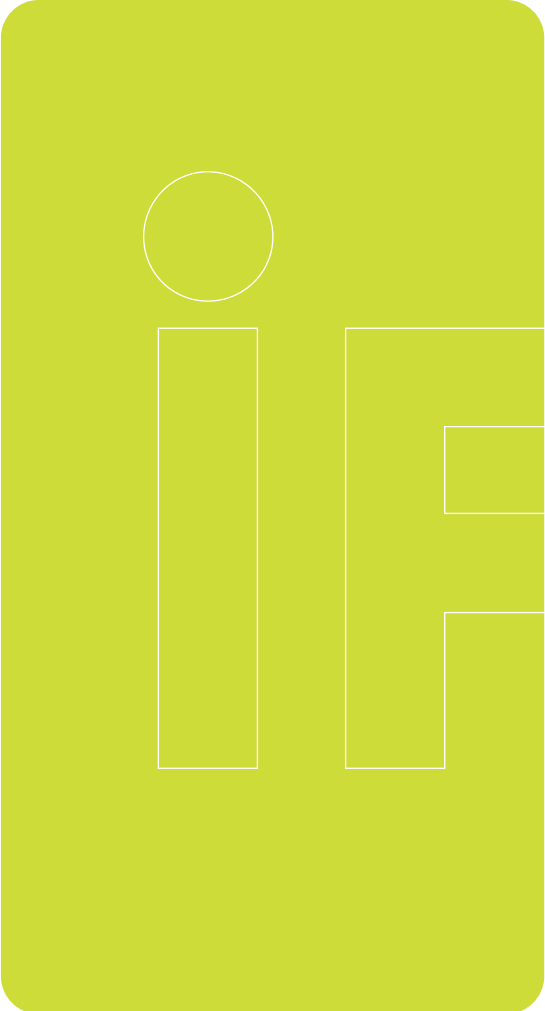
We will expand our support for Ukrainian entrepreneurs and SMEs to embed social purpose into their business models. By equipping them with tools for sustainability, growth, and innovation, we aim to strengthen local economies and position the social impact economy as a core engine of national recovery.

Supporting Communities: Mental Health & Digital Resilience

The ongoing war has amplified trauma, isolation, and disconnection. Our work focuses on restoring community well-being through accessible, non-invasive mental health solutions, while also building digital resilience to help individuals adapt, reconnect, and lead in a rapidly changing landscape.

Innovation & Technology: Cybersecurity and Peacebuilding

In 2025, we are doubling down on technology as a force for resilience. We will develop and promote cybersecurity frameworks, digital trust solutions, and civic tech tools that support peacebuilding, counter disinformation, and protect the most vulnerable. Our goal: a safer digital space for a stronger civil society.



OUR SUPPORTERS & PARTNERS

ANNUAL REPORT 2024

Our supporters & partners

We extend our sincere gratitude to the donors and institutional partners who make our work possible. Their trust and collaboration have been instrumental in advancing inclusive recovery, economic resilience, and social innovation across Ukraine. **Together, we co-created meaningful solutions** that support war-affected women, grow impact-driven entrepreneurship, and strengthen Ukraine's recovery.



Ministry
of Digital Transformation
of Ukraine



Government of Iceland



ENTREPRENEURSHIP
AND EXPORT
PROMOTION OFFICE
STATE INSTITUTION



STATE AGENCY ON ENERGY EFFICIENCY
AND ENERGY SAVING OF UKRAINE

Our supporters & partners

Impact Force is proud to stand alongside a global network of changemakers committed to sustainable development, gender equality, and inclusive economies. **We are honored to collaborate with:**

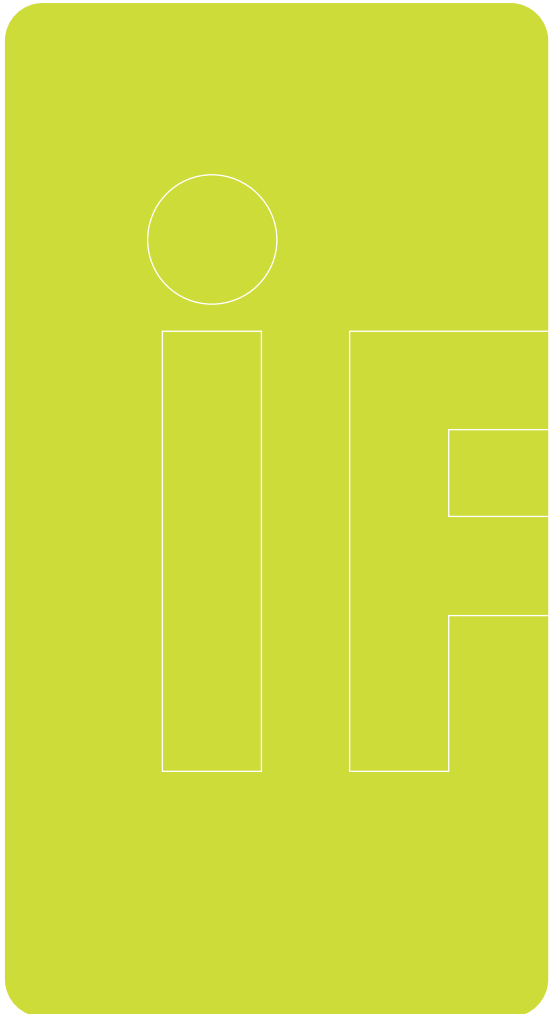


CLINTON
GLOBAL
INITIATIVE



CHARLES AND HELEN
SCHWAB *foundation*

Our contributions have been recognized with the **UEPA National Award** for inclusive entrepreneurship and the **RED KALYNA AWARD** for women’s leadership – acknowledgments that reflect the strength of our community and the impact of our shared vision.



MEDIA & COMMUNICATIONS

ANNUAL REPORT 2024

Connecting People. Amplifying Impact. Inspiring Change.

In today's **fast-moving digital world, communication is more than storytelling – it's movement building.** At Impact Force, we use our digital platforms to connect communities, mobilize support, and turn awareness into action. Whether it's showcasing stories of resilience, sharing urgent calls to action, or celebrating milestones, our social media presence is a vital extension of our mission.



Media: Scaling Change Through Strategic Visibility

Media is a powerful catalyst for social behavior change. That's why we invest in long-term relationships with leading Ukrainian and international outlets—to elevate the voices of those we serve and to ensure that the innovations, challenges, and ideas shaping Ukraine's recovery are seen and heard.

Together with journalists, editors, and global media platforms, we scale bold ideas and solutions to the audiences that matter **most, turning national transformation into a global conversation.**

**Follow us and
be part of the
movement:**



Top articles



Ukraine's Path to the EU: Why ESG and Social Impact Matter

Nina Levchuk, co-founder of Impact Force, argues that Ukraine's recovery depends not only on financial aid but also on a new economic model built on ESG (environmental, social, governance) principles and social impact. She emphasizes that ESG is now a prerequisite for international investments, and Ukrainian businesses that adopt sustainable, inclusive practices will be more competitive, resilient, and better aligned with EU integration goals. The Impact Business Accelerator is cited as a key tool helping entrepreneurs build impactful, future-ready ventures.

Language: Ukrainian

epravda.com.ua 



Invisible Wounds of War: Mental Health Challenges in Ukraine

Olga Diakova, co-founder of Impact Force, stresses that the war in Ukraine has caused a silent mental health crisis, affecting up to half the population. She highlights deep-rooted stigma and the urgent need for non-medical, scalable support like meditation and art therapy. Diakova calls for a cultural shift toward resilience and self-reliance, emphasizing that mental health is key to Ukraine's recovery and long-term strength.

Language: English

kyivpost.com 



Does Ukraine Have a Strategy for Sustainable Economic Growth?

Nina Levchuk, co-founder of Impact Force and Google executive, examines whether Ukraine is developing a long-term plan for sustainable economic growth. She emphasizes the need for innovation, impact entrepreneurship, and adherence to ESG standards to attract investment and drive recovery. Levchuk advocates for building an ecosystem where business combines profit with societal and environmental value to ensure Ukraine's resilience and future prosperity.

Language: Ukrainian

mind.ua 

Top articles



Business & Sisterhood

In this Marie Claire interview, Olga Diakova and Nina Levchuk, Co-Founders of Impact Force, share how they transformed their corporate experience into large-scale impact by launching Impact Force. They discuss building a platform for women's entrepreneurship, the power of trust and sisterhood, and the importance of a new kind of leadership rooted in empathy, community, and results-driven action.

Language: Ukrainian

marieclaire.ua 



Why Ukraine's Future Depends on Women's Mental Resilience

In this MIND article, Olga Diakova, co-founder of Impact Force, argues that women's mental resilience is essential to Ukraine's recovery. She highlights the invisible burden carried by war-affected women and calls for systemic support that goes beyond trauma, focusing on restoring self-worth, economic independence, and leadership potential.

Language: English

mind.ua 



CONTACT

ANNUAL REPORT 2024

Be the Force Behind the Impact

We believe in the power of people to drive transformation – bold, resilient, and unstoppable. At Impact Force, we unite those who dare to reimagine what’s possible and commit to building a future grounded in purpose, equity, and innovation.

Now more than ever, Ukraine needs doers, builders, and believers.

Whether you’re here to partner, invest, or lend your voice—you belong in this movement.

Let’s co-create solutions.

Let’s scale impact.

Let’s shape the recovery the world will learn from.

Join us. The future starts with action



Get in touch, collaborate, and become part of our ecosystem of change





**THANK YOU
FOR SUPPORTING
UKRAINE!**

ANNUAL REPORT 2024