



Annual Report

Training leaders who restore communities

2023 will remain in Guatemala's memory as the year in which, on the one hand, democracy came under attack by those in power, who tried in every possible way to invalidate the will of the people who, with their vote, rejected the corrupt and repressive system of government.

On the other hand, we also saw the power of citizen organization, led above all by Indigenous community leaders, with supported by massive participation of students, communities and neighborhoods throughout the country. Today, as I write this letter, the resistance of the indigenous leadership at this juncture has reached 80 days.

At Circula, during this year's events we heard more strongly than ever , a call to strengthen civil society through formative and transformative work. With this clarity, we visualized the next 5 years and set our priorities in the strategic plan 2024-2028, knowing that as a society we will have to harvest the lessons of this critical period, dialogue, and continue restoring the social fabric.

With this in mind, we defined Organizational/Community Leadership and Restorative Justice and Practices as programmatic and methodological pillars. Within these two pillars, we will advance Restorative Schools and Dialoguing Societies initiatives.

We are inspired by the countless individuals and organizations who strive every day to build more just, non-violent, equitable, and inclusive societies.

Join us for a tour of our work in 2023 in this annual report.



Flor García Mencos
Executive Director

Mission

To facilitate the transformative growth of leaders and organizations.

Our Programs

Organizational and Community Leadership

We train leaders and agents of change who lead social, grassroots, citizen and community organizations, strengthening their leadership skills, through integrating aspects of management and personal growth. Our curriculum is reviewed and updated periodically to achieve the managerial competencies necessary for a changing world. We emphasize the connection and collaboration between leaders and diverse organizations, promoting learning exchange networks, opportunities and support. We employ a restorative approach which prioritizes the dignity of people at all times.

We offer a Diploma in Leadership and Collaboration, various Restorative Leadership courses and tailor-made processes for organizations. Our programs have the educational quality endorsement of MINEDUC Guatemala, and we are one of only five organizations in the world whose programs have received academic validation from the Center for Executive Education of the University for Peace (UN).

Restorative Justice and Practices

Restorative practices and restorative justice are avenues for strengthening relationships between individuals as well as social connections within communities. They are also effective means of addressing and repairing harm in relationships when it occurs. Their application ranges from family and work relationships to broader systems such as schools, organizations, justice systems and social restoration following war or natural disasters.

When working with civil society leaders and agents of change, the restorative approach takes on special relevance, as the way they exercise their power shapes the culture of the organization and impacts the entire system they influence.

We offer Certified Training in Restorative Practices, Diploma in Restorative Justice, and conduct Restorative Practices and Restorative Justice processes in communities that have been affected by the recent history of the country. In addition, we founded the Restorative Practitioners Collective, which provides accompaniment, continuous learning and ongoing practice opportunities.

A photograph of three women sitting on a red and white patterned tiled floor. The woman on the left is wearing a black t-shirt with 'B MARLEY' and a graphic of Bob Marley, blue jeans, and black sneakers. She is holding a red marker. The woman in the center is wearing a white t-shirt with 'KIE C' and a graphic, khaki pants, and tan sneakers. She is holding a small, round, brown object with a purple and pink design. The woman on the right is wearing a green top and has her hands clasped. In the background, there is a wooden railing and a wall with a yellow and brown pattern. A red bag and some white items are on the floor to the right.

2023

We lead to strengthen
civil society



Community and Organizational Leadership

Our Year

For the second time, we implemented the hybrid model in the diploma course, this time with three face-to-face and three virtual modules. The class of 2023 enjoyed all the virtual benefits, accessing the Moodle platform, audiovisual resources, guides and questions for reflection. To ensure the practical application of what was learned in each module, we implemented adventure groups, encouraging the exchange of experiences and fostering a call to action among participants. In the classroom, the leaders were able to take full advantage of the dynamic of collaborative, participatory and inclusive spaces that characterizes Circula in all its processes.

Our Impact

Organizational and Community Leadership

46

Leadership and Collaboration Diploma
Participants and Mentors

17

Restorative Leadership Trainings for
different organizations

458

Participants in Restorative Leadership
trainings for different organizations

6

Activities for the Circula
Community

107

Participants in the activities for
the Circula Community

10

Restorative Leadership Activities, online,
free and open to the public

198

Participants in free online
activities open to the public



A photograph of three women of diverse backgrounds laughing and smiling together outdoors. The woman on the left is wearing a colorful patterned blouse, the woman in the middle is wearing a dark blue shirt, and the woman on the right is wearing a white shirt under a dark blazer. They are standing in front of a green lawn and some foliage.

Achievements and Lessons Learned

- We established 8 alliances with organizations that supported the participation of their leaders in the leadership 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 that began in 2022, the Guatemalan Ministry of Education verified that we have a curriculum that meets the standard to ensure educational quality, including: content, reliable monitoring and evaluation, adequate didactic resources and trained personnel.
- We renewed our alliance with the Center for Executive Education of the University for Peace. We are one of the 5 programs in the world that obtain this academic validation and allow us to offer a joint certificate.
- For the 8th consecutive year, we carried out the Mentoring program with 18 leaders who graduated from previous cohorts and accompanied 18 new leaders of the class of 2023. The mentors received training and 5 virtual follow-up sessions to develop their roles in the best possible way.
- Leadership Retreat and Graduation: We provided the 2023 cohort with a unique experience through a retreat designed to enhance the leader's sense of purpose and integrity in August. This event focused not only on professional development but also on fundamental aspects of transformational leadership.
- We celebrated the closing of the leadership program and the important achievement of the leaders who completed the course, with a graduation ceremony in which each participant received a diploma with dual accreditation from Circula and the CCE UPeace

- Community activation: we held Regional Circles with alumni in Sacatepéquez, Guatemala City, Sololá and the region of Las Verapaces.
- The alumni network also participated through digital media, in open activities where we shared tools, inspirational sessions and learning spaces with various topics of restorative leadership.
- Innovations: to enhance the experience of our participants, we introduced the "Cápsulas de Salario Emocional" (Emotional Salary Capsules), an innovation launched this year. We incorporated collaborative art activities, generating tangible works and strengthening group cohesion. In Circula, we see "adventures" as reflective tasks to put the concepts of the module into practice. This year, leaders shared experiences and resources, achieving a collective closure and consolidation of learning.
- In addition to the diploma course, in 2023 we designed and facilitated leadership training programs in Guatemala and other Latin American countries. Among them, we highlight the work with foundations that entrusted us with the strengthening of the leaders and organizations they support and also a process with migrant women leaders in Guatemala, Honduras and El Salvador.



Testimonials

«The Diploma was a learning and building experience, both for my personal life and for my organization. I put what I learned into practice and it has helped me grow in life, in my work and with the people I share it with. Others in my organization see a change in the work I do. After several years of not studying, this space made me feel safe because it was very inclusive. I developed new ideas and goals to achieve, now I know new ways to achieve them».

Floralma Bocel. Colectiva Mujeres con Capacidad de Soñar a Colores



«The diploma course was a tremendous opportunity to expand my leadership circle. I was able to create a clear connection from theory to practice, where through conceptualizations I was able to deconstruct and reconstruct leadership based on reality and restoration. In addition, for my organization it was of utmost importance to learn and reflect on the organizational culture and its impact on the work of leaders, so that they can flow in the functions to be performed».

Helder López. Líder en desarrollo integral y procesos de paz.



«The Leadership and Collaboration course came into my life at exactly the right time; it strengthened my personal security and helped me to see my needs as a person. It helped me to recognize each member of my team and to be more sensitive and attentive to their needs. The experience of the diploma course has undoubtedly been incredible for Jóvenes por los Derechos Humanos Guatemala and at exactly the right time. The course has been a gift that has changed my personal and professional life. Thank you Circula for the opportunity».

Jánnelly Pérez. Jóvenes por los Derechos Humanos



Participants of the 2023 class

Each leader of the class of 2023 received a full or partial scholarship.

Ana Caniz Lopez

Ana Adela García de Tecún

Ana Rocío Silva Rivera

Blanca Ketzal'í Sipac Patal

Carla Yessenia López Gómez

Catalina María Madrid Castillo

Cristobalina Lourdes Aguilar Sapón

Carlos José Zuniga Méndez

Diana Gabriela Morales Chávez

Dimas Cesar Blanco Andrade

Federico Ubaldo Paxtor Oxlaj

Floralma Bocel Raxtun

Gerardo Alfonso Guarquez Vásquez

Helder Ariel López Escobar

Helen Karina Juárez Arcón

Hugo Leonel Hernández Chaj

Jacquelin Maryvi Yoc Chalcú

Jánnelly Mardelly Pérez Gálvez

María Fernanda García García

María Libertad Sáenz de Tejada Salazar

Marlon Raul Castellón Vásquez

Miguel Josafat Rodas Gómez

Mishel Alejandra Mussali Meza

(China) Nancy Mabell Yon Mendizábal

Sonia Marily Matzar Morales

Touriel Chacón Barrios

Wendy Melissa Bolaños Moino

Werner Tomás Lorenzo Morales Morales

Mentors

Miriam Rosario Valle

Julia Morales Juárez

Willian Vásquez

Jaqueline Aguilar

Alejandra Barahona

Marta Miza

Javier Díaz Orantes

Lucía Dávila

Francisca Domingo

Beci López

Estuardo Pernillo

Oscar Valenzuela

Virgilio Yach

Helen Salguero

Rosario Saquí

Mayra Torres

Ottoniel Set

Flor García



Restorative Justice and Practices

Our Year

In September 2023, we commemorated the graduation of the first cohort of the Diploma in Restorative Justice, a program that provided both theoretical and practical inputs for the implementation of Restorative Justice in their respective organizations and communities. In addition, we successfully conducted two cohorts of the certification in Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles. We offered restorative accompaniment in critical moments to several Central American organizations. As a team, we took advantage of the valuable opportunity to train as Peace Circles facilitators with leading expert Kay Pranis in Bogota. This experience not only enriched our skill set, but also resulted in the formation of meaningful international partnerships.

Our Impact

Restorative Justice and Practices

2

Cohorts of Certifications in Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles

36

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

23

Graduates from the first edition of the Diploma in Restorative Justice

11

Activities of the Restorative Practitioners Collective

113

Participants in activities of the Restorative Practitioners' Collective

5

Accompaniment with custom-designed restorative processes requested by various organizations

180

Lideresas Poqomchi completed the restorative leadership process "El diario de una Lideresa" within the framework of the Re' qasut" (Our Circle) project

456

Participants in restorative process training requested by various organizations





Achievements and Lessons Learned

- We conducted the first cohort of the Diploma in Restorative Justice with our own contextualized curriculum with practical tools for key actors in Human Rights, Historical Memory, Migration, Education and Justice in Guatemala and El Salvador. This program was carried out with the co-facilitation of our mentor and friend Miguel Tello.
- The Diploma in Restorative Justice was conducted with the support of John Braithwaite, an internationally-recognized expert in Restorative Justice. In addition, we had the participation of high-level international guests, distinguished professors from Costa Rica, Spain, Hungary, Mexico, Colombia, Ireland, Brazil, United States and Australia.
- We developed a curricular adaptation of Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles aimed at people with disabilities, for the application of the methodology in their contexts.
- We innovated our certification in Introduction to Restorative Practices and Facilitation of Restorative Dialogue Circles by implementing an in-person practice lab.
- From Circula, and together with members of the Restorative Practitioners Collective, we created and facilitated various citizen dialogue circles in response to the Guatemalan political context.
- Organizations can go through critical moments in which they need restorative accompaniment to strengthen or reestablish their internal dynamics. This year we provided accompaniment to several organizations with restorative processes tailored to their needs.
- For the second year, we opened the Reading Circles for members of the Restorative Practitioners Collective. This year we were joined by graduates from other programs who are members of the Circula Community and we opened this space to the public to strengthen the sense of community and our focus on restorative practice.

- We completed the project "Re' gasuut" (Our Circle) in San Cristóbal Verapaz. With this project we accompany 180 poqomchi' women leaders, survivors of the internal armed conflict in Guatemala. The objective was to increase the participants' sense of dignity, voice and agency and strengthen the bond between them using Restorative Practices methodologies. We also equip women with tools for decision-making in potential Restorative Justice processes. The project was possible thanks to an alliance with the Truth and Life Association and the financial support of the Central American Women's Fund.
- We had the opportunity to travel to Bogota, Colombia, to train as Peace Circles facilitators with Kay Pranis, an internationally-recognized expert in restorative circles and peace-building processes. Deepening our knowledge of these methodologies has allowed us not only to enrich our practice but also to strengthen our commitment to peace-building and the restoration of the social fabric in Guatemala.
- In Bogota, we established international alliances with two organizations that work with Restorative Practices and Restorative Justice: Human Partner in Colombia, and CIREC in Costa Rica.
- This year our ED, Flor García, worked on two special projects that culminated in the publication of two books that refer to Circula's work: Inclusive Leadership: Equity and Belonging in our Communities and Encuentros con las Prácticas Restaurativas (Encounters with Restorative Practices). The co-authors are colleagues from the IIRP and the Circula Community: Linda Kligman, Henry L. McClendon, Justin Miu, Miguel Tello, Aracely Chacón, and Lorena Coy.
- We visited New York for several meetings and conferences, including John Jay College of Criminal Justice, where we shared with Restorative Justice professionals about our work in Guatemala.



Testimonials

«Participating in the diploma course on Restorative Justice has been a totally transformative process that has deconstructed many preconceived ideas that the system imposes on us. Through this process I have learned that real justice must go much further, it must seek healing before punishment. For me it has been a challenge to assimilate these concepts, but I see that this is the path to follow because only through restoration can justice be truly complete».

Miguel Ángel Costop. PROGRESA.



«Learning about Restorative Justice has been a challenge. We know that from the restorative justice approach we have the opportunity to address a problem focusing on repairing the damage, and that is another approach to justice contrary to punitive justice, which is the concept we have internalized the most. In restorative justice we have the opportunity to rebuild the social fabric, to rebuild our relationships and above all to make the process more transparent and communitarian. Restorative Justice gives us the opportunity to have another approach, especially a healing one».

Lourdes Cal. Verdad y Vida.



«All the lessons learned from the Diploma in Restorative Justice have contributed to my growth as a person and in the work I do with LGBTQ+ people with disabilities in Guatemala and this knowledge and tools allow me to address with relevance in intersectionality approaches. Our society after 36 years of internal war and genocide perpetrated by the state, has ingrained violence and punitive justice. This knowledge that I am gaining thanks to Circula brings me a lot because it makes me feel hope in what I do from another way of seeing justice, and in addition to the work, with my family I have been able to share a new way of living together. I have nothing but gratitude and expectations to continue learning».

Josué López. Colectivo Ovejas Negras.



Participants Practices and Restorative Justice 2023

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 economic contributions received are directed to continue offering our programs in an accessible way.

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

| | | |
|-------------------------|------------------------------------|---------------------------------|
| Valentina Vargas | Iván Estuardo Mendoza Zepeda | Shelly Baril |
| María Paola Herrera | Olga Elizabeth Pérez Rosales | Vivian Quisquiná |
| Floridalma Bocel Raxtún | Adriana Alejandra Gutiérrez Juárez | Francisca Zapeta |
| Evelyn Salazar | Sheyla Josabel Torres López | Alejandra González |
| Andrea Díaz | Ana Leticia Martínez | Leticia Mejía |
| Barbara Pacay | Lorena Roffé | Raquel García |
| Sandra Sánchez | Josue Arnulfo López aguilar | Carmen Eunice Reyes |
| Adrianaa Cabello | Delfino Alejandro Martín Chitay | Icesi Raquel García Girón |
| Flor Sam | Silvia Azucena Aguilar Ibarra | Ricarda Susana de León |
| Estela Yaxón | María José Bejarano Quisquinay | Llansee Graciela Dueñas Rosales |
| Heylin Orellana | Rocío Benavides Santana | Linda Selina Noriega López |
| Jennifer Marshall | Jánnelly Mardelly Pérez Gálvez | Angela Everilda Cuz Tiul |
| Melina Camillato | Lucrecia Rodríguez | Dancin Balesca Urizar Ruiz |

Participants in the Diploma on Restorative Justice

| | |
|---------------------------------------|----------------------------------|
| Alma Yesenia Perobal Choy | Luisa de Lourdes Cal Ba |
| Ana Silvia Sosa Piy | Lorenza Pricila Miguel Camposeco |
| Emilio Enrique Pacheco Castrillo | Melyna Antonio Cholotío Pérez |
| Fernando Gabriel Pineda Bautista | Miguel Angel Costop Bala |
| Fernando Rabanales | Miguel Ángel Pleitez Herrera |
| Gabriel Antonio Porres Palacios | Oscar Martín Valenzuela Olivares |
| Gilmar Seferino Gerónimo Méndez | Otoniel Set Gonzalez |
| Helen Marisol Salguero Galdámez | Silvia Judith Quan Chang |
| Jaime Orlando Torres Lemus | Willian Estuardo Vásquez Súchite |
| Josué Rodolfo Canú Granados | Gricelda Castellanos |
| Lian Vikthor Armando Montufar Pacheco | Marcos Castro |
| Lidia Viviana Tzay Patal | |



Open experiences, consultaning and collaborations

Our Year

Several organizations have turned to Circula to strengthen their internal processes, facilitate dialogues, cultivate a restorative organizational culture, acquire leadership tools, develop strategic plans, establish organizational policies, conduct self-care sessions, implement restorative practices, and consolidate restorative leadership for their allies, partners and beneficiaries.

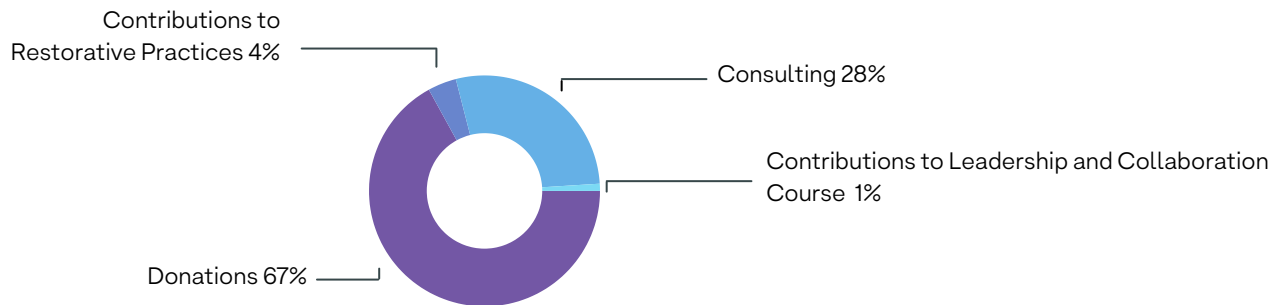
We thank the following organizations for their commitment and collaboration in this transformative journey: Tinker Foundation, Coimpacta, Mujeres con Capacidad de Soñar a Colores, CasaSito, Asociación Kateri, FOCUS Centroamérica, Fundación Luis Von Ahn, The Pulsera Project, The Wellbeing Project, Desarrollo en Movimiento, Fe y Alegría, INTERLEADER, ADIMINTU, Enseña por México, Fundación Avina, Foro Nacional de La Mujer, Yo'o Guatemala, Fundación Buenos Vecinos (Panamá), and El Colectivo.

Finances



Income

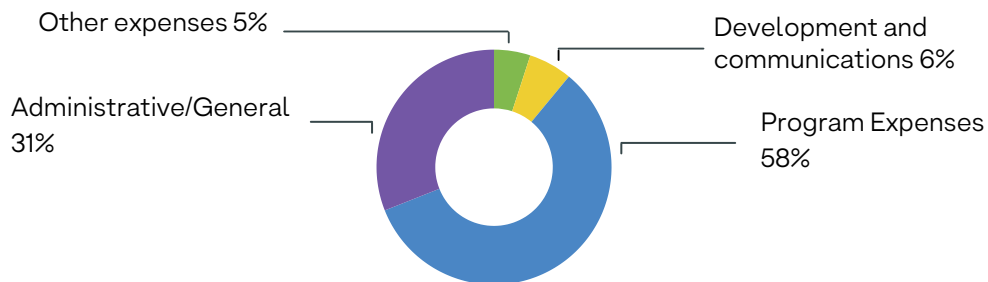
Our results have allowed us to offer significant scholarships to participants in our programs and to maintain the trust and support of our major donors. We value every contribution that organizations, individual donors and participants have made to the programs.



| | |
|------------------------------------------------------------------------------|--------------|
| Organizational and Participant Contributions to Restorative Practices | \$10,768.59 |
| Organizational and Participant Contributions to Leadership and Collaboration | \$3,498.58 |
| Consulting | \$81,249.58 |
| Donations | \$198,678.90 |
| TOTAL: \$294,196 | |

Expenses

We prioritize investment in the execution of our programs.



| | |
|--------------------------------|-----------|
| Program Expenses | \$120,836 |
| Administrative/General | \$65,704 |
| Development and communications | \$14,372 |
| Other expenses | \$9,980 |
| TOTAL: \$210,892 | |

A photograph of a woman with long dark hair in a braid, wearing a vibrant, multi-colored patterned blouse and a matching wide sash. She is hugging a person from behind. The person being hugged has dark hair and wears black-rimmed glasses and a light blue wristband. The background is a blurred brick wall.

2023

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
Jaqueline Aguilar
William Ordoñez
Lix Lainez

Eva Vanneste
Jeff Barnes
Daniel López
Gerardo Arijdis

Restorative Practices Collaborators

John Braithwaite
Vidia Negrea
Miguel Tello, Fundación Strachan
IIRP Instituto Internacional de Prácticas Restaurativas
Rochelle Almengor y John Jay College, of Criminal
Justice de New York
Terry O'Connell
Denio Marx Menendez
Mario Montaña
Koury Cook
Lix Lainez

Francisca Domingo
Alvita Batres
Norma Baján
Jenny Montoya
Obdulio Perén
Evert Silva
Kay Pranis
Mercedes Novo
Deirdre Kenny
Evelyn Elizondo Camacho

Other collaborators and volunteers

Paula Muñoz, ComuSocial
Yeimi Noemi Ramirez Gaspar, Practicante
Quique Muñoz, Fotografía
Comedor Concepción
Casa Convento Concepción

Thank you!

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PROGRAM COORDINATOR

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PROGRAM COORDINATOR

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