



ANNUAL REPORT 2022

Dear Planting Seeds Family,

Over the past few years we have been building our capacity for growth. We have worked hard to improve the quality of our work and become more professional as an organization.

Thanks to all of you, we have also significantly grown our fundraising efforts which make all of this possible.

At Planting Seeds, we believe every student, parent and community participant deserves high quality programs. We take development seriously and ensure that we grow at the appropriate pace, together with our team and the communities we work with.

Before expanding to more schools we conducted long term studies to evaluate impact, enhanced our science and social studies curriculum, received professional development on teacher training, coaching and supervision, implemented parent training modules, and hired additional academic staff to ensure high quality education and adequate supervision of all our schools.

Now in 2022, all of that work is showing results in the growth of our programs. We will start working with our 9th and 10th preschools in 2023, have been able to provide book lending,

parent training, and health and nutrition programs in all our schools and have officially begun construction on the Planting Seeds Community Center in Zones 3 and 7 of Guatemala City!

Thank you for your support and for taking the time to read our annual report. We will showcase the future Planting Seeds Community Center and have an interview with Academic Coordinator Martina Garcia to provide a more in depth perspective of Planting Seeds schools, transitioning back to in person learning and her growth as a leader. We will also review highlights from this year, preview what lies ahead, recognize the people who help make this work possible and share ways for you to get further involved in our work.

Thank you, as always, for being part of the Planting Seeds family. We are excited to expand our work to more families while maintaining high quality programs. Together, we can continue to bring high quality education to kids, families and communities in need throughout Guatemala. Thank you!

With Peace and Love
The Planting Seeds Team



Construction is finally here!

On July 23rd, 2022, we began construction on the Planting Seeds Community Center! We expect to inaugurate the center between March and June of 2023. And now that inauguration is in the near future, we want to reflect upon and celebrate the work done by so many to make this dream a reality.

Why a Community Center?

We work with two preschools in zone 3 and 7 in Guatemala City, Esperanza Renovada and Guatemala Youth Initiative. Co-Executive Directors Shannon Moyle and Mac Philips have also worked in these communities since 2007 and 2010 respectively. With such strong relationships to the community, Shannon and Mac started to meet with community members with the idea of complementing our preschool work with family nurturing programming. Through community meetings and interviews, we learned that families need a space that is open after-hours and weekends, a space they can enter and leave at their choice, and a place that they can design and lead themselves.

In 2017, with the support of our Board of Directors, we launched a Capital Campaign to fund the Planting Seeds Community Center!



Then What Happened?

We continued our community based approach, forming a committee who helped find the land we purchased for the center. Saul Sanchez, a collaborative member and a father's nurturing participant, first found the land and negotiated the price with the owner. Saul and the collaborative have been vital to the success of this center and are thrilled to have such a large role in every step of the process.



We then hired an incredible architectural firm, Taller Acá, who conducted a community design process. They hosted 3 meetings with nearly 100 community members in each one. These meetings consisted of getting to know the community and their dreams for the center, co-designing the space, and validating the design. Our community collaborative had follow up meetings to provide insight and make decisions for the design.



What has construction been like?

We hired the construction firm CPM. They first cleared and leveled the land. They then drilled twenty-two 7.5 meter holes into the ground and filled them with “Pilotes”, which are metal spiral structures, put in places to support the foundation of the center. After cementing in these pilotes, we were able to start building the first and second floors of the building! Some community members have been hired by the construction company, as construction workers and carpenters. By doing this, we have been able to provide necessary employment for many extremely talented community members.



Why did it take so long and when will it be ready?

It took us a 4-5 years to fundraise for the center and 2 years to receive construction permits from the Municipality. We expect to inaugurate the center in the summer of 2023! During this time, we have launched community programs and have worked to train members of the community to lead them. We have also helped strengthen the Network of Organizations in Zones 3 and 7.

Our team is now better equipped to lead this center and we have many collaborations in place to help strengthen our work in the community.



How is this funded?

One of the most special parts of this project has been the involvement of so many people from so many different places in the world. Our Capital Campaign Committee helped initiate our fundraising plan for the center. We have gone to Ottawa, Pembroke, and Hamilton, Ontario; Portland, Maine; Chicago and Northbrook, Illinois; Traverse City, Michigan; Durham, North Carolina; Bethesda, Maryland; Guatemala City, and Philadelphia, to meet with people and raise money for the center. Our supporters have hosted events, sponsored bricks and rooms for the center to make this a reality. We have also gained incredible support from the Guatemalan UWARA Rotary Club, and many Rotary Clubs throughout the US in Wisconsin, South Carolina, Florida, Ohio, Maryland and California. Collectively, through amazing leadership, they were able to fund the entire interior for the Community Center!

Thank you to everyone who has been involved in this project. From the community to our support throughout the globe, thank you! To stay up to date on the construction of the center, click this link: <https://www.plantingseedsinternational.org/community-center>

Meet Martina García

Martina García has been working with the Planting Seeds Methodology since 2007. She is our Academic Coordinator and brings a lot of experience and knowledge to our preschool programs. At Planting Seeds, we know that Martina is reliable, organized, and caring and that her enthusiasm for our mission shows in the love she puts into her everyday work. Martina supervises our preschool programs, trains teachers, gives feedback, plans the academic schedule and participates on our leadership team. Through this interview with Martina, we hope to provide an inside look at our education programs this year and our plans for growth. We also hope to showcase our investment in the development of our team to lead change throughout Guatemala.

Martina, How was your journey to becoming the Academic Coordinator at Planting Seeds?

I'm originally from Tecpan, a town located in Chimaltenango, and it was there where I had my first experience as a teacher. First working with teenagers, and later on, working in early childhood stimulation with children under 2. In 2004, I moved to Guatemala City and began working with a partner NGO that used the Planting Seeds Methodology in their classrooms.

I worked with 2-3 year old children, and later on as a teacher in 1st grade of elementary school. Through these experiences, I developed my passion for education, and particularly my love for the Planting Seeds methodology as a way of teaching through play. In 2014, I was invited by Planting Seeds to work as a teacher, coordinator and facilitator.

What is unique about the Planting Seeds Methodology to you?

I love that it's not a traditional school system where children sit in front of a desk to listen to the teacher. The Planting Seeds Methodology is centered on developing the child holistically and it's based on play. Children move from one learning center to another while playing and having fun. I also like that the methodology keeps adapting, and we always look for new strategies and techniques to improve our work.



Tell me about a Planting Seeds student that has inspired you!

This year Juana Raquel graduated from our preschool program! She joined Planting Seeds two years ago, when she was five years old. The first year of school was challenging for her. She struggled a lot to develop the skills expected at her age. At the end of last year, we realized that she wasn't ready to go to 1st grade. We talked to her parents and suggested that Juana stay another year with us to get her to a good level, which would set her up for success in primary school. Her parents accepted and tried to be more present and support her at home.

We knew she struggled in a lot of areas. She needed to develop her fine motor skills, learn to identify letters, and develop her confidence. We worked a lot with her and her parents this year. We saw a shift in her mother. She learned to stimulate her more at home, and continually asked for advice from the teachers, which helped Juana a lot. At the end of this year, Juana achieved so much! She could write her own name, read simple sentences, and improved her writing skills. It was inspiring to see her improving, and we all felt proud and happy with her progress. The mother developed a closer relationship with the teachers, and they shared a lot of strategies with her to help Juana. At the end of the year, Juana seemed more confident and happier and trusted her abilities. That extra year at our preschool really helped. Next year, she will have more chances to succeed in school, which makes a huge difference!

These are the kind of stories that inspire me and give meaning to what we do.

These stories make me want to continue giving my best to ensure our students get high-quality holistic education, because all we do is for them.

How have you grown as a leader this year?

I did a Restorative Leadership training with a partner organization called Circula. It helped me develop confidence as a leader. Something that I remember from the course is the phrase, "We are in this together". It helps me remind myself that I'm not alone, and that the work we do as a team is important and that we are all responsible for both our achievements and failures. I've tried to remember this in my work as a leader.

This year, we also had a staff retreat with Alba Nueva, and we learned the importance of using our voices. I sometimes struggle with this, but the retreat helped me reflect on the importance of using my voice, and now I always remember that I have to do it!

All these years working at Planting Seeds I've learned a lot. Even though the methodology and place of work are the same, I learn something new every year. I also feel that I have contributed ideas to the organization, and I'm excited to see how some of those ideas benefit our students.

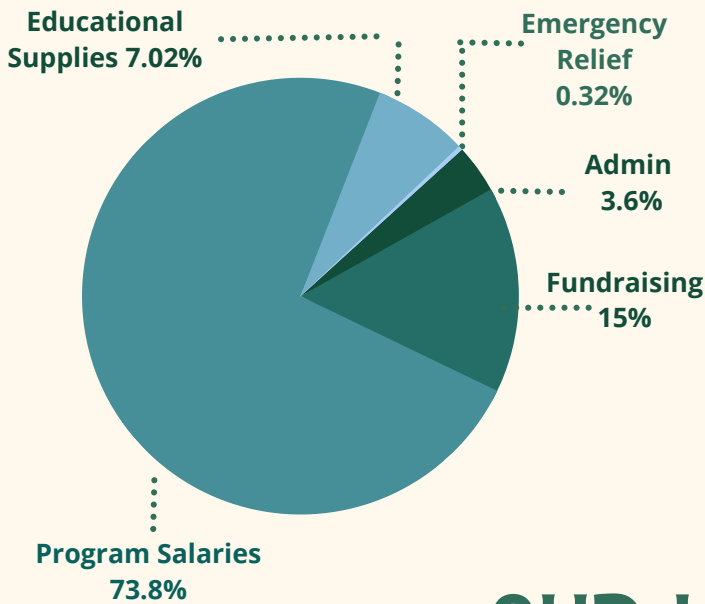


FINANCIAL REVIEW

Total as of September 30th 2022

EXPENSES

\$146,865.62



REVENUE

\$ 219,745.01

Friends Circles/ Events.....	\$56,452.69
Emergency Relief Campaign.....	\$9,926.45
Capital Campaign.....	\$14,795.75
Monthly Donors.....	\$32,079.69
Exchange Programs.....	\$500.88
Miscellaneous.....	\$1,550.80
Grants.....	\$104,438.75

Total \$ 219,745.01

OUR IMPACT

PRESCHOOL STUDENTS

San Lucas.....	49
Sacalá.....	24
Tioxya.....	12
REKKO.....	46
Colegio Berea.....	26
Guatemala Youth Initiative.....	16
Hope Renewed.....	46
Pastores.....	45
Total	264

COMMUNITY PROGRAMS

Fathers' Nurturing.....	10
Motivated Women.....	15
Community Library.....	30
GoGirls!.....	20
GoBoys!.....	8
Breakdance.....	12
Collaborative.....	12
English.....	75
Total	182



30 Teachers and
facilitators trained



181 Parents
trained



12,240 Meals served
in our preschools



657 Direct
beneficiaries

Our Accomplishments!

In 2022...

Berea and Pastores

We began working with 2 new partner schools!
The Municipal school of Pastores and Colegio Berea in Yepocapa



Go Boys!

Our community facilitator Juan Carlos Yos initiated the GoBoys! program this year. There are 8 boys in the program learning topics from self-esteem, healthy relationships, friendships, goal setting, etc.



Partnerships with CAN and WINGS

Through a partnership with CAN, parents received workshops on how to prepare healthy meals for their children. We now provide healthy snacks in our schools! This year, we also partner with WINGS to provide sexual and reproductive health workshops in our preschools, and local clinics for women to access birth control methods.

More teachers than ever!

We had more teachers than we have ever had! That is extremely exciting and presents us with opportunities to divide groups and personalize learning for each teacher in the program.



Our 1st Team Retreat!

We have initiated a team retreat once a year to build better relationships and to develop ourselves professionally. This year's theme was "The Importance and benefits of using your voice." The retreat was facilitated by Alba Nueva!

Book Lending

Every month, students at our 8 preschools borrow a kit of 4 books to read with their families. Parents have shared that their children love reading and are so excited when they get to exchange their books for new ones.



Restorative Leadership Diploma for our Leaders!

Our Guatemalan Director, Madeli Quiñonez, and Academic Coordinator, Martina Garcia graduated from a 6 month leadership program.

Parent Training

We expanded our parent training program to all our preschools. The program focuses on validating their children's emotions, creating little readers, establishing routines and how to continue supporting their child after they graduate from our preschool.



Plans for the Future...

In 2023...

San Pedro Yepocapa

In 2022, we began offering an annual scholarship in partnership with Asociación REKKO to other schools in the area. In 2023, we will implement our teaching methodology with two public school classrooms.



Investing in our leaders!

Our newly promoted Development Director, Mishel Mussali and Academic Coordinator Carla Lopez will participate in the Restorative Leadership Program

VIDA

Next year, Asociación VIDA will implement our teaching methodology! The school works with kids with different learning and physical abilities.

Playing with my kid

As we return to in person programs again in 2023, we will launch our “Playing with my Kid” program again in San Lucas and open it in Sacala and Tioxya as well!



Community Trainings

Community Facilitators will make the transition to full time employees in the Community Center. We are formalizing our training program by inviting different trainers who will focus on topics like effective planning, mental health, and dynamic facilitation.



Inclusive Strategic Planning

We will host focus groups in each region we work and invite representatives from each community to larger strategic plan meetings. As we plan our future direction, it is essential that community members, staff, board members and volunteers are involved in the process.

Community Libraries

We want our students to have access to books beyond their time in our preschool. For this reason, we look to convert our preschools into community libraries in the next few years.



Thank you!

One more year to express our gratitude to our wonderful and loyal supporters, donors and friends in Canada, the USA and Guatemala! Thanks to you, we have been able to expand the work of Planting Seeds and continue bringing high-quality comprehensive education to develop healthy and loving communities in Guatemala.

Thank you so much for providing the resources and support to do this important work!

Foundations, Grants and Organizations

We are so honored to have the trust of foundations, organizations and religious institutions who share our vision and passion for early childhood education and believe in the power of working with children and families to break the cycle of poverty in Guatemala's most vulnerable communities.

For the past couple of years, we have had the pleasure of partnering with the **Joann Hartmann Family Foundation, Rosehill Charitable Fund, Basilian Fathers, Acceso International, the Phyllis and Perry Schwartz Foundation and GlobalGiving.** We can't thank you enough for your trust, support and commitment to our mission throughout the years!

Through the leadership and perseverance of **Rotarians Lyn Kenney and Monica Dávila**, multiple Rotary Clubs throughout the US and Guatemala have provided all of the interior supplies and furniture for the community center. The **Rotary Clubs** that supported this initiative are **Madison South, Indiatlantic, Peacock Social, Traverse City, Howard West, Aiken Sunrise, Concord, Oceanside, Orchid Island, Vero Beach, and the Morgan Stanley Andreason Group.**

After partnering with the **Luis Von Ahn Foundation** in 2021, we received the news this year that we were one of 18 nonprofits to receive a multiyear grant for the next 5 years!

This year, we also began a partnership with **One Day's Wages** to bring much needed wraparound programs and complimentary services to our preschools!

We are also grateful to **our friends in Hamilton, Suttons' Bay Congregational Church, Society of the Sacred Heart, Grey Sisters of the Immaculate Conception, Soeurs de la Visitation D'Ottawa, and Congregation of the Sisters of St. Joseph** for all their support!



Friends Circles & Volunteers

We are grateful to our Friends Circles who continue organizing events and fundraising in their communities for Planting Seeds.

Our **Friends Circle in Ottawa and Pembroke** continue organizing many events to fundraise for PSI! Their enthusiasm, and love is shown in every single initiative they organize to support us.

The **Northbrook Friends Circle** hosted their Annual Virtual Gala with new Duke Head-Basketball coach Jon Scheyer and Luis Von Ahn Foundation's ED Rodrigo Barillas.

Our **Chicago Friends Circle** organized their 5th Annual Bowling Event and supported the organization of the NFC Virtual Gala.

Our **Traverse City and Leelanau County Friends Circle** organized a gathering in Michigan to raise awareness about our work.

The **Guatemala Friends Circle** showed their support during the inauguration of the construction of the Community Center!

In addition, we have many volunteers that give their time, expertise and resources in various capacities to help us strengthen our organization!

Thank you so much for your support and commitment to our mission!



Board of Directors

Our board members are a team of passionate leaders with a deep love for our mission! Thank you so much **Wayne, Ann, Leanne, Carolyn, Sharon, Aly, Mary, Gabe, Andrea and Onice** for giving so much of your time and expertise to Planting Seeds over the years!

We are so grateful for all you do!



Get Involved!



Your generosity helps us grow brighter futures!

Send a check to Planting Seeds International,
2860 Weller Lane, Northbrook IL, 60062

OR

[Click HERE to donate online!](#)

Contact us!

development@plantingseedsinternational.org

www.plantingseedsinternational.org

Become a Sponsor!

Sponsor a preschooler,
a community program
participant or a
Planting Seeds
program.

Volunteer or Join a Friends Circle!

Join an existing Friend Circle
and help us organize
fundraisers and awareness
events in your community, or
get in touch with us to
volunteer!

Follow us!



Connect us to your local schools!

Connect us to your local preschools,
elementary schools, high-schools
and colleges for our ZoomPal,
Change for Change and Dual
Exchange Programs!

Visit Guatemala!

Join us for a one-week educational
tour in Guatemala and get a close
look at our programs!