



Annual Report

10 YEARS OF TRAINING LEADERS WHO RESTORE COMMUNITIES



Flor García Mencos
Executive Director

In November 2012, on a day of clear skies in beautiful Antigua Guatemala, we signed the act of constitution with which our organization took its first breath of life. It was the beginning of a purposeful journey.

A year earlier we had put the idea in a document that we presented to our co-founder Gary Tabasinske, an experienced philanthropist who recognized the vital importance of not only donating funds, but also investing in training a new kind of leader. We came from leadership positions in different organizations and knew that good leadership is key to advancing programs that reach communities and development initiatives in general.

Leadership is influence, and how we exert that influence depends on internal and as well as external factors. With our Restorative Leadership model, people learn to share authority and power in a way that respects the dignity of all, without losing sight of the mission entrusted to them. Our mission to accompany the transformation of leaders has demanded humility and integrity to live the values what we teach others. This vulnerability has become our strength, deepening and innovating the design and content of our programs, which are endorsed nationally and internationally.

Ten years and several hundred graduates later, we are thrilled to see a large number of leaders and organizations translating what they learned in Circula to the real life of their organizations and communities. Leaders that are intentional about building safe spaces for personal and professional development where all people are seen, heard and recognized. Leaders constructively address conflict, making consultative and participatory processes with clear boundaries and high expectations. Leaders who maintain constant contact and collaboration among themselves, forming an extraordinary leadership community. A highly professional leadership with a human sensitivity in balance. Leaders who form this balance provoke an expansive, restorative transformation in society.

We celebrate a decade of training leaders who restore their communities!

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 agents of change in various fields of development, equipping 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 Leadership and Collaboration area offers two interrelated programs:

- 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 have deep roots in the wisdom and justice practices of indigenous communities around the world. They are considered a field within the social sciences that studies how to strengthen relationships between individuals as well as social connections within communities. At Circula we are trainers and practitioners in this field and apply the restorative approach to leadership training and organizational strengthening.

Restorative practices offer resources to build community, celebrate accomplishments and strengthen the positive dynamics of human interaction. They are used to prevent and repair harm in relationships in any context.

We offer:

- Certification in Restorative Practices
- Restorative Justice Courses
- Access to the International Collective of Restorative Practitioners, of which we are founders.



OUR PROGRAMS

Open experiences of Restorative Leadership

We offer experiences to develop and enrich leadership competencies through short-term processes designed to generate a real impact on participants. Through these open experiences, we bring value and key elements to leaders and teams of NGOs, organizations in the business sector, and anyone who wants to strengthen their leadership.

We offer:

- Free monthly virtual activities that are open to the public.
- Participatory Leadership Camp
- Self-Care for Organizations
- Restorative Leadership for Youth.

Consulting and Collaborations

With processes tailored to an organization's needs, we support the advancement of its mission, whether through training or designing a restorative process to help them overcome a specific challenge.

A man wearing a blue long-sleeved shirt, blue jeans, and a light blue face mask is leaning over a white folding table. He is working on a large sheet of paper covered with many pink sticky notes. Several other pink sticky notes are scattered on the table surface. In the foreground, the back of a woman's head and shoulders are visible; she is wearing a grey patterned shirt and a grey face mask. The setting appears to be an indoor space with a red and white patterned floor and a balcony with a metal railing in the background.

2022

**10 years of training leaders
who restore communities**



2022 in numbers

Restorative Practices

3	Cohorts of Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles certification
48	Graduates of the Introduction to Restorative Practices and Facilitating Restorative Dialogue Circles certifications
25	Graduates of the Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles for educators
71	Graduates of Foundations of Restorative Practices for an educational community
16	Activities of the Restorative Practitioners Collective
239	Participants in activities of the Restorative Practitioners' Collective
8	Accompaniment with custom-designed restorative processes requested by various organizations
61	Poqomchi leaders completed the restorative leadership process "El diario de una Lideresa" within the framework of the Re' qasuut" (Our Circle) project.

Diploma course in Leadership and Collaboration

30	Graduated Leaders of the Diploma Course in Leadership and Collaboration
6	Modules
41	Learning Sessions: Diploma course
14	Mentors
19	Learning Sessions: Mentor Training



2022 in numbers

Open experiences of Restorative Leadership

- 11** | Free online activities open to the public
- 216** | Participants
- 183** | Organizations attended

Advisory / Consulting

- 17** | Consulting processes with 49 activities
- 330** | Participants
- 20** | Organizations attended

Collaborations

- 19** | Activities in inter-institutional collaborations
- 311** | Participants in activities in inter-institutional collaborations
- 155** | Organizations we collaborate with



Diploma course in Leadership and Collaboration

Diploma course in Leadership and Collaboration



Our Year

After two years of interacting almost entirely online, this year we offered the diploma course in a hybrid form with two face-to-face and four online modules. This allowed us to meet, get to know each other, share, and connect deeper, strengthening the leaders' network.

The class of 2022 had all the online benefits with access to the Moodle platform, infographics of the topics, audio-visual resources, and reflection questions guides. Participants also received personalized feedback and monthly follow-ups.



Accomplishments and Lessons Learned

- We formalized 15 alliances with organizations that contributed a percentage of the scholarship to support the participation of their leaders in the diploma course, recognizing that investing in the growth of an agent of change is to invest in the development of an entire ecosystem.
- Accreditation by the Guatemalan Ministry of Education, DIGEACE: through a rigorous evaluation process, the Guatemalan Ministry of Education verified that we have a congruent curriculum in terms of content, reliable monitoring and evaluation, adequate didactic resources and trained personnel to guarantee educational quality, granting us official accreditation and certification of the Diploma course in Leadership and Collaboration.
- We renewed our alliance with the Center for Executive Education of the University for Peace, UN. We are one of the 5 programs in the world that obtain this academic validation, allowing us to offer a joint certificate.
- For the 7th consecutive year, we conducted the Mentoring program with 14 leaders who graduated from previous diploma course promotions, accompanying 14 new leaders of the 2022 promotion. The mentors received training and 6 online follow-up sessions to develop their roles in the best way possible.
- Leadership Retreat and Graduation: In August we offered the 2022 cohort a retreat focused on strengthening the leader's sense of purpose and integrity. We also celebrated the culmination of the diploma course with a graduation dinner, a presentation of diplomas, and a talent night.
- Leadership Retreat for 2020 and 2021 Cohorts: The pandemic prevented the 2020 and 2021 cohorts from holding their final retreat in person. In August 2022, we delivered as promised and held this Leadership Retreat in its entirety. We were finally able to see and celebrate each other beyond the online world, after 2 years of keeping in touch from a distance.
- Community activation: The alumni network was kept active through WhatsApp chat and opportunities for open activities directed at sharing tools, inspirational sessions, or with a focus on restorative leadership.
- We started 2022 with a special self-care activity with the leaders of the Circula Community: a Forest Therapy session with forest therapist Raúl Palma, certified by the Association of Nature and Forest Therapy in the USA.
- Donation of computers: we want to ensure that we do not increase inequality in access to Information and Communication Technologies (ICT). This year, Circula managed a donation of 2 computers for 2 community leaders and we provided personalized support and instructions so they could access our online platforms. We also received a donation of technological equipment from our friends at Common Hope.

Testimonials

The topics addressed in the Diploma course in Leadership and Collaboration were important for me as a defender and community leader to exercise my human rights and achieve my goals. I was able to identify my leadership style, and the way I manage my time and it allowed me to know my abilities to work in a team or community. Many times I don't think about myself and these topics allowed me to continue exploring. This diploma course taught me how a leader or community leader can support and sustain herself and her team, sharing a long-term vision and achieving organizational goals.

- Teresa Puac Menchú. Community Leader



One aspect of the richness of the diploma course is the diverse community of leaders that one can meet, and with whom I was able to establish trusting relationships that enable collaboration. The diploma course addresses aspects of human relationships and personal growth that other processes do not address, the sessions are taught by facilitators with quality and wisdom, and I was able to put into practice what I learned directly in my organization by establishing a safe space to work with school principals. In addition, I found useful sessions with management topics such as Strategic Planning, which developed a complex topic in a simple and accessible way.

- Francisco Moreno. IsraAID



Before the Diploma course, I had identified areas of growth in my leadership, during the program I discovered other aspects that I was able to cultivate. One example was delegation and feedback and thanks to that now I don't overload myself, and it also improved my way of giving feedback. It also supported me in building agreements and creating goals for my program, and I have learned to use words from the "we". We started co-creating agreements with the whole team, reviewed objectives, and co-created program goals using the SMART format. I also gained strategies to organize my time. Everything I have implemented has worked very well for me. My team has the confidence to approach me and form a circle of trust where they can give feedback. I am happy, and satisfied and would like to continue participating with Circula.

- Julio Cumes, Tejiendo Futuros.



Participants of the 2022 edition

Each leader of the class of 2022 received a full or partial scholarship.

Through the financial contributions of the class of 2022, we will be able to offer 4 full scholarships for the future leaders of the class of 2023.

Berinda Janeth Herrera
Byron Enrique Villanueva González
Claudia Verónica Pérez Aguirre de Cetino
Eddy Aroldo Roquel Díaz
Elvira Isabel Coxaj Boj
Emilio Enrique Pacheco Castrillo
Francisco Moreno Ruiz
Hilda Griselda Vásquez Gutiérrez
Jéssica Marleny Jocholá Boch
Josué David Greenman
Juan Pablo Urrutia
Julia Mercedes Morales Juárez de González
Julio Cesar Cumes Ajú
Luis Fernando Ramirez Orozco
Madelí Samara Quiñónez González de Minas

María Cristina Menchú Tax
Marta Dominga Cux Yac
Martina García Cruz
Melyna Antonia Cholutío Pérez
Miguel Ángel Pleitez Herrera
Miriam Rosario Valle Valle
Nereida Adalgiza Contreras Chacón
Norma Magaly Chonay Vásquez
Sandra Otilia Sánchez Rojas
Silvia Graciela Naz Calel
Teresa Puac Menchu
Valentina Vargas Ricca
William Israel Escobar Caná
Willian Estuardo Vásquez Súcite
Yessica Adelaida Pastor Hernández

Mentors

José Pablo Asencio
Lucia Estacuy
Cynthia Loria Picado
Jaqueline Aguilar Ibarra
Migdalia Isabel Girón
Macario Vásquez Reyes
Andrea Cross Villaseñor

Eva Vanneste
Gloria Passow
Carmen Reyes
Dora Marina Cua
Julio Ceballos
Flor García
Lucía Dávila



Restorative Practices

Restorative Practices



Our Year

From the Restorative Practices program, we offered certified training in Restorative Practices and Restorative Dialogue Circles. A decade working in this field gives us the confidence to innovate, and this year we created "El Diario de una Lideresa," a special curriculum of restorative approaches for women. We implemented it with community leaders in a municipality near the capital and others in the northern region of Guatemala, translated into the Poqomchi language. We made adjustments to offer a renewed Restorative Practices curriculum for educators and implemented it with an international organization with a regional presence. We developed a comprehensive program to promote restorative relationships in an educational community, involving principals, teachers, and parents. We also responded to the call of several Central American organizations to offer restorative accompaniment at critical moments in their organizations. 2022 leaves us full of gratitude for the trust placed in Circula and the possibility of responding and honoring that trust creatively, with dedication and respect.



Accomplishments and Lessons Learned

- Through the Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles certifications we contributed to, and strengthened the leadership of, agents of change in Guatemala, Honduras, Costa Rica, Nicaragua, El Salvador, Panama, and Mexico. We celebrate working with organizations that wish to cultivate a restorative organizational culture.
- We adapted the Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles curriculum for educators and applied it in training Glasswing International's regional team.
- We accompanied an educational community in a highly-vulnerable area through the Restorative Relationships in the Family project, where both teachers and parents received basic training in the Foundations of Restorative Practices.
- Organizations may go through critical moments in which they need restorative accompaniment to strengthen or restore their internal dynamics. This year we accompanied several organizations with restorative processes tailored to their needs.
- Restorative practitioners from El Salvador and Guatemala participated in the Annual Meeting of the Restorative Practitioners Collective with the theme "Restorative Leadership, sustaining restorative organizations, communities, and systems." We had the special participation of Australian Professor John Braithwaite, an internationally-recognized leader in Restorative Justice.
- Professor John Braithwaite's visit to Guatemala provided an opportunity to raise awareness of the importance of Restorative Justice and Restorative Practices in the restoration of the social fabric. We held a Press Circle with prominent journalists, and a dinner conversation with organizations working on issues related to justice, equity, and development.
- We promoted Reading Circles for members of the Restorative Practitioners Collective, strengthening us as a community and maintaining our focus on restorative practice.
- We were invited to be speakers at the World Conference of the International Institute for Restorative Practices (IIRP). The central theme was "Pathways to Social Change" and we presented a paper entitled "Community Applications of Restorative Practices," sharing our experience working with communities of young returnees in the department of San Marcos, Guatemala.
- We were invited to present as panelists on the 8th World Conference of the National Association of Community and Restorative Justice (NACRJ), one of the most important conferences in the United States, which brings together practitioners and researchers of Restorative Practices. During the presentation, we shared our experience developing a "Restorative Action Research." This research started in 2019 together with a group of students and academics from John Jay College of Criminal Justice in New York and was led by Professor Rochelle Almengor, Ph.D.
- We started the project "Re' qasuut" (Our Circle, in the Poqomchí language) in the municipality of San Cristóbal Verapaz. With this project, we will accompany 180 women survivors of the internal armed conflict in Guatemala. The objective is to increase the sense of dignity of the participants by recognizing their strengths from their personal history, as well as to strengthen the sisterly bond among them using Restorative Practices methodologies. The project is possible thanks to an alliance with Asociación Verdad y Vida and the financial support of the Central American Women's Fund.

Testimonials

Circula's work in Guatemala and other Central American countries with Restorative Practices is extraordinary. During my career, I have met various initiatives in the field of Restorative Justice and Restorative Practices around the world and I have been pleasantly surprised to see how this organization in Guatemala is influencing society with its work through a focus on leadership that I have not seen before. It is an inspiring work!

- John Braithwaite



I like the facilitation and methodology that Circula uses. I can apply Restorative Practices daily. The structure I learned in the training makes it easier to have better conversations both one-on-one and with groups, even when they are difficult conversations. As an institution, we are applying the restorative approach and its emphasis on fair processes. For someone in a leadership position to know these tools is valuable and contributes to humane and fairer leadership.

- Julia Morales, WINGS Guatemala



- Restorative Practices will be my bread and butter in the classroom, I know how I am going to use them with the students.
- I learned that it is very important how we communicate with students, this process allowed me to review what I am doing individually and how to improve it.
- As a teacher, the Restorative Practices taught me how to express gratitude and appreciation intentionally. It is powerful, and it matters.

- Teachers in Mano Amiga.



Participants in Restorative Practices Processes 2022

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 are directed to continue offering our programs in an accessible way and support our mission of accompanying agents of change to increase their impact in Central America.

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

Julia Morales
Rita Bol
Susana Vívar
Bernarda Jiménez
José Amaya
Lucia Zamora
Celeste Velásquez
Ana González
Oneida de León
Evelyn Aceituno
Senayda Mendoza
Tatiana Pedro
Carolina Milián
Alexia García
Delmi Ramírez
Erik Pocasangre
Elizabeth Méndez
Wendy Serrano Pérez
Jerónima Sulugui
Willian Vásquez
Virgilio Yach
Helen Salguero
María Gómez
Ana Yaxon
Kimberly Figueroa

Merlyn Velasquez
Carlos Delgado
Jorge Pagoada
Ximena Matamoros
Karla García Zúñiga
Mario Gónzales
Dulce Aguilar
Esly Barbosa
Jazmin Tucux
Dennis Yol
Raúl Pérez Ajanel
Katherine Level
Constanza Silva
Susana Araujo
Andrea Palacios
Carlos Torres
Gracia Rivera
José Eduardo Torres
Manuela Caba
Migdalia Giron
Andrea Cross
Jaime Torres
Mayra Torres
Dalia Vásquez
Tomas Pérez

Cesia Cortez
Miguel Angel Ruiz
Paola Pineda
Maritza Trejo
Camila Acevedo
Matilde Miranda
Mayra Ramos
Rosa Cua
Silvia Julajuj
Mayra Chiroy
Victoria Julajuj
Celestina Poz
Veronica Par
Juana Chalcú
Petronila Mesia
Glenda Cuc
Olga Caba
Miriam Rosario Valle
Ingrid Velásquez
Melyna Cholutio
Brenda Mercedes de León
Ottoniel Set
Karla Vásquez

Graduates of Fundamentals of Restorative Practices for an Educational Community

Sindy Solares
Jacqueline Orozco
Nancy Rodríguez
Celia Echeverría
Irma Juárez
Pablo Rivera
Julio Eduardo Reyes
Jossy Arlen Santos
Judith López
Verónica Rodríguez
Nancy Rodríguez
Jossy Santos
Wendi García
Sheila Salay
Pablo Rivera
Nancy López
Albina López
Ingrid Revolorio
Dora Yucuté
Dora Bantes
Astrid Bantes
Leidy Yucuté

Verónica Rodríguez
Judith López
Nancy Osoy
Maribe González
Lisette Carolina Santiago
Marvin Benito
Irene de León
Alejandro Araigo
Paula Muñoz
Herlinda de León
Juana López
Elida Ecuté
Vanessa Pozuelos
Dionisia Baltes
Sandra Silvestre
José Miguel Guzman
Silvia Osoy
Sherley Archila
Lucía López
Juana Cucul
Jenny Reyes
Yenifer Sian

María Yucuté
Elsa Bolaños
Meldy Guzman
Yoselin Choquin
Marta Suruy
Milvia Hernández
Kellyn Bantes
Julia Bantes
Amilcar Itzep
María Choquín
Glendy Sian
Iris
Reina
Donis Martinez
Berta
Estela Gonzalez
Dionicia Bantes
Araseli Dias
Silvia Osoy
Ericka Palencia

Open experiences and collaboration



Open Experiences in Restorative Leadership

We offered free, monthly experiences open to the public, which are also resources that strengthen the leadership of the Circula community. Open Experiences is also an area that allows us to carry out special projects, such as the Trauma Sensitive Leadership Intensive Course, co-created with WINGS-Asociación Alas de Guatemala, and Creamos. In 2022, we conducted two cohorts with 45 graduated leaders.

Consulting and Collaborations

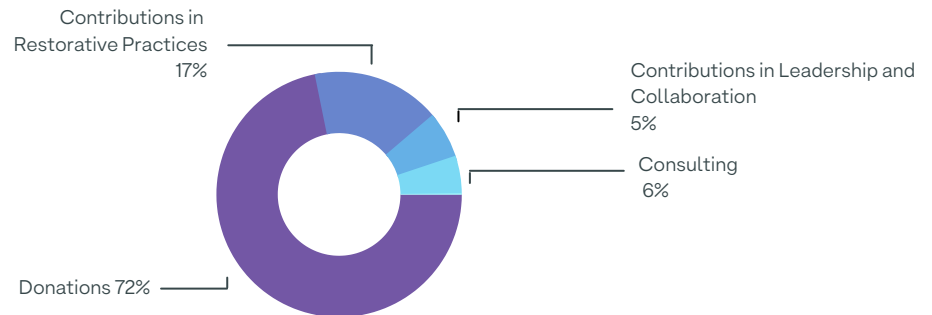
For confidentiality, we reserve details of the support that many organizations have requested from us this year, but we are happy to share one of the many collaborations we have made: the "Leadership in the Mountain" program co-created and co-facilitated by Miguel Tello and Flor Garcia. This program combines leadership training with Forest Therapy and hiking. To date it has been taken to Guatemala, Costa Rica, and Panama with excellent results thanks to the support of Fundación Strachan and the logistical collaboration of Fundap in Guatemala; Coimpacta, and Asociación Enlaces in Panama. The program already has 32 graduates from the three countries.

A row of small, clear glass vials with cork stoppers, each containing a different type of dried herb. They are arranged on a teal-colored tablecloth. In the background, there are blurred colorful objects, possibly flowers or decorations. The word "Finances" is written in white, bold, sans-serif font at the bottom right of the image.

Finances

Income

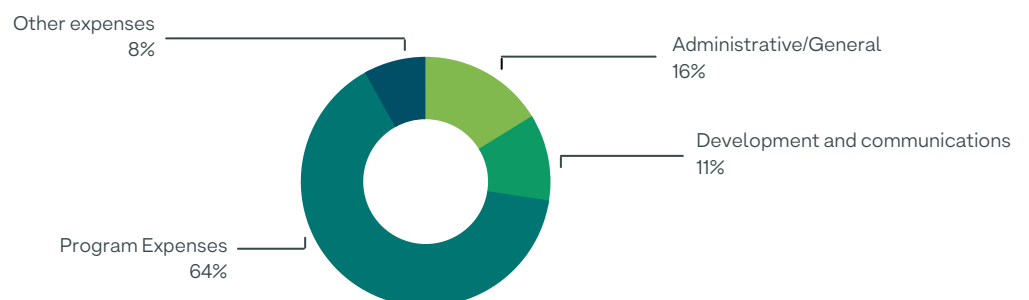
Our results have allowed us to maintain the trust and support of our major donors. We value every contribution that organizations and participants have made to the programs.



Organizational and Participant Contributions to Restorative Practices	\$36,531
Organizational and Participant Contributions to Leadership and Collaboration	\$9,748
Consulting	\$12,984
Open experiences	\$280
Donations	\$151,770
TOTAL: \$211,313	

Expenses

We prioritize investment in the execution of our programs.



Program Expenses	\$94,982
Administrative/General	\$23,865
Development and communications	\$16,530
Other expenses	\$11,902
TOTAL: \$147,279	



2022

Gratitude and satisfaction

Recognition

We thank all the people and organizations that 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 Diploma Course in Leadership and Collaboration

Centro de Educación Ejecutiva de Universidad para la Paz
Miguel Tello
Jack Smith
Linda Smith
Nadina Rivas
Jaqueline Aguilar
William Ordoñez

Eva Vanneste
Jeff Barnes
Daniel López
César García
William Ordóñez
Lix Lainez
Gerardo Arijdis

Restorative Practices Collaborators

John Braithwaite
Miguel Tello, Fundación Strachan
IIRP Instituto Internacional de Prácticas Restaurativas
Rochelle Almengor y John Jay College, of Criminal
Justice de New York

Lix Lainez
Francisca Domingo
Alvita Batres
Bekah Giacomantonio
Norma Baján
Obdulio Perén

Other collaborators and volunteers

María Mercedes Galvez
Paula Muñoz, ComuSocial
Olga Marina Sul Olayo, colaboradora de apoyo en operaciones
Quique Muñoz Fotografía
Comedor Concepción
B Studio
Asociación Seres
Tzunun, Centro Psicoterapéutico Integrativo
Casa Convento Concepción

Thank you!

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10 años

circula

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