



ANNUAL REPORT 2018

THANK YOU

Thank you for making 2018 a year of growth, expansion, and more impact!

This year, we celebrated many exciting achievements! We were honored to receive the third place of the Juscelino Kubitschek Visionaries Award from the Inter-American Development Bank to help expand the reach of our Community Schools program. Our New York City gala, which honored our long-time partner Citi and Citi Foundation, was our most successful fundraiser to date and will help us continue to positively impact the lives of children and youth.

On the programmatic side, we began operations in New York City, where we are currently implementing our Community Schools program at International High School in Union Square. It gives us great joy to work with migrant youth in the United States and share our knowledge on resilience and community building, providing the tools to facilitate integration and success in their new homes.

Some of our other achievements include starting the revitalization of the historic Parque Cuscatlán in El Salvador's capital and ending the year with our annual Generation Now Festival, where youth and volunteers alike were able to celebrate their achievements throughout the year.

We can now proudly say that through our work in education, health, and community empowerment, we have been able to impact the lives of over **1 million people!** We could not have done this without you – our staff, volunteers, students, parents, community members, partners, and donors who help us achieve this meaningful work.

Thank you for helping us make it happen, and thank you for being a part of our community.

A handwritten signature in black ink, appearing to read "Ken Baker".

Ken Baker
Co-Founder,
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Diego de Sola".

Diego de Sola
Co-Founder,
Board Member

A handwritten signature in black ink, appearing to read "Celina de Sola".

Celina de Sola
Co-Founder,
Vice President of Programs





TABLE OF CONTENTS

Our Mission	06
Where We Work	08
The Glasswing Model	09
Our Impact	10
Our Programs	13
Education	14
Health	16
Employment & Entrepreneurship	18
Public Spaces	20
Innovation & Cross-Cutting Themes	22
Community Empowerment	24
Our Results	26
Our Partners	30
Our Team	31
Our Financials	32
Looking Ahead	34





OUR MISSION

Our mission is to address the root causes and consequences of violence and poverty through education and health programs that empower youth and communities, and strengthen public systems.

At Glasswing, we believe that every person has both the potential and the right to thrive, no matter what adversity they face.

Throughout Latin America, where millions are born into cycles of poverty and violence, Glasswing harnesses the power of community to create a safer and more prosperous future for us all.

Through grassroots, evidence-based programming and cross-sector alliances, we create opportunities for children and youth – local changemakers – to thrive. With our flexible and localized organizational structure, we are able to respond the needs of the communities we serve with varied and innovative initiatives.

We engage all community actors and stakeholders to ensure sustainable change, while fostering hope and community pride. With the support of thousands of volunteers, we provide children and youth with access to safe spaces, social and emotional skills development, and vocational opportunities in order to build resilience, foster civic participation, and rebuild social fabric from the ground up.

Everything we do is based on a deep belief in human dignity, agency, and potential.

WHERE WE WORK



THE GLASSWING MODEL



We believe that unifying and empowering communities leads to lasting, sustainable change.

Glasswing's work is rooted in community engagement. Our holistic, cross-sector approach forges partnerships with international and local governments, corporations, non-profits, foundations, and civil society – leveraging their resources and capabilities – to strengthen existing education and health systems, and deliver innovative, high-impact, and sustainable solutions.

OUR IMPACT

Over the past eleven years, Glasswing has impacted more than 1 million lives and directed more than \$60 million in funds to education and health programs.

We currently have programs in education, health, economic opportunities, and we revitalize public spaces. Our programs include innovative strategies, such as school-based mindfulness and cognitive behavior therapy (CBT); clubs tackling gender-specific issues; and ensuring our programs are youth-centered and community-led. We also catalyze all actors within communities, including residents, corporations, and individuals as volunteers.



EDUCATION

304,557 participants

Community Schools (Positive Youth Development), Holistic Education, Community Integration and Participation, Student Leadership, School Infrastructure Revitalization and Equipment



HEALTH

276,000 participants

Community Public Health (Child-Maternal Health, Nutrition), Girls Clubs, Emergency and Trauma Informed Care Youth



ENTREPRENEURSHIP AND EMPLOYABILITY

6,330 participants

Jovenes Constructores, Mujeres con Futuro, and Jovenes Emprendedores Sociales



PUBLIC SPACES

279,000 participants

Public space revitalization programs including Parque Cuscatlán



INNOVATION & CROSS-CUTTING THEMES

7,500 participants

Cognitive Behavior Therapy, Girls and Masculinity Programs, Youth-Led Initiatives and Civic Engagement



COMMUNITY EMPOWERMENT

108,783 volunteers mobilized

Corporate, Community and Individual Volunteering

OUR PROGRAMS







EDUCATION

Community Schools (Positive Youth Development), Holistic Education, Community Integration and Participation, Student Leadership, School Infrastructure Revitalization and Equipment

Widespread poverty and extreme violence hinder access to quality education. Conversely, poverty and violence are compounded by under-resourced public schools with inadequate infrastructure, overcrowding, and many safety concerns. To disrupt this harmful cycle, we invest in public schools throughout the region, with initiatives including: After-school programs, Mental Health Committees, Restorative Practices, Mindfulness, and Extreme Makeovers. We provide kids from marginalized communities with opportunities that enable them to stay in school and away from violence. Our goal is to create safe, healthy, dynamic, and stimulating environments that respond to students' interests (i.e. sports, arts, academics, leadership and service, science, and technology) and develop core life skills to help them succeed in school and beyond. These programs also integrate and empower communities, strengthening the social fabric by mobilizing students, teachers, parents, and volunteers, as partners in development.

**2018 - 73,172 CHILDREN & YOUTH IMPACTED
TO DATE - 398,000 CHILDREN & YOUTH IMPACTED**





HEALTH

Community Public Health (Child-Maternal Health, Nutrition), Girls Clubs, Emergency and Trauma Informed Care

Latin America experiences not only extreme rates of violence, poverty, and trauma, but also dramatic gender disparities, high rates of teen pregnancy, and limited access to healthcare services that are often low quality. At Glasswing, we believe that we all have the potential to improve our communities' public health outcomes. We invest in clinics, hospitals, and communities throughout the region to enhance the quality of healthcare, and provide children, youth, and adults with services that will improve their overall physical, mental, and emotional health. We also implement Girls Clubs, which are aimed at shifting gender paradigms, building girls and young women's confidence and other key social skills, providing comprehensive reproductive health education, and developing their financial and entrepreneurial capabilities. We also partner with local companies, government, and communities to improve the quality of maternal and child nutrition and other community health services in rural communities. We train healthcare professionals and first responders in basic and advanced life support, as well as trauma-informed care. We also implement Sanando Heridas (Healing Wounds), a hospital-based violence prevention program, aimed at breaking the cycle of violence by educating survivors of violence about the physiological and emotional consequences of trauma, and providing them with the tools to manage them.

2018 - 61,271 INDIVIDUALS IMPACTED
TO DATE - 276,000 INDIVIDUALS IMPACTED





EMPLOYMENT & ENTREPRENEURSHIP

Jóvenes Constructores, Mujeres con Futuro, and Jóvenes Emprendedores Sociales

Due to the relatively low rate of economic growth in the region in the last decade, employment opportunities are scarce, and income generation is difficult, particularly for young people between the ages of 16 to 29. As a result, it is estimated that one in four young people neither studies nor works. This lack of economic opportunity, coupled with the extreme rates of violence, extortion, and the resulting lack of mobility, render thousands of young people without options, and pressured to migrate from their communities. Workforce development programs build young people's life skills and enhance their employability, better preparing them to integrate into the formal economy. Through our programs – Jóvenes Constructores, Mujeres con Futuro, Jóvenes Emprendedores Sociales – we work with youth to raise their self-confidence, reintegrate into the school system, participate in community service projects, and acquire the skills they need to access living wage jobs. Aside from the technical training, we also provide ongoing socio-emotional support to help them manage the multiple and complex challenges they face.

**2018 – 3,606 YOUTH PARTICIPANTS
TO DATE – 6,330 YOUTH PARTICIPANTS**





PUBLIC SPACES

Public space revitalization programs including Parque Cuscatlán

Public space is a vital component of a prosperous city. Well-designed and managed public spaces are a key asset for a city's functionality and have a positive impact on its economy, health, climate, safety, integration, and connectivity. Working in some of the most violent regions in the world, the high rates of homicide and crime, increase citizens' fear, particularly in public transportation and public spaces. This contributes to low levels of civic participation, coupled with extreme social and political polarization and distrust. Through our public space revitalization programs, we empower citizens to actively participate in the creation, revitalization, and maintenance of public parks, schools, and health facilities.

2018 - 304,557 PARTICIPANTS
TO DATE - 304,557 PARTICIPANTS





INNOVATION & CROSS-CUTTING THEMES

We work in some of the most volatile regions in the world, which means that unpredictable challenges can arise at any moment. From ongoing forced migration to the different forms of violence, through our efforts, we maintain the flexibility to effectively take action, and adapt during times of crisis.

We have integrated trauma-informed approaches to our work, including Mindfulness and group Cognitive Behavioral Therapy – that can be implemented at a community level – as well as Girls and Masculinity programming that aim to shift gender paradigms. Our programs are evidence-based and we conduct practice-based research (including randomized-control trials) to ensure that we are achieving sustained impact on the children, youth, and communities we work with.

**2018- 2,241 PARTICIPANTS
TO DATE – 7,509 PARTICIPANTS**





COMMUNITY EMPOWERMENT

Corporate, Community, and Individual Volunteering

Community resilience requires local agency, empowerment, and ownership. Glasswing strives to co-create programs with communities, maintaining an ongoing feedback loop that ensures we respond directly to locally-determined priorities. We build on community strengths and believe that people are a country's most important asset. By engaging and training community members as volunteers, we deeply believe that we are not only generating economic value, but also critical social value – restoring trust and healing social fabric that has often been torn apart by violence, family disintegration, and social injustice. We believe deeply in the power of empathy and transformation through volunteerism, in which parents, students, teachers, government officials, corporate employees, and university students, among others, dedicate their time and expertise to being role models for children and youth. We also implement Community Cafes and restorative practices, bringing people together to support their individual and community resilience in the face of high levels of trauma and anxiety.

2018 – 15,027 VOLUNTEERS MOBILIZED
TO DATE – 108,783 VOLUNTEERS MOBILIZED



 IDB <small>Inter American Development Bank</small>		No. 0000	
		DATE: October 2018	
PAY TO THE ORDER OF:		Glasswing International - El Salvador	\$ 25,000.00
Twenty-five Thousand		000/100	DOLLARS
MEMO: Tercer Premio Visionarios JK		Inter-American Development Bank	
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COMMUNITY SCHOOLS

GLASSWING'S COMMUNITY SCHOOLS PROGRAM RECEIVES DISTINGUISHED IDB AWARD

The Inter-American Development Bank (IDB) presented Glasswing International with the Juscelino Kubitschek Visionaries Award, which recognizes the contributions of top non-governmental organizations that develop transformative projects in Latin America and the Caribbean on October 9th. Celina de Sola, Co-Founder and Vice President of Glasswing, received the honor and a check for \$25,000 from Carmiña Moreno, IDB's Representative in El Salvador, in order to continue implementing its Community Schools program which is currently carried out in 100 public schools and impacts a total of 125 communities in Central America and the Caribbean. Through this initiative, Glasswing will continue developing academic and cultural programs, as well as English classes, robotics courses, and other educational and recreational activities. The prize was created in 2009, in tribute to the President of Brazil, Juscelino Kubitschek (1956-1961), who was instrumental in the creation of the IDB, the first regional development bank in the world.

[Watch the video](#)

COMMUNITY SCHOOLS

KAREN, KEVIN, AND CARLOS COMPETE AT THE WORLD ROBOTICS OLYMPIAD IN THAILAND!



Karen, Kevin, and Carlos are enrolled in the Glasswing Robotics Club at Jutta Steiner de Toruño Public School, located in Ciudad Arce, one of the municipalities of San Salvador, El Salvador with the highest index of violence. Earlier this year, the school became a Glasswing Community School. Seven extracurricular clubs were introduced, including the Robotics Club. On October 6th, Karen, Kevin and Carlos had the honor of participating in the National Robotics Competition and they won first place in the senior category, where they competed with other 16 to 19-year-old youth. Subsequently, they were invited to attend the World Robotics Olympiad (WRO), which was held in Thailand on November 16th and 17th, to represent El Salvador and compete with other first place winners from around the world. It was an honor for them, for us, and for their country!

SANANDO HERIDAS

A SURVIVOR OF SOCIAL VIOLENCE SPEAKS OUT

“Six or seven people started beating me. I felt scared, overwhelmed...I couldn’t do anything,” said 21-year-old Jaime, a survivor of violence who sought medical care at Nejapa’s Health Clinic, where Glasswing implements the Sanando Heridas (Healing Wounds) program in partnership with USAID, the Inter-American Development Bank, and the Government of Japan. The program’s objective is to break the cycle of violence by providing holistic care for trauma victims.



Annually, 46% of medical cases registered in El Salvador’s national health system are due to social violence. Of these, 75% of victims are adolescent and young men, like Jaime. When Jaime came to the national hospital, nurses and doctors trained in the methodology of the program were able to provide trauma-informed care, and help him on his road to recovery.

The methodology involves training health sector employees, like hospital staff and health units, in comprehensive trauma care, and the creation of a referral system at the community level. When the hospital receives a patient who has been a victim of trauma, the the staff speaks with the victim of violence and their family in order to make them feel that they are in a safe space and will be looked after during and after their hospital stay. This allows the patient to calm down and therefore have less resistance to the physical processes that must take place in order to make them feel better. Before the patient’s departure, one of the program specialists helps the patient by referring them to a support group.

“If I didn’t come here, I may have still been on the streets,” said Jaime. “But since I became part of the program, something in me changed. The nurses and doctors took care of me. And, after I was strong enough physically, they told me about a program at a school. I am currently working there. Next year, I want to go back to school to finish high-school and after I’d like to go to college.”

[Watch the video](#)

OUR PARTNERS

WE ARE GRATEFUL TO ALL OF OUR PARTNERS AND DONORS FOR THEIR EXTRAORDINARY SUPPORT.

Every year, we receive critical support from so many generous individuals, corporations, foundations, and governments, as well as thousands of volunteers and community members.

For a full list of our partners please visit: www.glasswing.org/our-partners/



OUR TEAM

FOUNDERS

KEN BAKER

Chief Executive Officer

CELINA DE SOLA

Vice President of Programs

DIEGO DE SOLA

Board Member

BOARD OF DIRECTORS

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Beatriz Beltranena

Carmen Busquets

Elizabeth Griffin

Cristina Henriquez

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Diego de Sola

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Operations Director

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Education Director

Leslie Claros

Finance Director

Sandra Contreras Aprile

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Laura Sequeira

Costa Rica Country Director

Marcela Aquino

Guatemala Country Director

Patricia López

Honduras Country Director

Carlos Aguilar

Nicaragua Country Director

Lorraine Borgonovo

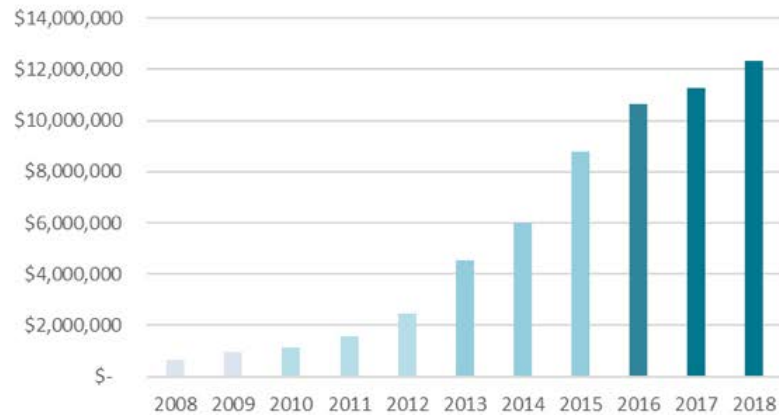
Panama Country Director

Cristian de la Cruz

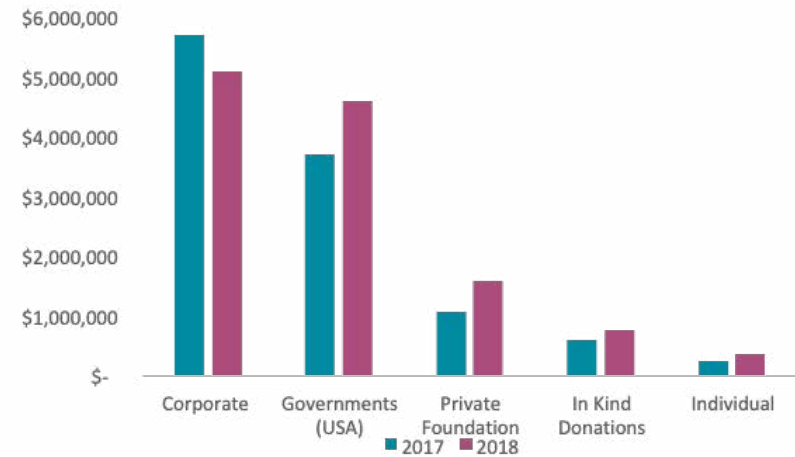
Dominican Republic Director

OUR FINANCIALS

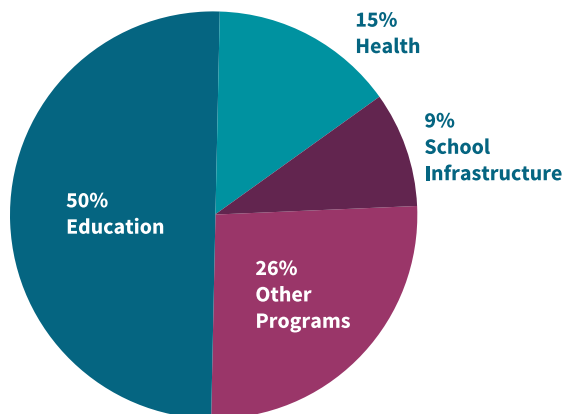
INCOME



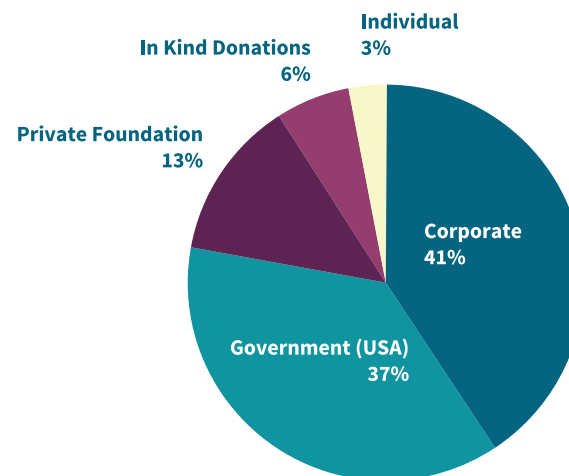
CONTRIBUTIONS & GRANTS



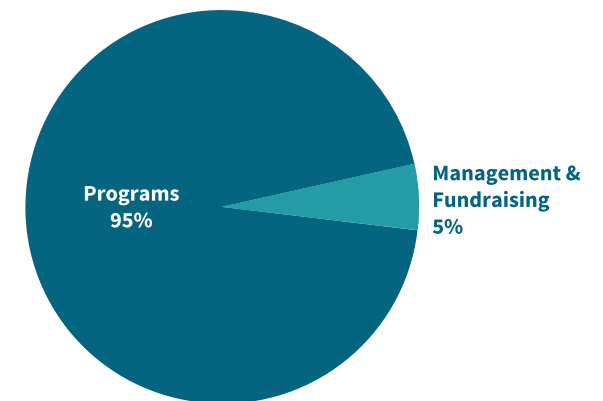
PROGRAM DISTRIBUTION



REVENUE



EXPENSES







LOOKING AHEAD

Every day, we see the incredibly difficult circumstances and challenges brought on by poverty, violence, and migration. However, we continue to be inspired by the hope and resilience of all our partners. We are eager to continue pushing forward with all of you.

2019 will see us expand opportunities for youth and children through our work in communities throughout Latin America, the Caribbean, and the United States including:

- Continuing to build out our Community Schools initiative in Latin America and New York City.
- Building on our successful health programs that are so in demand at this time, especially “Sanando Heridas” (Healing Wounds), our trauma care initiative.
- Expanding our impact in Mexico.
- Celebrating our Fifth Annual Benefit Gala, where we will be honoring John Moore and Morgan Stanley for their important contribution to our work in Latin America and New York City.
- Hosting another Generation Now Youth Festival in May, this time in Honduras, again with our partner USAID.
- And preparing for the grand re-opening of El Salvador’s historic Parque Cuscatlan, celebrating its 80th Anniversary.



EVERY CHILD DESERVES A COMMUNITY THAT BELIEVES IN THEM

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