

# ANNUAL REPORT

# 2023

WE CHANGE PEOPLE, AND PEOPLE  
CHANGE COMMUNITIES

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# CONTENT

Foreword	<b>2</b>
Mission and priority areas of work	<b>3</b>
ISCM Team	<b>4</b>
Involved experts and partners	<b>5</b>
Geography of activity in 2023	<b>6</b>
Main events of 2023	<b>7</b>
Financial information	<b>16</b>
Statistical information	<b>17</b>
Coverage of activity in media	<b>18</b>
Editions	<b>19</b>
Projects	<b>21</b>
Feedback of projects participants	<b>25</b>
Photo gallery	<b>28</b>

# FOREWORD

## Dear friends!



The year 2023 for the Institute of Sociocultural Management (ISCM) was a logical continuation of our work in the previous year. We tried to adapt our activities as much as possible to the needs of internally displaced persons (IDPs), providing them with various forms of support - from humanitarian aid to training displaced women in a new profession, which allowed them to better adapt to life in new communities.

Traditionally, we used the information components available in the organization: websites, the NDO-Inform newsletter, accumulated positive experience in solving social problems at the local level, and created new methodological developments in the field of psychological support of community residents in modern conditions.

During the year, our team was involved not only in the implementation of our own projects but also in the projects of other partner organizations as experts and trainers. We hope that our activities were carried out in the right direction and helped many people in this difficult time.

**Sincerely,  
Lev Abramov  
ISCM director**

# MISSION AND PRIORITY AREAS OF WORK

Institute of Socio-Cultural Management (ISCM) is a non-political, non-profit, non-religious, non-governmental regional organization which was established in 2000, and in 2001 was incorporated.

## Mission

Promote a democratic transformation of Ukrainian society by supporting community development, independent information space and integration processes at the local level.

## Main thematical priorities

- Community development;
- Transformation of cultural institutions into the local activity centers;
- Development of democratic processes;
- Promotion of Euro-Atlantic integration of Ukraine.

## Activities

Educational, Information, Research

## Main forms work

- Conducting educational events (seminars, trainings, conferences);
- Development of educational and methodical manuals;
- Conducting research, advocacy campaigns;
- Informing the target audience (thematic websites, bulletins, press conferences);
- Administration of grant programs.

## Guidelines

- Community development is the main aim. Under community development, we see development of people.
- An indicator of measuring people's development is the level of social capital.
- The level of social capital is the level of trust between people.
- Our way is a support of local initiatives through Local activity centers.
- The technology we use is social animation. In order for social animation to enter communities, we train public activists.



# ISCM TEAM



**Lev Abramov**  
*Director*

President of the ISCM  
since 2003



**Oksana Naboka**  
*Project Coordinator*

Since 2010 working  
at the ISCM



**Oksana Abramova**  
*Scientific consultant*

Involved in the  
implementation of the  
projects of ISCM since 2007



**Inna Kibko**  
*Project Assistant*

Since 2023 working  
at the ISCM



**Olena Kvasha**  
*PR manager*

Involved in the  
implementation of the  
projects of ISCM since 2012



**Lionila Kodrik**  
*Accountant*

Since 2001 working  
at the ISCM

## INVOLVED EXPERTS



**VARVARA DIORDIEVA**

Expert/trainer in promoting own services on the Internet



**IRYNA OSTOPOLETS**

Expert in psychological counseling and provision of psychological assistance and support



**ANDRIY KRUPYAK**

Community development expert, facilitator, trainer on adult education in the public sphere on various topics



**Viktoriya Vdovenko**

Scientific consultant

## PARTNERS



**Center of Civic and Cultural Initiatives Support "Tamarisk"**  
Dnipro



**Lion Society**  
Lviv



**Western Ukrainian Resource Center**  
Lviv

## GEOGRAPHY OF ACTIVITIES 2023

In 2023, the ISCM team continued to provide assistance to IDPs in Kropyvnytskyi, engage in its core activities - training civic activists, women IDPs and participating in the implementation of projects of other organizations.

In total, during 2023, the ISCM team conducted 80 events (16 of its own and 64 as engaged experts), among them:



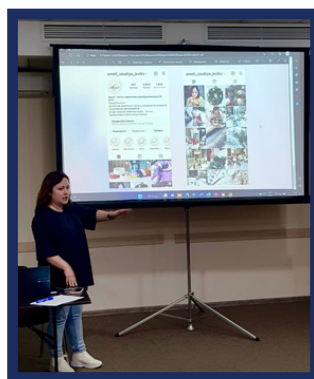


## MAIN EVENTS 2023

### *TRAINING ON PROMOTION OWN SERVICES ON THE INTERNET*

*Kropyvnytskyi - 21 - 22.01.2023*

As part of the ISCM project "The way of adaptation", a training session was held on promoting own services on the Internet for resettled women who had completed massage courses. The participants learned how to identify their target audience, properly present themselves and their services, and promote their own brand on social media.



### *TRAINING ON THE BASICS OF PSYCHOLOGICAL ASSISTANCE TO IDPS*

#### *1 GROUP*

*Kropyvnytskyi - 18 -19.02.2023*

For employees of cultural institutions, as part of the ISCM project "The way of adaptation", a training was held on the basics of psychological assistance to IDPs. During the training, the participants and the trainer talked about emotions and feelings and their importance in human life; forms of emotions and feelings; conditions and factors that affect emotional experiences and identified effective ways of psychotherapy and self-regulation.



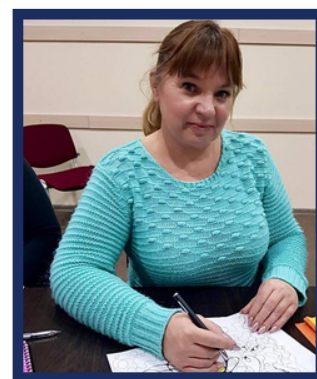
## MAIN EVENTS 2023

### TRAINING ON THE BASICS OF PSYCHOLOGICAL ASSISTANCE TO IDPS:

#### ART-THERAPY - 2 GROUP

*Kropyvnytskyi - 25- 26.01.2023*

As part of the "The way of adaptation" project, the second group of cultural workers was trained in the basics of psychological assistance to displaced people: art therapy. At the event, participants examined what art therapy provides, as well as how to develop a sense of internal control, promote creative self-expression, develop imagination, practical skills, and increase a person's adaptive abilities to everyday life.



### TRAINING ON THE BASICS OF PSYCHOLOGICAL ASSISTANCE TO IDPS

#### - 2 GROUP

*Kropyvnytskyi - 04 -05.03.2023*

The training on mastering the basics of psychological assistance to IDPs for the second group of employees of cultural institutions was held within the framework of the ISCM project "The Way of Adaptation". During the training, the participants and the trainer talked about emotions and feelings and their importance in human life; performed breathing gymnastics and considered its importance in the development of stress resistance, as well as performed relaxation and meditation exercises as a means of correcting one's own emotional state.





# MAIN EVENTS 2023

## TRAINING ON THE BASICS OF PSYCHOLOGICAL ASSISTANCE TO IDPS:

### ART-THERAPY - 1 GROUP

*Kropyvnytskyi - 06 - 07.03.2023*

As part of the ISCM project "The Way of Adaptation", the first group of cultural workers completed the second stage of training on the basics of psychological assistance to IDPs, namely art therapy and its types. During the training, participants learned about various art therapy techniques, such as mandalas, phototherapy, fairy tale therapy, neurography, and gained skills in working with these techniques independently.



## SEMINAR ON EXCHANGE OF EXPERIENCE ON WORKING WITH IDPs IN THE PSYCHOLOGICAL DIRECTION BETWEEN EMPLOYEES OF CULTURAL INSTITUTIONS

*Kropyvnytskyi - 13.03.2023*

As part of the ISCM project "The Way of Adaptation", a psychological seminar was held for two groups of participants, aimed at exchanging experiences between employees of cultural institutions, regarding the use of acquired knowledge and tools. The participants presented their presentations and videos where they showed how they use the acquired knowledge and acquired skills while participating in the trainings.



# MAIN EVENTS 2023

## HELP TO INTERNALLY DISPLACED PERSONS

(March, June, August )

*Kropyvnytskyi*

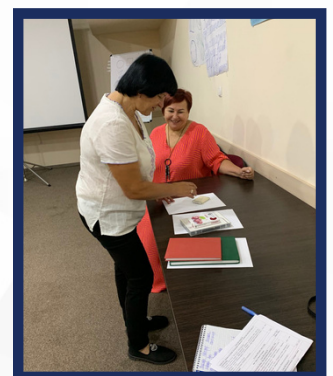
In 2023, 172 sets of bed linen, pillows, and blankets were distributed as part of "The Way of Adaptation" and "Local help" projects to help internally displaced persons in Kropyvnytskyi and Kirovohrad regions.



## TRAINING ON PSYCHOSOCIAL SUPPORT FOR COMMUNITY RESIDENTS, INCLUDING IDPS - 1 GROUP

*Kropyvnytskyi - 12-13.07.2023*

As part of the ISCM project "Local help", a training on psychosocial support was conducted for community residents, including internally displaced persons (IDPs). During the training, the participants reviewed with the trainer the specifics of providing psychosocial support in the context of military conflict, paying attention to the topic of conflicts and ways to avoid them.



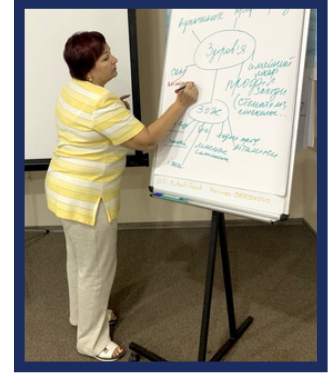


# MAIN EVENTS 2023

## TRAINING ON PSYCHOSOCIAL SUPPORT FOR COMMUNITY RESIDENTS, INCLUDING IDPS - 2 GROUP

*Kropyvnytskyi - 22-23.07.2023*

As part of the ISCM project "Local help", a training on psychosocial support for community residents, including IDPs, was conducted for the second group of participants. During the training, the participants studied and practiced various tools to help IDPs and community residents that will help them in their future work in cultural institutions, as well as discussed the main functions of communication and possible barriers.



## TRAINING ON THE BASICS OF SOCIAL INTEGRATION IN COMMUNITIES - 1 GROUP

*Kropyvnytskyi - 02-03.08.2023*

Training on the basics of social integration in communities was conducted for the first group of participants within the framework of the "Local help" project for more effective social adaptation and integration. During the event, various topics were considered: from the main features of the community to the essence of conflicts and features of social integration.



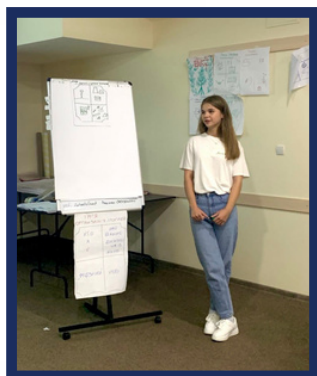


## MAIN EVENTS 2023

### *TRAINING ON THE BASICS OF SOCIAL INTEGRATION IN COMMUNITIES - 2 GROUP*

*Kropyvnytskyi - 04-05.08.2023*

The training on the basics of social integration in communities for the second group of civic activists and representatives of cultural institutions was held within the framework of the ISCM project "Local help". The participants learned about the main characteristics of the community, the possibilities of economic development of the community and discussed the features of social integration.



### *TRAINING IN PSYCHOLOGICAL METHODS SUPPORTS - 1 GROUP*

*Kropyvnytskyi - 15-16.08.2023*

As part of the ISCM project "Local help", a training session on methods of psychological support was held for the first group of participants. During the event, participants listened to several mini-lectures on working with parents of children of different age categories, discussed the importance of creating parents' clubs and learned about effective psychological support techniques.



# MAIN EVENTS 2023

## TRAINING IN PSYCHOLOGICAL METHODS SUPPORTS - 2 GROUP

Kropyvnytskyi - 17-18.08.2023

For the second group of participants, a training on psychological support methods was conducted as part of the project "Local help". The training covered the topics of psychological neurodevelopment and leading activities in children of different ages, as well as the specifics of organizing parenting clubs. In addition, the participants mastered some neurogymnastic exercises that help improve overall psychological well-being.



## TRAINING ON PSYCHOSOCIAL SUPPORT FOR COMMUNITY RESIDENTS, INCLUDING IDPS - 3 GROUP

Cherkasy- 28-29.08.2023

In Cherkasy a training on psychosocial support for community residents, including IDPs, was held for the third group of participants. The event focused on the topics of psychological support during martial law, the specifics of providing such assistance and the principles of creating self-help groups among IDPs. The participants also discussed communication and identified its importance in the process of psychosocial support for individuals.



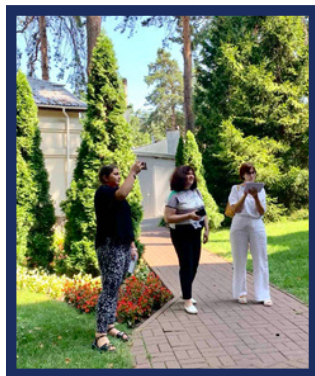


# MAIN EVENTS 2023

## TRAINING ON THE BASICS OF SOCIAL INTEGRATION IN COMMUNITIES - 3 GROUP

Cherkasy - 30-31.08.2023

As part of the project "Local help" a training on the basics of social integration in communities was held for the third group of participants. During the sessions, the participants studied the characteristics of the community, its key features and resources. In addition, they examined how the community's economic development takes place and practiced the mapping methodology, which helps to better study community problems.



## TRAINING IN PSYCHOLOGICAL METHODS SUPPORTS - 3 GROUP

Cherkasy - 11-12.09.2023

The final training on methods of psychological support for the third group of participants took place within the framework of the "Local help" project. The participants considered various aspects of providing psychological assistance to families with children in a period of crisis, determined for themselves what psychological neoplasms exist, age crises in different age categories, and performed a number of psychological guidance exercises that help to cope more effectively with stress and negative emotions.



# MAIN EVENTS 2023

## SEMINAR ON EXCHANGE OF EXPERIENCE IN THE FIELD OF PROVIDING PSYCHOSOCIAL SUPPORT TO COMMUNITY RESIDENTS, INCLUDING IDPs

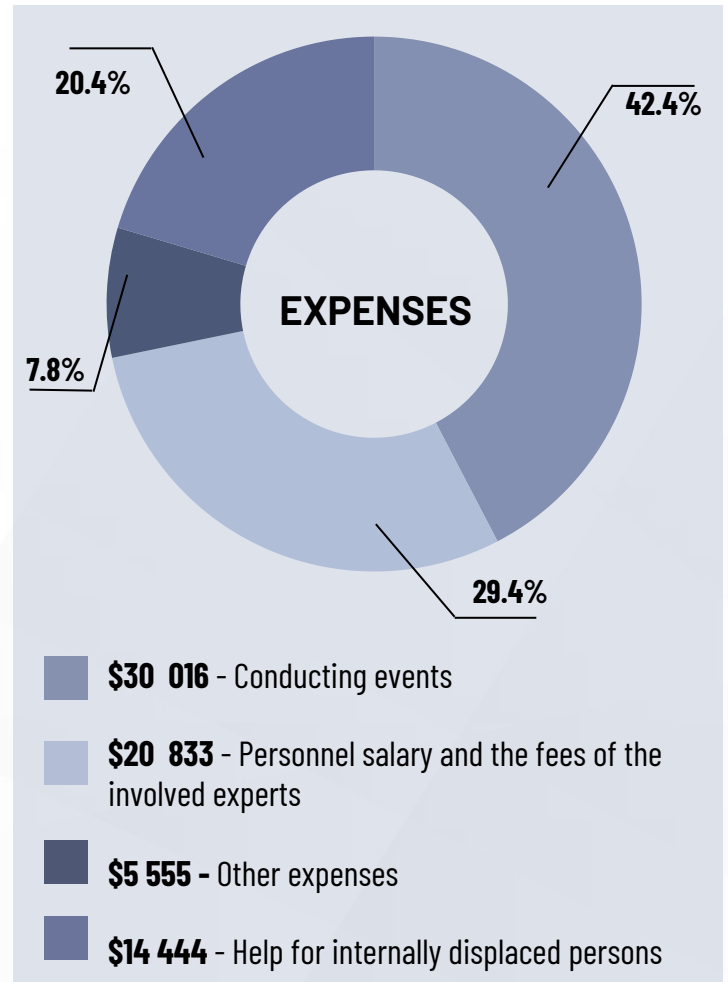
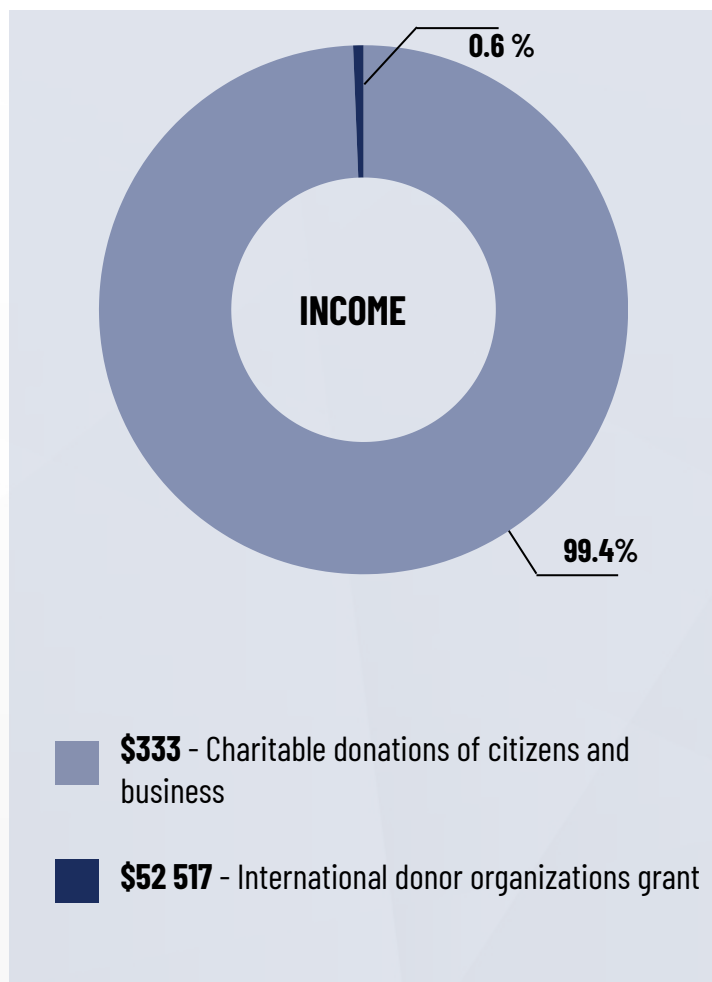
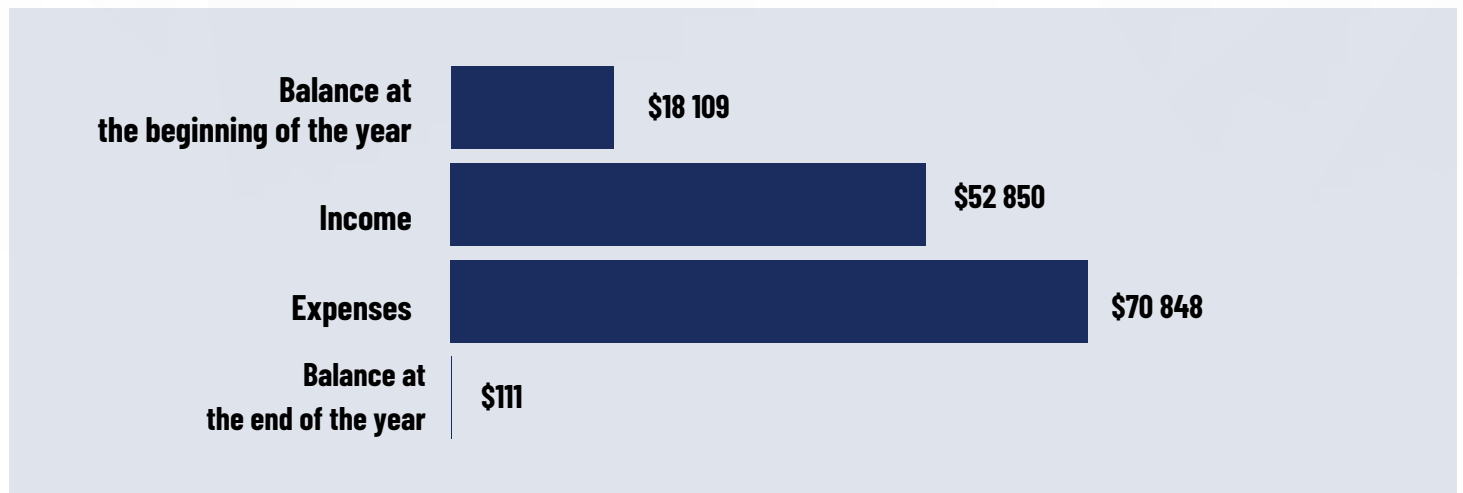
*Kropyvnytskyi - 02-03.09.2023*

As part of the project "Local help", a seminar was held on the exchange of experience in the field of providing psychosocial support to community residents, including IDPs. Based on the received information and techniques from previous trainings, the participants demonstrated how they applied the acquired knowledge in practice in their communities. Using multimedia presentations and videos, they described in detail what tools they used in the field, which ones they found to be more effective, and what results they achieved.



# FINANCIAL INFORMATION

For the implementation of the measures in 2023, ISCM used funds provided by the project "Development of service structures and training capacities for psychosocial support in Ukraine" (GIZ, German Government), as well as charitable donations from citizens and businesses.





# STATISTICAL INFORMATION

Indicator	Manifestation for 2001-2022	Manifestation for 2023
Development and publication of training manuals	16	2
Development and publishing of newsletters	54	1
Development and reproduction of other publications	51	2
Downloading electronic versions of publications on web resources (according to the sites: iscm.org.ua, lacenter.org.ua, prostir.ua)	316 575	51 852
Distribution of printed publications	72 050	-
Index of bibliographic references to ISCM publications (according to Google Academy)	233	13
Started projects	40	1
Finished projects	39	2
Conducted grant contests for NGOs	5	-
Supported NGO's projects	14	-
Conducted competitions for civic activists and journalists	5	-
Winners of contests for civic activists and journalists were awarded	34	-
Conducted research	11	-
Conducted events	233	16
Number of event participants	4 987	213
Number of materials in mass media (articles in newspapers and magazines, websites; stories released on TV/radio broadcasts)	880	2
The number of informational materials on the Internet (informational sites, social networks, YouTube video hosting)	1 728	462
The number of visitors to ISCM sites: iscm.org.ua, lacenter.org.ua, www.lac.org.ua	392 929	66 029
The number of internally displaced persons who received assistance (food, hygiene products, sets of bed linen, pillows, blankets, towels)	1 546	172

# COVERAGE OF ACTIVITY IN MEDIA

In 2023, the activities of the Institute of Socio-Cultural Management were covered in 464 publications/mentions in traditional media and the Internet (websites, social networks).



У Кропивницькому втілили ініціативу, що допомогла жінкам-переселенкам отримати фах масажисток. Так, уже десятеро переселенок змогли пройти навчання й перекваліфікуватися за підтримки Німецького товариства міжнародного співробітництва та уряду Німеччини.

Керівник проєкту Лев Абрамов каже: серед тих, кому довелось змінити професію, були жінки різного фаху, серед них — психологиня та артистка балету. Аби потрапити на безоплатні курси, жінки писали мотиваційні листи. Для багатьох із них мотивація була в тому, щоб розширити свої можливості та розпочати власну справу.

Курси тривали протягом листопада-грудня 2022 року. Окрім низки робочих сесій на різноманітні теми: від етики роботи з клієнтом до спеціалізованих видів масажу, жінки також пройшли тренінг із просуванню власних послуг. А по закінченню навчання, отримали від проєкту "Шлях адаптації" стартові набори для початку власного мікробізнесу — масажні столи, олії та інше.



## У Приютівці працюють групи арт-терапії для дітей і дорослих

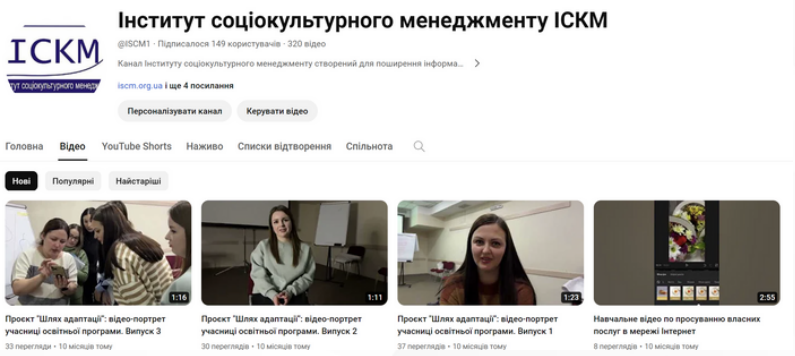
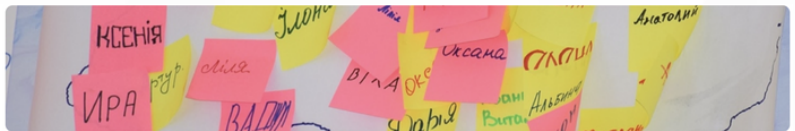
18.03.2023 10:31 Соціум, Фото



Групи арт-терапії працюють на базі закладів культури Приютівської територіальної громади. Мистецькі локації діють зокрема у восьми клубних закладах та десяти бібліотеках різних населених пунктів.

Про це повідомляє [Перша електронна газета](#).

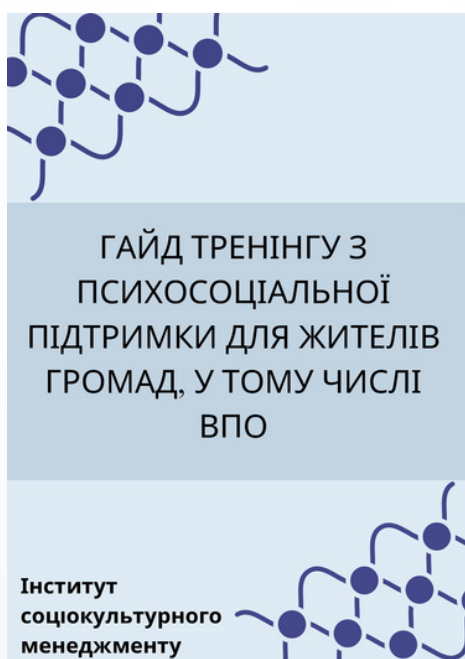
Активізуватися у цьому напрямку працівникам культури допомогло місячне навчання в проєкті «Шлях адаптації» Інституту соціокультурного менеджменту (м. Кропивницький). Дякуючи отриманим знанням, протягом двох тижнів приютівські фахівчині змогли організувати більше 50 творчих заходів, до участі в яких залучено близько 200 місцевих мешканців та родин, які знайшли у громаді тимчасовий прихисток від війни.



## EDITIONS



The publication presents a training program for promoting their own services on the Internet for internally displaced persons (IDPs) who have started their own business in the field of services, in particular, the massage business. The guide was developed by specialists of the Institute of Sociocultural Management (ISCM) and involved trainers as part of the implementation of the "The Way of Adaptation" project.



The publication presents a training program on psychosocial support for community residents, including IDPs, which will help trainers in training consultants to organize events for this purpose. The guide was developed by specialists of the Institute of Socio-Cultural Management (ISCM) and involved trainers as part of the implementation of the "Local help" project.



## EDITIONS



The preparation of the publication was carried out within the framework of the project "Local help", which is financed within the framework of the project "Development service structures and training capacities for psychosocial support in Eastern Ukraine" project, which is implemented by GIZ on behalf of the German government.



Annual report of the Institute of Socio-Cultural Management (ISCM) for 2022. The report reflects the full range of activities of the organization: implementation of social projects, events, publishing, partnerships, etc.



# PROJECTS

## PROJECT "THE WAY OF ADAPTATION"

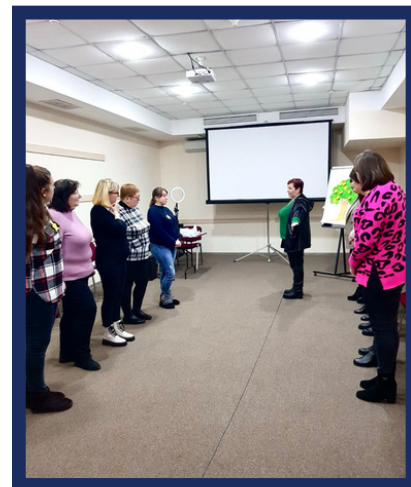
**Duration of the project:** October 15, 2022 - February 15, 2023

**Source of funding:** project "Development service structures and training capacities for psychosocial support in Eastern Ukraine" project, which is implemented by GIZ on behalf of the German government.

**Project budget:** 1 770 000 UAH (49 873, 20 euro)

**Geography of the project:** Kropyvnytskyi, Kirovohrad region

**Aim of the project:** to promote the socio-psychological adaptation of internally displaced persons in the Kirovohrad region by implementing a training program for employees of cultural institutions to master the basics of psychological assistance to internally displaced persons.

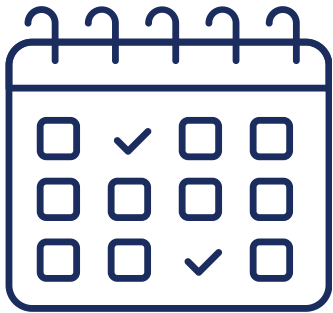


# PROJECTS

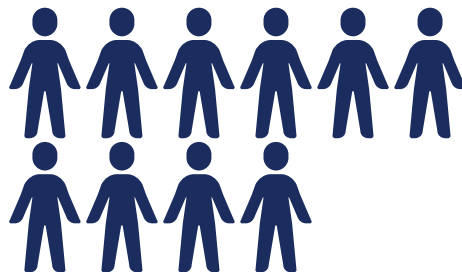
## *IMPACT OF THE PROJECT "THE WAY OF ADAPTATION"*

After completing the massage courses, the participants of the project "The way of adaptation" began to work independently in their new profession, making them financially independent, regardless of their current geographic location.

Also, during the implementation of the project, 75 events were held by the participants of the training program - employees of cultural institutions - using the techniques and tools received during the training. These events were attended by 508 residents and IDPs from 10 settlements.



**75 events**



**508 residents**



**10 settlements**





# PROJECTS

## PROJECT "LOCAL HELP"

**Duration of the project:** May 15, 2022 - September 15, 2023

**Source of funding:** project "Development service structures and training capacities for psychosocial support in Eastern Ukraine" project, which is implemented by GIZ on behalf of the German government.

**Project budget:** 1 998 600 UAH (49 716, 42 euro)

**Geography of the project:** Kirovograd and Cherkasy regions

**Aim of the project:** psycho-social support for community residents, including IDPs, in the current conditions through the implementation of an educational project.



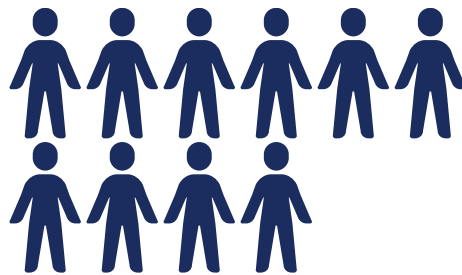
# PROJECTS

## IMPACT OF THE PROJECT "LOCAL HELP"

In total, during the implementation of the project "Local help", 71 events were held by the participants of the training program, which used the techniques and tools received during the training. These events were attended by 687 residents from 10 settlements.



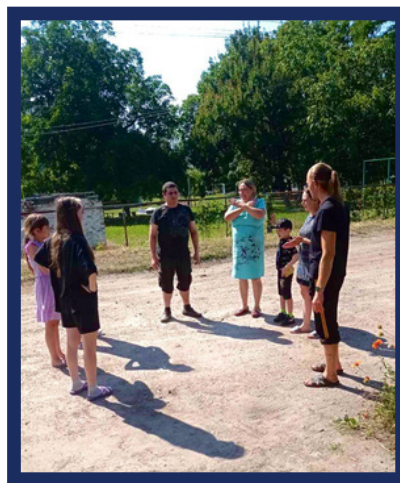
71 events



687 residents



10 settlements





# FEEDBACK OF PROJECTS PARTICIPANTS

Добрий день. Я переселенка з міста Авдіївка Донецької області. Майже півтора року не мала подушки. Дуже вдячна організаторам та виконавцям із ІСКМ за вашу турботу. Я отримала подушку та ковдру. Дякую.

16:31

Добрий день, ми переселенці з Херсонської області міста Гола Пристань, отримали постільний набір, дуже дякуємо за вашу турботу та допомогу

12:57

Дякуємо Вам велике за гарний і так необхідний набір, за розуміння, за організацію, терпіння до нас переселенців. Здоров'я, наснаги Вам у праці.

12:35

Наталья Луценко 🤗 почувається фантастично разом з Дашою Ратушняк і ще 2 тут: Рейкарц Кропивницький.

6 березня о 16:04 · Кропивнытский · 🌐

Дорогий наш Інститут соціокультурного менеджменту ми щиро дякуємо Вам за чергову порцію знань і емоцій 🤗

Проект "Шлях адаптації", тренінг з основ психологічної допомоги ВПО. 🇷🇺🇺🇦



# FEEDBACK OF PROJECTS PARTICIPANTS

**Анастасія Кузів**  
10 год · 🌐

Дякую команді **Інститут соціокультурного менеджменту** за корисні справи та інформацію, а також за гарний настрій та позитивні емоції 😊



**Живіцька Юлія** 😊 признателен.  
2 д. · 🌐

Два дні активної роботи промайнули дуже швидко. Робота в групах, творчі завдання, обговорення актуальних проблем, практичні справи - все це було на тренінгу від **Інститут соціокультурного менеджменту** в рамках проєкту "Локальна підтримка".

Щиро ДЯКУЮ команді Інститут соціокультурного менеджменту **Lev Abramov**, **Ksyusha Naboka**, **Інна Кірко**, **Ігор Іскаємов** за наповнену, корисну та пізнавальну інформацію для нас, надали ефективні техніки психологічної підтримки, зробили максимально комфортним наше перебування, за позитивні емоції, за подарунки. 🥰🥰 Ви - супер!

#ISCM #GIZ #локальнапідтримка  
#Бібліотека\_с\_Андріївка



**Доброго дня** 🌸💛 наша сім'я дуже вдячна вам за таку гарну допомогу. Для нас це дуже цінна допомога. В мене 4 маленьких діток та це скарб для нас. Щиро дякуємо та бажаємо здоров'я вам та вашим діткам. Дякуємо що ви є.

**Топовий поклонник**  
Бібліотека-філія Приютівська  
Дякуємо #ISCM, #GIZ #ЛокальнаПідтримка, #ПсихологічнаПідтримка, тренерці **Irina Ostroplets**, за знання про важливість психологічної підтримки ВПО, за набуті знання з комунікативними техніками та корисні міні-лекції.

Нравится Ответить Скрыть 14 ч. Отредактировано

Нравится Ответить Убрать предпросмотр 19 ч.

**Світлана Піскова**  
Дякуємо за навчання, все було просто супер! 🌸

Нравится Ответить Скрыть Отправить сообщение 14 ч.

**Бабій Оксана**  
Дякуємо за чудовий ,грунтовний тренінг та теплий прийом.

12:03

**Світлана**  
У Новопраському будинку культури/1 провели ігрову програму для дітей ВПО "Піднімаємо настрій" були використані справи "Математика" "Хом'як" "Запам'ятай малюнок" та ігри "Зоопарк" "Князі і замок" та ін.Дякую команді #ISCM та тренеру Андрію Круп'як за пізнавальний та корисний тренінг.





# FEEDBACK OF PROJECTS PARTICIPANTS





 **Юлія Живицька** зараз тут: Рейкарц Кропивницький. 10 год · Кропивницький · 



Вчитися може бути не тільки корисно, але і дуже цікаво! Тренінг з основ психологічної допомоги внутрішньо - переміщеним особам від [Інститут соціокультурного менеджменту](#). Професійно, якісно, цікаво. Дякую за знання, приємну атмосферу, гарно проведений час. До нових зустрічей!  
#іскм #giz #допомогавло #шляхадаптації #АндріївськаБібліотека




 **Бібліотека-філія Приютівська**  
Дякуємо ІСКМ, тренерці пані Ірині за знання, спілкування, комфорт, за підтримку.  
Подобається Відповісти Поширити 12 год

 **Бібліотека-філія Приютівська**  
Дякуємо команді ІСКМ, тренерці пані Ірині за знання, спілкування, комфорт. Ви неймовірно, ваші проєкти приносять користь не тільки тим, хто відвідує ваші тренінги, а й особливо тим для кого потім ми впроваджуємо надані вашою командою знання та матеріальну підтримку. Дякуємо ІСКМ!!!  
Подобається Відповісти 12 год

 Автор **Наталія Луценко**  
Найкраще навчання у житті!    ...  
Подобається Відповісти 15 год

 **Тетяна Ковальова** сейчас с **Дашей Ратушняк** и ещё 6.  
20 мин. · 

Дякую команді Інститут соціокультурного менеджменту та його очільнику [Lev Abramov](#), красуням помічницям [Ksyusha Naboka](#), тренеру Андрій Крупяк за чудову організацію тренінгу. Навчання було дуже актуальним, адже сьогодні темою соціальної інтеграції в громадах надзвичайно важлива. Нещодавно стала учасницею проєкту "Локальна підтримка", сподобалося тема економічного розвитку громад, типи конфліктів та стилі поведінки в конфліктах. Дякуємо за співпрацю та підтримку!!

 **Олена Резніченко**  
Доброго дня! Працівники Новопраської публічної бібліотеки, разом з представниками ВПО, провели заняття з елементами тренінгу. Проводили різноманітні вправи-руханки з м'ячем та скакалками. Дякуємо за навчання та надані інструменти. Фото звіт додаємо.  
12:59



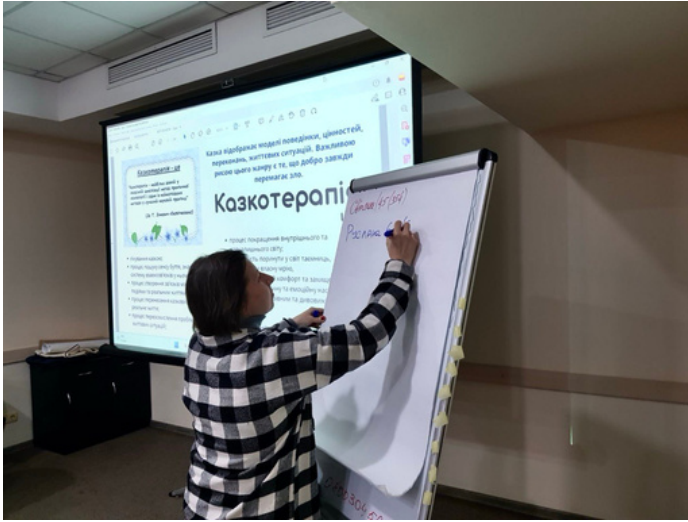


# PHOTO GALLERY





# PHOTO GALLERY





# PHOTO GALLERY



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## Web-resources of ISCM



[www.iscm.org.ua](http://www.iscm.org.ua)



[www.lac.org.ua](http://www.lac.org.ua)



[www.lacenter.org.ua](http://www.lacenter.org.ua)

## Social networks



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<https://www.youtube.com/channel/UCY01shqdEf69uBtUNeszpqq>



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