



COMMUNITIES WITH WEALTH, EDUCATION AND OPPORTUNITIES IN HONDURAS PROJECT- CREOH

Quarter Report: October - December 2013

Covenant Number: AID-522-A-13-00002
Fundación Crisálida

January 30, 2014

**Communities with Wealth, Education and Opportunities in Honduras
CREOH
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The second year first quarter was focused on six main areas:

1. Staff recruitment and training for the Program's development. Key employees were hired for the San Pedro Sula office as to proceed with the planning and sharing the Program's information with the BECs' authorities, the community, and school parents; to identify the community's social structures and establish how community work will be organized. A Communications Coordinator was also hired in Tegucigalpa.
2. Infrastructure needs and improvement evaluation plans were elaborated according to existing resources and priorities in the four chosen BECs, two in San Pedro Sula and two in Tegucigalpa, so the information could be shared and agreed upon with the schools' authorities and the communities.
3. Follow up meetings were held with business partners to agree upon the proposals and to define the support they will provide the CREOH Program with as a complement between both parts.
4. Extra-curricular program planning for the four selected BECs. The staff developed work plans, which are oriented towards goal achievement in the clubs and the Program's global goals.
5. Meetings with universities were held to recruit volunteers who will support the CREOH Program, among them the Universidad Nacional Autónoma de Honduras (UNAH), UNITEC, and the Catholic University of Honduras of San Pedro Sula.
6. As another complementary initiative, CREOH and Glasswing are including the Alcohol Abuse in Minors Prevention Program in the chosen BECs to contribute to youth's leadership, which will be worked on together with SAB Miller.

The second year's first quarter, October – December 2013, executed activities and the obtained results for the CREOH Program will now be described:

In October, the CREOH Program Manager visited Glasswing's headquarters in El Salvador to define together with the Executive Director, Ken Baker, some work activities within the CREOH framework, concerning staff hiring and getting to know the experiences El Salvador has in different education centers in which they are intervening. It was also possible to exchange experiences and lessons learned in that country in the development of extra-curricular activities, getting to know onsite the livings school centers develop in the most violence risk full communities, which help strengthen the processes that will be developed in Honduras under the CREOH Program.

From October thru December 2013 it was possible to advance in the hiring of the necessary personnel to complement the organizational structure. They have been hired according to the project's demands. The training and induction processes have also been done under

the CREOH Program guidelines. This staff will contribute to the Program’s development and to achieve the proposed goals.

The staff that has been hired as follows:

No.	Name	Position	Entry date
Tegucigalpa Office			
1.	Janeth Flores Izaguirre	Program Manager	February 9, 2013
2.	Saira Bannesa Solórzano	General Accountant	July 1, 2013
3.	Rina Floryselva García	Community Coordinator Jacobó Cáceres BEC	July 1, 2013
4.	Mario Suarez Núñez	School Renovation Manager	November 25, 2013
5.	Wilson Isui Tovar Alvarado	Communications Coordinator	December 1, 2013
San Pedro Sula Office			
6.	Oscar René Ortega Benegas	Projects Coordinator (<i>This employee wasn't hired by CREOH, but he helps with the coordination in SPS.</i>)	October 1, 2013
7.	Wendy Lorena Gutiérrez Cruz	Administrative Assistant	November 4, 2013
8.	Jorge Alberto Pagoada Carbajal	Community Coordinator Yankel Rosenthal BEC	November 4, 2013

This entire staff is working in the planning and development of scheduled activities according to the second year Program plan. The rest of the staff who will be working in the project will be hired in January 2014.

It is important to mention that the coordinators have arranged with each of the BECs’ authorities to get a specific space where they will be located, which will be identified as the “Clubs ´ Classroom” so students during their spare-time may participate in activities such as reading, board games, craft making with recycled materials, homework reinforcement, among others.

During November Rina García, Community Coordinator, elaborated the rough draft of the Security and Protection Perception Survey (see Annex 1), which will be used in the communities the Program will intervene in. It has been revised by the rest of the community staff. It was also shared in a meeting with CREATIVE, who according to their experience gave some observations oriented towards the better usage of popular terms that must be used when applying the instrument. They also shared the instruments they are using in their communities. The meeting was also used to provide information about the CREOH Program and the strategy they develop as to look for synergies with the Reach Centers they coordinate. Agreements were established in the search for CDA (Reach Centers) in the communities we are implementing our Programs in (Bilateral and Regional), specifically stating that once communities have been identified another meeting will be held to coordinate efforts.

Ten meetings have been held with the personnel that were originally hired to provide information about the CREOH Program in the four BECs. Community members, BEC authorities, teachers, parents, and students participated in each of the BECs, with the attendance of a total of 1,000 people in the 4 BECs. Through these meetings communities have been organized with the people who are willing to voluntarily contribute with the Project.

In December 2013 the School Renovation Manager visited each of the BECs in Tegucigalpa and San Pedro Sula to gather information and start planning the infrastructure repairs according to the needs and existing priorities in each one based on the initial budget. (See Annex No. 2).

After this process the first plan was able to be presented in the Monseñor Jacobo Cáceres Avila BEC, where the official launching for the CREOH Program will take place on February 21, 2014. This infrastructural work will start on January with the community's collaboration.

Once the infrastructure plans are complete information will be shared with each of the BECs, agreeing on the available initial budget to start the construction. Community organization will be promoted so they can take the project as their own, becoming active members so the complete work can be done and also so they can look for its sustainability. This process will be carried out by the community coordinators and the Life Skills Promoter, who will be hired in January 2014, and the Social Work major volunteers who will be assigned to each one of the BECs.

All of this will be shared and agreed upon with the school's authorities and the communities. Agreement letters will be signed between school authorities and Glasswing International.

During this period work has been done on following up with business partners, thus establishing specific proposals and starting the planning phase of the activities that will be implemented. A letter of agreement is ready to be signed between Glasswing International and the Napoleón J. Larach Foundation through Banpaís. Possible volunteers have begun to be identified from the bank's staff so in January 2014 the motivation process for 80 of them may be done through workshops, which will be taking place between January 13 and 17. It is important to note that these workshops will be used so employees from other companies and university students with whom we have searched support from can volunteer for the project. They will be given by an international expert on motivation and leadership, whom has developed similar processes with volunteers from Glasswing-EI Salvador.

Follow up meetings have also been held with Walmart, in which they have shown interest to work with us, specifically in the volunteering area for the schools' extracurricular activities. A commitment has been reached with this company to restart meetings in January 2014 in order to create a specific proposal.

Follow up meetings have also been held with the Universidad Nacional Autónoma de Honduras, through the Social Work Major, to share information about the CREOH Program with the faculty who will be coordinating students' internships. Through this process 8 students have been assigned to work together with the community coordinators in each BEC. Students will be working under the CREOH Program's guidelines, developing base lines, diagnostics, community perception surveys, and also the planning, monitoring, evaluation, and systematization for the processes that will be developed. These guidelines are in accordance with the work the University assigns its students for their final internship.

Three meetings have been held in San Pedro Sula with the Catholic University's authorities, thus obtaining 60 student volunteers per trimester. They will be supporting CREOH Program's activities on Fridays and Saturdays according to their skills in the extracurricular programs and community activities. These students will be helping for a period of 3 months and at the beginning of each trimester the same number will be assigned to continue with the work that has been started so during the year there will be a total of 180 volunteers from this university.

On the individual level, 3 volunteers have been identified who will provide support in the communications area, specifically in graphic design, video editing and mural art. They will be collaborating by advertising the Clubs in each School.

As to continue with the search of new business partners to define strategic alliances in the private area and develop greater value for the Project's development and the communities 4 meetings were held with the Lady Lee Foundation Director, to whom the Program was presented to search for complementary support for the Bilateral and Regional Programs, obtaining to the day the report was written on the preparation and presentation of a technical and financial proposal for the amount of US\$ 114,790.00, which includes the motivation for volunteers, infrastructure, and the extracurricular programs implementation. This proposal will be discussed in January with the Foundation's Board of Directors, which will give an answer accordingly to what can be agreed upon. Within this request the support for the Yankel Rosenthal BEC is being negotiated since it doesn't have additional funds to those given by USAID and three schools for the Regional Project.

As a result of these meetings and approaches up to date there's the following agreed upon number of volunteers on the business and individual level to start activities in the four BECs:

Institution or Organization	Number of volunteers who will support the CREOH Project	Areas they will support	Estimated time they will give the Project	Type of volunteers
Napoleón J. Larach Foundation (Banpaís)	Specific number pending (100 volunteers estimated)	Extracurricular Programs	2 hours per week for 10 months	Corporate
Universidad Nacional Autónoma de Honduras.	8 volunteers for San Pedro Sula and Tegucigalpa	Community Work	Full Time, 8 hours per day for 10 months	Individual
Catholic University in San Pedro Sula	180volunteers, 60 per trimester in one year	Community and extracurricular Programs	2hours per week for 10 months	Individual
Individual	3 volunteers	Muralist, graphic design, Video editing	10 hours per week	Individual
Lady Lee	Specific number pending	Extracurricular Programs	2 hours per week	Corporate

The official launching for the CREOH Program is scheduled for February 21, 2014 at the Monseñor Jacobo Cáceres BEC, in which authorities from the school, USAID, Department of Education, Napoleón Larach Foundation from Banpaís, other private companies, especial guests, community members and students will participate. A set of previous activities has been planned for this event. The improvement in the BEC's infrastructure will move on or start with the support given by the Napoleón J. Larach Foundation since the tax exoneration

hasn't been granted yet for the USAID funds; therefore it will be concluded once it is obtained. On the same day, following the CREOH Program launching, it has been planned to have the "Volunteers' Host Day" in which corporate employees from Banpaís, individuals, and community members who will work on the school's improvement will be painting walls, floor and board games, and educational murals, do garden work and repair school desks.

Under other initiatives Glasswing is doing in Honduras with collaborating partners, jointly with SAB Miller, an alcohol prevention in minors program will be implemented in the chosen centers for the CREOH Program, which incorporates student populations between the ages of 12 thru 15 as direct recipients to be intervened on and the ones 9 thru 11 as second-hand recipients, which is executed by youth leaders who are identified in the first part of the process. This program is done under the youth leadership skill-building component. The process was started in October at the República de Cuba BEC, achieving the participation of 480 youth, which represents 33% of the total population.

This topic is very relevant in the prevention process as it contributes to strengthen the objective of the CREOH Program. Glasswing considers the integration of strategies important since a greater impact can be achieved in vulnerable groups.

It is important to emphasize that none of the company's brands, including the institutional one, will be present since Glasswing and the Cervecería (Brewing Company) may, by ethics, bring the brand to a minor.

Annex 1. Perception Survey

Project

Communities with Wealth, Education, and Opportunities in Honduras (CREOH)

PERCEPTION SURVEY

Through this survey we want to identify the degree of perception the population has in the communities where the CREOH Project will be implemented regarding security and the identification of community needs.

1. How do you observe the insecurity problem in your community?

- Very serious
- Somewhat serious
- Not serious at all
- Not very serious
- Serious

2. Is public enforcement security present in your community or is there community security?
How is it present?

- Police station
- Security committee
- Guardhouse
- None

3. Has security improved in your community in the last weeks?

- Increased
- More or less
- Decreased

4. If you have a public or community system what is your insecurity perception?

- Decreased
- It's the same
- More or less
- Increased

5. Have you been a victim of a criminal act in the last few days?

Yes No

If your answer is yes, what type of act? _____

6. What is your perception about the possession of fire weapons in the community?

- A lot
- Few
- Don't know

Other: Explain _____

7. Do you have any type of weapon to protect yourself?

Yes

No

If your answer is yes, explain. _____

8. What causes do you identify for an increase in insecurity in your community?

- Unemployment
- Poverty
- Lack of education, relationship between parents and children
- others _____

9. What type of crimes are the most common in your community?

- Private property (burglary, vandalism)
- Violent (mugging, kidnapping, murder, armed robbery)
- Both

10. What measures should be taken to control the insecurity level?

- Increase police presence
- Supervise youth activity
- Strict curfew for the youth
- Increase convictions

11. Are there blackmailing problems in your community?

- A lot
- Little
- None
- Don't know

Comment _____

—

12. How do you visualize unity among community members?

- A lot
- A little
- None
- Comment _____

13.- What perception do you have about grassroots organizations that exist in your community?

Good

Bad

More or less

Comment_____

14.- If there are such organizations in your community, do you think they worry about improving community conditions?

Yes

No

Comment_____

15 Do you think the community heeds the call grassroots organizations make to participate in meetings they organize?

Yes

No

If the answer is no, comment about
it._____

16 Is there a lot of apathy from the community in participating in the activities the grassroots organizations make?

Yes

No

Comment_____

17 Are there grassroots organizations in your community who organize projects to improve its environment?

Yes

No

Comment _____

18 Do you consider social unity is important for community development?

Yes

No

Comment _____

19 Do you consider the people have the will to actively get involved so the community may become a better place to live in?

Yes

No

Comment _____

20 Do you believe the existing recreational spaces are enough for our children and youth to engage in sports activities?

Yes No

Annex 2. Infrastructure plans example

Datasheet		
School:	MONSEÑOR JACOBO CÁCERES ÁVILA	City: Tegucigalpa Date: Nov-27-13
Address:	ALDEA SUYAPA, CUATRO CUADRAS ATRÁS DE LA BASÍLICA	
Phone number:	22 57 18 15	
Principal:	Jorge Topilzhin Aguilar García	Cell phone 99 85 02 14
Assistant manager:	Elsa Marina López	Home 22 39 78 03
Necessities:	<ol style="list-style-type: none">1. Repair roof leaks.2. Build 2 new classrooms3. Enlarge main courtyard4. Inspect electric system and place more lamps for a better classroom lightning.5. Build small kiosks	
PICTURES		







Annex 3. Budget for repairs at the Monseñor Jacobo Cáceres BEC

Esc Monseñor Jacobo Cáceres					
CODe	DESCRIPTION	UNIT	AMOUNT	P.U.	IMPORTE en Lps.
Courtyard Cobblestone Floor					182.593,67
XCAV-0002	Manual digging of 0-2 m of common material, benchmark measured	m3	67,28	86,25	5.802,90
RELLE01	Landfill (Onsite material compacted by machinery)	m3	67,28	88,13	5.929,39
RELLE02	Landfill compacted with selected material, 95% proctor standard	m3	84,10	305,96	25.731,24
DEMO04	Demolition of existing construction by hand	m2	36,00	47,31	1.703,16
GRADA02	Concrete Stairs D = 17.5 cm, l = 30 cm, E = 15 cm, ref. #3@25 cm y #5	m2	4,16	1.842,31	7.664,01
PISO01	Supplying and setting-up of concrete 8x8x10 tiles	m2	336,38	403,60	135.762,97
Classroom Repairs					47.368,42
*TEMP9	Thin sheetrock ceiling repairs	m2	202,82	115,04	23.332,41
IMPE01	Roof waterproofing	m2	202,82	84,40	17.118,01
REPE02	Wall plastering and polishing	m2	50,00	138,36	6.918,00
PINTUR01	Acrylic light colored paint for walls	m2	-	55,14	-
Electricity					136.670,91
ELEC05	Electric repairs	Glo	1,00	136.670,91	136.670,91
Building of 2 classrooms					459.398,81
TRAZA01	Marking and grading	m2	103,64	18,86	1.954,65
XCAV-0002	0-2 m Manual digging. Common material measured in benchmark	m3	45,81	86,25	3.951,11
ZAPA01	Z-1 de 15x90x90 cm, ref. 5#5 A/S Isolated footing	unit	7,00	1.145,32	8.017,24
SOLR-0003	15x15cm 4#3 y #2@15cm, conc. 1:2:2 Sill	ml	51,04	248,75	12.696,20
SOBRE01	6", ref. Vertical 1#3@60 cm Elevation Concrete Block, all cells filled	m2	22,40	500,57	11.212,77
ZAPAC01	70x20 cm, 3#3,#3@25 cm Strip footing	ml	50,90	257,29	13.096,06
CASTI01	15x15 cm, 4#3 y #3@20 cm, conc. 1:2:2 Tower	ml	91,36	293,10	26.777,62
JAMBA01	15x10, 2#3 y #2@20, conc. 1:2:2 Vertical jamb	ml	7,48	193,17	1.444,91
PAREDB01	6" Concrete block wall, ref. 1#3 @4 hiladas, mortar 1:4	m2	97,53	481,73	46.983,13
*TEMP5	cal. 26 Aluminum-zinc roofing, 2"x6" metallic structure	m2	171,68	438,48	75.278,25
*TEMP6	15x15cm Upper sill 4#3 and #2@15cm, conc. 1:2:2	ml	51,34	248,75	12.770,83
CARGA01	15x20cm Loader , 4#3 and #2@15 cm	ml	5,00	325,28	1.626,40
LOSA01	h=10 cm Concrete sidewalk	m2	55,00	381,37	20.975,35
CERAM02	30 x 30 cm Ceramic floor	m2	96,90	408,76	39.608,84
ZOCA01	Ceramic wainscot	ml	54,00	281,53	15.202,62
FIRME03	e = 10 cm Concrete holding, #2@25 cm a.s.	m2	96,00	413,86	39.730,56
*TEMP3	Landfill compacted with selected material, 95% proctor standard	m3	19,20	305,96	5.874,43
*TEMP12	Thin sheetrock ceiling with treated wood	m2	96,00	188,33	18.079,68
*TEMP7	P-01 Door	u	2,00	2.122,75	4.245,50
CUMBRE01	Aluminum-zinc ridgepole	ml	18,19	161,93	2.945,51
VENTA01	1.29 x 1.73 Window with panes	unit	2,00	2.678,40	5.356,80
*TEMP8	2.55 x 1.73 Window with panes	unit	10,00	5.294,40	52.944,00
BATI01	15x15 cm, 3#3 y #2@15 cm Doorframe	ml	28,08	246,19	6.913,02
PINTUR01	Acrylic light colored paint for walls	m2	131,11	55,14	7.229,41
0	Electrical System	0	-	-	24.483,92
INELEC04	125A, monophasic electric panel	und	1,00	1.172,05	1.172,05
INEL260	Underground supply connection from the register to the electric board	pza	1,00	1.590,51	1.590,51
INELEC06	Supplying and setting up of 2x40w fluroscent lights	und	16,00	878,62	14.057,92
INELEC31	Double polarized outlet	Unit	16,00	242,74	3.883,84
INELEC09	Double switch	und	2,00	257,90	515,80
INELEC11	2#12, 1#14 Electrical circuit, 3/4" plastic pipe (Illumination)	ml	50,00	33,80	1.690,00
*TEMP10	2#12 Electrical Circuit, 3/4" plastic pipe (outlets)	ml	60,00	26,23	1.573,80
Construction of Kiosks for 6 people					47.235,60
KIOSCO1	Kiosk for 6 people	unit	3,00	15.745,20	47.235,60
GRAND TOTAL FOR THIS BUDGET IN LPS.					873.267,41

Annex 4. Coordination with the Public and Private Areas Section

In the implementation framework of the CREOH Program and to achieve its goals Glasswing International has made efforts to establish a coordination with its public and private partners it has achieved complimentary coordination mechanisms and alliances that are related to the promoting of an improvement in quality education for boys and girls and to achieving the goals the country has pertaining education.

To achieve it, it has established the following alliances:

Department of Education

Approach meetings have been held with the Department of Education to share information about the programs Glasswing develops in the education area. As a result a covenant has been signed, under the objectives both institutions have in common, to coordinate and articulate efforts that will contribute to the strengthening of education and that promote a positive social development in Honduran communities.

Because of the latter several activities have been executed together which are described as following:

- ✓ Support through volunteering the gathering and transference of information of the Educational Infrastructure Master Plan that will allow both institutions and others to take advantage of the information according to their own objectives referring to rehabilitating and revitalizing public education spaces. Due to this a report has been given to the Department of Education indicating the selection process for the schools where the project will be developed.
- ✓ Glasswing will elaborate infrastructure plans for each of the chosen BECs which will be presented to the Department of Education to look for synergies according to the priorities in the Educational Infrastructure Master Plan.
- ✓ Implementing of extra-curricular activities that contribute to the complementary education of the student body through corporative and community volunteering.

To define strategic alliances among the private sector and generate a greater value for the project's development and the community the following meetings have been held between Glasswing's Executive Director and private companies:

In San Pedro Sula:

- BANPAIS through the Napoleón J. Larach Foundation, with whom a complementary proposal has been agreed upon as a complement to the CREOH Program, which includes a financial support for the amount of US\$ 118,000, and also a human resource by loaning the Bank's staff to develop corporate volunteering under the extra-curricular programs; which will last 12 months.

In the search for contributors approach meetings have been held with other companies such as AQUAFINCA, Bilingual Education for Central America Project (BECA), the city's government, Catholic University of San Pedro Sula and the Lady Lee Foundation. As a result, a letter of understanding with the Catholic University of San Pedro Sula has

been agreed upon to be signed to support the CREOH Program through the volunteering of 180 students during the year. They will be executing their social community service in the Program's chosen BECs.

With the Lady Lee Corporation, through their Foundation, a proposal is being negotiated to implement the extra-curricular programs, school infrastructure and corporate volunteering. It will be defined on February 2014.

Appointments have been made to generate an approach with the Grupo Continental to establish a cooperation alliance in the chosen educational centers. Until the moment no answer has been received to several requests that have been made.

In Tegucigalpa:

Approach meetings have been held with Fundación FICOHSA, Inversiones La Paz, YAMAHA and Walmart. Follow up meetings have been going on with the latter since they have shown an interest to work with Glasswing under the components the CREOH Program establishes.

The objective for this meetings is to look for synergy points and to take better advantage of the resources by generating alliances between the selected education centers for the CREOH Program and the opportunities that come up with private companies to give an articulate answer to the most vulnerable communities, also looking for a long term sustainability in the implemented processes to achieve a better impact under a common objective. These meetings are also used for exchanging strategies in the search for new knowledge, ideas, and abilities that may contribute to complement and enrich processes and give solution to problems adapting them to specific contexts.

Also in Tegucigalpa, approach meetings were held with the Universidad Nacional Autónoma de Honduras (UNAH) and the Universidad Pedagógica Nacional Francisco Morazán (UPNFM). With the first an agreement has been made, specifically with the Social Work Major, so 8 students who are in their senior year will support community work in the chosen BECs in SPS and Tegucigalpa. These students will be working full time, during the whole school year (February – November 2014). They'll be coordinating actions with the Life Skills Specialist and Community Coordinators.

Through this program and the strategic alliances that will be agreed upon it is expected that people may achieve confidence in their problem-solving capacity and to reach objectives. Self-esteem will also be worked with and the confidence in their own instincts; all of this will help them improve their adaptation capacities and mechanisms, handle stress and promote resilience. Resilience in particular, establishes protection factors in high-risk activities such as drug and alcohol abuse, delinquency, and violence. By building resilience in many community members who are in different age groups and with diverse roles a greater recuperation capacity and a greater collective capacity to mitigate community risk levels, which will contribute to the CARSI Strategy, which USAID is supporting.

Annex 5. Images



Technical and administrative hired personnel in SPS during the induction and training process. November 2013



Strategies sharing and perception survey revision meeting between the CREATIVE Sub director and Monitoring and Evaluation Staff and Glasswing International staff to try to coordinate with the CDA.



Meeting to provide information about the CREOH Program with teachers from the Monseñor Jacobo Cáceres BEC



Pictures taken at the meeting to give information about the CREOH Program with the Parents Association, by grade, and the Community's Acting Forces, Monseñor Jacobo Cáceres BEC.



Welcoming words given by the Las Americas BEC Principal in a meeting to give information about the CREOH Program to parents, teachers, and community members. November 2013

Meeting to give information about the CREOH Program with parents, teachers, and community members in Las Americas BEC, November 2013



Evangelical Church and Las Americas BEC students' participation in a meeting to provide information about the CREOH Program with parents, teachers, and community members. November 2013.



CF Honor Roll students were awarded with medals during the CREOH Program meeting informational meeting at the República de Cuba BEC.



Informational meeting for the CREOH Program with parents, teachers, community members and students in the Yankel Rosenthal BEC, SPS, November 2013



Infrastructure specialist meets with the BEC's authorities and Parents' Association Members to tour the school's facilities to gather information about infrastructural needs.



Meetings to share information about the CREOH and Regional Programs with different divisions from Banpaís Tegucigalpa to start planning activities, December 2013



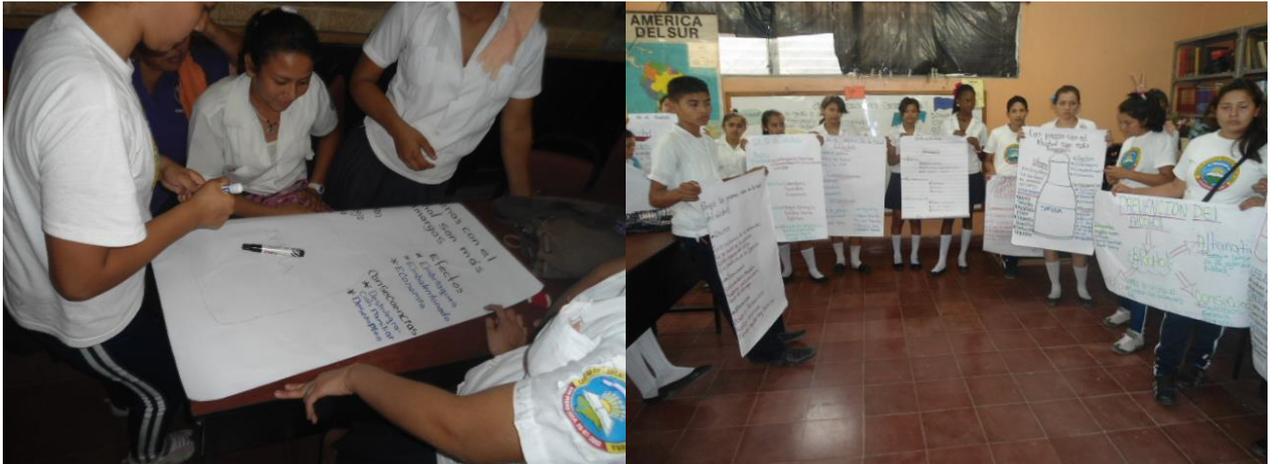
Meeting to share information about the CREOH and Regional Programs with Faculty and Internship Coordinators at the UNAH Social Work Major. December 2013



Meeting with Catholic University authorities in San Pedro Sula to recruit volunteers. December 2013.



Meeting with the Lady Lee Foundation Director to discuss the project's proposal to agree upon the support they will provide for the CREOH and Regional programs.



Youth Leaders at the República de Cuba BEC doing group work and presentations on alcohol prevention in minors. October 2013.