



ANNUAL REPORT 2017



THANK YOU

Dear Friends,

Thank you for making 2017 yet another remarkable year for Glasswing!

This year, we celebrated our tenth anniversary, marking ten years of unlocking potential in children and youth all over Latin America and the Caribbean. We grew our team to 300 employees and expanded our reach to include Mexico and the Dominican Republic.

Also this year, the Pontifical Catholic University of Chile released the results of an intensive one year study evaluating the impact of our Community Schools model, which serves as proof that our education programs are making a tangible difference in the lives of children and youth. We finished the academic year with the Generation Now Youth Festival, where 11,300 students participated in competitions and recreational activities, demonstrating that when given the opportunity, youth can become agents of change.

As we look back on a decade of service, we are grateful for the support of our staff, volunteers, students, parents, community members, partners, and donors who have been with us every step of the way; challenging us to drive our programs forward and continue to increase our reach.

In the last ten years, we have impacted the lives of over 850,000 people! We couldn't have done this without you.

Ken Baker
Chief Executive Officer

Celina de Sola
Vice President of Programs

Diego de Sola
Board President



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WHO WE ARE

WE BELIEVE:

All children have the potential to succeed, no matter where they are born. We've seen how poverty, violence, and migration limit the opportunities available to children and their families. But it doesn't have to be this way.

Every day, hundreds of children flee their homes to escape unimaginable levels of poverty and violence in hopes of a brighter future. With access to quality learning, and a community that believes in them, children have the opportunity to thrive in their own communities. Students, youth leaders, parents, teachers, volunteers, and supporters play an essential role in empowering children to unlock their potential. Together, we are the community that every child needs.

We give children access to safe spaces and a quality education; we renew a sense of hope and fuel aspirations. We mobilize and empower communities – catalyzing local agency. We lengthen and strengthen the traditional four-hour public school day, reducing the amount of time kids spend home alone or on the streets, coming face-to-face with unimaginable risks. Our schools give kids a chance to learn in a safe and stimulating environment where they spend time learning and developing life skills with the support of committed role models, and a community that believes in them.



WHERE WE WORK

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.



THE GLASSWING MODEL

OUR IMPACT

Over the past ten years, Glasswing has impacted more than 850,000 LIVES.

RESULTS IN 2017:

186,752

TOTAL NUMBER OF DIRECT PARTICIPANTS

137,974

YOUTH
PARTICIPANTS

8,885

VOLUNTEERS
MOBILIZED

87,750

HOURS
DONATED

Participants by focus area

38,852

Education

39,973

Health

1,522

Employability &
Entrepreneurship

8,885

Community
Empowerment



OUR PROGRAMS



EDUCATION



HEALTH



EMPLOYMENT & ENTREPRENEURSHIP



PUBLIC SPACES



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 as well as other basic services and opportunities. Poverty and violence are compounded by under-resourced public schools, with inadequate infrastructure, overcrowding, and many safety concerns. We invest in public schools throughout the region, through 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 in children and youth. These programs also integrate and empower communities, strengthening the social fabric by mobilizing students, teachers, parents, and volunteers, as partners in development.

2017 | 137,974
YOUTH PARTICIPANTS

TO DATE | 259,398
YOUTH PARTICIPANTS



SPOTLIGHT:

EDUCATION

Carlos, Participant Discovery Club

Carlos is 13 years old. Three of his friends have already lost their lives to violence. For him, hearing gunshots outside his house at night is normal. “Sometimes, I don’t even notice them,” he says. “It’s so hard.”

Carlos lives in rural El Salvador and, since 2017, studies at one of Glasswing’s Community Schools. His parents decided to pull him out of his old school because the surrounding violence was becoming too life threatening. Almost as soon as Carlos began attending his new school, he became aware of the extracurricular program, and quickly enrolled in the Discovery Club. He says the club gave him joy and kept him motivated to keep coming to school.

His mother also noticed what a difference the Discovery Club was making in Carlos’s life, and actually decided to sign up as a Glasswing volunteer. Within a few months, Carlos’s mother was the lead volunteer for his Club. “I’m so glad my mom is my Discovery teacher,” he said, “school is easier for me now, and I like all of my classes more.”

For Carlos and his family, the club was not just a learning opportunity but also a distraction from the violent environment they live in. It gave them the opportunity to spend time together in a safe and fun way. “The worst thing about going home is knowing that I can’t really leave the house or go anywhere because it’s too risky. Going to the club is the only fun thing I can do,” he said.

Carlos considered himself lucky since crime had not directly affected his family. But in October, his grandfather was kidnapped and disappeared, and both he and his mother stopped coming to school out of fear and grief. After some time went by, Carlos and his mother began to recover. Carlos went back to school. He didn’t want to sit in his house mourning what had happened. “I needed the club. I feel joy when I am here, and I also learn a lot,” he said. He also felt motivated to attend Glasswing’s annual GenNow youth festival, where thousands of kids from other Community Schools come together for national competitions, exhibitions, and recreation.

During GenNow, Carlos was actually going through a difficult time in his home and community, but not many people noticed, because he felt hope. He described the day’s event with enthusiasm alongside with his mother – a star volunteer – at his side. Although his Discovery group did not win, he says he didn’t mind because – for him and his mother – the most important thing was being a part of it. It gave him the opportunity to keep dreaming of a better future, which he will undoubtedly have.

HEALTH

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

Latin America is home not only to 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 health throughout the region to enhance the quality of healthcare in clinics, hospitals, and communities, and providing children, youth, and adults with services that will improve their overall physical, mental, and emotional health.

We implement Girls' Clubs, aimed at shifting gender paradigms, building girls and young women's confidence and other key social skills, providing comprehensive reproductive health education, as well as developing their financial and entrepreneurial capabilities. We also partnering with local companies, government, and communities to improve the quality of maternal-child, nutrition, and 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.

2017 | 39,973
HEALTH PARTICIPANTS

TO DATE | 108,825
HEALTH PARTICIPANTS





EMPLOYMENT & ENTREPRENEURSHIP

“Jóvenes Constructores”, “Mujeres con Futuro”, & “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, thousands of young people are displaced from their communities and forced to migrate.

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 believe in their own potential, 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.

2017 | 1,522
YOUTH PARTICIPANTS

TO DATE | 3,070
YOUTH PARTICIPANTS



SPOTLIGHT:

EMPLOYMENT & ENTREPRENEURSHIP

Liz, Participant
Young Mothers Club

Liz is described by her peers as a strong woman, a fighter. She has three children, two of whom are enrolled in Glasswing's Soccer and Glee Clubs at the school. Last year, she enrolled in the Mothers Club, which was developed by Glasswing and Bantismo at a Community School in Panama. "Before I enrolled in the Club, I was unemployed," Liz said, "but my experience in the club has been really positive. It's great to be able to relate to other mothers and learn new things. Above all, I have grown as a person, and I have discovered skills and abilities that I didn't know I had. Discovering that about myself is what has helped me the most. Sometimes as women we do not know how far we can go, but through the training we received through this Club, we've been able to develop and apply these skills, showing what we are capable of."

The Mothers Club consists of parents of the students at the local school who are interested in becoming entrepreneurs. Mothers receive training aimed at strengthening their life skills, as well as vocational workshops, including making apparel, jewelry and accessories, soap manufacturing, and arts and crafts – including traditional Panamanian headpieces that accompany their traditional attire. Liz decided to focus on arts and crafts, and – since joining the Club – has actually set up her own business in her community.

"I was so intrigued by what we learned in the program that I decided to continue learning in my spare time. Once I got started, I told my sister-in-law, and she helped me promote my work. Together, we went out into the community of Pacora. For the first time, I actually started making my own pieces! My clients were very happy with my work. First, I made one for a girl and one for an older lady. I felt great satisfaction when I saw the joy in their faces as they received the product that I had made. Now I promote my work on Facebook, and have started to make different things, such as decorative items, pins, and keychains."

Liz is passionate about each piece she makes; she puts love into everything she does. Her work has also increased her household income. "With my earnings, I've learned to distribute my income for our different needs. I save, invest in my business, and also get to share what I have earned to spend quality time with my children. My business continues to grow day by day, and this makes me proud and happy. I really enjoy it!"

Liz is one of 13 women entrepreneurs enrolled in the Club, and they have created a peer network that meets weekly and shares ideas, talents, and participates in activities where they can promote and sell their products. "In this Club, we discovered all of the hidden talents we had. We are so proud of ourselves now. Our lives have really changed. Our economic situation has improved and now we have tools to protect ourselves economically and personally."



PUBLIC SPACES

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, which contribute 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.

2017 | 99,127
BENEFICIARIES

TO DATE | 411,547
BENEFICIARIES



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.

2017 | 41,649
BENEFICIARIES

TO DATE | 211,707
BENEFICIARIES

SPOTLIGHT:

GENNOW FEST

REGIONAL YOUTH MOBILIZATION AND CIVIC ENGAGEMENT

Our model has evolved to become a dynamic, community-based, and youth-led movement that mobilizes and empowers Central American young men and women, giving them a sense of belonging, and creating safe spaces for inspiration and free expression. In 2016, in partnership with the United States Agency for International Development (USAID), civil society, and the private sector, we launched a youth festival and movement – called “Generation Now” or “GenNow Fest.” GenNow responds directly to youths’ interests and passions, and gives them the opportunity to showcase their talents, creativity, skills, as well as a platform for them to express both the challenges they face and their dreams. Activities included academic and sports competitions, leadership workshops, community service, urban arts, music, technology, and others, highlighting the incredible potential of youth to be leaders and agents of change in their communities.

The ‘Generation Now’ platform creates a unique opportunity to strengthen and expand regional, youth-led initiatives, while de-stigmatizing a generation of youth that has been marginalized. We have seen first-hand, that if we provide opportunities for youth to participate in what they are most passionate about — from breakdancing to robotics — their interests, opinions, and talents serve as the entry point from which to build trust, collaboration, and real engagement.

In 2016 alone, over 25,000 young men and women came to El Salvador for the first GenNow Fest, including youth from Glasswing’s programs in neighboring Guatemala, Honduras, and Nicaragua. For many, this was their only opportunity to meet and spend time with youth from other countries and communities that are often considered ‘rival territories’ due to violence.

During GenNow 2017, close to 11,300 youth from 69 public schools in San Salvador, Guatemala City, San Pedro Sula, and Tegucigalpa participated in Glasswing’s local GenNow festivals. The events celebrated the end of the academic year of our Community Schools, with competitions, activities, and entertainment, Debate Tournaments, Glee Fests (singing and dancing), Entrepreneurship Fairs, Discovery Expos (science), Robotics Tournaments, Soccer Tournaments, Spelling Contests (English), Storytelling, Art, and Urban Arts workshops including breakdancing, hip-hop, graffiti arts, and skateboarding.





COMMUNITY EMPOWERMENT

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 priorities that are set locally. 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 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 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, 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, as well as bringing people together to provide community-based mental health to address the high levels of trauma and anxiety faced in the communities where we work. We believe in each individual's potential to make a difference, maximizing the impact and sustainability of our programs.

2017 | 8,885
VOLUNTEERS
MOBILIZED





TO DATE | 105,329
VOLUNTEERS
MOBILIZED

OUR RESULTS

EDUCATION

The Pontifical Catholic University of Chile conducted a randomized control trial (RCT) involving students enrolled in Glasswing International's Community Schools last year.

SUMMARY OF IMPACT

-  Improved academic performance
-  Positive behavior changes
-  Better school environment
-  Emotional resilience

“Extracurricular programs in schools impact the most vulnerable children and youth. Those with higher propensity for violent behavior or poor grades demonstrate the greatest improvement.”

Lelys Dinarte, Ph.D.
Pontifical Catholic University of Chile

Watch full video of Dinarte's presentation here:
<https://www.youtube.com/watch?v=bX1mLbSuMQk>

Annually, 20,000+ Community School students are enrolled in over 1,000 mentor-led after-school programs across five countries. These programs are aimed at building youth's core life skills, enabling them to thrive. This is made possible with the help of 2,600+ volunteers who donate their time on a weekly basis.

OUR RESULTS

HEALTH



The average pregnancy rate for girls in Central America, ages 10-19, is 3.8 out of 100. Only 1 of 323 girls enrolled in our Girls Club became pregnant this year.



9 out of 10 people who have received comprehensive care in our Sanando Heridas (Healing Wounds) program express that the services have strengthened their coping skills to overcome post-trauma effects caused by violence.

EMPLOYABILITY & ENTREPRENEURSHIP



5 out of 10 young people who complete their training obtain a formal job.



8 out of 10 young people who participated in training programs in life skills and vocational skills proved to be prepared for economic opportunities and means of saving.



7 out of 10 young people who participated in training programs in life skills and vocational skills have income-generating initiatives.

**We work with vulnerable youth defined as youth between 17-25 years of age who are neither working nor studying, who come from marginalized communities and face high levels of poverty and violence.*



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 PARTNERS

FOUNDERS



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Chief Executive Officer



CELINA DE SOLA
Vice President of Programs



DIEGO DE SOLA
Board President

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Regional Director for the Caribbean

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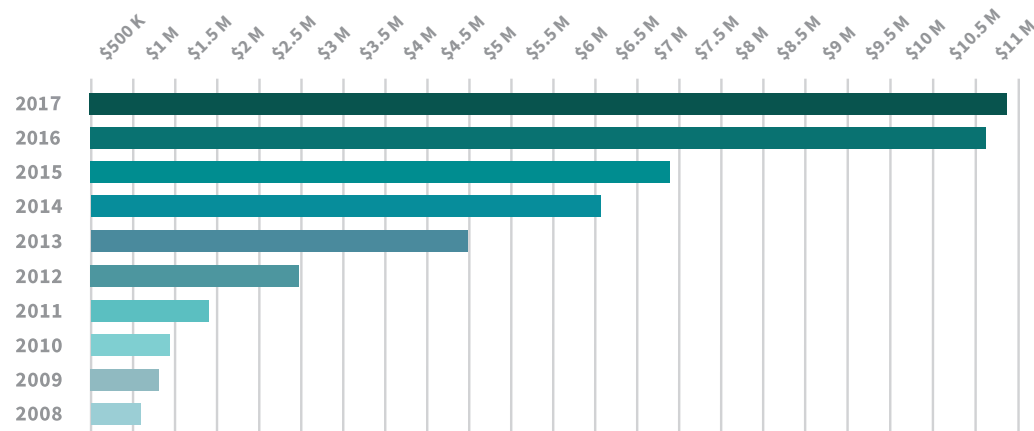
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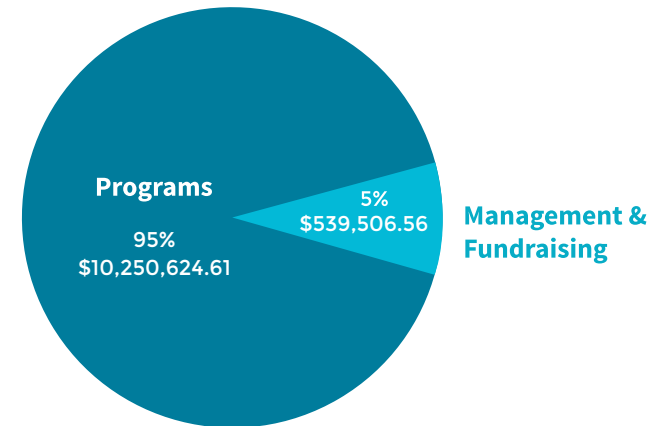
Lorraine Borgonovo
Panama Country Director

OUR TEAM

ANNUAL INVESTMENT IN PROGRAMS (2017)

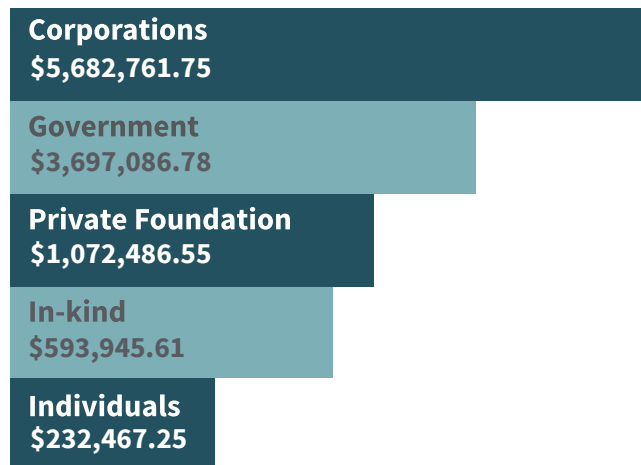


OPERATIONS & EXPENSES

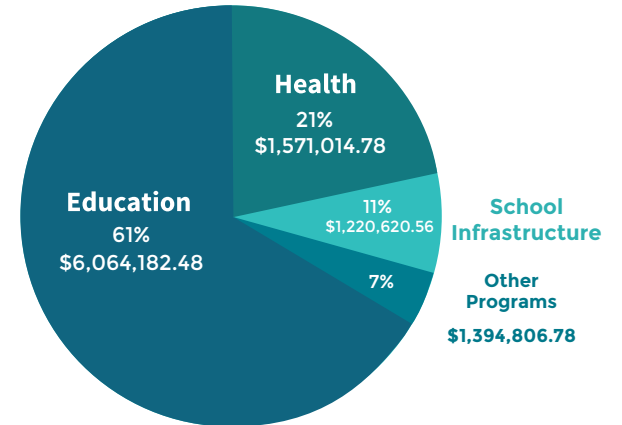


CONTRIBUTIONS & GRANTS

\$11,278,747.94

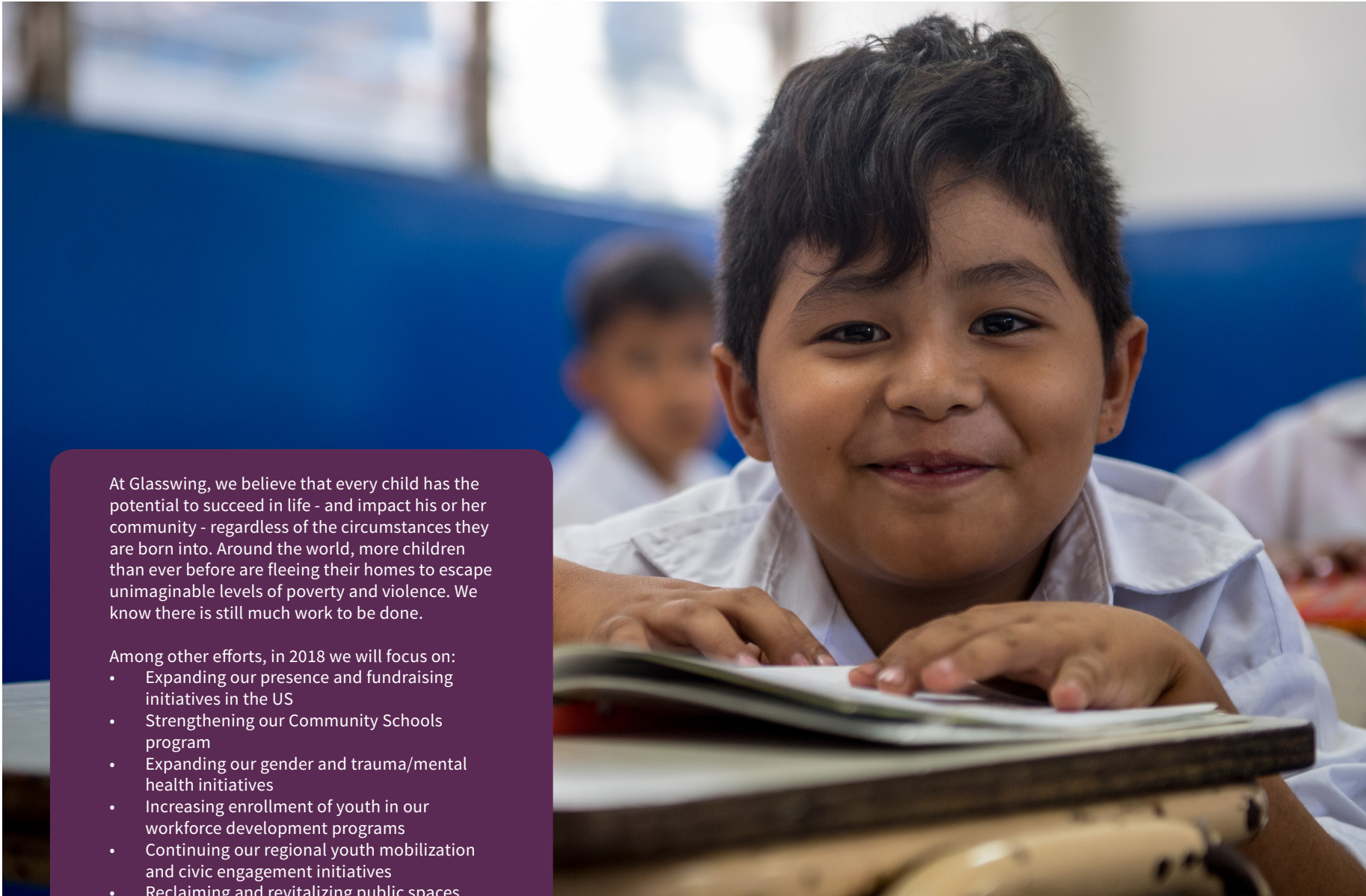


PROGRAM DISTRIBUTION



OUR FINANCIALS

LOOKING AHEAD



At Glasswing, we believe that every child has the potential to succeed in life - and impact his or her community - regardless of the circumstances they are born into. Around the world, more children than ever before are fleeing their homes to escape unimaginable levels of poverty and violence. We know there is still much work to be done.

Among other efforts, in 2018 we will focus on:

- Expanding our presence and fundraising initiatives in the US
- Strengthening our Community Schools program
- Expanding our gender and trauma/mental health initiatives
- Increasing enrollment of youth in our workforce development programs
- Continuing our regional youth mobilization and civic engagement initiatives
- Reclaiming and revitalizing public spaces

EVERY CHILD DESERVES A
COMMUNITY THAT BELIEVES IN THEM

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 GlasswingI

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