

CURRICULUM VITAE

1. Family name: **SOLOVEY**
2. First names: Iryna
3. Date of birth: 07 October 1979
4. Nationality: Ukrainian
5. Education:

Institution (Date from - Date to)	Degree(s) or Diploma(s) obtained:
McGill University, Montreal, Canada, 1999 - 2004	BA Major in Economics, Minor in Management, Post Graduate Diploma in Marketing
Kyiv-Mohyla Business School, Ukraine, 2017	School of Strategic Architect

6.

6. Language skills: Indicate competence on a scale of 1 to 5 (1 - excellent; 5 - basic)

Language	Reading	Speaking	Writing
Ukrainian	Mother tongue		
English	1	1	1
Russian	1	1	1
French	5	5	5

7.

7. Membership of professional bodies: N/A

8. Other skills: self-inquiry and decision making

9. Present position: Independent consultant, President of Garage Gang NGO

10. Years within the civil society: 13+

11. Key qualifications relevant to the project:

- ✓ Near 17 years professional experience in the fields of community development, cultural management, social innovation, crowdfunding and strategic communications for profit and non-profit organizations and their networks of partners.
- ✓ Almost 12 years as a founder of Garage Gang that implemented the Creative City model in Ukraine, head coordinator of Big Idea platform and co-enabler of crowdfunding mechanism Spilnokosht, and overall 12 years in managerial and fundraising roles on multi-disciplinary projects and programs. Over 10 years while holding the position of the President of Garage Gang NGO, the institution was able to raise from \$2000 in its first year of establishment and up to \$485 000 in the last three years, as well it diversified the sources of its funding and these days generates its own revenue to cover for the platform key processes.
- ✓ Over 17 years in a leadership role, as commercial brand manager in restaurant franchising network, organization strategist and team leader of Ukrainian NGO, coordinator of transformational program in the field of philanthropy, participant of cross-sectoral workgroups on behalf of civil society, developer of ecosystem for crowdfunding, supporter of broad dialogue on the institutional reforms in sectors of culture and education, and active citizen in democratization of institutional landscape in Ukraine.
- ✓ Over 10 years of working with CSOs/NGOs as trainer, mentor and facilitator with focus on personal resilience and professional growth, project design, communication planning, fundraising and crowdfunding strategies, cultural management, social innovation and community development.
- ✓ Over 10 years of expert contracted for co-development of concepts and facilitation (Goethe-Institut, MCIP, 2021), strategy review (UCF Strategy, 2019-2021), projects mentoring (Plan B, 2020), project assessment that apply for public funding such as subgrants (RPR 2017-2019), program development (Amplify Good Solutions, Pact Inc, 2016), city grants distribution (Urban Space 100, Teple Misto, 2015), state budget distribution (Ministry of Culture 2014), competition awards jury (Social Boost, 2013), crowdfunding model designing (Spilnokosht, 2012)
- ✓ Around 1 year as a selected expert to represent civil society in the cross-sectoral workgroup on the issue of creating mobile philanthropy platform with representatives of all 4 telecom companies in Ukraine and 5 biggest charity organizations that advocated the law on sms-charity-donations.
- ✓ More that 4 year as patron in social enterprise Veterano Brownie in Kyiv (founded 2018) and social investor in public restaurant Urban Space 500 in Kyiv (founded 2018)

2017) that is the social franchise of the social enterprise Urban Space 100 established by Teple Misto in Ivano-Frankivsk.

- ✓ Over 17 years of working and consulting on projects' identity development and strategic communications, including brand launching, loyalty programs analytics, crowd campaigns and media partnerships to achieve complex impact goals of the business and civic organizations. Engaging communications that are experienced as informal learning environment are implemented with the engaged artists, invited curators and groups facilitators.
- ✓ Over 3 years of coordinating the implementation of projects in partnerships with donors like Pact Inc. (Amplify Good Solutions, 2015 – 2016), UCBI (City Code, Metamisto, 2016 – 2018) and Renaissance international fund (Culture∞Community, 2018-2022)
- ✓ Over 4 years engagement with projects for makers movement with dimension for social innovation, civil society at the district scale, good governance for city funding for fablabs spaces, online learning platforms for future skills and work-schools related to community development and urban farming.
- ✓ Extensive experience with crowdfunding and understanding based on the research of the strategies that people choose when contributing money, time, knowledge to their funds to community development projects.
- ✓ Experience with project design, project cycle management, experts engagement etc.
- ✓ Social research – social innovation related experience of novel analytics of weak signals, participatory analysis of urban context and appreciative inquiry methods, applied in a number of projects and as well for 9 years of practice to transfer the findings of research into creative content, learning products, congruent interventions and relevant possibilities to transform social fabric in the urban communities. Curated historical and artistic inquiry for the project of Promprylad.Renovation in Ivano-Frankivsk, 2017 that produced documentaries with personal stories of former workers of Promprylad factory and texts about historic findings for media, metamodernistic exhibition with Krolkowski Art that visually facilitated the deeply owned narrative of the factory and ways to proliferate it within current strategy of the space renovation.
- ✓ Public speaking skills – regularly give talks and participate in discussion panels at the local, national and international conferences and forums in the role of the social innovator with focus on cross-sector cooperation and citizen engagement for resilient teams and communities.
- ✓ Writing and Editing skills – Author of numerous articles on civil society evolution in Ukraine, social innovation, crowdfunding and creative industry potential, trends and tendencies that enable complex models of the future, and on the strategies applicable in the current context for inclusive urban development in big and small cities of Ukraine. Additionally, successfully writing vocational strategy for 3 phases of 6-year program to empower culture of individual giving and strategic philanthropy in Ukraine and numerous reports on this strategy implementation and desired results delivered.
- ✓ During 3 years prepared reports with relevant data interpretations as speaker and trainer in the democratic governance conferences with city mayors and council representatives organized by International Republican Institute (2015 - 2018).
- ✓ Successful producer of multi-disciplinary collectives and their projects in big and small cities, excellent sense maker, design-thinker, creative interventions manager, public space creator, crowdfunding and citizen engagement expert, group facilitator and team stewardship mentor, long-term cultural shift and social innovation curator.

12. Specific experience in the Eastern Partnership region:

Country	Date from - Date to
Ukraine	2004 – To present

13. Relevant professional experience:

Date from - Date to	Location	Company / Reference	Position	Description
August, 2024	Ukraine			<p>"Development of fundraising skills "Restoration Leaders" 2.0, which was implemented in the city of Kamyranets-Podilskyi. Leaders from 10 communities of Sumy Oblast had the opportunity to train project thinking skills. Participants of the training are: representatives of local self-government bodies, specialists of social or humanitarian institutions, representatives of the youth community, public leaders. The joint work of the teams will be aimed at restoring the territories and overcoming the consequences of the war.</p> <p>3-day training included the modules based on research and and practice-based learning on:</p> <ul style="list-style-type: none"> - Leadership styles for the development of the creative potential of communities; - Ecosystem model of co-financing community restoration projects; - Resourcefulness and adaptability of teams in times of war; - Design of projects and initiatives for the development of local communities; - Methods of attracting funds from the community of benefactors and partners; - Communication for effective implementation of changes in communities
July, 2024	Ukraine	RMHC Ukraine galina.solovey@ua.mcd.com	Strategic Consultant	<p><u>RMHC Ukraine 2025 - 2027 Chapter Impact Strategy Planning Session</u> to provide the Chapter with support and guidance to enable adoption of the RMHC Impact Strategy Framework and involve Chapter Board in the planning process. The toolkit included a steps of</p> <ul style="list-style-type: none"> - review how global goals are activated in the local context, - understand of major trends, opportunities for impact, - consider high-level objectives for the next 3-5 years, - identify elements of theChapter's implementation plan - scope details of the initiatives success measures to track

June, 2024	Ukraine - Germany	Kyiv, Unit City Innovation Ecosystem, Commit, MitOst, Annegret Wulff wulff@mitost.org	Ecosystem researcher	<p><u>The Vidnova Aligned cross-sectoral meeting</u> is held together with competent leaders from three communities - Okhlyrka, Buchi and Kherson, which effectively operate in the local ecosystems of culture of memory, media, entrepreneurship, public activity, youth development and local self-government for the sake of the democratic restoration of Ukraine. This two-day meeting was organized as a component of the study of local ecosystems, which is implemented with the support of MitOst Vidnova Lab, as well as as an element of the pilot of the Joint LANGUAGE program funded by the Renaissance MF to build a multi-tool for communication of renewal projects in communities. The results of the research and the pilot will be the basis of communication strategies of cross-sectoral cooperation in the context of sustainable community renewal thanks to the cooperation of Garage Gang with key local partners: Tolocar in Okhlyrka, NGO Nova Generatsia in Kherson and the Institute for Sustainable Development of Communities (ISDC) in Bucha. The Vidnova Aligned cross-sectoral meeting is held together with competent leaders from three communities - Okhlyrka, Buchi and Kherson, which effectively operate in the local ecosystems of culture of memory, media, entrepreneurship, public activity, youth development and local self-government for the sake of the democratic restoration of Ukraine.</p> <p>This two-day meeting was organized as a component of the study of local ecosystems, which is implemented with the support of MitOst Vidnova Lab, as well as as an element of the pilot of the Joint LANGUAGE program funded by the Renaissance MF to build a multi-tool for communication of renewal projects in communities. The results of the research and the pilot will be the basis of communication strategies of cross-sectoral cooperation in the context of sustainable community renewal thanks to the cooperation of Garage Gang with key local partners: Tolocar in Okhlyrka, NGO Nova Generatsia in Kherson and the Institute for Sustainable Development of Communities (ISDC) in Bucha.</p>
April 2024 - till now	Ukraine	School of New Thinking, Valerii Pekar, valpekar@gmail.com	Expert, lecturer	<p><u>The school of new thinking is a short-term development program</u> aimed at mastering new formats and tools of personal development and management tasks at the level of the company / organization, country and world, to meet a new level of complexity of local and global challenges.</p>

April 2024 - till now	Ukraine	Kyiv School of Economics, Tetiana Vodotyka, tvodotyka@kse.org.ua	Expert, lecturer	<p><u>The course "City Strategic Alignment for Resilient Revival" within the framework of the KSE Master's program "Urban Studies and Postwar Reconstruction"</u> offers a cycle of seminars to learn about city strategic capacity to support, sustain and scale the projects for the resilient revival of Ukraine. This cycle of 15 seminars aims to increase understanding of tools and practices for relevant application in the field of social transformation's development in the context of resilient revival of Ukraine while expanding civic space for democratic participation in the world. Particularly focus is on the amplifying strategic capacity of communities game changing organizations to use innovative methods of working with the urban environment, small communities, and balance creative city capitals for urban and interurban areas' growth. The aim of the course "City Strategic Alignment for Resilient Revival" is through a series of discussions with experts and a cycle of exercises with students consistently verify the veracity of understanding of the new norm of strategic management for high-quality post-war reconstruction of Ukraine. Namely, that the strategic alignment between local communities and national state projects for resilient revival will allow producing knowledge and balancing resources so that as a result, Ukraine's communities are more vibrant, society and businesses growth is more resourceful and adaptive, the state is more protected and local development is prosperous.</p>
March 2024 - till now	Ukraine	Z M I N Foundation, Khrystyna Boyko, khrystyna.boyko@zmin.foundation	Mentors community coordinator	<p><u>CityGen, 13 ecosystem skills for teams synergy based on eco-cycle model</u> developed by Garage Gang in 2016 to make individual and team knowledge productive, and a leader's personal style that provides certain trajectory in the cycles of team growth and development. Course is offered to competent specialists who show themselves to be autonomous, adequate, innovative, self-organized and willing to bring value to work and have the language to achieve understanding that the management or partner values this contribution to joint success. They are determined to bring value to the achievement of a comprehensive goal in various companies and cities, and view themselves and interactions with others not through projects, but through a virtual role system in an ecosystem.</p> <p>The eco-cycle model, developed by the Garage Gang team in 2016, proposes to consider the team as an ecosystem, in which each of the team members has one of 4 ecosystem roles. This role characterizes his/her natural talents and demonstrates a personal type of leadership. An ecosystem approach to team consideration makes it possible to:</p> <ul style="list-style-type: none"> - to recognize the own style of ecosystem leadership of each of its participants - to understand the nature of certain tendencies at the team level and break the level of conflict between its members - to calibrate the synergistic interaction of the company in the network of partners.

November 2023 - December 2023	Ukraine	Kyiv School of Economics, Tetiana Vodotyka, tvodotyka@kse.org.ua	Expert, lecturer	<u>The course "Communities Leadership for Ukraine's Revival" within the framework of the KSE Master's program "Urban Studies and Postwar Reconstruction"</u> offers framework of competent leadership for democratic revival of Ukraine and helps to understand the problems in the field of social transformation's development with a focus on the implementation of innovative methods of working with the urban environment, small communities, and creative city capitals of urban and interurban areas in the context of resilient revival of Ukraine while expanding civic space for democratic participation in the world. The aim of the course is through a series of discussions with experts and a cycle of exercises with students consistently verify the veracity of understanding of the main organizational principle for high-quality post-war reconstruction of Ukraine. Namely, that the local communities must become leaders in post-war revival projects so that as a result, communities are more vibrant, society and businesses growth more resourceful and adaptive, the state development is more protected and prosperous.
November 2023 - June 2024	Ukraine - Germany	Commit, MitOst, Annegret Wulff wulff@mitost.org	Ecosystem researcher	<u>Vidnova Lab Fellowship research:</u> Mapping the Ecosystems of Commemoration, Communication and Entrepreneurship to Support, Sustain and Scale Community Resilient Revival. The research project envisions to develop a prototype of self-assessment tool for teams' resilience from key ecosystems that engage in the community-led revival of Okhtyrka, Kherison and Butcha. The hypothesis is that by assessing the dynamics of the factors that contribute to teams' resilience, it is possible to choose cross-sectoral interventions that will meaningfully influence community resilient revival of Ukraine by increasing the specific factors of teams' resilience in key ecosystems of each community. The resilient revival of Ukraine is in the research focus as it is currently the common ground between strategies of the grassroots civic forces, state, donors, and local government institutions.
October 2023 - till now	Ukraine	Ukrainian Educational Platform, Olha Kalbus, education@ukredu.org	Facilitator, team development expert	<u>The Synergy City game-based training workshop</u> for impact network 30+ participant to reinforce the three factors that enable teams of impact network to respond promptly and creatively to current challenges by using available resources to achieve ambitious goals: 1. Increase levels of trust in teams and between network members, which helps regulate emotional manifestations in the work process and reduce conflict 2. Harmonizes relations in the team and network of partners, which strengthens the ability to find a common language between participants and in the field of shared impact 3. Multiplies the productivity of the team and the effectiveness of the impact network due to the ability to effectively combine different skills to implement shared impact strategy.

October 2023 - till now	Ukraine	International Renaissance Foundation, Inna Bidluska, pidluska@irf.kiev.ua	Head coordinator, community development expert	<p><u>Spilna MOVA - pilot of Communication Multi-Tool for Community Recovery and Expanding Civic Space</u></p> <p>Expected results of the project:</p> <p>The product of the pilot is described practical cases with formulas for building a communication system of involvement at the local, national and international levels for 6 spheres of community development - business, city governance, civil society, culture, media and youth movement.</p> <p>As a result of the pilot, local players will be able to develop partnerships and raise funds for the implementation of projects in order to saturate the communication field in the context of community recovery, which, in turn, will consistently guide different actors on effective ways to get involved and support a culture of productive cross-sectoral interaction for resilient recovery.</p> <p>As a result of the successful implementation of the Spilna MOVA project pilot, a communication field with a focus on recovery will begin to form, thanks to which communities will be able to increase the involvement of citizens and businesses, and effectively use co-financing tools for the implementation of reconstruction projects and recovery programs as leaders of the democratic recovery of Ukraine.</p>
September 2023	Ukraine	topworld-coins.com, Denys	Facilitator, team development expert	<p><u>The Synergy City game-based training workshop</u> for business team of 20 participants to reinforce three enabling factors teams to respond promptly and creatively to current challenges use available resources to achieve ambitious goals by using three educational tools and exercises to strengthen the competencies of team interaction, strengthening which will take place with the assistance of two facilitator-trainers</p> <ul style="list-style-type: none"> - appreciative inquiry to identify key competences; - non-zero sum game to facilitate cooperation and synergies; - group reflection to recognize individual and team strategies
September 2023 - till now	Ukraine	UNDP, Larysa Samosonok, larysa.samosonok@undp.org	Project Manager, crowdfunding expert	<p><u>IN:SURE UA</u> is a program of training and attracting non-refundable financing for Ukrainian micro, small and medium-sized businesses (MSMEs) on the Big Idea platform, which is implemented by the Public Organization "Garage Gang" in cooperation with the Mariupol Association of Entrepreneurs and the Educational Hub "Halabuda" and NGOs. Financier" with the financial support of UNDP.</p> <p>The program offers modular training, individual mentoring consultations, as well as support in preparing for the implementation of effective crowdfunding campaigns for MSMEs on the Big Idea platform. Enterprises that successfully complete the training and have successful co-funding campaigns will be able to additionally receive co-financing from the program's partners.</p>

August, 2023 – October 2023	Ukraine	Startup Ukraine, Anna Petrova	Project Manager, crowdfunding expert	<p>How to create and develop a business in Ukraine?, Training and mentoring entrepreneurs from 5 cities (Kyiv, Poltava, Vinnytsa, Ivano-Frankivsk, Lviv) to build and implement effective fundraising strategies by combining crowdfunding, grants and investment.</p> <ul style="list-style-type: none"> – why combination of different financial tools can be effective for growth and development of business strategies in the context of post-war recovery; – what methodological approach allows to engage community during crowdfunding campaign to start business; – how to develop business plan to scale into new geographical area or new industry.
June, 2023	Ukraine	Board, international business community, Elena Podprygora	Community Strategist, Head Coordinator	<p>Board Big Format in Odesa. Meeting with local businesses on the role of entrepreneurs in the successful reconstruction of Ukraine in the conditions of dynamic transformation of the world. The questions to provided answers to:</p> <ul style="list-style-type: none"> - What factors ensure the efficiency of society and create conditions for the development of vibrant communities? - Why is multidimensional innovation and a mandate for new management strategies necessary for success in the knowledge economy society? - How does the owner's leadership style give gravity to the entire business system and how can this be used to navigate in conditions of uncertainty?
February 2023 till present	Ukraine	Z M I N Foundation, Khrystyna Boyko, khrystyna.boyko@zmin.foundation	Community Strategist, Head Coordinator	<p>CityGen Revival program to support a model of effective cross-sector collaboration through a citizen impact assessment tool (based on their participation data) and educational content for ecosystem leadership development on the Big Idea platform. The main task is to organize the conditions to increase level of trust between players, forming a community-oriented vision of reconstruction and strengthening the ecosystem skills of leaders. One of the objectives is to create culture for using citizen participation data to make it possible to obtain effective, measurable results in the implementation of individual and group efforts in communities resilient recovery. Garage Gang uses the City-Synergy game developed on the basis of our 2018 survey of citizens' philanthropy strategies, which combined surveys and in-depth interviews, for soft learning on the topic of ecosystem interaction and the model of the 4 creative capitals of cities. The game is an instrument to build a common language for coordinating the fruitful interaction of citizens, businesses and city authorities to achieve a more synergistic development of cities aimed improving the quality and facilitating a resilient restoration and reconstruction of Ukraine.</p>

February - March 2023	Europe	FHI 360 nonprofit human development organization	International consultant, team management and organizational development mentor	<u>Tools and practices of team resilience. How to Live and Work in the Face of New and Incomplete Changes in the World</u> Developed prepared and delivered two online workshops on team management in crisis for Belarusian CSO leaders with materials, and handouts that were distributed subsequently, and to mentor teams to adopt the obtained tools immediately. The agenda included materials on: 1) Models for effective and resilient society; 2) How new type of worker's prosocial motivation is reshaping team's environment; and 3) How citizenship is evolving and what new infrastructure is needed to engage people to participate effectively; 3) New type of workers and how they support teamwork; 4) Ecosystemic leadership styles and value they add to the team; 5) Trust, relationships, and skills for teams that aim to achieve complex goals in the hard times; and 6) 7 components of total workforce motivation.
November 2022	Online sessions	Oksana Hlebushkina, executive director, NGO «Public center «New Generation», newgener93@gmail.com	Strategic Consultant	<u>Consulted PC «New Generation» on the adaptation of the strategy to the context of war and communication matrix for key communities engagement, in particular fulfilling the following:</u> – Holding 2 online sessions for reflecting the challenges and issues and identify the first practical steps to adapt the revised strategy to serve as a center for Kherson NGOs and businesses in Ivano-Frankivsk
November, 2022 – February 2023	Ukraine	Ukrainian Catholic University, Solomiya Maksymovych, solomia.maksymovych@ucu.edu.ua	Expert, lecturer	<u>Online course "Management of teams in times of crisis»</u> to provide relevant knowledge, tools for teams to work in the war conditions with the humanitarian context. This course is created for leaders and representatives of volunteer and other NGOs who need up-to-date knowledge about working in war conditions and strengthening their competencies, while improving practices of a team's resilience. The lecturer's learning module covered three topics 1. The team as an ecosystem 2. Resourcefulness and adaptability of the team 3. Evolution of organizational culture The learning module addresses the issue of team's ability to quickly respond to challenges and creatively implement opportunities, to maintain trust, grow relationships and build skills as sources of team synergy, frames for engagement of partners for mutual reinforcement between teams to achieve complex goals.

2021 - till present	Ukraine	Garage Gang	Community Strategist	<p><u>Concept frameworks for market development for Go BiGGGA! business subscription for talents relations.</u></p> <p>The Garage Gang team, with the participation of HR specialists from various IT companies, creates Go BiGGGA! platform solution for working with team relations. Companies can use this solution when the organization is growing, navigating uncertainty, testing a new organizational design, going through a period of turbulence, or rapidly developing. All these experiences are a good opportunity to strengthen relationships within the team, between teams and throughout the organization.</p> <p>Go BiGGGA! business subscription on the Big Idea platform will help team leaders and HRDs balance relationships in their teams taking into account mixed [offline+online] working conditions. HR teams will be able to systematically engage talent in the company for co-creation, strengthening their trust, connections and ecosystemic skills, and also become a magnet for new talent needed by the company.</p>
01/11/2021 - tbd	Online training + Offline events	Goethe-Institut, MCIP, 2021, Ярослав Петраков yacherny@gmail.com	Expert, concept co-developer, facilitator and guest speaker in online and offline events	<p><u>Design, facilitation and implementation coordination of the project "Cultural Leadership Academy 3.0" in the period between November 1, 2021 and December 31, 2022.</u></p> <p>The aim of the project is to support the process of decentralization in Ukraine in the cultural sector with:</p> <ul style="list-style-type: none"> – creating training and mentoring program for local cultural leaders that includes 5 modules on the team leadership, community engagement, business and funding modeling, projects crowdfunding, pilot implementation; – designing and enabling sustainable formats for local centers for cultural services in the rural communities; – fundraising strategies development for co-funding from individual citizens, local government and state funding tools.
04/06/ - 26/11/2021	Online sessions + Kherson	Oksana Hlebushkina, executive director, NGO «Public center «New Generation », newgener93@gmail.com	Strategic Consultant	<p><u>Consulted PC «New Generation» on the development/preparation of the strategy and communication matrix for key communities engagement, in particular fulfilling the following:</u></p> <ul style="list-style-type: none"> – Holding 3 online sessions for analyzing organizational experiences to identify the sources of human, users and structural capitals to reflect on the components that can be applied in the next strategic cycle; – Conducting 4 day-training to develop the Matrix for engaging key communities to assist with achieving the complex goals of organization in the next 3-5 years; – Holding 2 online sessions to identify the first practical steps to shift to the new strategy implementation and receive initial feedback from new activities.

16/04/ - 30/06/ 2021	Ukraine	Lesia Sokolyk, Deputy head of International Cooperation Department у Суспільне мовлення, lesia.sokoluk@gmail.com	Expert on culture of individual giving and development of institutional capacity	<p><u>Provided the advice on the development/preparation of a matrix for UA:PBC audiences and recommendations for participatory strategy of UA:PBC, in particular fulfilling the following tasks:</u></p> <p>Task 1. Holding online training on the tool - matrix for UA:PBC audiences, facilitation of the process of identification and selection of new target groups that are to be engaged through UA:PBC crowdfunding.</p> <p>Task 2. Holding online training and facilitating the elaboration and selection of communication messages for target groups of UA:PBC crowdfunding strategy.</p> <p>Task 3. Holding online training on relevant forms of participation, growth and development of identified target groups of UA:PBC crowdfunding strategy.</p> <p>Task 4. Holding online training to facilitate elaboration of concept of awards and forms of gratitude for all target groups of UA:PBC crowdfunding and social investors.</p> <p>Task 5. Development of two documents based on the outcomes of the Tasks 1-4: Matrix for engaging key UA:PBC target groups in Ukrainian; Recommendations for developing UA:PBC Participatory strategy for the period of 2021-2025 in Ukrainian.</p>
22/06/ 2020 - 30/08/ 2021	Ukraine	Natalia Onyshchenko, Digital Director of Kimberly-Clark in Ukraine and Central Europe, n.v.onyshchenko@gmail.com	Partnership Development	<p><u>Kotex [brand] matching crowdfunded funds program We Can!</u></p> <p>We can! is a crowdfunding partnership between Kotex in Ukraine and the Big Idea platform in 2020-2021, focused on the prosperity of such an important phenomenon in society as women's solidarity. The We Can! matching funds program is a space for women to engage community funds with Kotex support. A total of 12 projects will be supported during the in 2020-2021. Women's projects that have successfully raised a total of 100% of the required amount, which is equal to or greater than UAH 30,000, receive the opportunity to raise additional funding from Kotex in the amount of UAH 30,000 each.</p>
26/08/ 2020 - 30/04/ 2021	Ukraine	Iryna Osadcha, Ukrainian Cultural Fund^ i.osadcha@ucf.in.ua	Partnership Development	<p><u>Ukrainian Cultural Fund matching crowdfunded funds program Children of Culture</u></p> <p>The "Children of Culture" program combines the crowdfunding platform Spilnokosht of Garage Gang NGO and UCF expertise to create cultural opportunities for children aged 3-14 together with cultural figures, artists and creative entrepreneurs, focused on actualizing the culture of childhood and complex education in Ukraine. "Children of Culture" is an ecosystem impact program implemented in partnership between UCF and Garage Gang NGO. In the Ukrainian Cultural Foundation, the program will be implemented within the implementation of the institutional program "Affiliate Programs" in accordance with the strategies of the UCF for 2019 - 2021 and the Fundraising Strategy of the UCF. This program of UCF and Garage Gang NGO introduced the practice of co-financing cultural projects and initiatives through crowdfunding - attracting funds from citizens. Thus, the authors of projects that are implemented in the field of culture and raise funds, get additional opportunities to implement their ideas. Projects that successfully raise funds from the community, apply for co-financing from the UCF in 75% of a project costs to passed the procedure of approval by experts of the UCF.</p>

25/11/2019 - 20/12/2020	Ukraine	Eugenia Mazurenko, Zagoriy Foundation em@zagoriy.foundation	Strategic Consultant	<p><u>Zagoriy Foundation strategic process enhancement</u></p> <p>Facilitating the foundation leadership and teamwork to act a role model for private charitable foundations in the institutional landscape of Ukraine, which may include a set of focuses in the fields of culture, education and science. Process included consulting on the set of the next areas and together with the foundation's team, explore the potential of these five areas for authentic growth and development of the influence of the Zagoriy foundation in Ukraine and the USA.</p> <ol style="list-style-type: none"> 1) Determination of development needs 2) Understanding the decision-making system 3) Identifying points of integration in the team 4) Estimating options for team enhancement 5) Reflection of the collective reality
24/09/2018 - 11/12/2019	Ukraine	John Wright, EU project "Together" - Ukraine johnfrwright@me.com	Capacity Development and Forum/Coalitions Building Expert	<p><u>FCG Swedish Development AB</u></p> <p>In the framework of the European Union for Civil Society assistance program Together EU Roadmap for civil society in Ukraine was developed and is promoted by establishing coalitions and facilitating relationship between state and civil society actors and by strengthening the capacity of local non-state actors across regions. Tasks included inter alia:</p> <ol style="list-style-type: none"> 1) Capacity Building/ Planning: Designing support strategy and a capacity building plan for the beneficiaries of the program as well as for the program management structures. 2) Capacity Building Implementation: Implementing through training and coaching the above mentioned support systems 3) Needs analysis: Analyzing cross-cutting issues country's development policies and role of CSOs networks to address them. Needs analysed include degree of integration among CSOs, partnering skills, problem solving techniques, cooperational approaches and citizen engagement strategies to identify local material issues.
07/2017 - 2022	Ukraine	Stanislav Lyachynskiy, International Renaissance Fund liachynskiy@irf.ua	Partnership Development	<p><u>Renaissance Fund supported project Culture Community</u></p> <p>Fund matching project that proposes to build mutual interest and interaction between citizens and cultural diplomacy projects in 2018. The program is initiated and developed by the joint efforts of the Garage Gang NGO and the International Renaissance Foundation to strengthen understanding in the post-industrial and post-conflict societies of Ukraine through the creation of opportunities for development and funding for cultural diplomacy projects.</p> <ul style="list-style-type: none"> • Design the algorithm in consultation with the donor to match funding with the funds engaged on the crowd funding platforms; • Develop the identity for the program and structure to present it on the Big Idea website. • Develop concepts for infographics about the impact of projects funded by communities and the Fund. • Review the design, communication, technical solution development and overall implementation process of engaging cultural organizations to community building

02/2018 – 10/2018	Ukraine	Voitsekhivska, Iryna GIZ UA iryna.voitsekhivska@giz.de	Trainer	<p><u>U-LEAD with Europe: Ukraine – Local Empowerment, Accountability and Development Programme training for communication specialists</u></p> <ul style="list-style-type: none"> • The communication experts were presented with the integrated communication matrix used by NGOs to communicate programs of community development that allows to engage 5 key groups that influence • The theoretical part covered the 8 ladders of participation to enable participants to develop a critical view on the level of participation in the community. • The practical part included participation in the group process on the issue of "Fear of change in AH" which revealed that participants had insight that new experiences are the element that reduces apathy of citizens and that to develop such experiences they need to learn about more cases on community development from AH of different scale. The group attentively learned about engagement formats that have worked on villages, small towns and growing cities of Ukraine from cases of Garage Gang NGO in 2010 - 2018. • The closure of the training was performed in the format of the appreciation circle that was a direct practical moment to learn about important ingredient of ethical citizen engagement.
02/2017 – till present	Ukraine	Garage Gang	Sense-maker	<p><u>Board game City Synergy</u></p> <p>"City of Synergy" is the space of an abstract city, where relations between social investors and entrepreneurial leaders are modeled according to the principle of a non-zero-sum game. The game is based on a 2017 study of Philanthropy Strategies in the 21st Century by Garage Gang with support from The Mott Foundation. Garage Gang, in collaboration with the Exuperi studio, developed new rules and game techniques that allow the inclusion of all players and encouraged the formation of a new coherence between participants to achieve complex goals in their city.</p> <ul style="list-style-type: none"> • The game "City Synergy" promotes the development of a common language for team interaction and reflection on the effectiveness of the results of the game, manifested as an impact on the city. The influence of the city is formed and strengthened both by considered and implemented projects. • There are 4 types of projects that strengthen the creative capital of the city: cultural, human, social and infrastructural. The team receives additional points for a set of 4 types of completed projects. In the game, individual players are motivated to implement projects of the same type, and the team receives more points for sets of all 4 types of projects. Projects are implemented by attracting resources from the team and ensuring the player's own leadership.

06/2016 – To the present	Kyiv, district Solomyanka	Roman Sach, Formograp hia Architectur e Studio formograp hia@gmail.com	Comm unity Develo pment and Crowdf unding Expert, Facilita tor	<u>Participatory Budget, Spilnocosht and Renaissance Fund supported project OstrivLab</u> Public fablab to assist community of Solomyanka district: <ul style="list-style-type: none"> Act as assistant to people who cooperate across disciplines to create value in the post-industrial and the post-conflict environments. Particular emphasis is made on fostering the growth of small and growing initiatives by removing the barriers to production tools, space, communication channels and collaborative funding for their projects.
07/2016 – To the present	Dobropilla, Pokrovsk, Bakhmut, Konstantynivka, Sieverodone tsk, Lysychansk, Kremenchuk, Slavutich, Kramatorsk, Netishyn, Ostrog .	Anastasia Parafenuk, Metacity nastya.parafeniuk@gmail.com	Strateg ic Consult ant	<u>USAID funded, UCBI and Pact supported project Metacity: transformation of the East (2017-2018).</u> Metamisto is a program for small towns that applies new cultural-economic model that manages the process of city-to-city cooperation. We believe that in the process of such interaction, the expansion of markets can take place, an environment for social innovation and self-representation of local communities can be formed. <ul style="list-style-type: none"> Review the implementation of methodology that helps cities and their inhabitants to identify and enhance cultural, urban, economic potentials for personal development within inter-city interaction vectors. Facilitate the communication strategy development for multi-partner activities Network with key experts to contribute to the program knowledge base Assistance to the team of partners to address challenges in the process of community engagement Contribute expertise on community development to the book publication with results of urban research and exhibition on the project methodology at Izolyatsia.
2017; 2019.	Ukraine	Nadiya Kovalchuk, RPR n.kovalchuk@cedem.org.ua	C i v i l Soceity Develo pment Expert	<u>EU funded subgranting program of RPR coordinated by CEDEM</u> Projects assessment of RPR participants for subgranting program of CEDEM <ul style="list-style-type: none"> Review the applications to 4 calls for NGOs from Kyiv and regions. Facilitate the decision making to identify the projects aligned with road map of RPR Select the projects of NGOs to obtain funding.
01/2015 – 09/2016 (1 year 8 months)	Kyiv, Dnipro, Ivano-Frankivsk	Vita Bazan, CityCode kvitka.bazan@gmail.com	T e a m Leader	<u>Kod Mista</u> The project focused upon developing multi-disciplinary initiatives to address urban challenges of modern cities: <ul style="list-style-type: none"> Responsible for fundraising, methodological design, partnership development Directing the practical implementation of 3 regional art-hackathons, shaping mentoring approach for emerged teams, assist projects with crowdfunding campaigns Developing the cooperational model for civil society and organizing Sustainability Forum to verify the model with at least 30 organizations in Ukraine

07/2012 – 10/2018 (6 years and 3 months)	Ukraine	Ross Maclaren, the Mott Foundation rmaclaren@mott.org	Head Program Coordinator	<p><u>Program supported by the Mott Foundation Generation Celebration: Culture of Giving (2012 – 2016), Culture of Giving: Powering Strategic Philanthropy (2016-2018)</u></p> <p>Develop the field of philanthropy with tools for online giving and vision for community enhancement.</p> <ul style="list-style-type: none"> • Responsible for strategy to integrate crowdfunding into the funding landscape of Ukraine; • Responsible for timely technical solution design and development, communication and analysis of dynamics of crowdfunding for community enhancement; • Responsible for implementation of 4 strategic elements of the last phase of the program: engage social investors in sourcing and selecting projects profiled within criteria for growth and scaling; equip social investors with data to make informed giving with motivation for impact maximization; enact instrument for collaborative social investors to reduce risk and share knowledge across network; enable social investors to measure impact return on funded projects to improve their investing strategy • Developed the learning game to facilitate reflection around individual strategies to support social innovation and win-win strategies for the city
2016, 2017, 2018.	Ukraine	Taras Byk, IRI tbyk@iri.org	Speaker, Trainer	<p><u>Contract with IRI as a trainer and speaker</u></p> <ul style="list-style-type: none"> • Prepare reports on participation in the democratic governance conferences with city mayors and council representatives • Develop presentations and design training for topics: Youth Leadership trainings and Citizens Academies / Organizational Role training and Community Complex Growth / Intergrated Communications training and Crowdfunding Strategies
2014 – 2015 (12 months)	Ukraine	Roland Kovatch, Pact rkovats@pactworld.org	Key Expert	<p><u>Amplify Good Solutions</u></p> <p>Fund matching project that consisted of series of events and activities aimed at engaging talent, attracting resources and directing self-organization energy to viable projects to support the country's renewal process. Teams invited to participate that have emerged during the last months on the Maidan of Ukrainian cities and are committed to continuing public activities with a focus on innovation in the areas of human rights, health, transport, security, education and responsible entrepreneurship. The program is being implemented within the framework of the Path in Ukraine "Pyramid Development" project.</p> <ul style="list-style-type: none"> • Facilitate interaction of teams with analysts who will give you a more sharp understanding of the changes that were taking place after the events of Revolution of Dignity; • Develop algorithm for project mentorship and select mentors who introduce teams to the method of incorporating the interests of stakeholders into the goals of their projects; • Engage projects and consult on preparing and running crowdfunding campaigns to receive matching funds of \$2000 each. In total 15 projects were supported by citizens and obtained additional funding from Pact Inc.

05/2012 - 02/2013 (9 months)	Sevastopol, 4 villages of Crimea: Vilino, Krymske, Prysya, Tsyline	Alevtina Kahidze, Muzychi Artist Residence alevtinakahidze@gmail.com	Regional Coordinator	<p><u>Generation Celebration: Urban Transformation in Crimea</u></p> <p>Project implemented in partnership with the Civic Innovation Network, Centers for Development of the Crimean Communities and Pact Inc. with the support of USAID and Charles Stewart Mott Foundation. It aimed to enhance local communities with new economic instrument of crowdfunding</p> <ul style="list-style-type: none"> • Develop Big Idea platform of social innovation with crowdfunding and user-generated content: Big Idea is a platform of social innovations. It functions for people and organizations that foresee opportunities of the future and implement bold projects based on innovative technology, knowledge and entrepreneurial practices. Big Idea offers the following services: Spilnokosht, Opportunities, Practices. Spilnokosht is an online crowdfunding tool. It offers the opportunity to implement one's ideas with the support of friends, colleagues and communities interested in positive change. Opportunities is a digest of up-to-date chances for education, traveling and development: grants, competitions, scholarships and creative jobs. Practices is a media for social innovations. It is a log book of social progress which explores contemporary trends and offers solutions for social challenges. Big Idea is funded by Charles Stewart Mott Foundation, Pact Inc., USAID, National Endowment for Democracy. • Run local art interventions and mini-grant events to engage citizens of use new tools and develop participatory strategies • Communication of the projects from Crimea to the rest of the country • Design and implement curatorial page Modern Crimea that accumulates innovative projects for development of the region that can be crowdfunded by the community.
2011 (4 months)	Kyiv	Monika Jakubiak, Adam Mickiewicz Institute monika@soulstitch.co.uk	Creative Director	<p><u>Project initiated and supported by the Polish Institute in Kyiv and Adam Mickiewicz Institute "I, Culture Puzzle"</u></p> <p>As part of the international cultural program dedicated to Presidency of Poland in the Council of the European Union, a Polish designer and artist Monika Jakubiak presented her project I, CULTURE PUZZLE: Contemporary Craft Workshop. The project became a platform that gathered people interested in fundamental principles of crafts: knowledge transmitted from generation to generation, from master to apprentice, passion about one's craft, respect and love towards the work material, responsibility for high quality of the produced good. The project united twelve world capitals: Beijing, Berlin, Brussels, Copenhagen, Kyiv, London, Madrid, Minsk, Moscow, Paris, Warsaw, and Tokyo.</p> <ul style="list-style-type: none"> • Responsible for local partnership development and participants engagement to serious of workshops with Monika Jakubiak • Directing the main event on Sophia Squire for public to participate in the open workshop • Implementing communication activities to ensure visibility of activity to the other cities of Ukraine

06 2010 – 07/201 1 (1 year 1 month)	Uzhgo rod, Donet sk, Khers on, Simfer opol and Vinnyt sya	Irina Bilous, Pact ibilous@pa ctworld.or g	Networ k and Team leader	<p><u>Generation Celebration: Fura Kultura</u></p> <p>Fura Kultura is a mobile communication center that travels across Ukrainian cities and functions as a research studio, a wi-fi spot, a meeting point, a recording studio, a library, an art gallery, a café, and a poetic corner. The program consisted of open breakfasts and lunches, morning exercises, creative talks, evening film screenings, artistic interventions. As a free unappropriated territory, Fura Kultura occupied public space and provided a neutral field for discussions on the local and national level.</p> <ul style="list-style-type: none"> • Responsible for local partnership development that coordinated content development and participants engagement. • Directing the 5 days of events in 5 cities to communicate the model of Creative Cities • Engage projects from the cities to compete for funding at Big Idea Fest. • Engage independent experts from different sectors to allocate funding to awarded projects.
2010 - till present	Ukrain e	G a r a g e Gang	Commu nity Strategi st	<p><u>Social innovation platform BIG IDEA</u></p> <p>The online platform BIG IDEA seeks to spread ideas of sustainable development and build bonds between civil society and business. BIG IDEA was started initially as an information, discussion and networking platform. It was the first Ukrainian-language portal to report on new themes and trends in social innovation and entrepreneurship. BIG IDEA launched a crowdfunding platform in 2012 to help local initiatives and innovators raise funding for their projects.</p> <ul style="list-style-type: none"> • Today, BIG IDEA is the biggest and most popular crowdfunding site in Ukraine, and it has helped hundreds of culture, education, media and human rights projects take off. BIG IDEA generates revenue from users, who are asked to give 7% of the funds they raise on the platform for their own initiatives back to BIG IDEA. In 2020, this model generated revenue beyond what was needed to cover the costs of the platform, yielding a surplus which was used to expand and develop the platform. • Garage Gang is currently expanding the model of BIG IDEA to allow businesses to match donations made by their employees and customers to projects they care about, thereby generating trust between business and society while creating meaningful change.
01/ 2010 – 07/201 2 (2 years 6 months)	Kyiv, Lviv, Vinnits ya, Simfer opol, Sevast opol, 4 village s of Crime a: Vilino, Kryms ke, Prysyv ashn, Tsylin ne	Roman Zinchenko, Greencuba tor, roman@gr eencubator .info	Networ k and partne rship develo pment	<p><u>Mini-grant program Sunday Borsch</u></p> <p>Sunday Borsch is a friendly lunch during which independent ideas and initiatives get financial support. Mini grants are pooled by selling invitations to the event. Guests vote for ideas presented in the event's "menu". Author of the idea which gets the most votes is granted money for further development of his/her initiative.</p> <ul style="list-style-type: none"> • Communicate the Sunday Borsch mechanism as such that can be used to support new ideas for the city, encourage a group of people to act, develop social responsibility of a company's employees. • Overall, 3 cities used the mechanism using open source guide to mini-grant events, more than 60 individual projects were supported in Ukraine for a total amount of 35 000 UAH through the Sunday Borsch program

02/2010 06/2013 (4 years 4 months)	Kyiv, Lviv, Odessa, Simferopol, Kharkiv	Oleh Rybachuk, Center Ua, olehrybachuk@gmail.com	Communication strategist	<p><u>Project supported by Pact Inc. New Citizen in coalition with Center UA</u></p> <p>Developing a strategy for creative citizens to be involved in changes in society and implementing instruments for their participation:</p> <ul style="list-style-type: none"> • Communication of the implemented international (17 countries) photo-art project Women Jinka 3000 in media and public spaces of 5 cities. Project «Woman 3000» it is 27 photographers from 17 countries and more than 200 women took part in the initiative. organized Woman 3000 Tour that included the exhibition of 300 photographic stories to 5 of Ukraine (Kyiv, Lviv, Odessa, Simferopol, Kharkiv) in more than 20 alternative locations (parks, streets, maternity houses, markets, roads, hotels etc.), discussions “Woman in modern society: Looking for ways of self-realization” and press-conferences with music concerts, poetry on the street festival and other art doings. Project provides a dialogue between generations and adds some new energy to the discussion concerning possibilities of women’s self-realization at the beginning of the 3rd millennium. Project is organized with participation of french writer Regine Deforges, american writer Tricia Warden, ukrainian artist Vlada Ralko, ukrainian writer Sofiya Andruhovych and ukrainian feminist Layma Geydar. • Online platform for user-generated map of CSO’s initiatives in Ukraine • Pilot new format of informal gathering of citizens Sunday Borsch • Design and publish the art-book filled with works of Ukrainian artists to provoke critical thinking and encourage creating ideas for the cities. Authors of the first edition of the art notebook include Lyubko Deresh, Ilko Lemko, Synchrondogs, Anatolii Belov, Mykyta Kravtsov, Nina Murashkina, Vlada Ralko and others.
09/2009 – 12/2009 (3 months)	Kyiv, Lviv, Odessa, Chernihiv	Oleksandr Suprunets, Mecomonica, sashashagi@gmail.com	Cultural Management	<p><u>Project supported by Konrad Adenauer Stiftung “When will fall the Ukrainian Berlin Wall?”</u></p> <p>The project was essentially involved design of city streets interventions to engage citizens in a dialogue about changing the game in the Ukrainian society. Responsibilities included:</p> <ul style="list-style-type: none"> • Engaging participants from Lviv, Odessa, Chernihiv and Kyiv to join the action on a particular day in November. • Production of creative content and distribution of printed posters with reflective questions to the cities. • Delivery of posting the content on the streets of Lviv and documenting the results. • Accumulating photos and videos with posters on the streets of participating cities to communicate the intervention to the broad audience in social media and the responses that citizens sent to the e-mails indicated on the posters. • Developing the first version of Big Idea web site to allow to publish ideas from citizens.

09/2004 – 11/2009 (5 years and 2 months)	Lviv	V i k a Kosenko, Fast Food System viktorija_kosenko@ffs-company.com	Brand Manager/ Communications and Logistics for cultural and social activities.	<p><u>Development of the loyalty program for the largest in the country network of franchise restaurants of Fast Food Systems company.</u></p> <p>A multi stakeholder program for customer relationship management with database for information exchange across the network of 200 restaurants in 22 cities of Ukraine.</p> <p>Responsibilities included:</p> <ul style="list-style-type: none"> • Development of concept that will engage restaurant visitors, as well as its implementation strategy with the networks of franchise restaurants in 22 big and small cities, coordinate the creative agency work to find solution for loyalty program identity and a tone of communications with participants. • Build database for CRM analytics with three key indicators: recency, frequency, monetary for informed decision making in customers relationships management. • Development of a partnership with DE:coded IT Festival, Book Forum Lviv, Lviv Rock and Art Rout events to promote the EgoІсти loyalty program to creative tribes. • Design and implement the regular distribution of the creative content across 200-restaurant network to support the marketing strategy of EgoІсти as an umbrella brand for three original brands of Pizza Celentano, Potato House, Yappi. • Develop the concepts of engaging customers to monitoring of the loyalty program quality; • Design and implementation of Kumpel restaurant lunch in Lviv in cooperation with artist Vlodko Kostyrko to integrate his art work of restaurant logo into the brand identity and all communication elements development.
--	------	--	---	---