



# Okanagan 4 Ukraine 2024 annual report

We operate on the unceded and ancestral territory of the Syilx Okanagan peoples.  
This land is the traditional meeting grounds, gathering places, and travelling routes of these  
Indigenous peoples.





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## Letter from the board

The three years since the full-scale invasion of Ukraine have been filled with challenges and injustices which demand response. We believe in taking the long view, holding on to audacious ideas, reflecting and learning, planning carefully, expanding our network, and extending our hand when new doors open. Our skilled and supportive volunteers and donors have been resilient and compassionate in working with us in this way, to do our part.

Okanagan 4 Ukraine was registered in April 2024 and launched immediately, focused on providing humanitarian supports to Ukrainians in need, both in our valley and in Ukraine. This is within the context of NGOs that already serve local Ukrainians; so, we convened to address gaps and not duplicate the good work of others.

The past nine months (April–December) have been invested into learning, providing appropriate activities, supporting activities convened by others, and friendraising<sup>1</sup> to create a firm foundation for both success and sustainability. We are proud of what we have achieved.

We have a Board of Directors passionate to make a difference, and four highly skilled advisors supporting our strategic thinking and extending our reach into the community. In addition, we are establishing a robust collaborative network.<sup>2</sup> of champions and contributors. We are a learning organization that uses reflection, evaluation, and assessment to ensure we move towards to our stated outcomes. In the coming years, we will use the principles of developmental evaluation<sup>3</sup> to understand our impact and report on our results.

In October, our application for charity status was submitted to Canada Revenue Agency and we look forward to receiving the designation in 2025.



*Kate and Iryna at the March 8, 2024 International Women's Day celebration in Kelowna*

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<sup>1</sup> Friendraising is defined as “the practice of building relationships with potential donors and supporters in a way that emphasizes connection and engagement rather than direct solicitation for donations.” The [Momentum Fundraising Glossary](#).

<sup>2</sup> Learn more at <https://www.okanagan4ukraine.org/our-partners>.

<sup>3</sup> Developmental evaluation is an embedded evaluation approach that is designed to ascertain and give input into how an emergent initiative is developing and takes into account complexity and uncertainty. It facilitates ongoing, iterative learning and program adjustments. See [betterevaluation.org](http://betterevaluation.org).



In these first months of operation, we have focused on:

**Security and thriving**, facilitating secure and thriving lives for direct beneficiaries living in the Okanagan and those remaining in Ukraine. We have provided considerable primary settlement support to evacuated Ukrainians, but we understand that overall, their needs have evolved to include, for example, appropriate employment, addressing the traumas of war and anticipatory grief,<sup>4</sup> appropriately settling children into Canadian education systems, and much more. We are working to see these intermediate and longer-term needs are addressed, as possible. The [Events page](#) on our website provides details on our activities and what we're learning from them.

**Advocating for Ukraine** by inviting the general population to engage with the pressing needs Ukrainians face. We have identified sectors to influence with the goal of supporting Ukrainians and encouraging Canadians to think, plan, and work towards ending the war and ensuring Ukraine's security.

**Rebuilding** is a principal theme of our efforts, consolidating our work around security and justice for Ukrainians, both in Canada and Ukraine. We strategize, convene, advocate, and partner with others to rebuild hearts, souls, minds, bodies, infrastructure, and lifeways. In 2024, our efforts have been developmental and emergent. We are responding to known challenges and initiating inception discussions around opportunities that are aligned with our three pillars, and where we see the potential transformative change. This has resulted in robust, active engagement, shown in the activities matrix, below.

### **Our three greatest accomplishments in 2024**

***We attended to the evidence and pivoted*** to respond efficiently and effectively to the current realities of newcomer Ukrainians. **Result:** Focus on intermediate settlement needs.

***We convened our advisory team to address challenges*** (e.g., low participation in some summer events). **Result:** Options created to address our core goals and design for success.

***We focussed on putting foundations into place***, to establish and sustain a new organization. **Results:** Administrative processes identified and establish, unexpected opportunities explored, and a 2025–2028 Strategic Plan created.

We are grateful for the trust that has already been placed in Okanagan 4 Ukraine through the generosity of our collaborative partners, donors, elected officials, and community contributors. We look forward to what 2025 holds as we mitigate the burdens borne by Ukrainians here and abroad and do our part to support a thriving and secure Ukraine.

*Okanagan 4 Ukraine Board*

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<sup>4</sup> Anticipatory grief is defined as “a collection of symptoms—cognitive, behavioral, emotional—that we experience in anticipation of an impending loss.” [Cleveland Clinic](#).





## How and where we focus

There is a continuum from surviving to thriving, from just barely getting by, meeting basic needs, and coping with challenges (surviving), to a state of actively flourishing, growing, and experiencing fulfillment, including personal, professional, and social well-being (thriving). This looks like: having permanent, affordable and stable housing; enjoying fulfilling, living wage jobs; access to education; access to regular and supportive health care services; and enjoying personal safety and security.<sup>5</sup>

In response, Okanagan 4 Ukraine’s work is based on three pillars that represent our strategic priorities.<sup>6</sup> They are integral to the outcomes (e.g., transformative change) we strive towards.

### Our three pillars and strategic priorities

<b>PILLAR 1</b>	Local general population	<b>STRATEGY 1</b>	<b>Awareness:</b> Amplify Ukrainian voices through projects, gatherings, media, social media, and website; mobilize to action.
<b>PILLAR 2</b>	Local displaced Ukrainians	<b>STRATEGY 2</b>	<b>Settlement:</b> Address intermediate needs through direct and collaborative action.
<b>PILLAR 3</b>	Ukraine humanitarian needs	<b>STRATEGY 3</b>	<b>Rebuild:</b> Partner and connect Canada and Ukraine; support both immediate and long-term needs.

*Working locally with displaced Ukrainians.* We began with understanding the local context impacting settlement and learning about the local NGOs already supporting them. Following up with our key beneficiaries (our new neighbours), we further discovered the need for provision of intermediate settlement supports. We convened activities focused on: providing access to key information and opportunities to facilitate meeting those needs; promoting Ukrainian heritage and cultural experiences; and, introducing newcomers to Canadian-themed opportunities. This design, aligned with settlement good practice of facilitating newcomer access to relevant supports to meet their family needs, to cultural opportunities they love and that publicly showcase its beauty, while also providing new experiences to diminish the potential otherness of Canadian society. To consolidate this pattern, we convened both Ukrainian and Canadian volunteers for our events. The former to provide translation service and a warm welcome; the latter to support conversational English, talk about life in Canada, and welcome the newcomers.

<sup>5</sup> Based upon a definition by YWCA USA.

<sup>6</sup> This informed us from the beginning but the pillars and strategies were refined and consolidated in the 2025–2028 strategic plan, which you can view on our website.



***Providing humanitarian support to beneficiaries in Ukraine.*** We began with careful exploration of relevant contextual details in Ukraine, impacting civilians. We found out more about who is working in areas where we sensed we could make a difference and we began reaching out to those experts and organizations, both in Canada and in Ukraine. To date, we have gathered information and created linkages with faith communities, health and mental health organizations, business rebuild expertise, and education sectors. What we learned enabled us to streamline our efforts by aligning our organizational strength with Ukraine's needs.

***Raising awareness about Ukraine among the general population in the Okanagan Valley.*** We focussed on learning events, media engagement, and locating and working with key stakeholders. This has resulted in some unexpected opportunities, such as supporting a team of engineering students at University of British Columbia–Okanagan on a rebuild Ukraine Capstone Project. Along the way we identified skilled volunteers who agreed to become part of our emergent Advisory Team. We looked for, and found, champions who share our passion and compassion for those Ukrainians who are now our neighbours and those who remain in country. With these supports, and with our collaborative partnerships, we have delivered events, began forming movements, and generally amplified the voice of Ukraine in our geography. As a result, we are moving forward on significant initiatives that will be further developed in 2025.

## Our work in 2024

Below, we've highlighted only a few of the many activities we initiated and participated in during 2024 and have indicated the main pillar each one supports.<sup>7</sup> A more complete list is in Appendix 1: Implementation matrix.

### **Reaching compassionate faith communities (strategy 2: settlement)**

Once we set up Okanagan 4 Ukraine in early April, we moved forward quickly with planning a public event to raise awareness about the brutal attack on Ukraine. The invaders set out, with intention, to destroy any faith community in the country that is not Russian Orthodox. We understood that learning more about this aspect of the war, that is rarely covered in the news, would be important to local church members. In addition, we worked with the University of Alberta's Canadian Institute of Ukrainian Studies, to secure access to Kyiv's Maidan Museums Destroyed Temples of Ukraine exhibit. This curated exhibit of information and photos capturing the destruction of faith buildings in Ukraine provided an important and compelling backdrop to our ecumenical evening of presentation, discussion, and prayer.

We worked with a local, displaced Ukrainian to gather information from over 70 faith leaders in Ukraine. Using a short survey (six questions), Alex gained substantive information from these

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<sup>7</sup> Many activities span more than one pillar, but here we've only connected each activity to the *main* pillar it supports.



courageous leaders about how their work had changed in caring for the population, their members, those at the front, and those in occupied areas. The information he presented was compelling and quickly brought forward what seemed far away. Their poignant messages, spoken into our space, made it very real and a call to action. Informal feedback from the session (one indicator is participants stayed over an hour past the original closing time, talking with one another and with us), helped us understand this resonated with the participants, informed them about a situation they care deeply about, and started Okanagan 4 Ukraine on the journey of working with the local faith community to support Ukrainians here and in country. This is a movement that will continue to receive focused attention in 2025 and beyond.

### **Celebrating Canada Day next to the free watermelon booth (strategy 1: awareness)**

We were very pleased to be encouraged by the city to have a booth at their Canada Day celebrations and then to discover that we'd been placed next to the Save-On Foods booth, which offered free watermelon throughout the day. We couldn't have asked for a sweeter spot! Our partners, the Dolyna Dancers provided Ukrainian dress items for people to try on and have their photos taken. Visitors participated with magnetic enthusiasm, so that, throughout the day, increasing numbers stopped by to learn about Okanagan 4 Ukraine, the situation in Ukraine, and how they could get involved.

Then, much to everyone's delight, Spiderman showed up! He agreed to try on a vest and had photos taken with excited children while their parents talked with us about our work.

Hosting the booth, meeting visitors, and celebrating Canada day together was a magical way to learn and connect around our shared support for Ukraine.





## The magic of a summer tea (strategy 1: awareness)

We had great expectations as we prepared for the summer tea event. We created an opportunity to invite the city to tea and get to know their new Ukrainian neighbours; to learn more about the Russian invasion and illegal occupation of Ukraine and its impact on its citizens, at home and abroad; and, to discover Okanagan 4 Ukraine and why we do the things we do. Our mentors, two women who had led previous summer teas, offered their wisdom and good cheer. Without Bev and Rose, the event would not have unfolded as smoothly as it did.

The venue was beautiful: tables set with flower centrepieces and delicate porcelain teacups, artists' work arranged for viewing and purchase, and a table displaying flower arrangements. Guests settled in for a cup of tea, slice of cake, and conversation. What we didn't expect is that those who arrived would stay until the end! During this time, we had conversations, presentations, questions asked and answered, and artists' works purchased.

The tea provided a chance to learn more about the current situation in Ukraine. We see each gathering as a learning opportunity and so we provide presentations, written materials, and new, curated documents are posted on our website, all as ways of amplifying the voice of Ukraine and building Canadian awareness. It was also an opportunity to spend time with displaced Ukrainians and learn more from them directly, about their evacuation from Ukraine, travel through Europe, arrival in Canada, experience with the Canada-Ukraine Authorization for Emergency Travel visa, the school system, finding work, staying healthy, etc.

When we said the last farewells, we laid fresh tables and had our wonderful volunteers—a delightful mix of new Ukrainians and Canadians—enjoy their share of the tea and cake. We had a great conversation and expressed heartfelt gratitude for the 15 board members and volunteers who gave their time on a lovely Saturday afternoon in July, to so enliven an awareness-raising and community-building event.







## Snapshot: impacts for volunteers (strategy 2: settlement)

While we evolved our thinking regarding event planning, we remained committed to the goal of reducing isolation and increasing a sense of wellness among newcomer Ukrainians. Using light touch evaluation by applying intercept data collection, we gathered anecdotal information from our beneficiaries and volunteers. Review of the learning indicated there was agreement that our emerging strategy should continue to provide:

- Activities that are purposeful and enjoyable for both Ukrainian and Canadian volunteers.
- Learning opportunities for Canadian volunteers that addressed their questions, and increased understanding of the situation in-country in Ukraine and the challenges and opportunities experienced by newcomer Ukrainians to Canada.
- Learning opportunities for Ukrainian volunteers, to enjoy conversational English, learning about Canadian cultural events, and also enjoying Ukrainian cultural activities.
- Opportunities for collaborations across volunteer and participant groups, and at organizational levels.

A lovely outcome emerged, as Canadian volunteers shared what they were learning and experiencing within their networks. Okanagan 4 Ukraine began to hear from a larger public (friends of friends) who began to contact us with donations and offers of furnishing, bicycles, linens, kitchenware, and children's games. We provided these items (and continue to) to the Free Store operated in the basement of the Ukrainian Orthodox Church. In addition, three protestant churches provided halls for free, hosted events to raise funds for Okanagan 4 Ukraine, and continue to convene volunteers to support our events.





## Learning as we go: family summer day camps to December holiday events (strategy 2: settlement)

The goal was to provide displaced Ukrainian children and their families with the opportunity to experience Canadian summer day camps, engage with one another and with the Canadian volunteers. We lined up venues in local parks and organized games and food. What we did not expect—and was not accounted for in our initial strategy—was the substantial decline in participation, as compared with similar camps we organized the summer of 2023 before Okanagan 4 Ukraine was established.

We needed information and we needed to pivot. We discovered a few confounding variables from summer park staff, our partners, and from the families. While each group offered differing reasons for the decline—from heat and smoke (park staff); to observations on how difficult life was for families, with fatigued parents working three jobs to cover cost of living, and still send funds to Ukraine, bearing the stresses of the war back home, and children taking online Ukrainian language courses on weekends; to families acknowledging that when they could get together, it was easier to plan with a few friends and head to the beach.

In response to this learning, we agreed to change course and design opportunities to support family wellness that took these hard realities into account. We shifted to opportunities that contributed to the larger project goal but were aligned with the evolving circumstances of newcomer Ukrainians in the Okanagan. We hosted two smaller summer events, and provided supports to events organized by collaborating NGOs, and finally, in December, distributed 67 gingerbread kits to families over the Christmas Season, to introduce them to a well-loved Canadian seasonal past-time.







## **Addressing anticipatory grief and war trauma (strategy 2: settlement)**

In response to our learning about the trauma experienced by many displaced Ukrainians in the Okanagan and those in Ukraine, we knew we could provide help. In the framework of our emerging connection with Kelowna area churches, we invited clergy to join us for breakfast and a presentation on The Wounds of War.

We gathered at Trinity Church on the morning of October 23rd to connect with one another and learn from Dr. Svitlana Kominko, CEO of [Maple Hope Foundation](#). This organization is one of our collaborating partners, and Svitlana is an expert on providing trauma informed care to Ukrainians across Canada and in Ukraine. Her precise understanding was exactly what we needed to learn about the unique needs of those evacuated from war, having left behind family and friends and therefore experiencing anticipatory grief as a result of worry for their safety, while also carrying the burden of their own experience of war trauma. In the neighbourhoods outside of local church doors is a population of people who need compassion and skilled care. By alerting church leaders about the unique needs of war evacuees (not limited to Ukrainians but also relevant to Syrians and Afghanis) we supported them in providing pastoral care to those seeking supports from the faith community. This event was the second step in what is emerging as a movement to support churches here and in Ukraine, to enable positive settlement here and empower church leaders care for a population in critical need of the basics for survival.

## **Celebrating libraries, books, and global engagement (strategy 2: settlement)**

We have been fortunate to participate in two significant offerings for Ukrainian children. The first was working with the Okanagan Regional Library in establishing a collection of Ukrainian language children's literature, that was launched August 23.<sup>8</sup> The second, as a result of the Okanagan Regional Library referring us, was the opportunity to participate in an event called *Stories from Around the World* from [NITEO](#),<sup>9</sup> a local literacy NGO.

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<sup>8</sup> With funding from United Way, and as a result of Kelowna Stands With Ukraine securing over 100 books, Okanagan 4 Ukraine was able to take the project across the finish line and have a Ukrainian language collection started in the Kelowna Branch. We facilitated Okanagan Regional Library's discussion with the Ottawa Library, which had recently begun a children's literature collection as well. With their learning in hand, our local library was able to move forward in establishing a collection in Kelowna.

<sup>9</sup> NITEO describes itself as an organization that "supports children and families to develop the literacy skills needed to build bright and hopeful futures. we do this through strategic global and Canadian partnerships."



Our work with the Okanagan Regional Library began by donating books collected by Kelowna Stands With Ukraine, to the library. We had received over 100 books published in Ukraine. Through networking and other supports, the books were integrated into the Okanagan Regional Library's collection of literature. We supported the cataloguing process (by networking the Okanagan Regional Library) and celebrated the collection's opening in late summer.

We happily received an invitation to participate in the Stories from Around the World Day at the Okanagan Regional Library, implemented by NITEO-Africa. Our purpose was to showcase Ukrainian culture

among children and adults attending the library, while also providing a positive context for displaced Ukrainians to celebrate their culture and others to learn about it, all in the framework of a positive cross-culture learning and literacy event. We were pleased to provide the public with an opportunity to learn about Ukrainian children's literature. Our volunteer read *The Mitten*, which retells a famous Ukrainian folk tale and has excellent illustrations (Jan Brett). We provided colouring sheets that related to *The Mitten* and other Ukrainian themes, to facilitate learning about Ukraine, its culture, and symbols. In addition, [Nastasia Y](#), a Ukrainian Canadian folk-jazz artist agreed to engage the participants in singing and by telling stories, through song, about Ukrainian folktales. The event was a success, and we look forward to participating again in 2025.

**August 23–December 31, 2024**  
**151 books were signed out by Ukrainian families**

*"We are honored to support this initiative, which not only enriches our library's collection but also strengthens our commitment to serving all members of our diverse community. The addition of Ukrainian children's literature is a significant milestone in fostering cultural understanding and inclusivity within our library system."* Danielle Hubbard, CEO of Okanagan Regional Library





### **From pickleball to a significant engineering challenge (strategy 3: rebuilding)**

Thanks to a pickleball tournament, we met with Professor Gord Lovegrove and shared with him about Okanagan 4 Ukraine. This led to a further meeting that prompted the question: could Okanagan 4 Ukraine develop a Capstone Project proposal for the School of Engineering, related to an important rebuild for Ukraine. The answer was yes, we did. It was accepted, and it was selected by six senior level engineering students. They selected the project of finding a fit solution to road rebuild in Ukraine. The workplan was rigorous and included the unexpected:

- The need for this complex engineering challenge to align with the European Union's Green Plan and the UN's Sustainable Development Goals.
- Embedded interviews with relevant engineers in Ukraine, to ensure both accuracy of context and the important principle of *nothing about Ukraine without Ukraine*.
- A concrete mixture solution that included use of existing building and road rubble and met the compression specs required.
- An inclusion of research and modelling for the use of road sensors to ensure monitoring and sustainability.

The engineers took on the challenge with gusto. They have participated in a Ukraine based opportunity on campus, in order to learn more about the war. Several took time to experience The War in virtual reality: *The Game Changers* (an initiative of the Ukrainian Ministry of Foreign Affairs).<sup>10</sup> Their interviews with the engineers were fit to purpose and they completed them having learned more and gained another link to the country.

Their final project will be presented in March 2025. Depending on the results, Okanagan 4 Ukraine intends to share this idea across the country, to encourage other Faculties of Engineering to implement similar projects. One thing we do know: there are six young engineers who have embraced learning more about geo-political realities and how their emerging skills can be proactive contributors to solutions that contribute to peace and justice.

### **The humble potato in Prince Edward Island and food security in Ukraine (strategy 3: rebuilding)**

From the outset, Okanagan 4 Ukraine was linked to both the Kelowna Chamber of Commerce and the Canadian Ukrainian Chamber of Commerce, seeking to find synergies and collaborative potential for the benefit of Ukraine. Early on, there was the story of the potato. We participated in a webinar about Canadian businesses investing and planning to invest in the Rebuild Ukraine initiative of the Canadian Ukrainian Chamber of Commerce. The presenter from Razom Invest Canada<sup>11</sup> immediately caught our attention. The three business partners, each of a deep understanding of the Eastern European agriculture sector. They have an “overarching goal of

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<sup>10</sup> See <https://war.city>

<sup>11</sup> See [razominvestcanada.ca](http://razominvestcanada.ca)



positioning Canada as a crucial partner in the impending rebuilding efforts.” Currently, they have focused on building the agricultural capacity of Ukraine to produce top quality potatoes to address food security in country and contribute to Ukraine’s economy by sale of product to the European Union. They had our attention.

We all met for dinner ahead of the Canadian Ukrainian Chamber of Commerce third [Rebuild Ukraine international conference](#). Discussions continued across the conference and were picked up when we returned by to Kelowna.

The Okanagan valley is a significant producer of agriculture products, much of which is relevant to Ukraine. We have further educational resources located at University of British Columbia–Okanagan and Okanagan College. In short, we are well positioned to support Ukraine in rebuilding its agribusiness sector, across multiple areas: from orchard fruits, to restoring vineyards, to vegetable and grain crops, etc. Support could be in the form of consulting, direct investment, provision of donated farm equipment, providing training. To secure these efforts, Canadian Ukrainian Chamber of Commerce, together with relevant Federal Government Ministries and Economic Development Canada, have all developed significant and sophisticated resources to provide a secure pathway for work and investment in Ukraine. Based on the rich conversations and further networking of 2024, Okanagan 4 Ukraine looks forward to evolving this potential in 2025, as we invite the agribusiness community, and the larger Kelowna business community, to consider just what they may want to contribute to support Ukraine during its darkest hour, and into a future that thrives.





## Conclusion: it's all about volunteers

The word *volunteer* is related to *will*. When we volunteer for something, we do it on purpose and *with* purpose. But “volunteer” relates not just to giving or doing something freely, but also to having resolve. Resolve is something that Ukrainians have demonstrated in a prolonged, inspiring, heartbreaking way. We and all our volunteers come alongside. And we are proud to do so.

### Our volunteers

Our volunteers empower everything we do. We are grateful to every collaborator and contributor, and we constantly learning from our many diverse helpers.

There are many ways for people of good will to get involved. Anyone who knows about Ukraine or has Ukrainian experience and wants to share, inform, support, and enable can have a role. You can learn more and sign up [here](#).

**Thank you to our generous donors!**

**Ukrainian Orthodox Church of Canada Foundation**, supporting camps and more  
**Eugene Krupa**, initiating a swimming fundraiser in support of projects that support trauma informed care

**Coracle Consulting**, providing in-kind support for the development of our website

*Thanks to everyone who, from the start, supported Okanagan 4 Ukraine through trusting us with their time, their passion, and their financial resources!*







## Appendix 1: Implementation matrix

Here we show what we’ve been doing for each pillar and strategy area (across the top) and in each sector where we work (down the side). The activities cited were all implemented between April–December 2024. Those in italics represent an event organized by a displaced Ukrainian community partner organization, to which Okanagan 4 Ukraine contributed volunteer support.

	AWARENESS	SETTLEMENT	REBUILDING
	Activities		
<b>Faith communities</b>	<ul style="list-style-type: none"> <li>• Clergy outreach</li> <li>• Prayer events</li> <li>• February 24 vigils</li> <li>• August 24 Ukraine Independence Day celebrations</li> <li>• Presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Motivate and equip pastoral care providers to identify and to support recovery from anticipated grief and war trauma</li> <li>• Workshops on trauma</li> </ul>	<ul style="list-style-type: none"> <li>• Ukrainian pastor chaplain support—background info</li> <li>• Seminaries and churches post-war rebuild—background info</li> </ul>
<b>Service clubs</b>	Presentation: Rotary Club	Overview about Okanagan 4 Ukraine and update on the war. Ask for support of our local humanitarian work to empower Ukrainians’ settlement experiences.	Explore Rotary global grants
<b>Business</b>	<ul style="list-style-type: none"> <li>• Kelowna Chamber meetings with leadership</li> <li>• Participation in Chamber events</li> <li>• Participation in business-focused March 8<sup>th</sup> International Women’s Day event</li> <li>• Engagement with Canadian Ukrainian Chamber of Commerce</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and engage Ukrainian businesspeople</li> <li>• Employment supports explored</li> <li>• Tax education in partnership with Canada Revenue Agency</li> <li>• Immigration supports sessions</li> <li>• Initial conversations regarding degree assessments and</li> </ul>	Build links and explore collaboration with Razom Invest Canada





	AWARENESS	SETTLEMENT	REBUILDING
<b>Education</b>	<ul style="list-style-type: none"> <li>Initial contact with Razom Invest Canada</li> <li>University of British Columbia–Okanagan collaboration</li> <li>Okanagan College initial connection</li> </ul>	<ul style="list-style-type: none"> <li>employment opportunities with Kelowna Community Resources</li> <li>Advocacy and supports for school aged children and youth</li> <li>Initiated contact with School District 23 regarding a trauma workshop for key staff</li> <li>Supports for University of British Columbia–Okanagan PhD student studying best practices for Ukrainian, Syrian, and Afghani war evacuees in the Okanagan.</li> </ul>	<ul style="list-style-type: none"> <li>University of British Columbia–Okanagan capstone project (engineers) to rebuild Ukrainian roads, including engagement with Ukraine-based engineers for context</li> </ul>
<b>Arts and culture</b>	<ul style="list-style-type: none"> <li>Concerts</li> <li>Dolyna Dance, and other Ukrainian dance groups</li> <li>Mural inception discussions</li> <li>Summer tea</li> <li>Canada Day and other key events</li> </ul>	<ul style="list-style-type: none"> <li>Okanagan Regional Library children’s literature collection</li> <li>Concerts</li> <li>Mural project: an initial proposal developed to showcase the journey Ukrainians have made from war to Kelowna.</li> <li>Key events (e.g., art, music, sport, movies)</li> </ul>	<ul style="list-style-type: none"> <li>Support of Gerdan Choir and other Ukraine-based musicians performing in Kelowna and raising awareness about Ukraine.</li> </ul>
<b>Health and mental health</b>	<ul style="list-style-type: none"> <li>Preliminary connections with health services regarding adaptation to prosthetic limbs.</li> <li>Preliminary connections with groups to support and enable access to appropriate trauma recovery</li> </ul>	<ul style="list-style-type: none"> <li>Maple Hope Foundation partnership for adult and youth mental health</li> <li>Navigation support for health sector (e.g., dental, family medicine)</li> </ul>	<ul style="list-style-type: none"> <li>Discussions with <i>Superhumans</i>, a Ukrainian NGO serving civilians who require prosthetic limb adaptation</li> <li>Preliminary discussions on trauma informed training for Ukrainian chaplains</li> </ul>



	AWARENESS	SETTLEMENT	REBUILDING
<b>Communications</b>	<ul style="list-style-type: none"> <li>General media contacts</li> <li>Data analysis for article on Ukrainian clergy</li> <li>Provide curated information on the <a href="#">Learn</a> section of our website</li> </ul>	<ul style="list-style-type: none"> <li>Recruited youth and young adult engagement advisor</li> </ul> <p>Provided curated, relevant information on the <a href="#">Newcomer services</a>, <a href="#">Get involved</a>, and <a href="#">Learn</a> sections of our website</p>	<p>Provided curated, relevant information on the <a href="#">Learn</a> section of our website</p>
<b>Government</b>	<ul style="list-style-type: none"> <li>Communication and engagement with City of Kelowna</li> <li>Communication and engagement with the province</li> <li>Communication and engagement with the federal government</li> </ul>	<p>Invited elected officials to local events to speak and meet our new neighbours</p>	<p>Meetings</p>
<b>Organizational administration</b>	<p>Organizational activities cut across and support all three pillars. This includes: administration, board and advisory development, capacity development, accounting and financial management, fundraising and grant development, research, ongoing volunteer recruitment, role and activity management, data collection (qualitative and quantitative), evaluation, planning and reporting, and recruitment (board member, comms, social media)</p>		
<b>Outcomes</b>			
	<p><b>Increased:</b></p> <ul style="list-style-type: none"> <li>Understanding</li> <li>Knowledge</li> <li>Engagement</li> <li>Contributions and donations</li> <li>Volunteer pool</li> <li>Organization partnerships</li> <li>Okanagan 4 Ukraine champions</li> </ul>	<p><b>Increased navigation for:</b></p> <ul style="list-style-type: none"> <li>Financial stability</li> <li>More appropriate employment</li> <li>Support, tip sheet for health</li> <li>Support for recovery from trauma</li> <li>Support for school system</li> </ul>	<p><b>Increased:</b></p> <ul style="list-style-type: none"> <li>Access to trauma care</li> <li>Support for care providers</li> <li>Rebuild infrastructure post war</li> <li>Rebuild hearts, minds, souls pre and post war</li> <li>Partnerships, pre and post war</li> <li>Okanagan 4 Ukraine champions</li> </ul>



AWARENESS	SETTLEMENT	REBUILDING
<p><b>Improved:</b></p> <ul style="list-style-type: none"><li>• Engagement with political officials</li></ul>	<p><b>Improved:</b></p> <ul style="list-style-type: none"><li>• Contribution back to community, public relations</li><li>• Partnerships</li><li>• Champions</li></ul>	



## Appendix 2: Our mission, vision, values, and principles

**Our vision:** We imagine a future that is bright and secure for Ukrainians in the Okanagan and in Ukraine, with renewed hearts, souls, minds, and bodies. We see the country with infrastructure and lifeways free of occupation and oppression. This is a future worth working hard for!

**Our mission:** As a community of volunteers and newcomers working together, we design and implement activities that:

*Increase understanding, awareness, and engagement* about Ukraine and amplify the voices of Ukrainians in the Okanagan community, in order to inspire and mobilize local solutions that change lives, both here and in Ukraine.

*Inspire direct and collaborative processes* that address the intermediate settlement needs of local, displaced Ukrainians.

*Contribute to humanitarian and civilian security and justice* in Ukraine through partnering, connecting, and acting to strengthen people, communities, and infrastructure in the war affected country.

**Our values** guide us to be inclusive, seek equity, and work in partnership with other organizations and individuals, with the shared desire to see:

**Inclusion:** Ukrainian newcomers in our region are not left behind.

**Equity:** Appropriate projects and programs are designed and delivered, facilitating positive settlement that establishes newcomer seniors, adults, youth, and children in our communities.

**Justice:** Humanitarian needs in Ukraine are mitigated.

**Truth:** Those seeking trustworthy information about Ukraine find it through Okanagan 4 Ukraine presentations, knowledge sharing, website, and social media.

**Our principles** are grounded in not duplicating existing resources for Ukrainian newcomers but providing new activities and opportunities designed to complement the efforts and reach of our collaborative network. We aim to build trust with newcomer Ukrainians, partners, and donors.

### *Who does Okanagan 4 Ukraine serve?*

1. **Displaced Ukrainians** living in the Okanagan. We strive to support their positive and advanced settlement.
2. The **local population**. Partnering with key sectors, we engage the larger community and share curated and trustworthy information about Ukraine.
3. **Ukrainians in Ukraine** who are in need. We include them in our work to contribute to the country's long-term sustainability and security.



Our key principles are:



**Linking** Creating links to extend the work from local to national to international, to develop sustainable, credible activities.



**Convening** Convening a growing number of organizations to create a web of supportive connections.



**Root causes** Working hard on root causes driving Ukrainian newcomers' experience of underemployment and the anxiety this creates, linking and leveraging their skills to find employment and build self-sufficiency.



**Wellness** Offering opportunities to learn about wellness, connect and celebrate together in community, and to grow wellness-based lives in the Okanagan and Ukraine.



**Learning resources** Gathering credible learning resources for the public, e.g., Ukrainian literature for children; for those seeking to learn about Ukrainian history and culture; timely resources on the war and why it matters to be informed.



**Engaging support** Engaging local non-Ukrainians to support Ukraine through learning and action opportunities across sectors (e.g., business, learning, faith communities).



**Accountability** Accountability through our commitment to the professional evaluation standards of the Canadian Evaluation Society, and the CRA charitable status designation (application submitted: awaiting confirmation)



## Appendix 3: Strategic partnerships to further impacts

From the outset we have sought to identify and build strategic collaborations with key stakeholders, locally, nationally, internationally. We understood that friendraising was critical to our sustainability. We are happy with the engagement we have had with compassionate, skilled people who share our desire to see Ukraine supported, enabled, and thriving, both here and in Ukraine.

PILLAR 1	Local general population	<ul style="list-style-type: none"> <li>• Churches</li> <li>• <a href="#">University of British Columbia–Okanagan</a></li> <li>• <a href="#">Okanagan College</a></li> <li>• <a href="#">Kelowna Chamber of Commerce</a></li> <li>• <a href="#">Hands in Service</a></li> <li>• <a href="#">Ponderosa Fibre Arts</a></li> </ul>
PILLAR 2	Local displaced Ukrainians	<ul style="list-style-type: none"> <li>• Ukrainian Catholic and Orthodox churches</li> <li>• Owassi Anglican Camp, <a href="#">Greenbay Camp</a></li> <li>• <a href="#">Dolyna Dancers</a></li> <li>• <a href="#">Maple Hope Foundation</a></li> <li>• <a href="#">Kelowna Stands with Ukraine</a> (humanitarian and cultural events only)</li> <li>• <a href="#">Okanagan Regional Library</a></li> <li>• <a href="#">Kelowna Community Resources Centre</a></li> <li>• <a href="#">Free Store, Food Bank, St. Michael’s Cupboard</a></li> </ul>
PILLAR 3	Ukraine humanitarian needs	<ul style="list-style-type: none"> <li>• <a href="#">Canada-Ukrainian Chamber of Commerce</a></li> <li>• <a href="#">Ukrainian Canadian Congress</a></li> <li>• <a href="#">Canadia-Ukrainian Foundation</a></li> <li>• <a href="#">Superhumans</a></li> <li>• <a href="#">DoLadu</a></li> <li>• <a href="#">Razom Invest Canada</a></li> </ul>

