

ANNUAL REPORT 2024


Glasswing
INTERNATIONAL





Dear Friends,

Like many, I often find myself feeling overwhelmed with the world’s crises. This past year, though, I have realized that, despite the apparent contradiction, it’s okay to hold both hope and despair at the same time. In Spanish we sometimes refer to this as ‘sentimientos encontrados.’

One of the things that gives me the most hope is spending time with young people, who not only drive change in themselves, but also in their communities.

Felician (pictured in the following pages), a young Ixil woman who participated in our Youth Impact Leaders Initiative, teamed up with her friends in Nebaj, Guatemala, to take on a daunting project: rebuilding the only community center in their village. The space had long been abandoned because it was old and unsafe, leaving the community without a place to gather, learn, connect, or make collective decisions. They had to present their project to the all-male community council. She told us that the day they celebrated the opening, “they lit fireworks in our honor, because now we are also leaders and have an important role in the community.”

She is one of almost 7,500 young women and men in this program that have designed and led 225 community projects – ranging from equipping a health center with a mental health clinic, to launching environmental campaigns and revitalizing playgrounds – that have improved the lives of over 68,000 children, youth, and families. It is thrilling to realize the power one young woman can yield! Whether it be in our education, mental health, or economic opportunities programs (like this one), we get to see the ripple effects of people harnessing their power to effect change.

As Glasswing, we are eager to step into 2025 with a renewed sense of ‘mística,’ commitment to learning, and collective energy to tackle some of the most pressing challenges in Latin America, the Caribbean, and New York City.

Thank you, Felician, for reminding us why we do what we do.

Thank you to our team for their dedication, passion, and tenacity.

And a wholehearted thanks to each of you, our partners, for believing in our work, and being part of this movement.

Celina de Sola
Co-founder and President of Glasswing International

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. We engage thousands of volunteers to ensure sustainable change, while fostering hope and community pride.





WHO WE ARE

Glasswing is a nonprofit organization founded and based in Central America on a mission to nurture a generation of young people that believe a different future is possible, and have the confidence and ability to be part of that change.

WHY WE DO IT

We believe the circumstances of someone's birth shouldn't define their future, and are working to build a world where every child can dream, aspire, and chart their own path.

Our goal is for children and young people to build their confidence, skills, and support networks so they can cultivate change in themselves, and drive transformation in their communities.





THE CHALLENGE

Violence

Although our region is home to just 8% of the world's population, it accounts for more than a third of global homicides. This legacy of violence is both a symptom and driver of the region’s economic and social challenges.

For children in particular, exposure to violence can cause trauma, which can impact their health, development, and performance in school.

Without access to quality education and mental health support, children are less able to engage opportunities as they grow, reinforcing cycles of poverty and inequality.

Education

Our schools are stretched to the breaking point, underfunded, under-resourced, and unable to give every child the support they deserve to succeed.

Right now, 3 out of 4 fifteen-year-olds lack basic math skills, and more than half struggle to understand simple written texts.

Mental health

Mental health professionals are in extremely short supply, society’s understanding of the impact of stress and trauma is limited, and seeking care for mental health remains stigmatized in many places.

In Honduras, there are only 2 mental health care workers for every 100,000 people.

Economic opportunities

Programs meant to create economic opportunity often do not reach the communities that need them most.

Almost 1 in 5 young people is unemployed, and of those who do work, 60% are stuck in informal, unstable jobs, without security or protection.

WHAT WE DO

Glasswing works with communities to build ecosystems of support around young people as they grow up—fostering healing, hope, and resilience.

For 18 years, we've been designing and implementing programs with community members, creating lasting change by harnessing local talents and resources while building strong partnerships with civic society, governments, and other organizations.

We fill the gaps in public systems, cultivating a generation of young people that believe a different future is possible, and have the confidence and ability to be part of that change.

Glasswing has developed specialized approaches to address some of the fundamental needs in Education, Mental Health and Economic Opportunity in Latin America.





HOW WE DO IT

We transform public schools into safe community spaces that improve learning outcomes, reduce absenteeism, and help kids, as well as the adults around them, flourish. Our approach includes initiatives like Community Schools, and foundational learning.

We expand access to mental health support through our world acclaimed program, SanaMente, equipping frontline workers in healthcare, education, and law enforcement with tools to mitigate the effect of stress and trauma on themselves, their peers, and those they serve. We also address the gender gap through our Girls’ Clubs program.

We have brought access to economic opportunity for youth, through vocational and entrepreneurship training, service learning, and access to peer networks.

WHERE WE WORK

Founded in El Salvador, Glasswing now works across 11 neighboring countries as well as in New York City, where we support recently-arrived families.

Regional offices

El Salvador, Colombia, Costa Rica, Dominican Republic, Guatemala, Honduras, Panama, Mexico, USA (New York)

Project Offices

Ecuador, Jamaica, Trinidad and Tobago





WHAT MAKES US DIFFERENT

Locally rooted & globally informed

Our innovative programs are based on evidence and/or proven interventions from around the world, but they are always created or adapted, and delivered, by local staff who understand the community's cultural context.

Focused on systems change

We work with communities long-term - to innovate, adapt, evaluate, and share both what works and what doesn't - so we can then present findings to policy makers and stakeholders from government, private sector and civil society. We seek to ensure that the impact of our work scales within— and transforms—the systems we operate in.

Holistic, yet nimble

We're committed to the long-term work of transforming systems, but agile enough to pivot when needed. Our flexible model allows us to adapt program delivery to suit the different contexts in which we work.

Committed to community ownership

Our programs are powered by volunteers, who serve as caring adult role models to children in their own communities, and are often former program participants themselves, committed to paying it forward.

OUR MODEL

Our programs build on each other to help communities grow stronger over time, improving individual and collective well-being and creating lasting opportunities for generations to come

- Mobilizing and training community volunteers
- Transforming public schools and spaces

Communities have stronger social cohesion

- *SanaMente* training in trauma-informed care for frontline workers in hospitals, schools, and law enforcement

Public institutions are equipped to provide care with compassion

- After-school programs that build academic and life skills
- School-based mental health support
- Girls Clubs that address gender disparities
- Youth programs that build pathways to employment, entrepreneurship, and community leadership

Youth acquire skills to access opportunities and thrive

OUR PROGRAMS



EDUCATION: COMMUNITY SCHOOLS

Glasswing's Community Schools Program creates safe and inclusive spaces where over 15,000 kids can be themselves and thrive.

- Through after school clubs, mentorship, academic support and community engagement, Community Schools transforms public schools into hubs of opportunity and belonging.
- By working hand-in-hand with students, families, volunteers and educators, this initiative helps young people build skills, confidence, and a sense of purpose both inside and outside the classroom.
- Students, teachers, and members of the community develop the skills to become agents of lasting change.
- A dedicated network of teachers, volunteers, and community members are trained to serve as consistent, attuned, and culturally responsive “caring adults” in environments where children and youth can access critical protective factors. They foster safety, connection, and resilience while buffering the effects of trauma and adversity.

EDUCATION: TEACHING AT THE RIGHT LEVEL & LEAP FORWARD

Glasswing has worked with Pratham, our India-based partner, to adapt and contextualize Teaching at the Right Level (TaRL) and Leap Forward, their remedial and foundational learning programs. TaRL assesses students' actual learning levels and provides targeted support to help them reach grade-level proficiency in Math and Literacy. Leap Forward is a play-based program that supports early childhood development and school readiness.

- In order to promote learning and gather data to present to Ministries of Education in Guatemala, El Salvador, and Honduras, Glasswing directly implemented Teaching at the Right Level (TaRL) in 43 public schools. Young children in these communities now build early literacy and numeracy skills with trained educators and partners.
- Glasswing will continue collaborating with local communities and Ministries of Education by training volunteer educators and public school teachers to provide meaningful educational enrichment. They support students in reaching grade-level achievement, staying engaged in school, and thriving academically and personally.





EDUCATION: SUCCESS STORY

Mateo, 13 years old,
San Salvador, El Salvador

“Two years ago, I joined the Leadership and Soccer Clubs at my school. Back then, things were tough. I had trouble with my behavior, and when my dad was taken away for something he didn’t do, it made everything harder, especially being part of the Soccer Club. But things started to change when I got more involved. With the help of Leslie, our school coordinator, and my mentors, I learned how to manage my emotions, be a better teammate, and step up as a leader. Now, I see what I’m capable of. I dream of becoming a mechanic and opening my own workshop, just like my grandpa and dad. Today, I feel proud, hopeful, and ready to use what I’ve learned to make a difference in my community.”



THE NUMBERS: EDUCATION

Community Schools

Since joining the program:

- 70% of students feel more motivated to attend school
- 80% of students have set higher goals for their future, including completing high school
- 90% of students have improved their academic performance
- 70% of students say that the supportive environment helps them thrive
- 90% of students say that they have at least one trusted adult

Teaching at the Right Level

- 80% of students have improved their reading skills
- 50% of students have improved their math skills
- In 2024, Glasswing partnered with El Salvador's Ministry of Education to train 2,000 public school teachers in TaRL, reaching 75,000 students.

[Meet Brandon, watch video](#)



HEALTH: SANAMENTE

SanaMente, ‘Healthy Minds’ or “Healthily,” is a non-clinical mental health program that trains and equips front-line workers with the mental health knowledge and skills they need to provide care for themselves, their peers, and those they serve.

- Between 2022-2024, Glasswing trained 45,500 frontline workers and 820 asylum-seekers, reaching over 5.1MM people.
- We work together with public institutions to create trauma-informed systems that are better equipped to promote healing and build resilience.
- Through our model, trauma-based knowledge and practice have grown exponentially, ensuring that millions of people have access to trauma-informed care each year.
- SanaMente has also expanded beyond Latin America. Glasswing has trained partners in Southern Africa and India, adapting the model to their unique contexts and priorities.



HEALTH: SUCCESS STORY

Nohelia, 38 years old,
Guatemala

"With nearly nine years of police service, I've experienced the physical and emotional burden of exhausting shifts—sometimes up to 11 days in a row. Mental health training, especially in trauma care, has been crucial. We've learned to manage stress and to identify early signs of emotional problems, which is essential in such a demanding work environment. For me, receiving support for my mental health has made a big difference. I came to understand that it has a positive impact not only on an individual level but also across the entire police force. Now, resilience and the ability to respond to emotional challenges are essential to maintaining balance in my daily life and ensuring I'm prepared for everything my profession demands."



HEALTH: GIRLS' CLUBS

Glasswing's Girls Clubs empower girls ages 9 to 18 in underserved communities across Latin America—many of whom face poverty, violence, and social isolation.

- Each week, girls gather in a safe, supportive space with a mentor and peers to learn, share experiences, navigate challenges, and celebrate successes together. These consistent and trust-building spaces help girls develop self-confidence, essential life skills, and a vision for their future—including acquiring financial and entrepreneurial competencies to help them take control of their futures.
- The Clubs not only inspire girls to dream bigger, but also equip them to stay in school, prevent early pregnancy and protect themselves from gender-based violence, laying the foundation for safer, healthier, and more empowered lives.
- In 2024, we worked with 1,116 girls and 421 community members participated in the program.



HEALTH: GIRLS' CLUBS VOLUNTEER STORY

Melvis, 21 years old,
Ipeti, Panama

“A year ago, I decided to become a volunteer mentor for the Girls' Club in my community. Growing up, I had a hard time speaking up because I was often teased at school. That made me feel shy and unsure of myself. At first, I wasn't sure if I could really help others, but seeing how committed the other mentors were gave me the courage to keep going.

Through the club, I found support and encouragement. Little by little, I started to face my fears and learned how to express myself with confidence.

This journey has changed me. I've grown in ways I never imagined. Now, I feel proud, strong, and grateful to be part of something that helps others. It makes me happy to know that my voice can inspire and support other girls.”



HEALTH: GIRLS' CLUBS SUCESS STORY

Daniela, 13 years old,
El Salvador

“My name is Daniela, and I am currently in sixth grade. A couple of years ago, I started experiencing many family problems that made me feel depressed for extended periods. I remember experiencing episodes of anxiety and harming myself at times. During that time, I changed schools. At first, it was challenging because I left all my friends, and I didn't interact much with my new classmates until I discovered the Girls' Club. Regardless of age or grade level, we all come together and work collaboratively. Now, thanks to what I've learned in the club, I can identify different types of violence. Sometimes, one might think it's only physical abuse, but there's more to it. Additionally, I've learned to take care of my mental health to stay well. I am not the same Daniela from a couple of years ago; I have noticed the change in myself, and I have also noticed it in my family and my friends. I am very grateful to the club because it is a space where everything looks different, where we can socialize, and no one treats us badly, excludes us, or insults us. It's a safe space.”



THE NUMBERS: HEALTH

SanaMente

- 79% of providers integrated trauma-informed approaches in their work
- 82% of educators show more emotional awareness, and 70% now integrate mental health topics in the classroom
- 93% of service providers work to avoid harmful stereotypes, and now take into account people’s trauma, especially that of young men
- 96% apply trauma-informed practices at work.

Girls’ Clubs

- 80% recognize gender inequality
- 95% show protective attitudes, knowing when they are at risk and who to turn to for help
- 74% demonstrated more aspirational thinking
- 83% of families learned about child rights and positive parenting

[Meet Sandra, watch video](#)

ECONOMIC OPPORTUNITIES:

At a time when Latin America faces deep-rooted social and economic obstacles, investing in its youth - its talent - is not just important, it's urgent.

- Glasswing's programs - including Youth Impact Leaders which is founded by the Howard G. Buffett Foundation, Fellows, and Creating Professionals - target young women and men, aged 15-22, who have lacked access to opportunities and faced stigma. Before enrolling in these programs, many were out of school, underemployed, or unemployed.
- These programs empower young people to become agents of change in their communities by building their social and emotional skills and providing financial, entrepreneurial, employability training, as well as helping them access educational and employment opportunities.
- Both the Youth Impact Leaders and the Glasswing Fellows programs offer young people their first job experience, which provides them with monthly income as well as creating opportunities for them to lead community service projects that address pressing local needs.





ECONOMIC OPPORTUNITIES: SUCCESS STORY

Katerine, 20 years,
Quetzaltenango, Guatemala

“Since I was little, I’ve dreamed of owning my own business. But it hasn’t been easy. I’ve faced health problems, the pandemic, and money issues that forced me to put school on hold. I even worked in my uncle’s restaurant kitchen, helping however I could. Deep down, I knew I wanted more, I just didn’t know how to get there.

Joining Glasswing’s Youth Impact Leaders changed everything. That’s where I found the support and tools to take my first real steps as an entrepreneur. I started by selling makeup and jewelry, then won seed capital in a Shark Tank-style competition. I used it to grow my business and invest in myself, taking courses in cosmetology and web development.

Now, I have the skills and confidence to run a stronger business and earn money to help support my family. I feel proud and empowered. I’m not just dreaming anymore: I’m doing it. And thanks to Glasswing, this is only the beginning.”



THE NUMBERS: ECONOMIC OPPORTUNITIES

- Between 2022 - 2024, almost 12,000 young women and men participated in youth leadership and service programs
- 225 Community Projects were completed, impacting almost 340,000 people in their community
- 97% of Youth Impact Leaders participants that had expressed an intent to migrate because of lack of opportunities chose to remain in their countries after completing the program
- 97% of community members now view young people as community assets
- 90% of participants felt that community service made them part of something important for their community and country.

[Meet Iris, watch video](#)



OUR VOLUNTEERS

Volunteerism drives grassroots change, rooted in the simple but powerful belief that children and youth thrive when surrounded by caring, committed adults. From school makeovers to weekly mentoring, we have seen volunteers change lives.

Glasswing partners with teachers, parents, community members, and corporate volunteers to help them become the supportive, engaged role models that young people need. Together, they help create safe, nurturing environments where children can grow and succeed.

Many Glasswing students go on to become volunteers themselves, as Student Leaders who offer their time and experiences to support younger peers. In doing so, they strengthen a cycle of community care and begin to see themselves as changemakers.

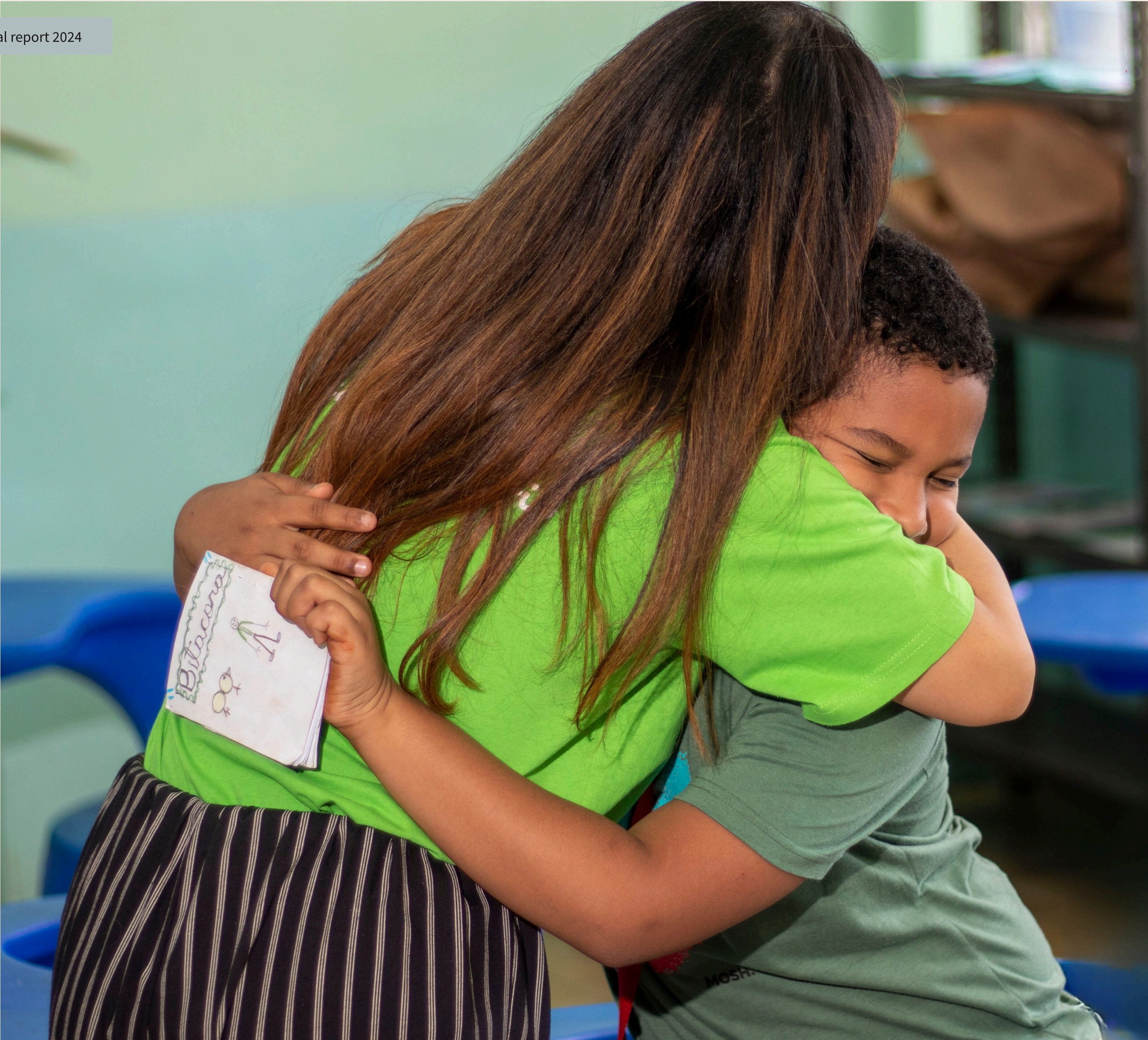
From this group, some become Glasswing Fellows who commit to a year-long, full-time program focused on leadership, emotional resilience, and hands-on problem-solving. These fellows emerge as leaders and bridges across generations, reminding communities that caring for one another is a shared responsibility.

THE NUMBERS: OUR VOLUNTEERS

- To date, we have mobilized over 151,000 volunteers.
- In 2024 alone, we had 8,197 volunteers.

[Learn more, watch video](#)





OUR IMPACT TO DATE

550,000+
Children and youth have benefitted from better public schools

6 Million+
Receiving improved care from frontline workers trained in mental health

150,000+
Community volunteers making change in their communities

COMMITMENT TO LEARNING

Aside from facilitating frequent and ongoing consultations and feedback sessions with students, community members, and the public institutions we work with, Glasswing is committed to generating and applying evidence to strengthen and adapt our models. We partner with leading institutions such as the World Bank, Inter-American Development Bank, J-PAL, Innovations for Poverty Action (IPA), Tufts University, University of Pennsylvania, Massachusetts Institute of Technology (MIT), Pontificia Universidad Católica de Chile, and FLACSO.

So far, 11 research and evaluation studies have been conducted across different programs, including, for example:

Education:

- The [World Bank](#) published the findings of a Randomized Controlled Trial conducted in El Salvador by the Pontifical University of Chile, confirming our Community School's after-school programs' positive effects on emotional regulation, socioemotional skills, behavior, and academic performance, and reduced violence.
- We are currently tracking the long-term trajectories of these young people, almost a decade after the initial evaluation was conducted.

Mental Health:

- An [initial 2019 evaluation](#) and subsequent [World Bank paper](#) on Sanando Heridas (now called SanaMente), demonstrated reduced victim recidivism and cost savings for the public health system.
- Between 2025 and 2026, three new studies will examine the effects of trauma-informed training for public education, healthcare, and law enforcement personnel.

These efforts form part of an integrated strategy to not only better understand community needs, but also to influence public policy, and scale proven solutions through continuous, evidence-based learning.



OUR TEAM

Founders

Ken Baker
Chief Executive Officer

Celina de Sola
President

Diego de Sola
Board Member

Board of Directors

John Moore, Chair
Carmen Busquets
Sarah Fandell
Elizabeth Griffin
Ana Morales
Orlando Muyshondt
Jana Pasquel de Shapiro
Emiliano Roman
Zita Saurel
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Impact

Florencia García
Programs

Erwin Gudiel
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Health

Stephanie Martínez
Monitoring & Evaluation

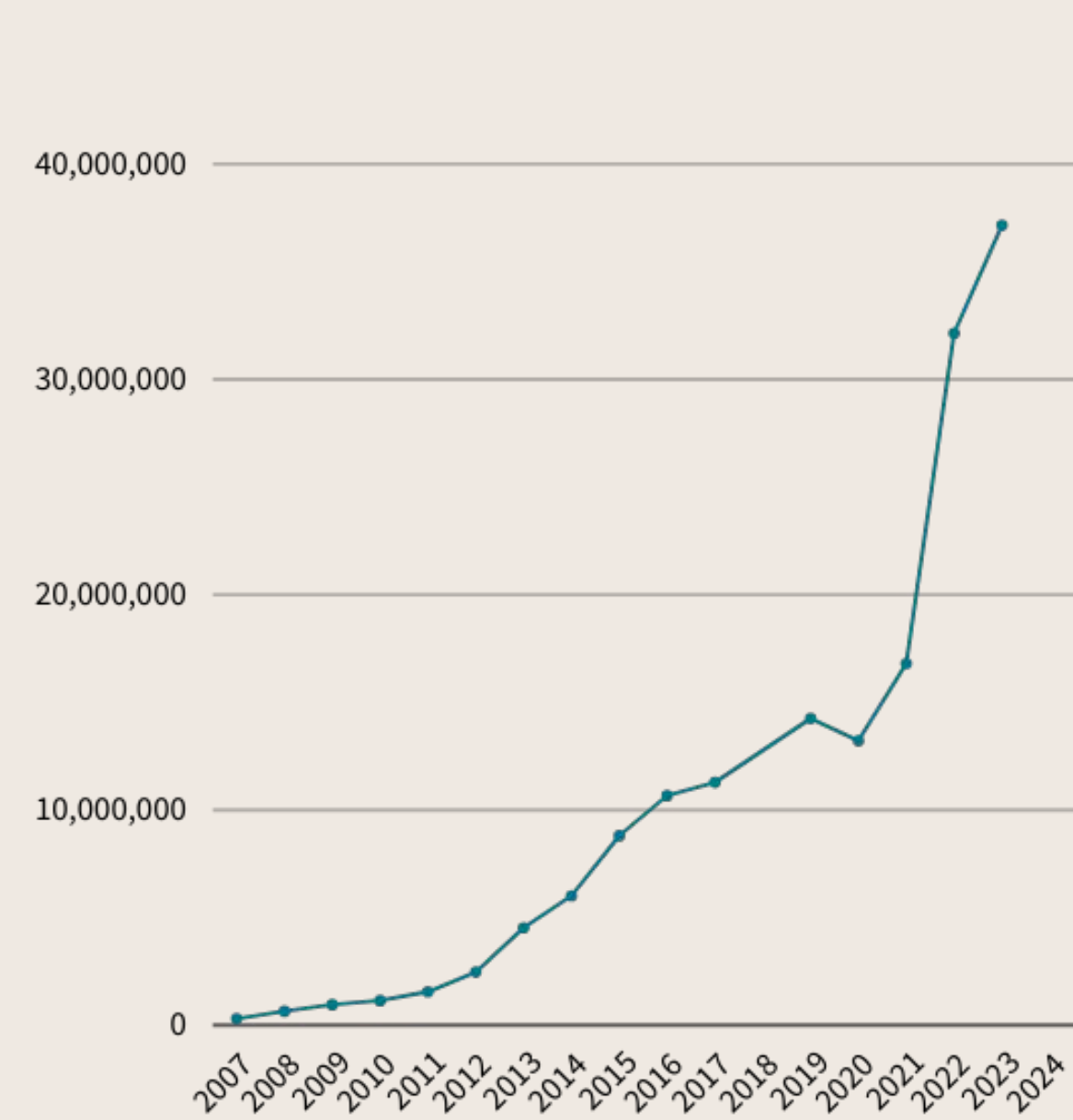
Mercedes Navarrete
Communications & Marketing

Maritza Trejo
Education

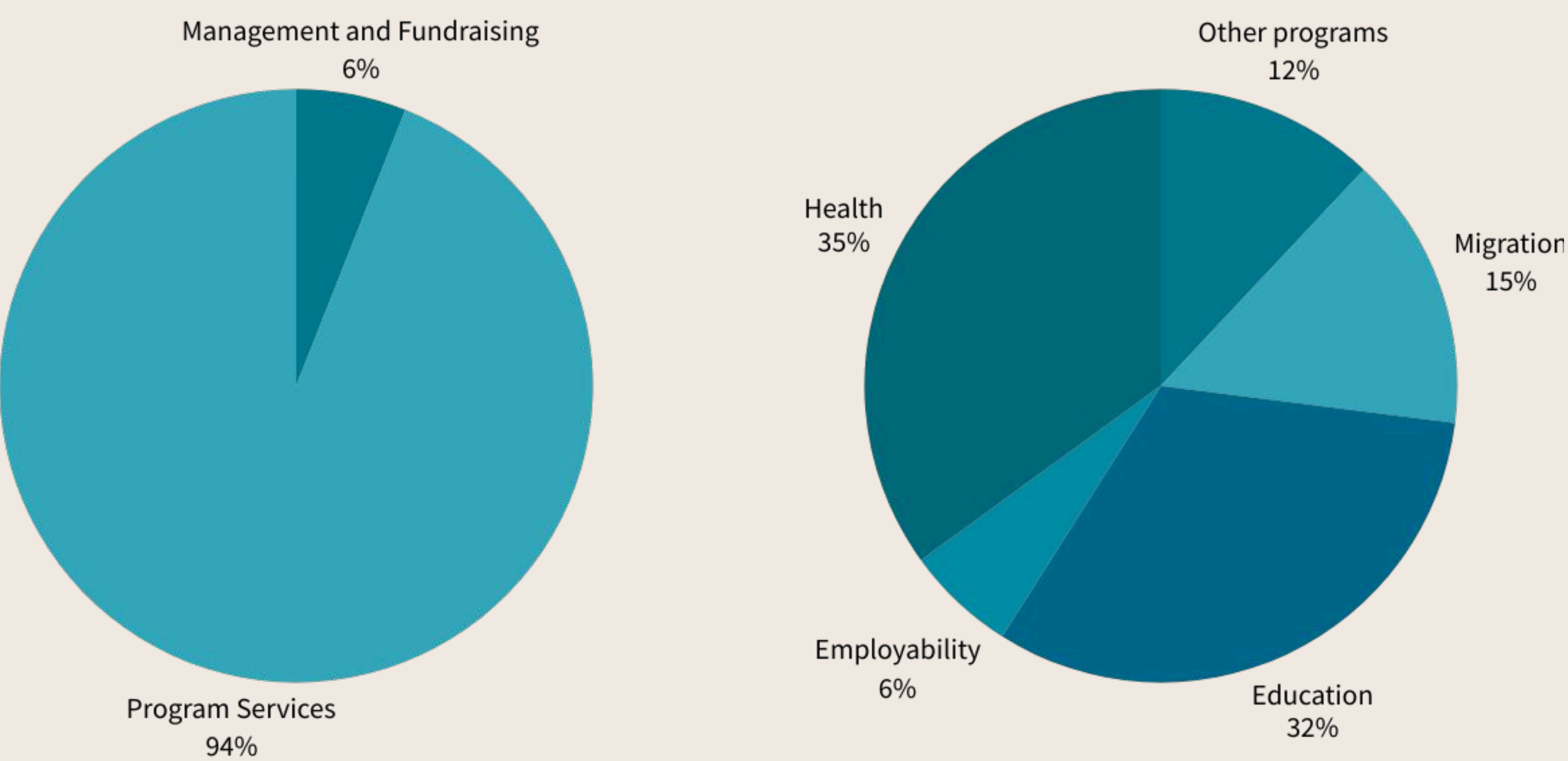


OUR FINANCIALS

Historical Income



Program distribution



[I dare, watch video](#)

