



NGO  
Enlightening  
Initiative

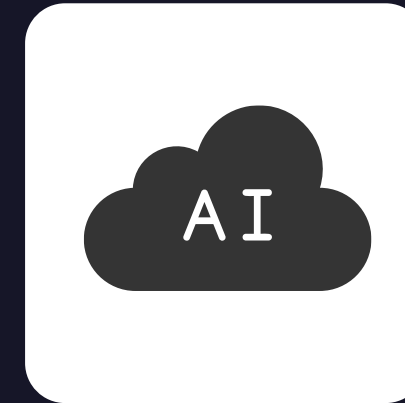
# YOUNG-WOMAN-LED NGO “ENLIGHTENING INITIATIVE”

From Youth Team into Large-Scale National NGO (300+ staff) due to Automation

# EXPERTISE



Educational and humanitarian projects across Ukraine



AI and Automation tools for non-profit and public sector



Improving youth career development and employment prospects



Partner of the UN Office for the Coordination of Humanitarian Affairs UHF in Ukraine

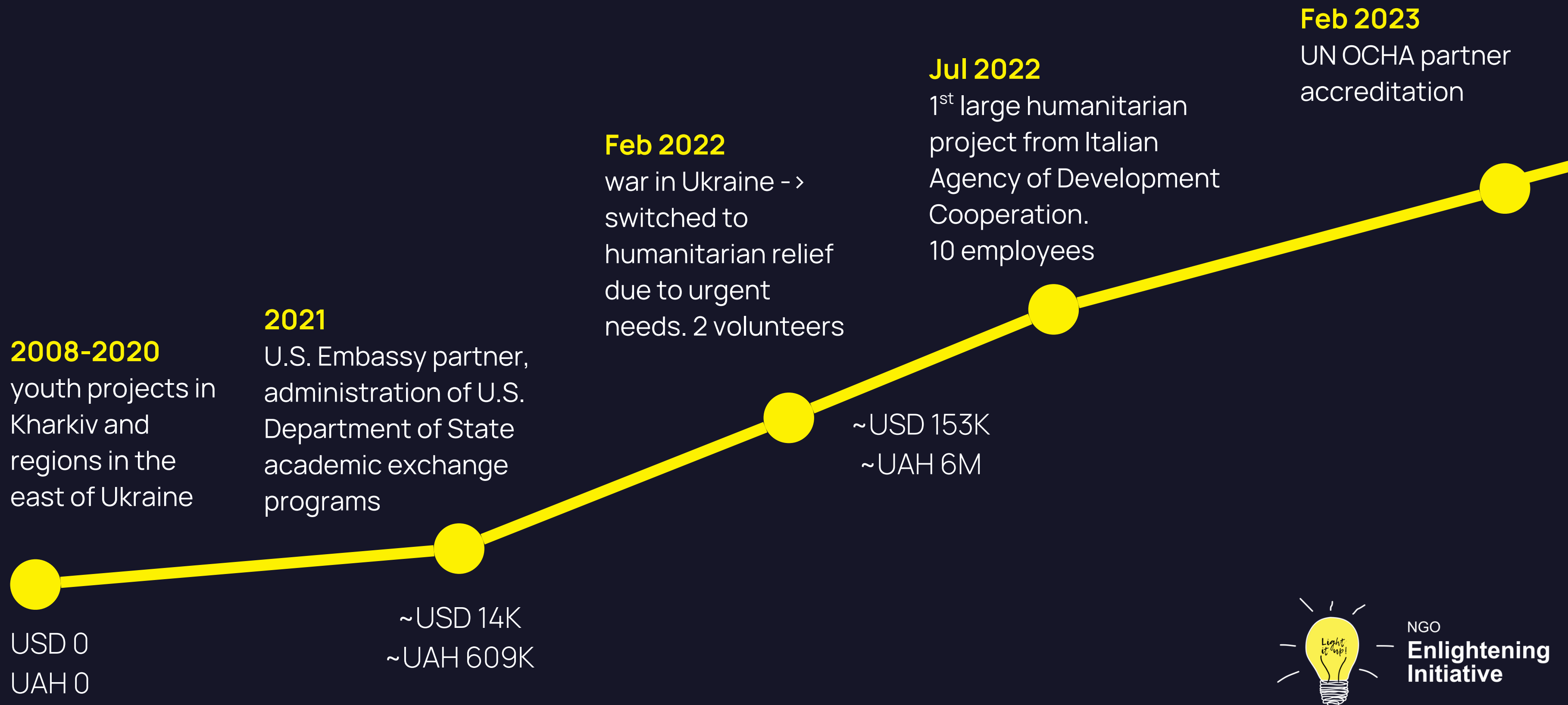
# HOW IT ALL STARTED



Youth projects in 2017-2021

Humanitarian relief since 2022

# GROWTH MILESTONES



# GROWTH MILESTONES

## Apr 2023

1<sup>st</sup> UN-funded project,  
~USD 2.1M, 3 frontline  
regions of Ukraine,  
160k beneficiaries,  
4 clusters

~USD 2M  
~UAH 82M

## Feb 2024

2<sup>nd</sup> UN-funded project,  
~USD 2.5M, 5 frontline  
regions of Ukraine  
(incl. Kherson and  
Donets regions), 5  
clusters (incl. Mine  
Action)

## March 2024

40 employees and  
volunteers,  
4 offices

## September 2024

100 employees, 6  
offices, 4  
subpartners

## From December 2024

300+ employees, 8  
offices, 6 subpartners,  
3000+ new beneficiaries  
per month

2024-2025  
~USD 5M  
~UAH 210M



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Initiative**



# REGIONS:

Kharkiv

Ternopil

Kyiv

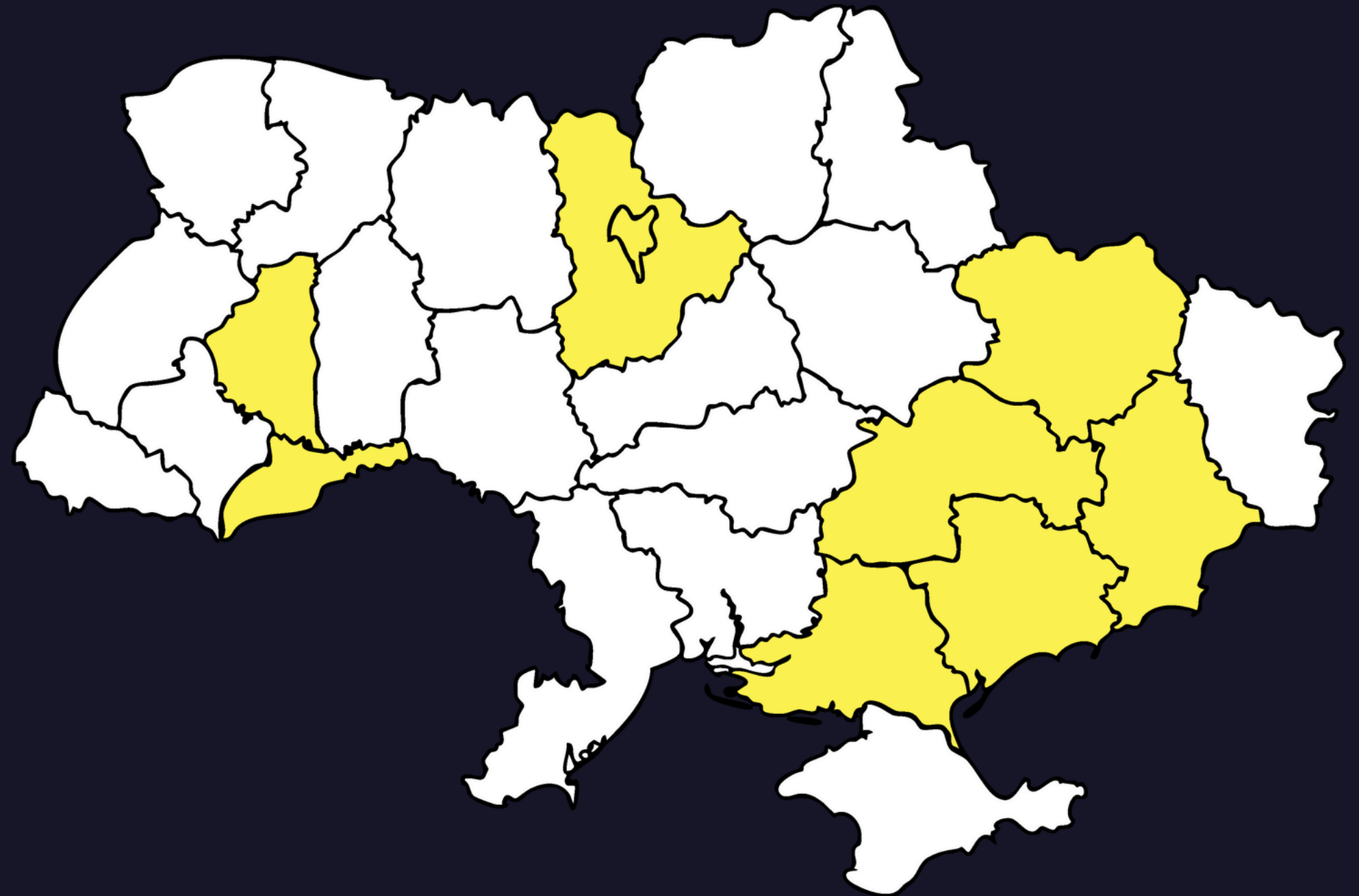
Zaporizhzhia

Chernivtsi

Kherson

Donetsk

Dnipropetrovsk



# OUR RESULTS IN 2024



- Provided assistance to **160,000+ people** directly or through their institutions (schools)
- Provided **40,913 children** with psychosocial and development support services
- Trained **10,400 educators, 6,430 professionals** from civil society, public authorities, healthcare, social protection, and municipal institutions
- Trained **8,694 women and girls** in self-defense
- Donated high-quality individual medical devices to **3,535 people with disabilities**
- Rehabilitated **55 school shelters and classrooms**
- Supplied **102 tech kits, 50 interactive whiteboards, 450 MGS kits** of stationery and sports gear for schools and social protection institutions
- Established **9 digital learning centers** and **10 community and youth centers**

# EMPLOYEE REPORTS → DONOR REPORTS



Projects / The educational community of En... / CAT-6830

Final report SENT

Personal code: CAT-4906

Report submission date: <small>(Specify the date when this report is submitted)</small> 18 Aug. 2025 year	Report submission date: <small>(Specify the date when this report is submitted)</small> 18 Aug. 2025 year	Name of the group with which the classes were held and for which the report is submitted: <small>(Write the name of the group that you specified when registering this group)</small> Group 2
Number of classes conducted with this group as of the date of submission of this report (inclusive): <small>(How many classes have you held with this group as part of your program as of the day of submission of reports (inclusive))</small> 24	Number of unique beneficiaries (children): <small>(How many unique beneficiaries were attracted as of the date of submission of these reports (inclusive))</small> 10	How many topics does your program cover (how many classes are planned within the program)? 24

Overview of the psycho-emotional state of the beneficiaries:  
(Assess the general mood, emotional stability, motivation, involvement and activity of beneficiaries in classes on catching up educational losses)

The general emotional state of most children is assessed as good. Some students show interest in communication: they willingly answer questions and participate in the discussion of proposed topics.

At the same time, there were no manifestations of proactivity — most children join the dialogue mainly in response to questions addressed to them, without initiative on their part.

### Inbound and Outbound Testing

Duplicate here the file of the ENTRANCE testing of students, which you received from the HSE platform before the start of classes:  
(Download incoming tests here)

SHELEST_Achiev..._инк.pdf 24 Aug. 2025, 01:32 pm	REKOTIV_Achiev..._инк.pdf 24 Aug. 2025, 01:32 pm	PUCHENINA_Ac..._инк.pdf 24 Aug. 2025, 01:32 pm	SEI 24
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Download here the WEEKEND tests of your students:  
(Download here the file that you received from the HSE platform, how the children wrote the exit test)

Ручення.pdf 24 Aug. 2025, 01:33 pm	Шелест.pdf 24 Aug. 2025, 01:33 pm	Кольба.pdf 24 Aug. 2025, 01:33 pm	Ср 24
---------------------------------------	--------------------------------------	--------------------------------------	----------

Describe the level of knowledge of the group according to the age category and school curriculum:  
(What level of knowledge should students have according to the school curriculum of their class, (indicate the topics/minimum knowledge that children should have)? Indicate which sections and topics children do not have full knowledge of due to educational losses.

Performed | Unresolved

SLAs

- 26 sickle. 09:00 | Time to first response within 8h
- 08 ver. 09:00 | Time to resolution within 60h

Details

Assignee: Iryna | Assign to me

Reporter: Victoria

Knowledge base: No related articles

Priority: Medium

Grant: UHF2

Personal code: CAT-4906

More fields: Time tracking, Type of activity, Start of activity, End of activity, Schedule

Automation: Rule executions

Created August 24, 2025 at 2:06 pm  
Updated September 2, 2025 at 2:47 pm

55 school teachers reporting on 20+ lessons each simultaneously

# EMPLOYEE REPORTS → DONOR REPORTS



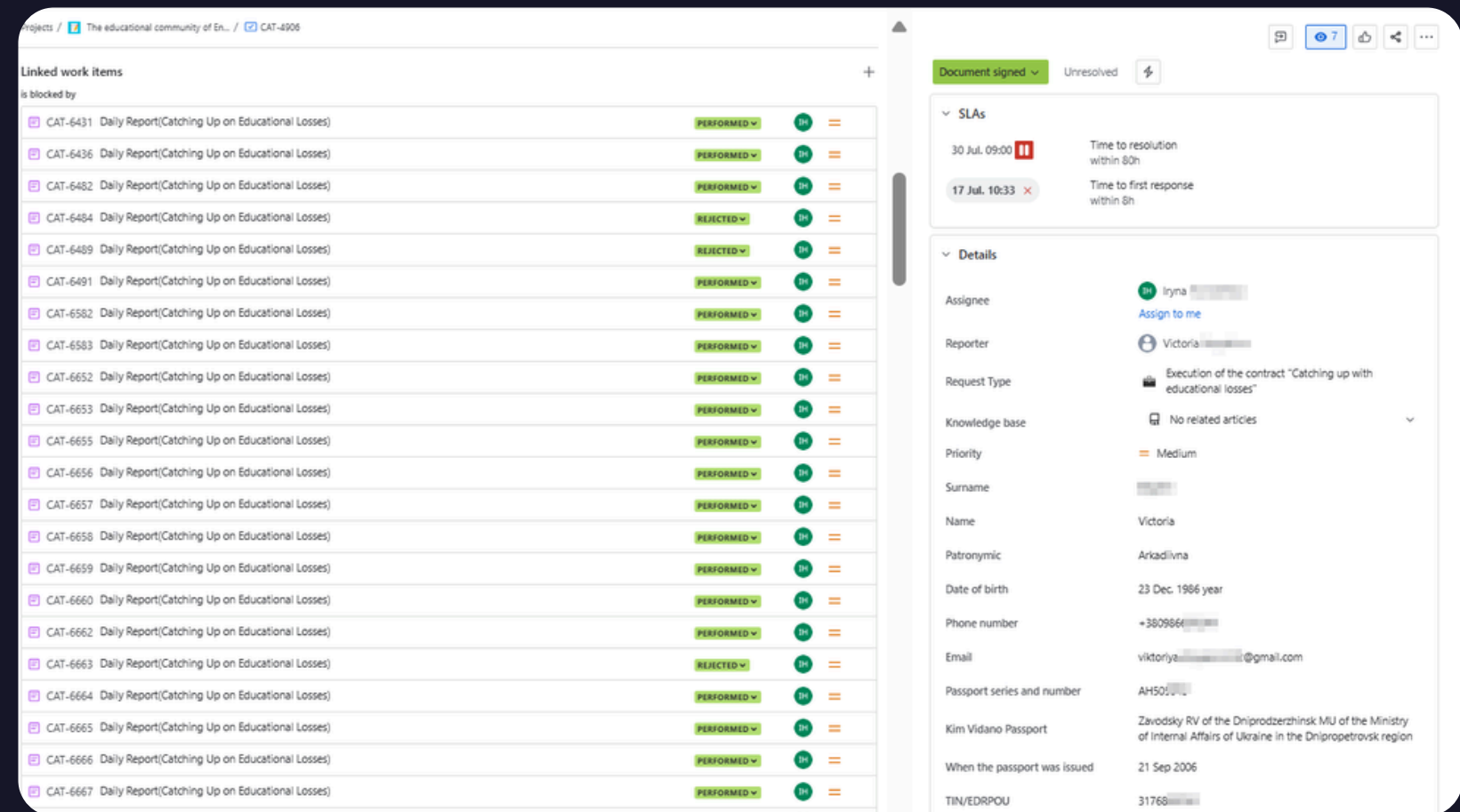
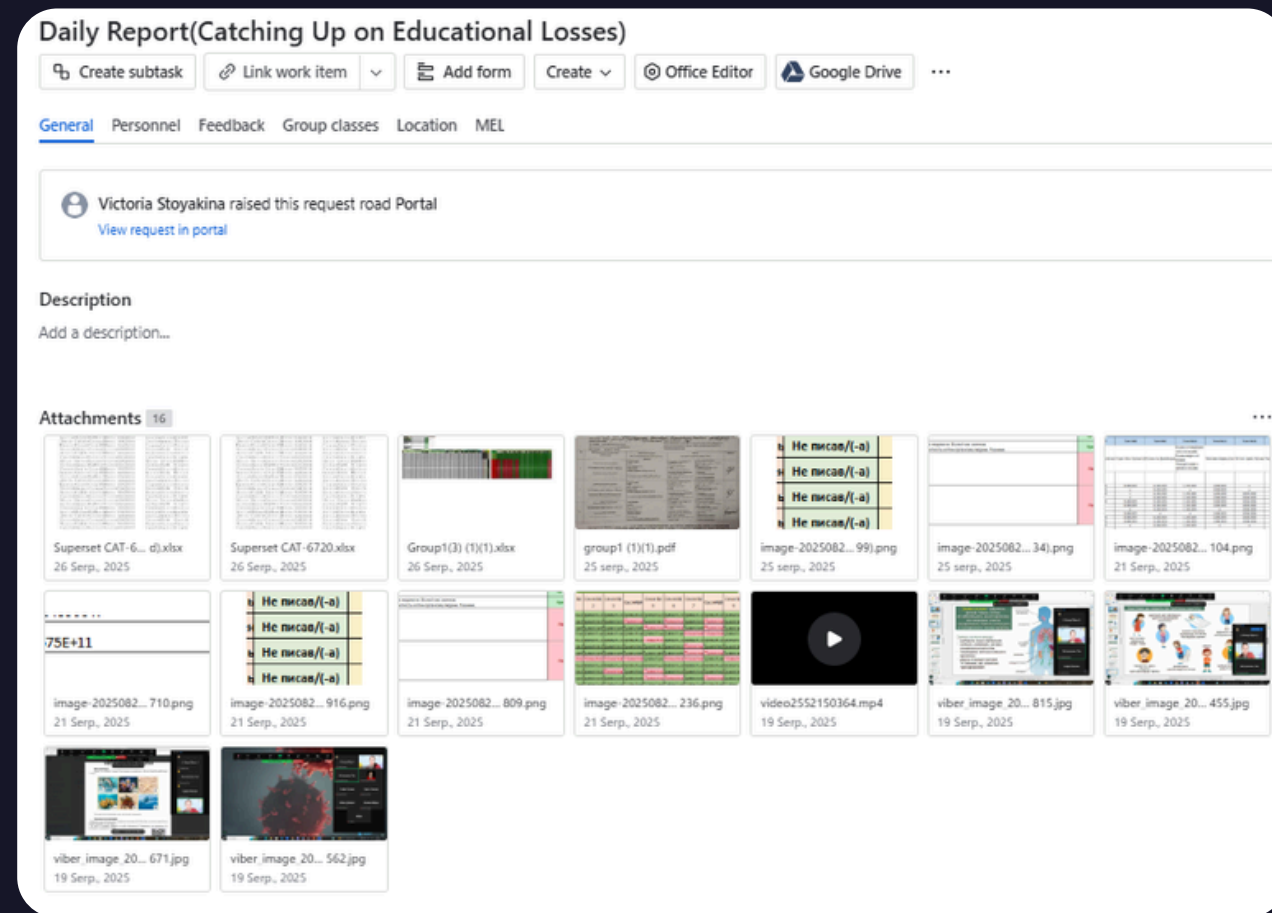
The screenshot displays a CRM interface for a customer support ticket. On the left, a conversation history shows a customer message from Nina (@Biktoria Arkadii) dated August 27, 2025, at 3:19 pm, and two internal notes from Jira Service Desk Admin dated August 25, 2025. The first internal note states "Act generation completed" and the second notes that changes have been successfully made to the system for a group. The right pane shows ticket details: "Document signed", "Unresolved", and two SLAs (30 Jul. 09:00 and 17 Jul. 10:33). The "Details" section lists the assignee as Iryna, the reporter as Victoria, and the request type as "Execution of the contract 'Catching up with educational losses'". Personal information for the reporter includes her name (Victoria), surname (Arkadiivna), date of birth (23 Dec. 1986), phone number (+380984...), email (viktoriy...akina132@gmail.com), passport series and number (AH5...), and passport issue date (21 Sep 2006).

55 school teachers reporting on  
20+ lessons each simultaneously



verification and edits via CRM

# MONITORING, EVALUATION AND DYING LEARNING (MEL)



500 activities  
each month



500 new pdf and Excel lists of participants, photos and videos to verify



Developed in-house MEL  
system, AI-powered

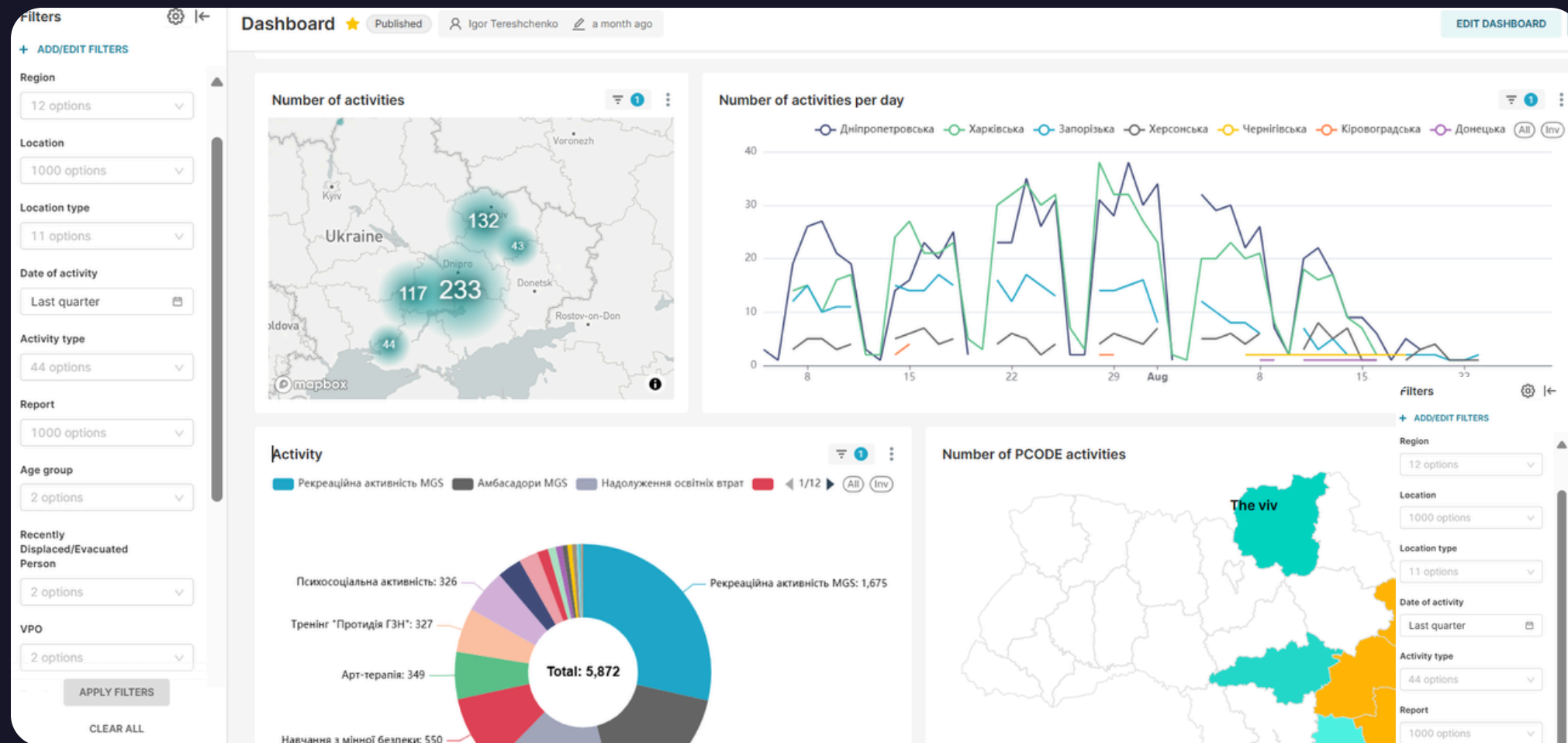
# ~~MEL~~-DATA ANALYSIS AND VIZUALIZATION



**“For the submission or the Final Narrative Report I would like to kindly ask you to provide the following documents:**

- List of locations/schools with catch-up education and number of sessions per each location and school subjects
- For each training, please, provide the training program/schedule and supporting materials
- Please, provide the list of locations, number of each sessions per location, lists of participants...”

# DATA ANALYSIS AND VIZUALIZATION



**Activities in the region**

adm_1_ua	event_type	ben_unique			ben_newly_displaced			ben_disability										
		Women	Children	Subtotal	Women	Children	Subtotal	Women	Children	Subtotal								
Dnipropetrovsk	MGS on the topic of countering violence	38	38	21	21	59	0	0	0	0	0	1	1					
	Амбасадори MGS	243	243	204	204	447	1	1	0	0	0	1	3					
	Self-defense master class	38	7	45	2	2	47	0	0	0	0	0	1					
	Catching up on educational losses	198	198	194	194	392	2	2	3	3	5	11	11					
	Positive parenting	11	11			11	0	0			0	2	2					
	Psychosocial activity	46	17	63	1	7	8	71	0	0	0	0	0					
	MGS recreational activity	143	143	156	156	299	0	0	0	0	0	2	2					
	Self-Defense Course	69	26	95		95	0	0	0	0	0	0	0					
	Training "Master Class on Self-Defense: Physical and Psychological Protection"	6	6			6	0	0			0	0	0					
	Training "Prevention of Professional Burnout"	74	74	8	8	82	0	0	0	0	0	1	1					
<b>Subtotal</b>	<b>244</b>	<b>672</b>	<b>916</b>	<b>9</b>	<b>584</b>	<b>593</b>	<b>1.51k</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>17</b>	<b>21</b>		
Donetsk	Catching up on educational losses	9	9	4	4	13	0	0	0	0	0	0	0					
	<b>Subtotal</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
Zaporizhzhia	Амбасадори MGS	91	91	87	87	178	0	0	0	0	0	0	1					
	Art therapy	46	90	136	2	58	60	196	0	1	1	0	4	4	5	3	7	10
Kirovohrad	Catching up on educational losses	31	31	32	32	63	0	0	1	1	1	1	0					
	Educational activity	25	25	24	24	49	0	0	0	0	0	0	1					
	Psychosocial activity	4	10	14	8	12	20	34	0	0	0	0	0					
	MGS recreational activity	95	95	103	103	198	0	0	1	1	1	1	4					
	Self-Defense Course	33	14	47		47	0	0			0	1	1					
	<b>Subtotal</b>	<b>83</b>	<b>356</b>	<b>439</b>	<b>10</b>	<b>316</b>	<b>326</b>	<b>765</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>4</b>	<b>15</b>	<b>19</b>
	<b>Subtotal</b>	<b>104</b>	<b>233</b>	<b>337</b>	<b>21</b>	<b>207</b>	<b>228</b>	<b>565</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Kharkiv	MGS on the topic of countering violence	62	62	58	58	120	0	0	1	1	1	0	0					
	Амбасадори MGS	205	205	193	193	398	2	2	3	3	5	3	3					

# INTERNATIONAL AUDIT STANDARDS AND DONOR POLICIES



PSEA	Child Protection	Transparency and Prevention of Fraud, Corruption, and Conflict of Interest
Accountability to the Affected Population	Code of Conduct	Procurement, Finance and Accounting, HR policies

Environmental, Gender Equality, HIV/AIDS and other policies

# PROCUREMENT, FINANCE AND ACCOUNTING, HR MANAGEMENT



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## Enlight Purchase Procedure

Current status

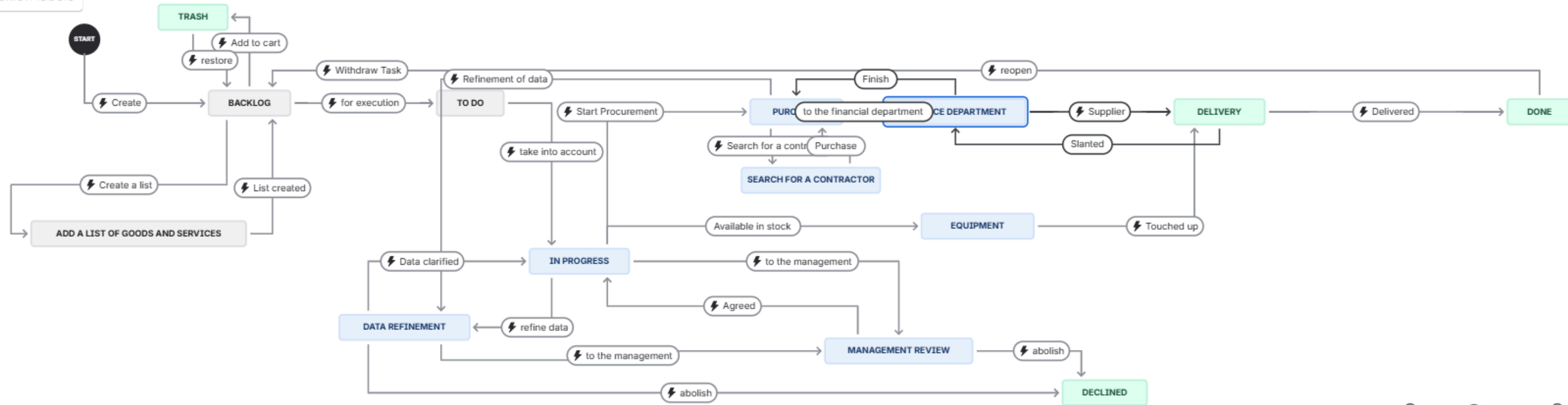
FINANCIAL DEPARTMENT

This work item can be moved to

PURCHASE

DELIVERY

Show transition labels



# PROCUREMENT, FINANCE AND ACCOUNTING, HR MANAGEMENT



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```
result = jira_filter_issues(issue_types=["Заявка ФОП"],
                           filter=f'status = "Документ підписано" and created >= -10d')

for issue_key, value in result.items():

    assignee_id = jira_get_assignee_id(issue_key)

    if value['zvitfop'] is None or value['actfop'] is None:
        print('ERROR', issue_key, value)

    if value['zvitfop'] is None:

        # create report
        zvit_key = create_subtask_document(issue_key,
                                          10124,
                                          f"Звіт про надані послуги до {issue_key}",
                                          'customfield_10296',
                                          skip=['customfield_10324', 'customfield_10323'])

        jira_change_issue_status(zvit_key, 521)
```

300+ employees, min. 900+  
documents per month



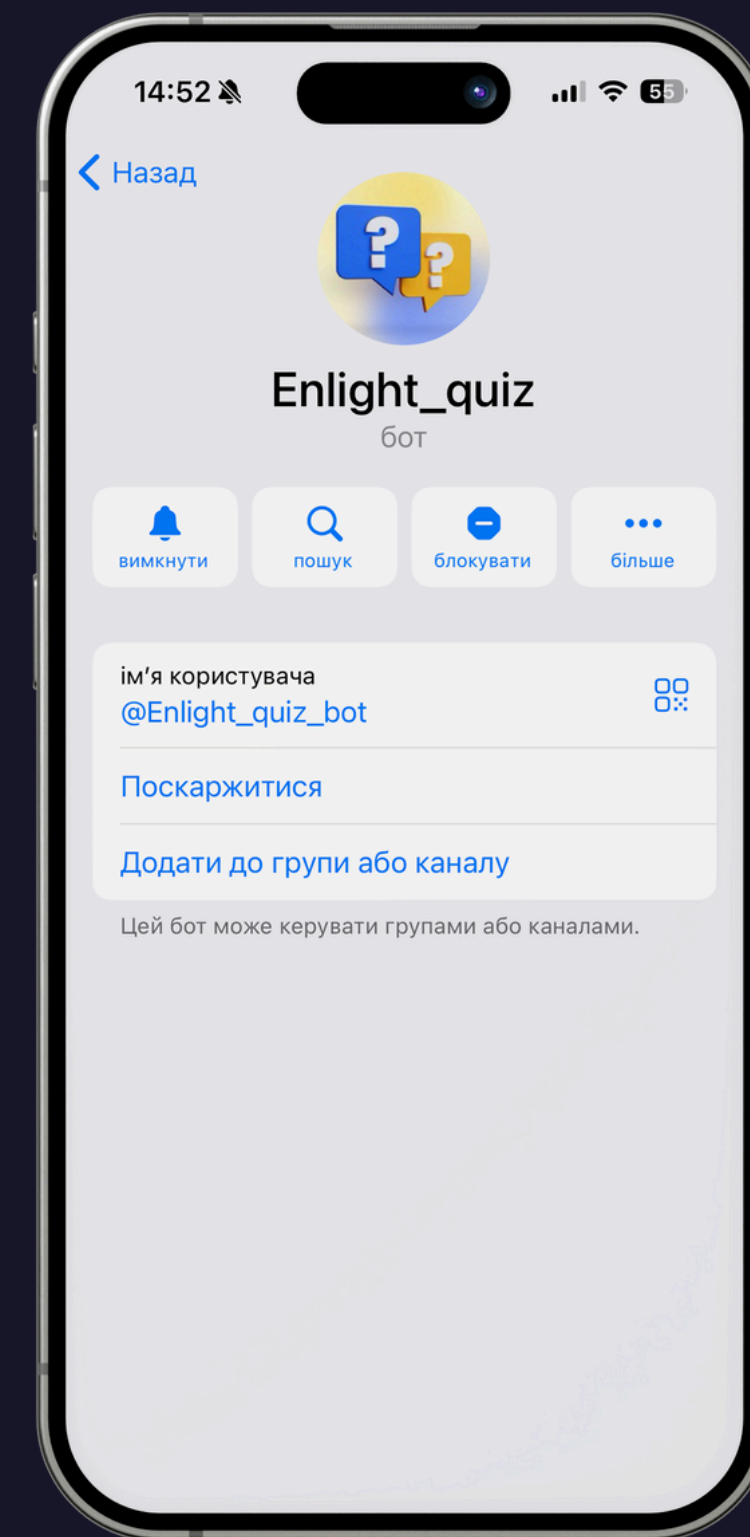
automation with Python. Document signing  
electronically, uploaded for signing by Python with API

# WHAT ELSE? AI-POWERED CHATBOT TO ASSESS CAREER SKILLS



**EaP Civil Society Fellowship project by Anna Harus**  
“Skills Gaps of Ukrainian Youth in the Digital Era:  
Through the Lens of War in Ukraine” (2022-2023),

with the financial support of the European Union within  
Eastern Partnership Civil Society Fellowship  
Programme

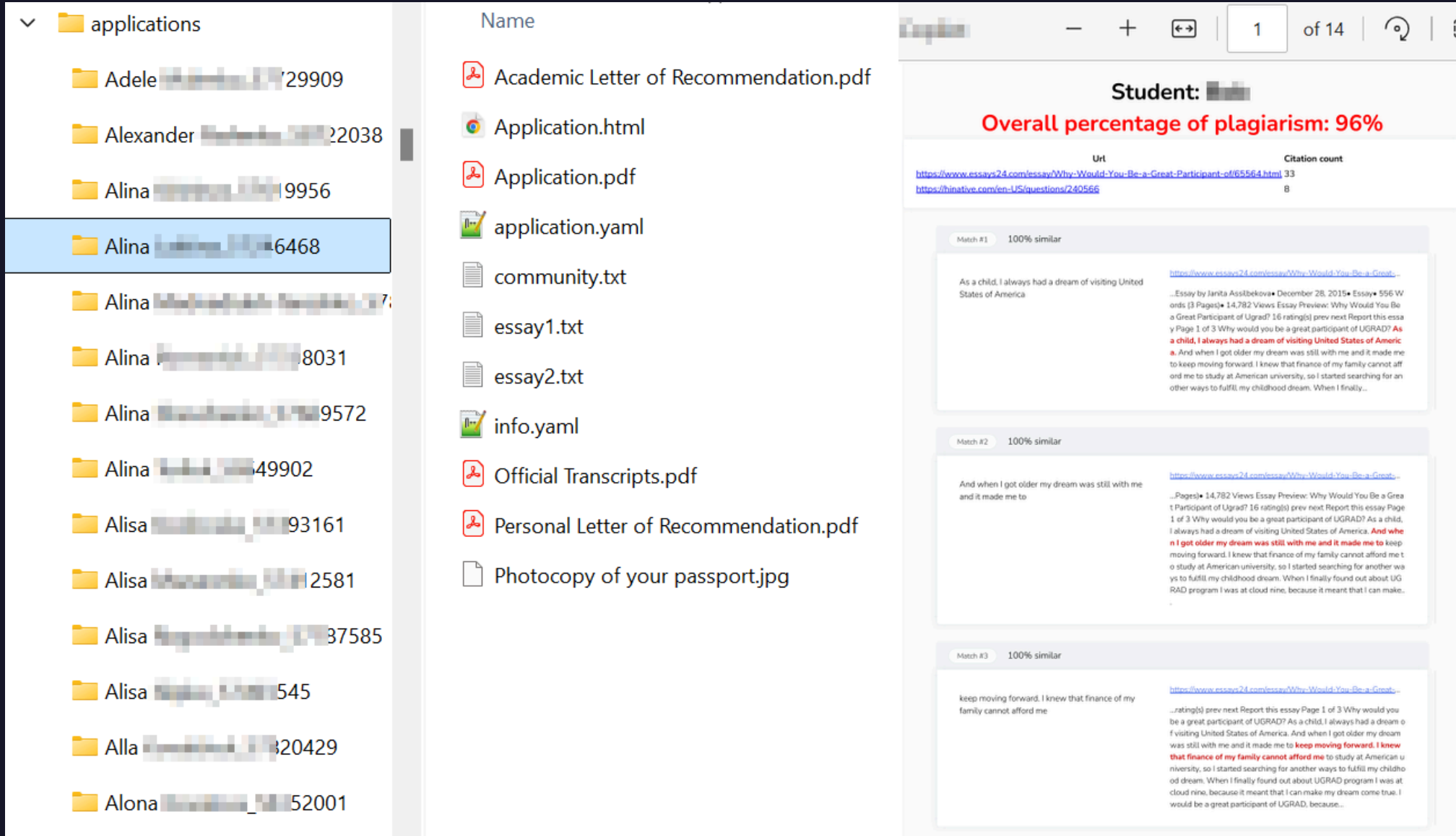


**@ENLIGHT\_QUIZ\_BOT**

# WHAT ELSE? AUTOMATED APPLICATION SCREENING AND EVALUATION SYSTEM



- Developed an automated application screening and evaluation system for Global Undergraduate exchange program, funded by the U.S. Department of State and administered by the U.S. Embassy in Ukraine.
- Introduced plagiarism and AI-use detection for applicant essays.
- Conducted 3-year national promo campaigns in 24 regions, 629 colleges, 181 universities (1.8M+ reach), producing 21 unique videos featuring 29+ alumni.
- Since 2021, reviewed 1,287+ applications and 2,574+ essays.
- Detected plagiarism in 10–30% of applications; AI-use signals in 40%.



The screenshot displays a web-based application screening interface. On the left, a file explorer shows a directory named 'applications' containing folders for various applicants, including Adele, Alexander, Alina, and Alona. The 'Alina' folder with ID 46468 is selected. The main area shows a list of files for this applicant: Academic Letter of Recommendation.pdf, Application.html, Application.pdf, application.yaml, community.txt, essay1.txt, essay2.txt, info.yaml, Official Transcripts.pdf, Personal Letter of Recommendation.pdf, and Photocopy of your passport.jpg. On the right, a plagiarism detection report is shown for a student. It indicates an overall percentage of plagiarism of 96%. The report lists three matches, each with a 100% similarity score. Match #1 shows a 100% similarity between the student's text and a source from essays24.com. Match #2 shows a 100% similarity between the student's text and a source from essays24.com. Match #3 shows a 100% similarity between the student's text and a source from essays24.com.

# WHAT ELSE? AUTOMATED PARTICIPANT RECRUITMENT

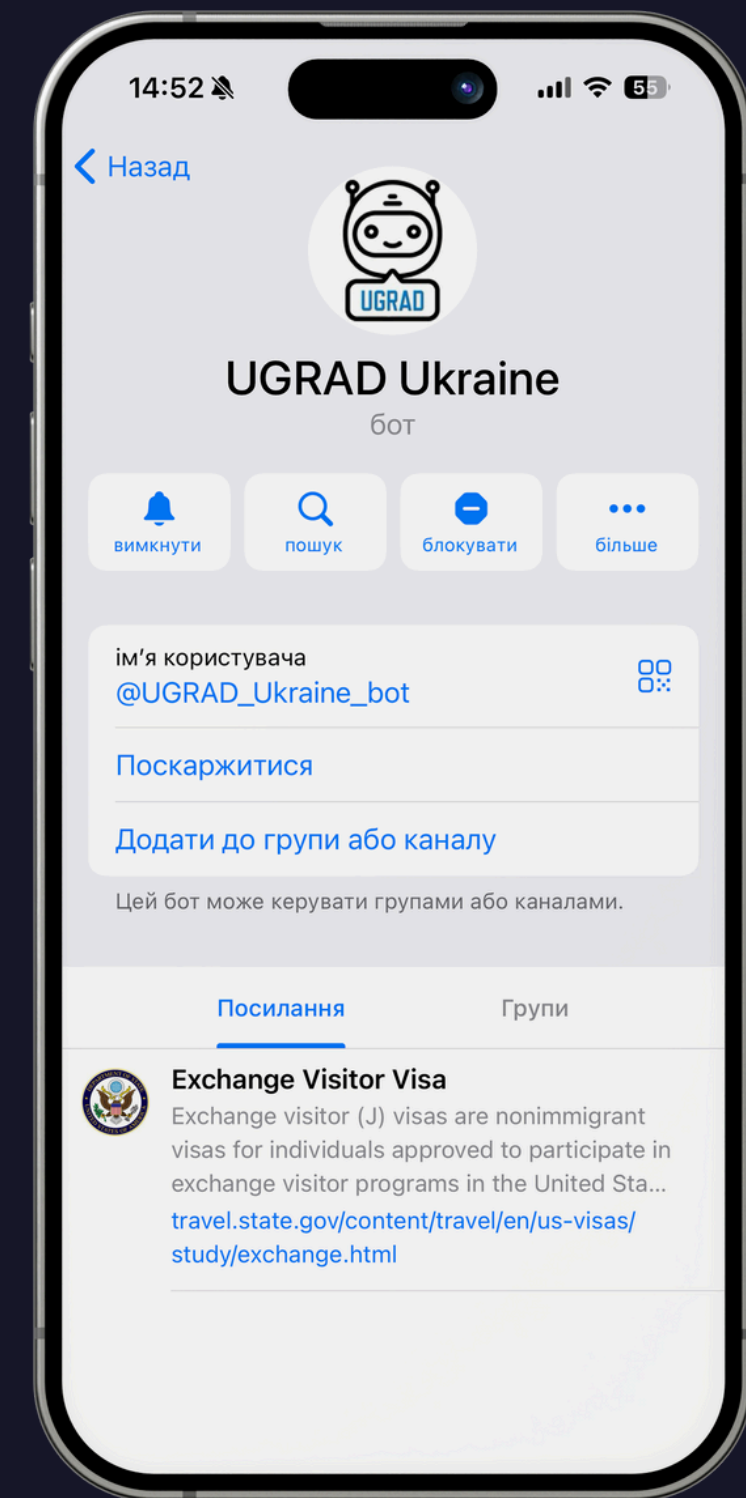


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Developed first-ever chat bot to answer applicants' questions live.



@UGRAD\_Ukraine\_bot



# WHAT ELSE? COST-EFFICIENT ZERO-CLIENT COMPUTER LABS IN RURAL SCHOOLS



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СУЧАСНИЙ  
КОМП'ЮТЕРНИЙ КЛАС

MODERN COMPUTER CLASS

# I NEED THIS ALL!



- 1** Build your processes on paper first. There is no need to automate chaos.
- 2** Explore tools on your own.
- 3** Digitize and automate module by module, starting from the most resource-consuming blocks (employee time, money).
- 4** Engage donors for capacity building funds on this!
- 5** Reach out to us.

# Partner with us to scale impact



Telegram

LinkedIn

Facebook

Instagram

Website



@enlight\_hub

NGO "Enlightening Initiative"

@enlighteninginitiative

@ngo.ei

@ngo.enlight

enlight.org.ua

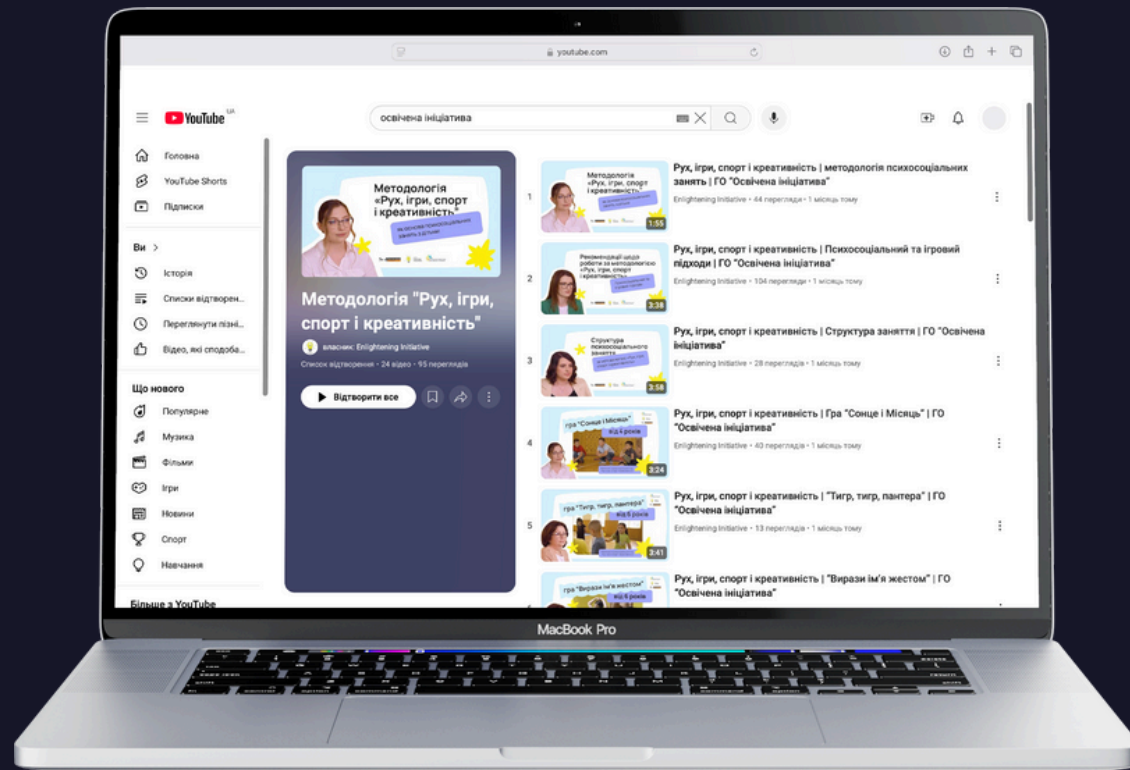


**Anna Harus, CEO of Enlightening Initiative**

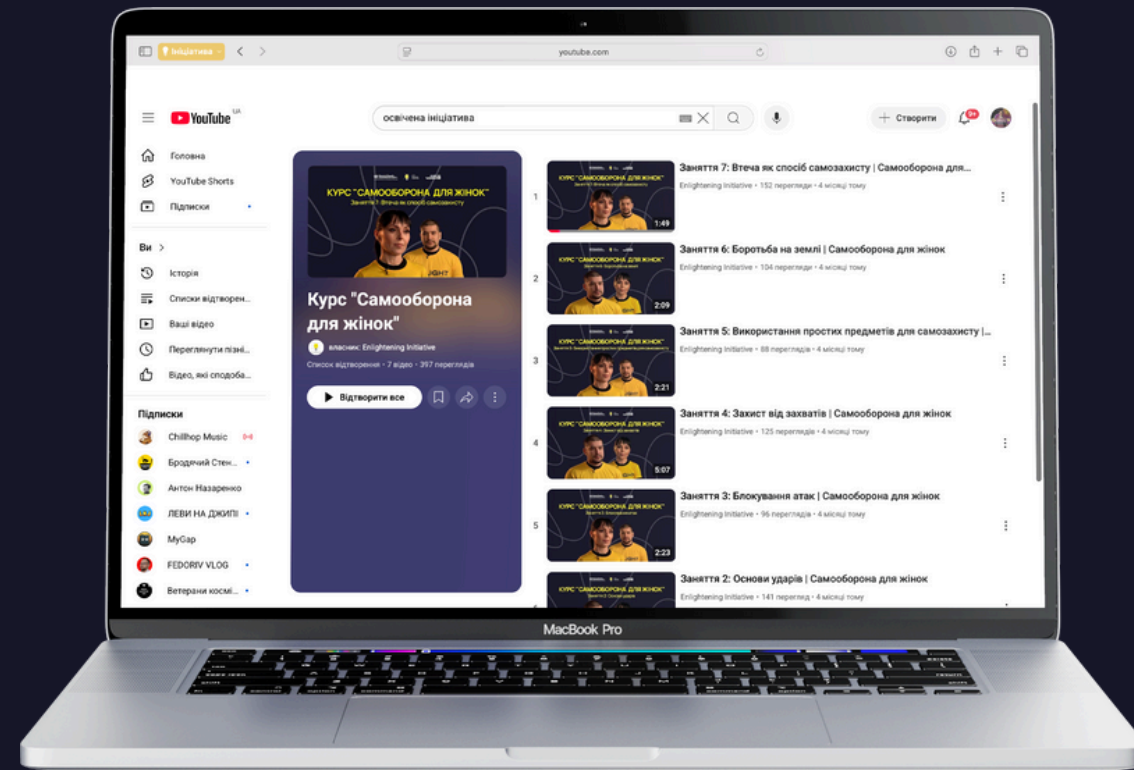
✉ [anna.harus@enlight.org.ua](mailto:anna.harus@enlight.org.ua)



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MGS course



self-defense course