

ANNUAL REPORT



A Year of Transformation

We close 2021 with gratitude and satisfaction. The leadership, perseverance, resilience and dedication of the change agents we served inspired us throughout the year.

As we moved through a second year of the pandemic, we intensified our own internal leadership practices and became more intentional in provoking pauses and processes that allowed us to review the harvests of nearly 10 years of work in the company of the leadership community.

We refined our approach, integrating leadership training with restorative and participatory methodologies and management tools. When people are accompanied by restorative leadership, they can show themselves as they are without fear, contribute their opinions, propose actions and innovations and accept their stories and those of others, meeting as equals and moving towards actions for the common good. Leadership does not mean concentrating power in hierarchical positions, rather, it creates safe and courageous spaces, with the necessary conditions for all people in an organization to assume their role and contribute to a larger purpose. Restorative leadership exerts positive influence in many contexts--work, educational, community, society--enabling greater development and new forms of democratic coexistence.

That is why we now call ourselves CIRCULA, CENTER FOR RESTORATIVE LEADERSHIP, by the Association for Leadership in Guatemala.

With this clarity, all the processes we offer are more aligned, integrating leadership and restorative practices in an approach that strengthens and impacts not only each person who participates in our programs, but also the environment where they exercise their leadership.

Lao-Tse said "The best gift we can offer the world is our own transformation." Thank you to each of you for being part of this story.

Flor García Mencos
Executive Director



Mission

Facilitate the transformation of leaders willing to grow personally and professionally in order to increase their impact in Central America.



Our Programs

Leadership and Collaboration

The Leadership and Collaboration program offers personal and professional growth processes that enrich the leadership tools and skills of key actors and change agents in various fields of development in order to equip them to face the challenges of their leadership and obtain better results and impact in their work. It promotes a culture of collaboration through participatory methodologies and the exchange of knowledge and experiences among leaders. The processes we offer to achieve the objectives of this program are:

- Diploma course in Leadership and Collaboration (with academic validation by the Center for Executive Education of the University for Peace-UN).
- Mentoring Program

Restorative Practices

Restorative Practices are a resource to build community, celebrate achievements and strengthen the positive dynamics of human interaction; they are used in the prevention and repair of harm in relationships in any context. For us, they are a key element in leadership training. That is why we offer Certification in Restorative Practices, Restorative Justice Courses and actively contribute to the strengthening of the International Collective of Restorative Practitioners, of which we are founders.





Our Programs

Open Restorative Leadership Experiences

We offer experiences to develop and enrich leadership competencies through short-term processes designed to generate a real impact on participants. The learning acquired provides value and key elements to NGO leaders and teams as well as to those in the business sector or anyone who wishes to strengthen their leadership.

They include the following formal processes: Participatory Leadership Camp; Foundations of Restorative Leadership; Self-Care for Organizations; Restorative Leadership for Youth.

Consulting and Collaborations

We establish alliances with organizations and companies that are committed to strengthening leadership to drive development. This way, when an organization requests our services as consultants or proposes a collaboration, we seek to find the key point to support the advancement of their vision and mission, or the most restorative way possible to support them in overcoming a specific challenge, offering tailor-made processes.





2021

A year of resilience and
innovation.

2021 In numbers

Restorative Practices

5

Certifications in Introduction in Restorative Practices and Restorative Dialogue Circles

89

Graduates of the Introduction to Restorative Practices and Restorative Dialogue Circles Certifications

13

Activities of the Restorative Practitioners Collective

352

Participants in activities of the Restorative Practitioners' Collective



Diploma course in Leadership and Collaboration

28

Graduate Leaders of the Diploma course in Leadership and Collaboration

6

Modules

41

Learning Sessions: Diploma course

16

Mentors

19

Learning Sessions: Mentor Training



2021 In numbers

Open Participatory Leadership Experiences

9 | Activities

148 | Participants



Advisory / Consulting

44 | Activities

405 | Participants

14 | Organizations attended



Collaborations

7 | Activities in Inter-institutional collaborations

184 | Participants in activities in inter-institutional collaborations

3 | Organizations with which we collaborate



Diploma course in Leadership and Collaboration



Diploma course in Leadership and Collaboration

Our Year

The 2021 Diploma course was conducted virtually, in order to respect the recommended Covid-19 protocols to protect the integrity and health of the participating leaders. Developing and maintaining strong collaboration among participants and the sense of community that characterizes Circula is a challenge in the virtual world. That is why we were delighted to close the year with a special face-to-face gathering.

Achievements and Lessons Learned

- We offered 17 technical blocks in virtual learning sessions.
- We incorporated 12 collaborative reflection sessions with the participants, in addition to the learning sessions, to help them deepen their understanding of the topics of the course and share their experiences in their communities or organizations where they are applying them.
- We shared 10 Virtual Coffees, which are sessions of inspiration and other topics related to the objective of each module. In the form of audios, we shared virtual interviews with invited experts that participants could listen to on their own time and from which they carried out activities on the virtual platform.
- For the first time, we used the Moodle virtual platform as a virtual learning space for easy access to program content.
- For the 6th consecutive year, we carried out the Mentoring program with 16 leaders who graduated from previous years of the diploma program, accompanying 16 new leaders of the class of 2021. The mentors received training and 6 virtual follow-up sessions to develop their role in the best possible way. In addition, we had the participation of 3 Mentors of Mentors: graduates who have been mentoring for several years and now from their experience accompanying the new mentors who in turn accompanied leaders taking the Diploma course. An example of circular leadership that forms a chain of collaboration!
- We renewed our partnership with the Center for Executive Education of the University for Peace, UN. We are one of the 5 programs in the world to obtain this academic validation, which allows us to offer a joint certificate.
- Community activation: the collaborative network that integrates all the graduates of the Diploma course through the years remained active. Through chats and social networks we shared greetings, inspirational phrases, four leadership resources per month, and opportunities for open activities with a focus on restorative leadership. In addition, leaders continually exchange resources and job opportunities, training opportunities, donations, etc.
- Alumni Reunion: we closed the year celebrating, for the first time since the pandemic began, a meeting for the entire community in which we also presented the 2020 and 2021 certificates. We had two art and restorative leadership workshops and ended with a closing circle.

| Testimonials



"This diploma course has allowed all of us to develop a leadership that transcends doing things out of obligation and goes beyond four walls; a leadership that allows us to see ourselves as part of a team and of something bigger. I learned to intentionally listen to others and build from the collective, to broaden my perspective and take ownership of the contribution that I am making as a leader, with the certainty that the changes begin with me. That's what this diploma course gave me: to find that essence of leadership".

- Marta Miza, Program Officer, Women's Rights Initiative (Women's Justice)



"The main change is to start by leading from within and I achieved it with the accompaniment of Circula. That transformation I lived it, I experienced it, I continue to experience it and I want others to also have the opportunity to experience it."

- Odilia Cedill, Director of the School Horizontes sin Limites Ixil



Participants of the 2021 edition

Each leader of the class of 2021 received a full or partial scholarship.

Through the financial contributions of the class of 2021 we will be able to offer 5 full scholarships for the future leaders of the class of 2022.

Andrea Gabriela Cross Villaseñor
Carmen Aracely Chajón Azurdia
Carmen del Rosario Az Sacalxot
Carol Stephanía Mérida Taracena
Ronald Estuardo López Segura
Salvador Mendoza Pop
Sandra Elizabeth Caal
Sara Leticia Quenún Castellanos
Zuliana Cristabel López Toledo
Karla Alejandra Barahona Fong
Luisa de Lourdes Cal Ba
Madelyn Ardón Tórtola
Marta Julia Miza Perén
Romelia Angelina Jimenez Rodas

Cynthia Loría Picado
Dilenia Maricel García Varela
Erick Geovany Reyes Cruz
Gabriel Antonio Porres Palacios
Gregoria Alicia Simón Sisimit
Jacinto García Chipir
Jaqueline del Carmen Aguilar Ibarra
Jerónima Sulugúi Chumil
Julio cesar Amilcar Ceballos Solval
Kelly Josefina Mendoza Cholutío
Migdalia Isabel Girón
Nestor Edilzar Flores Raymundo
Odilia Catarina Cedillo Ceto
Paola Karina Lux Sacbaja

Mentors

Ericka Vanessa Sánchez Tello
Cándida Lorena Coy Camargo
Ewa Niewozewska
Eva Vanneste
Mario Rene Cosme Yach
Michelle Catherine Mejía Carrera
Macario Vásquez Reyes
Esteban Malaquías Sacalxot
Maldonado
Evelyn Janeth Salazar Sáenz

Héctor Oswaldo Sosa Ortíz
Bryan Javier Díaz Orantes
David Ramiro Tirado Romero
Olga Elizabeth Pérez Rosales
Cristina Judith Rivera Estrada
José Aurelio Hernández Ordoñezp
José Alfredo Obdulio Perén Gabriel (Mentor de Mentores)
Jacqueline Figueroa (Mentora de Mentores)
Carmen Eunice Reyes (Mentora de Mentores)



Restorative Practices



Restorative Practices

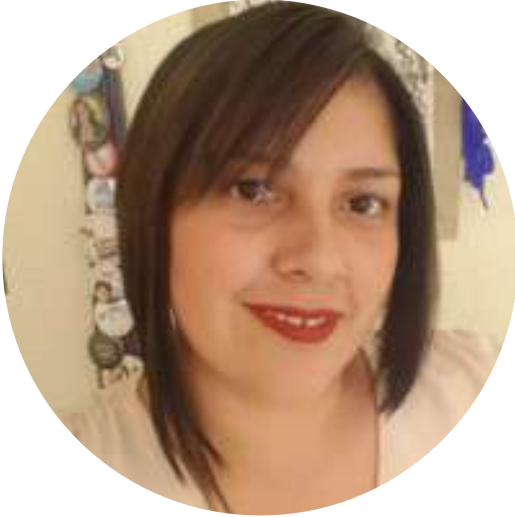
Our Year

Restorative Practices are a set of processes that provide a safe space for dialogue, strengthen and nurture relationships between people, contribute to community building, prevention and reparation of harm. They enable the development of restorative leadership skills with the capacity to address difficult issues and generate consensual solutions.

Achievements and Lessons Learned

- For the second consecutive year we shared the harvest of our learning and experiences through the certified training in Introduction to Restorative Practices and Restorative Dialogue Circles.
- These processes have allowed us to contribute and strengthen the leadership of change agents in Central America, Spain, Mexico, Panama and the Dominican Republic.
- As part of the professional growth opportunities that we offer from the Restorative Practitioners Collective, with the support of Miguel Tello and Strachan Foundation, we offered the course Introduction to Restorative Justice and its application to address violent crimes. This course addressed issues of Restorative Justice in contexts of homicides, domestic violence, sexual violence of minors and transition processes in armed conflicts.
- In the Restorative Justice course we were accompanied by Terry O'Connell and John Braithwaite, world renowned experts in the field of Restorative Justice.
- We were invited to moderate the forum of Exchange of Experiences in Restorative Justice organized by the European Union and we invited 10 members of the Restorative Practitioners Collective to collaborate in this event, also as moderators. This event was attended by actors of the judiciary system from Costa Rica, Mexico, Dominican Republic and Spain.
- Fifty-four people attended 22.5 hours of training in Introduction to Restorative Practices and Restorative Dialogue Circles.
- Twenty-four people attended 22 hours of training in Introduction to Restorative Justice and its Application in Addressing Violent Crimes.
- Served 67 restorative practitioners who are members of the Restorative Practitioners Collective, with monthly virtual learning and collaboration activities.
- We continued the Participatory Action Research, initiated in 2019 with John Jay College, of Criminal Justice in New York, about Restorative Practices in the organizational world.
- We accompanied 352 people through the Restorative Practitioners Collective, with restorative activities aimed at the Circula community.

| Testimonials



"Being part of the Restorative Practices process has supported me professionally and individually, to manage when there are disagreements in my team and with other organizations, to create a meeting point".

- Claudia María Hernández, Executive Director of Fundación Sobrevivientes.



"My most heartfelt learnings have to do with the need and possibility of self-observation, thinking before acting, remembering that the power of communication is in me and that I can decide how to conduct my relationships. They seem obvious things but because they are automated we lose control, nobody teaches us or redirects us, they are things we don't talk about and in unconsciousness we lose control of ourselves and therefore we lose our power."

- Vivian Salazar, Executive Director of the International Learning Institute for Social Reconciliation –IIARS–

Participants in Restorative Practices Processes 2021

We thank those who have trusted us and invested in their professional and personal growth through the Restorative Practices Program. All participants received scholarships, some full and some partial.

The financial contributions received from the partial scholarships are directed to our programs and support our mission of accompanying leaders to increase their impact in Central America.

Participants in the certification on Introduction to Restorative Practices and Restorative Dialogue Circles

Ada Rubí Pinzón González
Alejandra Barahona
Alicia Díaz
Ana Laura Cáceres Caravantes
Andrea Sánchez
Andrea Rodas
Axel Haroldo Zabaleta Solís
Barry Goldwasser Paxtor
Carlos Moisés Zapeta Méndez
Carmela Caal Jucub
Carmen Carias
Carol Mérida Taracena
Claudia María Hernández Cruz
Claudia Maribel González Ramírez
Daniel López
Dimas Blanco Andrade
Eneko Arberas
Eva López
Gerson Eliezer Upún Marroquín
Gloria Eufemia Velazco García
Grant Kubler
Hannah Sklar
Hna. Caty Altagracia De La Cruz Reyes
Ingrid Arróliga
Ingrid Noemi Sanchez Sánchez
Jacqueline Figueroa
José Pablo René López Asencio

Juan Pablo Flores
Kelsey Komich
Kevin Steven García Ac
Laura Marcela Rodríguez Osorio
Leonel Navarro
Ligia Galindo
Lily Roman
Lissette Carolina Santiago Agosto
Luisa De Lourdes Cal Ba
Macario Vásquez Reyes
Manola González
María Belén Álvarez Mercado
María Rosalina Ramos Aragon
María Teresa Saravia Menéndez
María José Vázquez Figueiredo
Mario González
Mauricio Tijerino Barahona
Micaela López Rodríguez
Minerva Ramírez Meza
Nancy M. Yon Mendizábal
Paola Karina Lux Sacbajá
Selene Aldana
Shirley Álvarez
Shirley Carolina Salazar Villatoro
Valentina Vargas
Verónica Marcos Martínez
Vivian Salazar

Participants in the Introduction to Restorative Justice training course

Barry Goldwasser
Candida Lorena Coy
Christian Emmanuel López Rossell
Diana Gutiérrez
Estuardo Pernillo
Flor García
Givanna Aranguren
Gloria Beatriz Puc Chiquitó
Héctor Oswaldo Sosa Ortíz
Ian Frederick de León
Jéssica Marleny Jocholá Boch
Josefa Alvarado Mantanic

Katty Meza Araújo
Lucía Dávila
Lucía Estacuy
Lucía Isabel Solórzano Tinoco
María Elizabeth Procino
Marta Miza
Mónica Beatriz Zapeta Cumes
Norma Chonay
Norma Magaly Chonay Vásquez
Paula Andrea Muñoz
Selene Madaí Aldana Cardona
Wosbely Cristian Fabián Bocel Elías

Participants of the training Application of Restorative Justice in Addressing Violent Crimes

Barry Goldwasser
Christian Emmanuel López Rossell
Estuardo Pernillo
Flor García
Givanna Aranguren
Gloria Beatriz Puc Chiquitó
Héctor Oswaldo Sosa Ortiz

Katty Meza Araújo
Lucía Dávila
Lucía Estacuy
Mónica Beatriz Zapeta Cúmes
Paula Andrea Muñoz
Selene Aldana



Open Experiences in Restorative Leadership

This year we offered free monthly experiences open to the public as a resource to the Circula virtual community. We developed a series of sessions with topics such as social technologies, networking opportunities, a living library, art and movement workshops, among others.

Consulting and Collaborations

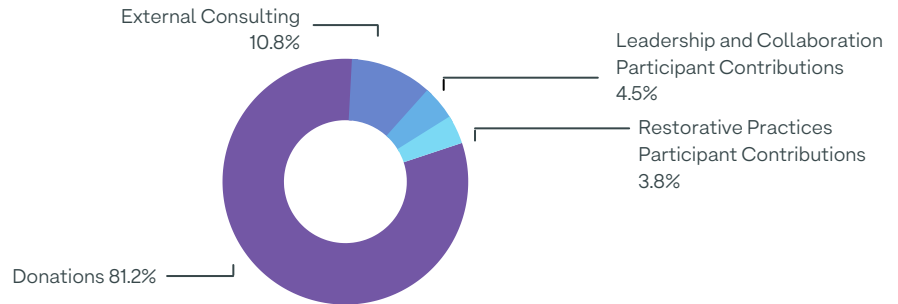
We established partnerships with organizations and companies, so that when an organization requests our services as consultants or proposes a collaboration, we seek to find the key point to support the advancement of their vision and mission, or the most restorative way possible to support them in overcoming a specific challenge.



Finance

Revenue

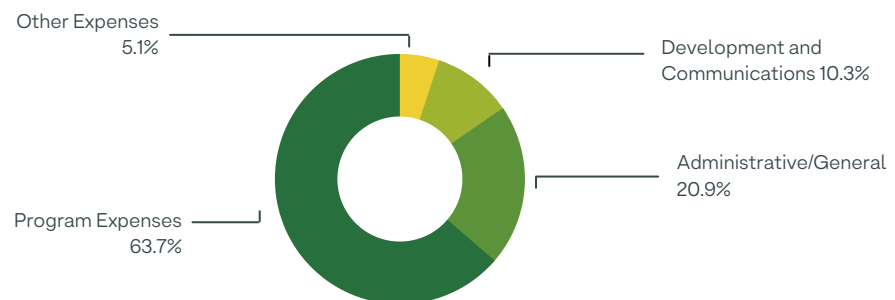
Our results have allowed us to maintain the trust and support of our major donors. We value every contribution that organizations and participants have made to the programs.



Restorative Practices Participant Contributions	\$4,987.53
Leadership and Collaboration Participant Contributions	\$6,433.55
External Consulting	\$15,294.31
Donations	\$115,353.30
TOTAL: \$142,068.69	

Expenses

We prioritize investment in the execution of our programs.



Program Expenses	\$67,823.05
Administrative/General	\$22,261.02
Development and Communications	\$10,990.44
Other Expenses	\$5,467.13
TOTAL: \$106,541.64	



2021

Gratitude and satisfaction

Recognition

We thank all the people and organizations that during 2021 contributed their effort and talent to the fulfillment of the mission of Circula, Center for Restorative Leadership. Together we support the growth of leaders in Central America.

Collaborators in the Diploma course in Leadership and Collaboration

Centro de Educación Ejecutiva
de Universidad para la Paz
Miguel Tello
Jack Smith
Linda Smith
Nadina Rivas

Eva Vanneste
Jeff Barnes
Daniel López
Vivian Salazar
William Ordóñez

Restorative Practices collaborators

Miguel Tello, Fundación Strachan
Instituto Internacional de Prácticas
Restaurativas
Rochelle Almengor y John Jay College, of
Criminal Justice de New York
Marisol Ramírez, Instituto Internacional
Crecer con Justicia

Lix Lainez
Francisca Domingo
Alvita Batres
Miguel Pleitez
Bekah Giacomantonio
Terry O'Connell
John Braithwaite
Lorena Coy

Other collaborators and volunteers

Paula Muñoz, Communications volunteer
María Mercedes Galvez, Project Design
Team - Sustainability project
Marina Rogow, Project Design Team -
Sustainability project
Verónica Boue, Project Design Team -
Sustainability project
Susana Monzón, Project Design Team -
Sustainability project
Jess Equipo Project Design Team -
Sustainability project
Ana Golobisky Project Design Team -
Sustainability project

Olga Marina Sul Olayo, operations support
collaborator
Quique Muñoz Photography
B Studio
Asociación Seres
Tzunun, Integrative Psychotherapeutic Center
Casa Convento Concepción
Hostal Doña Isabel

Thank you!

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