

Social Business Accelerator

Report from the 8th Edition of the Program

September 2019 - June 2020



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Introduction

The Social Business Accelerator (SBA) Program is a pro bono initiative of the private equity and venture capital community in Poland. The initiative was launched in 2011.

The SBA Program is based on individual cooperation between private equity investment professionals operating in Poland (“PSIK mentors”) and the leaders of social organizations. PSIK mentors – the most experienced people representing the private equity/venture capital community in Poland – offer their knowledge and time on a pro bono basis and use their experience, professional skills and contacts to support the development of the social organizations participating in the Program. During the course of an edition, the pairings meet frequently and the cooperation often extends beyond one annual SBA edition.

In addition, during the 8th edition of the SBA, two meetings with all program participants took place - the first in September 2019 and the second in March 2020. During these meetings participants had the opportunity to share experiences, compare their progress and learn from each other. The learnings helped the pairings progress more dynamically in their one-on-one work.

A unique feature of this SBA edition was the challenges caused by the Covid-19 pandemic: fewer fundraising opportunities, very limited means to obtain financing from statutory and economic activities, and the worsening situation of the organizations' beneficiaries who in many cases needed additional assistance. In March and May 2020, we conducted an evaluation of needs among organizations participating in the SBA. As a result, seven organizations received financial aid amounting to 173 000 PLN from the Valores Covid-19 Special Action Fund. This fund was established in May 2020 to assist selected social organizations during the pandemic. We are very thankful to all the donors who reacted swiftly to help.

As in past editions, the social organization leaders and PSIK mentors evaluated their experience using an online questionnaire and through personal interviews. Participants rated the quality of the program as very high and expressed a high degree of satisfaction with their partners' involvement.

This year's evaluation results indicate that the SBA continues to be a much-needed program offering immense value to the not-for-profit sector in Poland. Both the organizational leaders and PSIK mentors consider it a very good platform for improving the functioning of social organizations and thereby their social impact. The program enables participating social organizations to significantly improve their effectiveness and efficacy by partnering with mentors from the business sector who share their experience and know-how. NGO leaders appreciate this opportunity to expand their understanding of organizational strategy, management, financing and other critical areas.

Following on from the success of the 8th edition, the 9th edition of the SBA Program was launched in September 2020 and will last until June 2021. The number of program participants has increased yet again to a record number of 22 pairings, which includes 10 new social organizations. After consideration of the feedback received from participants, a few changes have been made to the program, aimed at increasing its social impact.

This report presents conclusions from the 8th edition of the SBA Program and outcomes of the participating pairs. We hope you will find it interesting and inspiring.

September 2020



Agnieszka Borek
SBA Program Director,
President of the Management Board
of the Valores Foundation



Robert Manz,
Co-Creator of the SBA Program,
Head of the PSIK Philanthropy Committee,
Member of the Valores Foundation Board

SBA 8th Edition in Numbers

- 21 PSIK private equity mentors participated in the 8th edition of the SBA Program and mentored 21 management teams of social organizations
- 18 of the pairings successfully completed the program
- During the 10 months of cooperation (from September 2019 to June 2020), approximately 160 meetings between mentors and management teams took place
- In total, PSIK mentors dedicated approx. 400 hours of their time to work with the organizations
- 15 organizations had more than one organizational leader working with their mentor
- The majority of pairs (15) focused their work on strategic development issues
- Some of the other most worked-on topics included: improving organizational finances, expanding organizational influence/business development and developing new services and projects
- The PSIK mentors and social leaders have assessed that the best results were achieved in the following areas:
 - Designing and implementing a fundraising strategy;
 - Improving the organizational structure;
 - Adapting activities in light of the Covid-19 pandemic;
 - Developing new services and projects;
 - Defining organizational goals.

Fields of Cooperation

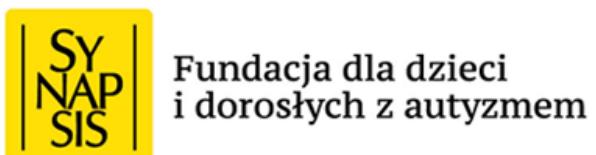


The chart indicates the number of SBA pairings that worked on the specific field of activity.

Social Organizations Participating in the SBA 8th Edition



Zobacz...
JESTEM !



Social Organization Leaders' Feedback

- All leaders indicated that participation in the SBA Program was a very valuable experience for them
- Nearly all (17) surveyed leaders declared that participation in the SBA significantly contributed to the development of their organizations
- 17 out of 18 leaders claimed that SBA participation promoted their professional and personal development
- According to 17 out of 18 leaders, the results achieved during the program are sustainable for their organizations
- 10 out of 18 leaders surveyed declared that the Program met their expectations, and 8 stated that it exceeded them

Note: results above are based on evaluations received from all 18 leaders that completed the 8th edition.

“During this edition of the SBA we learned to look at our organization’s activity from a more business perspective, understanding our potential and setting realistic goals.”

Danuta Wieczorkiewicz, Zobacz... JESTEM Foundation

“The program is a necessary and important source of support for NGOs. It helps to organize key issues for an organization.”

Marek Borowski, Federacja Banków Żywności

“The program is very valuable. It’s a great opportunity for organizational growth, changing the way of thinking, and improvement in many areas.”

Marta Perkowska, Stowarzyszenie Otwarte Drzwi

“The mentor’s high competencies made it possible for us to address issues that were holding the organization back from the beginning. Even the pandemic didn’t stop our cooperation, our meetings and work continued online.”

Krzysztof Gąsiorowski, Stowarzyszenie Dzieciom i Młodzieży Wędka

“The program allowed us to see our activities from a different perspective.”

Justyna Mańkowska, Katarynka Foundation

“The mentor's knowledge, experience, engagement and kindness inspired strong motivation and engagement on our part and gave us the confidence to engage in activities that we weren't sure about before.”

Joanna Grochowska, SYNAPSIS Foundation

PSIK Private Equity Mentors' Feedback

- 13 mentors stated that the SBA Program contributed to the development of the social organizations
- Most mentors (14) declared that the program influenced their own personal development and 8 mentors declared that it also contributed to their own professional development.
- All mentors would recommend participation in the SBA to other private equity professionals.
- PSIK mentors consider the following to be among the leading benefits of the program:
 - Sharing experiences and management skills with social organizational leaders;
 - Chance for the mentor to use their knowledge, skills and contacts to help improve the quality of life of the less fortunate;
 - Large scale of the program and mentor engagement;
 - Regular meetings with organizations taking part in the program and the opportunity to exchange experiences, share successes and seek advice;
 - Good fit of mentor and organization;
 - Good onboarding procedure for new participants, clearly defined boundaries of the discussions.

Note: results above are based on evaluations received from 16 of 18 mentors that completed the 8th edition.

"The SBA program is a chance for organizations to learn a more business approach to their activities. Mentors share relevant business tactics in fields such as internal processes, approach to fundraising and B2B communication."

Maciej Zużałek, Ten Square Games Group

"The program gives mentors a lot of satisfaction from using their knowledge to help NGOs. The collision of two worlds – the essence of capitalism with organizations run by community leaders – gives great results and energy for future cooperation."

Piotr Kędra

"From the organizational side I was impressed by the social leaders' engagement – nearly all meetings all three leaders attended, after our meetings they sent out a note with the date of the next meeting and "homeworks" for each participant. In nearly every way the leaders were very well prepared."

Emil Daciuk

PSIK mentors and social leaders participating in the 8th edition of SBA



	Social Organization	Social Leader(s)	PSIK Mentor/Firm
1	Stowarzyszenie Budujemy Przystan: supports children and adolescents with cerebral palsy aged between a few months to 24 years.	Krzysztof Łyżwiński, Aneta Kalbarczyk	George Świrski Abris Capital Partners
2	Habitat for Humanity Poland: creates decent living conditions for low income persons and fights homelessness.	Magda Ruszkowska-Cieślak	Maciej Kowalski MCI Capital
3	Fundacja SYNAPSIS: is focused on professional help for autistic children and adults, and their families.	Joanna Grochowska	Rafał Bator Enterprise Investors
4	Fundacja La Strada: acts against human trafficking and slavery.	Irena Dawid-Olczyk	Dariusz Prończuk Enterprise Investors
5	Fundacja Sławek: helps socially excluded persons, in particular prisoners, former prisoners and their families.	Krzysztof Łagodziński	Tomasz Głowacki Riverside Europe Partners
6	Federacja Polskich Banków Żywności: acts against wasting food and fights malnutrition in Poland.	Marek Borowski	Andrzej Bartos Innova Capital
7	Stowarzyszenie WĘDKA: helps families prepare children and adolescents to enter adulthood and become independent.	Wojciech Przybysz, Krzysztof Gąsiorowski	Małgorzata Bobrowska Jarząbek, Resource Partners
8	Stowarzyszenie Otwarte Drzwi: helps people who have endured hardship get back on their feet and be self-reliant and independent in life.	Marta Perkowska	Leszek Muzyczyszyn, Innova Capital
9	Fundacja Wspierania Rodzin KORALE: runs educational and specialist programmes for children whose families are in crisis.	Magdalena Cechnicka, Izabela Owczaruk	Piotr Misztal Value4Capital Magdalena Śniegocka, CVI
10	Fundacja Machina Zmian: helps handicapped people and works towards social integration and reintegration.	Sylwia "Nikko" Biernacka	Agnieszka Kowalska
11	Sławęcińskie Stowarzyszenie Inicjatyw Lokalnych: supports civic engagement and civic initiatives.	Beata Skubiak	Mariusz Banaszuk Value Quest
12	Fundacja Dobrych Inicjatyw: motivates children to develop strengths and talents and helps them overcome their own barriers.	Bartłomiej Jojczyk	Maciej Zużałek , Ten Square Games Group

13	Fundacja Katarynka: aims to increase handicapped persons' access to culture, sport and education.	Justyna Mańkowska, Mariusz Trzeciakiewicz	Michał Wojdyła Innova Capital
14	Stowarzyszenie Centrum PISOP: supports civil initiatives.	Ewa Gałka	Aleksander Kacprzyk Resource Partners
15	Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła: runs a day house for children, adolescents, and seniors.	Katarzyna Muszyńska, Joanna Radziwiłł, Magdalena Kryńska	Emil Daciuk
16	Fundacja Zobacz...JESTEM!: helps children, adolescents, and young adults who suffer from emotional problems.	Danuta Wieczorkiewicz	Piotr Kędra
17	Sarcoma: assists patients during cancer treatments in an effort to increase their quality of life and promotes health education and disease prevention.	Szymon Bubilek, Kamil Dolecki	Michał Rusiecki Enterprise Investors
18	Fundacja Między Słówami: helps people who developed a speech disorder from an illness or a brain injury.	Katarzyna Urbańska	Wojtek Jezierski Abris Capital Partners
19	Światło supports people in coma and with cancer.	Janina Mirończuk	Bartek Trzebiński
20	Fundusz Feministyczny: supports women's initiatives throughout Poland.	Justyna Frydrych	Marzena Bielecka, Exterior Venture Fund
21	FOSa - Federacja Organizacji Socjalnych Województwa Warmińsko-Mazurskiego: addresses social issues by supporting and representing social organizations.	Piotr Pniewski	Dawid Walendowski

PSIK mentors and social organizations from previous SBA editions

During the SBA 8th edition, six PSIK mentors from previous SBA editions continued to work as mentors to organizations that have moved from the SBA Program to the Valores Foundation portfolio. We would like to recognize their continued engagement.

PSIK Mentors

Jacek Woźniak

Valores Foundation portfolio organization

Stowarzyszenie Twoje Nowe Możliwości supports young people with disabilities to complete their studies and enter the labour market.

Dariusz Pietrzak

Enterprise Investors

Stowarzyszenie Boris/ Forum ONI works on the social and financial safety of adults with intellectual disabilities.

Paweł Padusiński

Mid Europa Partners

Fundacja Ocalenie: offers support to migrants and refugees.

Paweł Maj

Kamiliańska Misja Pomocy Społecznej: helps people in a homelessness crisis to get back to normal life.

Maciej Górski

Equitin

Stowarzyszenie Mali Bracia Ubogich helps older people by caring for their health and mental well-being.

Bartek Trzebiński

Światło supports people in coma and with cancer.



George Świrski, Abris Capital Partners

Krzysztof Łyżwiński, Stowarzyszenie Budujemy Przystań, Radom

The pair worked together in the 6th, 7th and 8th SBA editions.

Focus areas:

- Work on the financial sustainability of the organization
- Strategy development
- Organizational structure

Results:

- Improved the organizational structure
- Changes in management
- Conscious management of organization's finances
- Introducing division and control of cost structures
- A stricter range of operations
- Defining fundraising goals and dividing tasks
- Fundraising activities



Abris Capital Partners is a leading independent private equity fund manager based in Central Europe. It delivers superior returns for its investors by applying a proven collaborative methodology that identifies, unlocks and realizes value from mid-market opportunities in the region.
abris-capital.com/

This organization runs a center for children with cerebral palsy in Radom, where education and therapy are matched to individual needs and abilities. The goal is to prepare the children for an independent life in society as possible. The Association also helps families come to terms with their new circumstances when a child with cerebral palsy is born.
budujemyprzystan.org/

Maciej Kowalski, MCI Capital

Magda Ruszkowska-Cieślak, Habitat for Humanity, Warszawa

The pair worked together in the 8th SBA edition.

Focus areas:

- Development strategy
- Managing finances
- Financial stability
- Developing a new service/product
- Developing economic activity
- Dealing with current issues

Results:

- Defining the organization's priorities
- Securing funding
- Opening the first Restore store location
- Social Rental Agency business plan preparation and partner acquisition



MCI Capital, founded in 1999, is one of the most dynamic private equity groups in EU-CEE focused on digital transformation. Currently, with the use of Private Equity / Venture Capital funds, MCI implements growth stage and expansion/buy-out stage investments in CEE Region, Germany and Austria (DACH) and Israel. MCI Capital is also active in the field of private debt. MCI cooperates with the best European and global VC / PE funds. Investment strategy is based on three growth pillars: digital disruption, digital ecosystem, digital adaptation.

mci.pl



Habitat for Humanity Poland is a Christian housing organization which works for improving housing conditions of low-income people and preventing homelessness. Our activities include: building and renovating housing units in partnership with people in housing need and volunteers; implementing housing innovations which increase access to affordable and decent housing; acting in the name and for the benefit of people in housing need in order to, among others, improve the effectiveness of housing policy.
habitat.pl

Rafał Bator, Enterprise Investors
Joanna Grochowska, Fundacja Synapsis, Warszawa

The pair worked together in the 8th SBA edition.

Focus areas:

- Development strategy
- Team management
- Succession
- Managing finances and financial stability
- Brand building
- Modifying plans to accommodate the restrictions caused by Covid-19 pandemic

Results:

- Changes in management
- Campaign aimed at education and fundraising
- Overcoming a financial crisis
- Acquiring funding that allowed the organization to deal with the challenges caused by the Covid-19 pandemic



Enterprise Investors



Fundacja dla dzieci
i dorosłych z autyzmem

Enterprise Investors is the oldest and one of the largest private equity firms in Central and Eastern Europe. It specializes in buyouts of medium-sized companies and financing the development of rapidly growing enterprises from various sectors of the economy. EI has operated since 1990. To date, it has established nine funds with total capital exceeding EUR 2.5 billion. These funds have invested EUR 2 billion in 144 companies.
ei.com.pl

The mission of the Synapsis Foundation is to provide professional assistance to children and adults suffering from autism, as well as their families. The organization seeks to improve their quality of life by promoting and supporting family and social bonds, dignity of the individual and the family, beneficiary skills, social efficacy, initiative and creativity, an ecological approach to problems, improving mental health, and professional consultation and aid.
synapsis.org.pl

Dariusz Prończuk, Enterprise Investors

Irena Dawid-Olczyk, Fundacja Przeciwko Handlowi Ludźmi i Niewolnictwu La Strada, Warszawa

The pair worked together in the 4th, 5th, 6th, 7th, and 8th SBA editions.

Focus areas:

- Development of key organizational activities
- Team management
- Succession

Results:

- Changes in Board organization
- Increase in task delegation and responsibilities within the organization
- Succession planning
- Review of potential new projects now possible thanks to more funding
- Recognition within business circles
- Polish Business Council award in the social action category for the organizational leader Irena Dawid-Olczyk



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ei.com.pl



The La Strada Foundation focuses on combatting human trafficking and slave labor by identifying victims, offering legal and psychological help, and raising awareness. It runs a help line for victims and their families, as well as migrants, it runs reintegration programs and advocates on behalf of victims, as well as engaging in prevention and runs two shelters for victims of human trafficking. strada.org.pl/

**Tomasz Głowacki, Riverside Europe Partners
Krzysztof Łagodziński, Fundacja Sławek, Warszawa**

The pair worked together in the 6th, 7th and 8th SBA editions.

Focus areas:

- Development of economic activity
- Financial stability
- Development of Goji Land products
- Assistance during the Covid-19 pandemic

Results:

- Fundraising strategy developed
- Fundraising presentation launched
- Goji Land product sales increased
- Financing raised for the Social Help Line, which helps people affected by the Covid-19 pandemic



Riverside

Riverside is a leading private equity firm. Since its founding in 1988, it has focused on the most successful and well-managed enterprises with a value of up to USD 400 million. To date, Riverside has invested in more than 650 transactions. The firm's international portfolio includes more than 100 companies.
riversideeurope.com



The Foundation helps people in prisons, juvenile detention centers and correctional facilities to safely return to society and the family. It strives to reconcile and bring together families affected by separation. It lobbies for the establishment of the Polish Post-Penitentiary Assistance System, which will allow for more effective interventions thanks to inter-sectoral cooperation.
fundacjaslawek.org/

Andrzej Bartos, Innova Capital

Marek Borowski, Federacja Polskich Banków Żywności, Warszawa

The pair worked together in the 8th SBA edition.

Focus areas:

- Organizational vision and mission
- Strategy Development
- Succession
- Legal matters
- Assistance during Covid-19 pandemic

Results:

- Changes in the organization's statute
- Change in the Chairman of the Board
- Acquired a donor who funded a professional CRM system, which allowed the organization to work more effectively during the Covid-19 pandemic and increase its social impact



Innova Capital is a leading mid-market private equity firm in Central Europe. Founded in 1994, Innova has invested close to EUR 900 million in almost 50 companies across 10 countries in the region. Innova's objective is to invest in controlling stakes of mid-sized companies in the CEE region. It builds businesses and accelerates growth by identifying feasible and profitable opportunities, converging complex objectives to build a competitive edge for their partners.
innovacap.com/pl



The Federation of Polish Food Banks is a public benefit organization that was established over 20 years ago and its mission is to counteract the waste and malnutrition in Poland. The organization brings together 31 Food Banks and specializes in acquiring, transporting and the distribution of groceries. Food Banks operate thanks to every day activities on a mass scale, they acquire approximately 80 000 tons of food every year.
bankizywnosci.pl

**Małgorzata Bobrowska-Jarząbek, Resource Partners
Wojciech Przybysz, Krzysztof Gąsiorowski, Stowarzyszenie Dzieciom i Młodzieży WĘDKA, Toruń**

The pair worked together in the 7th and 8th SBA editions.

Focus areas:

- Vision and mission of the organization
- Organizational development
- Team management
- Assistance during Covid-19 pandemic

Results:

- Defining organizational vision and mission
- Changes in branding and logo
- Job description for each position
- Structured volunteer program
- Assistance during the Covid-19 pandemic



Resource Partners is an independent private equity investor wholly owned by the fund's partners. It has been operating since 2009. Since then, it has raised over EUR 400 million from leading European financial institutions to invest in medium-sized companies in Central and Eastern Europe. It specializes in investments in fast-growing companies with experienced management staff.
resourcepartners.pl



WĘDKA Children and Youth Association organizes the free time of children and youth from different social backgrounds with a focus on groups with educational problems. The aim is to create day-care facilities for children and young people, where they can do their homework while spending their free time, broaden their knowledge of the area that interests them, play and create relationships, enter adulthood and independence without distortions, prejudices, inhibitions and harm.
wedka.org/

Leszek Muzyczyszyn, Innova Capital

Marta Perkowska, Stowarzyszenie Otwarte Drzwi, Warszawa

The pair worked together in the 7th and 8th SBA editions.

Focus areas:

- Development strategy
- Team management
- Organization's financial management
- Development of new service/product
- Development of economic activities
- Communication within the organization
- Volunteer work coordination
- Assistance during Covid-19 pandemic

Results:

- Defined organizational goals
- Defined personal goals of the team
- Consolidation of the management team
- Increasing team competencies
- Improved delegation process
- Inclusion of new facilities in the organizational strategy
- Creating a business plan for a project at "Dom za Bramą" center
- Acquiring a partner for the project at "Dom za Bramą"



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innovacap.com/pl

Since its inception in 1995, Stowarzyszenie Otwarte Drzwi has been preventing social exclusion and taking action to support excluded people and create conditions for their return to society and full rights. It conducts tens of projects, including international ones, which undertake lobbying and consulting activities in drafting legal acts, standards and directly assisting hundreds of thousands of people.

otwartedrzwi.pl/

**Piotr Misztal, Value4Capital; Magdalena Śniegocka, CVI
Magdalena Cechnicka, Izabela Owczaruk, Fundacja Wspierania Rodzin
KORALE, Warsaw**

Korale has participated in the 7th and 8th SBA editions with different mentors.

Focus areas:

- Development strategy
- Legal matters
- Assistance during Covid-19 pandemic

Results:

- More conscious management
- Plans and preparations for the organization's economic activity
- Improved the organizational structure
- Surviving the Covid-19 pandemic



Value4Capital is a private equity firm focused on investments in mid-market Central European companies. It became an independent fund management company at the end of 2011. V4C focuses on buyouts of companies with an established market position that operates in Poland and the other Central European EU member states. It supports their development to make them leaders in their respective sectors.
value4capital.com/



Korale Foundation is focused on family support in the whole range. The main objective of the Foundation is to work with families affected by the crisis and dysfunction. Psychologists, therapists, and trainers in the Foundation specialize in diagnosing families and in the specificity of work on changes.
fundacjakorale.org/

Agnieszka Kowalska

Sylwia "Nikko" Biernacka, Fundacja Machina Zmian, Tricity

The pair worked together in the 8th SBA edition.

Focus areas:

- Development of key organizational activities
- Development of "Czułość" coffeeshop

Results:

- Development of "Czułość" coffeehouse business plan
- Changes in the Board
- Submission of financing application



Agnieszka worked at Enterprise Investors from 2006 to 2011. Before that she was at ING. In 2013 she began work for Empik, where she was responsible for projects that would generate cash for group companies. After leaving Empik she began work at Allegro as the Operations Director for sales. As an independent external consultant reporting to the COO she implemented changes in operations and processes that resulted in a significant rise in sales over a period of 12 months. Currently she runs a private consulting service, where she advises on issues of strategy, business development, restructurization, and fundraising.

Machina Zmian Foundation helps people with disabilities and works towards social integration and reintegration of those excluded from society. The Foundation engages in supporting women, particularly women who are active in their communities. It also works to counteract discrimination and violence based on gender, age, disability, sexual orientation, religion, ethnicity, political views or socioeconomic status. It is active in work towards increasing the availability of tourist services and attractions to people with disabilities.
440km.pl

Mariusz Banaszuk, Value Quest

**Beata Skubiak, Sławęcińskie Stowarzyszenie Inicjatyw Lokalnych,
Sławęcin**

The pair worked together in the 7th and 8th SBA editions.

Focus areas:

- Organizing the organization's activities
- Growth strategy based on available resources

Results:

- Improved financial situation
- Improved quality of organization's activities



Value Quest is a private equity fund. The fund's investment team consists of specialists with extensive experience supported by success in capital market investments, in traditional sectors of the economy as well as in new technologies. Value Quest provides financing and supports entrepreneurs in the implementation of their development plans on three levels: strategic, operational and financial. It is an active investor; therefore, apart from capital, it offers its partners extensive expertise, experience, and network of contacts.

valuequest.pl

Sławęcińskie Stowarzyszenie Inicjatyw Lokalnych has been operating since 2005 and has rich experience and achievements in the field of working with people threatened by social maladjustment. In 2014, it established the Youth Centre for Education and Social Re-adaptation in Ryszewko, which includes the Youth Sociotherapy Centre - a place of assistance, therapy and education for young people with educational problems. The Centre is intended for boys aged 13-18 years who, due to behavioral disorders, risk of demoralization or social maladjustment, require special organization of science, individualized methods of work and sociotherapy.
mosryszewko.pl

**Maciej Zużałek, Ten Square Games Group
Bartłomiej Jojczyk, Fundacja Dobrych Inicjatyw, Warszawa**

The pair worked together in the 7th and 8th SBA editions.

Focus areas:

- Preparation for international fundraising and a list of potential benefactors
- Development of key organizational activities
- Activities relating to the Covid-19 pandemic

Results:

- Conducting a financial audit
- Opening up the organization to new funding opportunities



Maciej Zużałek has over 20 years of experience working for international companies, including Andersen, E&Y and Enterprise Investors. From 2007 to 2020, he has worked for the international private equity fund Bridgepoint, where he was responsible for its investment activities in Poland and the CEE region and investment supervision over the fund's portfolio companies. He has sat on the supervisory boards of a number of consumer goods companies, including Smyk, bike24, Dr Gerard and Grupa o2 and Ten Square Games Group. Since Spring 2020 he is the President of Ten Square Games Group.

Fundacja Dobrych Inicjatyw supports children and youth from care and development centers (orphanages) in their development, passions, and interests. It supports children from orphanages in such localities as Białowieża, Zambrów (podlaskie voivodship), Marwica (warm-maz voivodship), Małachów (świętokrzyskie voivodship), Łuków, Stoczek Łukowski (lubelskie voivodship), Kisielny (mazowieckie voivodship). fdi.org.pl/

Michał Wojdyła, Innova Capital

**Justyna Mankowska, Mariusz Trzeciakiewicz, Fundacja Katarynka,
Wrocław**

The pair worked together in the 8th SBA edition.

Focus areas:

- Organization vision and mission
- Strategy development
- Financial management
- Assisting the organization and its beneficiaries during the Covid-19 pandemic

Results:

- Defining the mission of the organization
- Preparing a strategy for the next few years
- Creating a presentation about the Foundation's activities
- Presentations to sponsors
- Defining the need for financial and accounting management in the organization
- Acquiring funding that allowed the organization to engage in activities counteracting the exclusion of people with disabilities from cultural and social life caused by the Covid-19 pandemic



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innovacap.com/pl



The goal of the Katarynka Foundation is initiating and supporting activities that further the availability of culture, sport and education to deaf and blind persons, as well as those with other disabilities. The Foundation is engaged in popularizing audiodescription, subtitles, and other forms of access to culture, art and sport through organizing events. The Foundation also organizes trainings for cultural and sport institutions to help them understand how they can make their events more accessible.
facebook.com/FundacjaKatarynka

Aleksander Kacprzyk, Resource Partners
Ewa Gałka, Stowarzyszenie Centrum PISOP, Leszno

The pair worked together in the 7th and 8th SBA editions.

Focus areas:

- Strategy development
- Development of product/service
- Development of economic activity
- Financial stability

Results:

- Business strategy relating to finance, cooperation with businesses, communication
- Acquisition of funds
- Cooperation with Volkswagen



Resource Partners is an independent private equity investor wholly owned by the fund's partners. It has been operating since 2009. Since then, it has raised over EUR 400 million from leading European financial institutions to invest in medium-sized companies in Central and Eastern Europe. It specializes in investments in fast-growing companies with experienced management staff.
resourcepartners.pl

The PISOP Association directs its activities to non-governmental organizations, other social economy entities and social leaders. It provides various support from basic information on social activity, opportunities to obtain funds, through training and advice on how to create, implement and evaluate projects, to specialist offers (provision of services in areas such as law, audit, accounting, promotion). PISOP also undertakes numerous initiatives to build local and project partnerships. At the same time it cooperates with local government units and entrepreneurs.
pisop.org.pl/



Emil Daciuk

**Katarzyna Muszyńska, Joanna Radziwiłł, Magdalena Kryńska,
Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła, Warsaw**

The pair worked together in the 8th SBA edition.

Focus areas:

- Organization vision and mission
- Perfecting the model of organizational functioning in key areas
- Strategy development
- Assisting the organization and its benefactors during the Covid-19 pandemic

Results:

- Defining the organization's mission and related priorities for the organization
- Defining a vision of further development
- Identifying the most important activities in terms of managing the organization's resources
- Perfecting the key activities of the organization
- Creating clear job descriptions for team members
- Acquiring funding that helped counteract the negative effects of the Covid-19 pandemic



Emil Daciuk worked at ARGUS Capital from 1998 to 2018 where he was the Investment Director. His work for ARGUS included a position as Chairman of the Supervisory Board at Market Detal, which was ARGUS Capital's portfolio company operating nearly 200 supermarkets in Poland under MILA brand. In the past he also worked at Chase Fund Management Poland and Management Accounting Consulting.

The Foundation runs a day house for children, adolescents and seniors in Warsaw's Praga district. The house offers activities for children from poorer areas of Warsaw including tutoring, educators and volunteers help with homework, workshops and skill-development seminars. Young people discover their strengths, passions and possibilities for fulfilling them. They learn how to be independent and take responsibility for their actions. The foundation also assists the families of the beneficiaries and lonely elderly people. fundacjajoannyradziwill.pl/

Piotr Kędra

Danuta Wieczorkiewicz, Fundacja Zobacz...JESTEM, Warsaw

The pair worked together in the 8th SBA edition.

Focus areas:

- Organization vision and mission
- Strategy development
- Development of economic activity
- Financial stability
- External communication, PR
- Dealing with current challenges

Results:

- Defining long-term and short-term goals
- An estimation of financing needed for the non-profit activities to inform the decision on economic activity
- Solving current organizational problems



Piotr Kędra builds value for shareholders through fusions, organic growth, and the repositioning and restructurization of businesses. He works at a strategic and operational level at non-executive positions (such as member of the supervisory board in portfolio companies or member of the investment committee of the fund), including non-profits.

The mission of the Zobacz...JESTEM Foundation is to help children with emotional problems and prevent and treat their symptoms. These activities include violence, discrimination and neglect prevention and treatment, psychoeducation, addiction prevention, educating the community about children's problems.
zobaczjestem.pl/

Michał Rusiecki, Enterprise Investors
Szymon Bubiłek, Kamil Dolecki, Sarcoma, Warsaw

The pair worked together in the 8th SBA edition.

Focus areas:

- Strategy development
- Development of service/product
- Development of economic activity
- Legal matters
- Dealing with current challenges
- Assistance during the Covid-19 pandemic

Results:

- Analysis of organization activities and identification of those with the highest potential
- Abandoning activities with low potential
- Creating a PLC in order to engage in economic activity
- Distributing hygiene products to over 96 oncological and hematological clinics in Poland



Enterprise Investors is the oldest and one of the largest private equity firms in Central and Eastern Europe. It specializes in buyouts of medium-sized companies and financing the development of rapidly growing enterprises from various sectors of the economy. EI has operated since 1990. To date, it has established nine funds with total capital exceeding EUR 2.5 billion. These funds have invested EUR 2 billion in 144 companies.
ei.com.pl

The organization supports children, adolescents and young adults struggling with cancer. Its particular focus are cancers of movement organs and skin. Thanks to Onkobieg – a charity run for cancer, they draw the public's attention to the issue. The organization's goal is to educate people about oncological prevention and diagnosis. They support patients in the most difficult situations, financing transport to clinics, purchasing medication, rehabilitation equipment and prosthesis.
sarcoma.pl

Wojtek Jezierski, Abris Capital Partners
Katarzyna Urbańska, Fundacja Między Słowami, Gdynia

The pair worked together in the 8th SBA edition.

Focus areas:

- Strategy development
- Development of service/product
- Development of economic activity
- Legal matters
- Dealing with current challenges
- Assistance during the Covid-19 pandemic

Results:

- Analysis of organization activities and identification of those with the highest potential
- Abandoning activities with low potential
- Creating a PLC in order to engage in economic activity
- Distributing hygiene products to over 96 oncological and hematological clinics in Poland



MIĘDZY SŁOWAMI

Abris Capital Partners is a leading independent private equity fund manager based in Central Europe. It delivers superior returns for its investors by applying a proven collaborative methodology that identifies, unlocks and realizes value from mid-market opportunities in the region.
abris-capital.com/

The goal of the Foundation is to address the challenges faced by people who've developed a speech disability as a result of an illness or injury. The foundation is a team of professionals from various fields who were brought together by a passion to help people who are excluded from normal life because of their communication difficulties.
miedzy-slowami.org.pl/

Bartłomiej Trzebiński

Janina Mirończuk, Fundacja Światło, Toruń

The pair worked together in the 6th, 7th and 8th SBA editions.

Focus areas:

- Strategy development for the diagnostic platform that measures states of lowered consciousness and assesses neuropsychology in patients after brain injury

Results:

- Preparing a business plan for the diagnostic platform
- Acquiring a business partner for the diagnostic platform
- Beginning work on development of the diagnostic platform



FUNDACJA
ŚWIATŁO

Bartłomiej Trzebiński is a private investor, mentor, and advisor to entrepreneurs and non-profit organizations. He is also an independent Investment Committee member of the Polish Development Fund and runs his own start-up company. He was previously head of EQT's Warsaw office. Before EQT, he worked at Warburg Pincus and Goldman Sachs. Bartek graduated from the Warsaw School of Economics and has an MBA from Harvard Business School.

The Foundation helps people in a coma and those with cancer. It runs the Nursing and Therapeutic Center, which supports 44 comatose patients. In 2005, Fundacja Światło set up the National Network of Cancer-Fighting Schools, a psycho-psychological emergency service for people battling cancer. Affiliates operate in 11 cities in Poland and provide support to 500 people quarterly. The Foundation helps and supports people who have been brought back to consciousness (more than 60 such cases in Toruń).

fundacja.swiatlo.org/

Historical background of the Social Business Accelerator (SBA)

Initially, in 2011, the SBA program was launched by the Polish Private Equity and Venture Capital Association (Polskie Stowarzyszenie Inwestorów Kapitałowych – PSIK) in collaboration with Ashoka, an international organization that promotes innovative social entrepreneurship. Since its 4th edition in 2014, the Program has been managed jointly by PSIK and the Valores Foundation, Poland's first venture philanthropy fund.

The SBA Program is based on individual cooperation between experienced private equity investment professionals operating in Poland (PSIK mentors) and the leaders of social organizations that work to solve the most urgent social problems in Poland in areas such as child welfare, education, equal opportunities for people with disabilities and re-socialization of ex-convicts, as well as assisting refugees, homeless persons, the elderly and other socially excluded groups.

PSIK mentors – the most experienced people representing the private equity/venture capital community in Poland – offer their knowledge and time on a pro bono basis under the SBA Program and use their experience, professional skills, and contacts to support the development of the social organizations participating in the Program.

Participants in the SBA Program from the social side are leaders who strive to develop their social organizations and increase their positive societal impact. On the PSIK side, the Program engages partners, managing directors and investment directors of private equity and venture capital firms, each of whom has a minimum of 10 years' experience in the private equity industry. Cooperation with the social organization leaders and their teams proceeds similarly as in the case of private equity portfolio companies: close work with the organization's leader and management team, but in this case on a pro bono basis and with the aim of helping the social organizations become financially stable, build organizational capacity and develop strategic priorities.

So far, there have been eight editions of the SBA Program:

- 1st edition: November 2011 – October 2012 (13 participating pairs)
- 2nd edition: June 2013 – June 2014 (13 pairs)
- 3rd edition: September 2014 – June 2015 (16 pairs)
- 4th edition: September 2015 – June 2016 (17 pairs)
- 5th edition: September 2016 – June 2017 (15 pairs)
- 6th edition: September 2017 – June 2018 (16 pairs)
- 7th edition: September 2018 – June 2019 (16 pairs)
- 8th edition: September 2019 – June 2020 (21 pairs)

In each edition of the SBA Program, the PSIK mentors and the social leaders worked in one-on-one pairs for 10 to 12 months, focusing on strategic development and planning, management and succession issues, finances, cash flow planning, HR and organizational development. The mentors also provided support in developing business plans, new fundraising and marketing strategies as well as supporting outreach to potential funding sources for the organizations.

PSIK – Polskie Stowarzyszenie Inwestorów Kapitałowych/ Polish Private Equity and Venture Capital Association

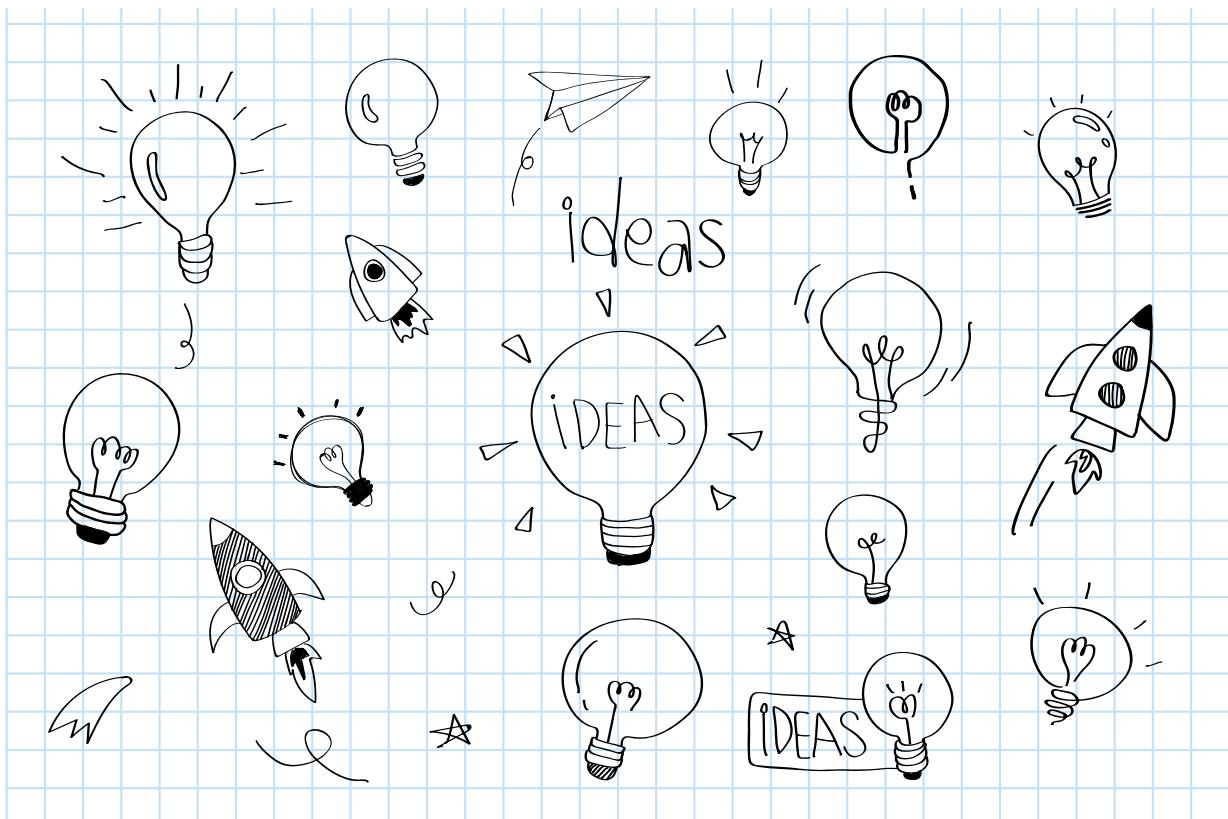


PSIK gathers private equity/venture capital investors active in Poland. Associate membership is also available for other persons, companies and institutions interested in development of the private equity/venture capital industry in Poland.

The mission of PSIK is to promote and develop the private equity and venture capital industry in Poland, and to represent the interests of the Polish private equity and venture capital community in Poland and abroad. PSIK comprises 45 Full Members - representatives of private equity/venture capital management firms - and 78 Associate Members - consulting companies cooperating with the PE/VC industry. So far PE/VC funds invested more than 11 billion euro in more than 1,500 Polish companies.

What is private equity?

Private equity is a type of equity investment that provides a source of external financing for privately owned companies. Apart from the financial investment, within the framework of private equity financing a company may receive support from the investor in various areas such as strategic, operating, marketing, financial, legal, tax and organizational advice. A private equity investor, which is usually a fund that manages third-party capital, does not focus on maximizing short-term company profits and recovering the capital invested rapidly, but is interested in increasing the company's value in the long term to achieve the desired profit when selling its shares in the future. The duration of a typical private equity investment ranges from five to seven years.



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