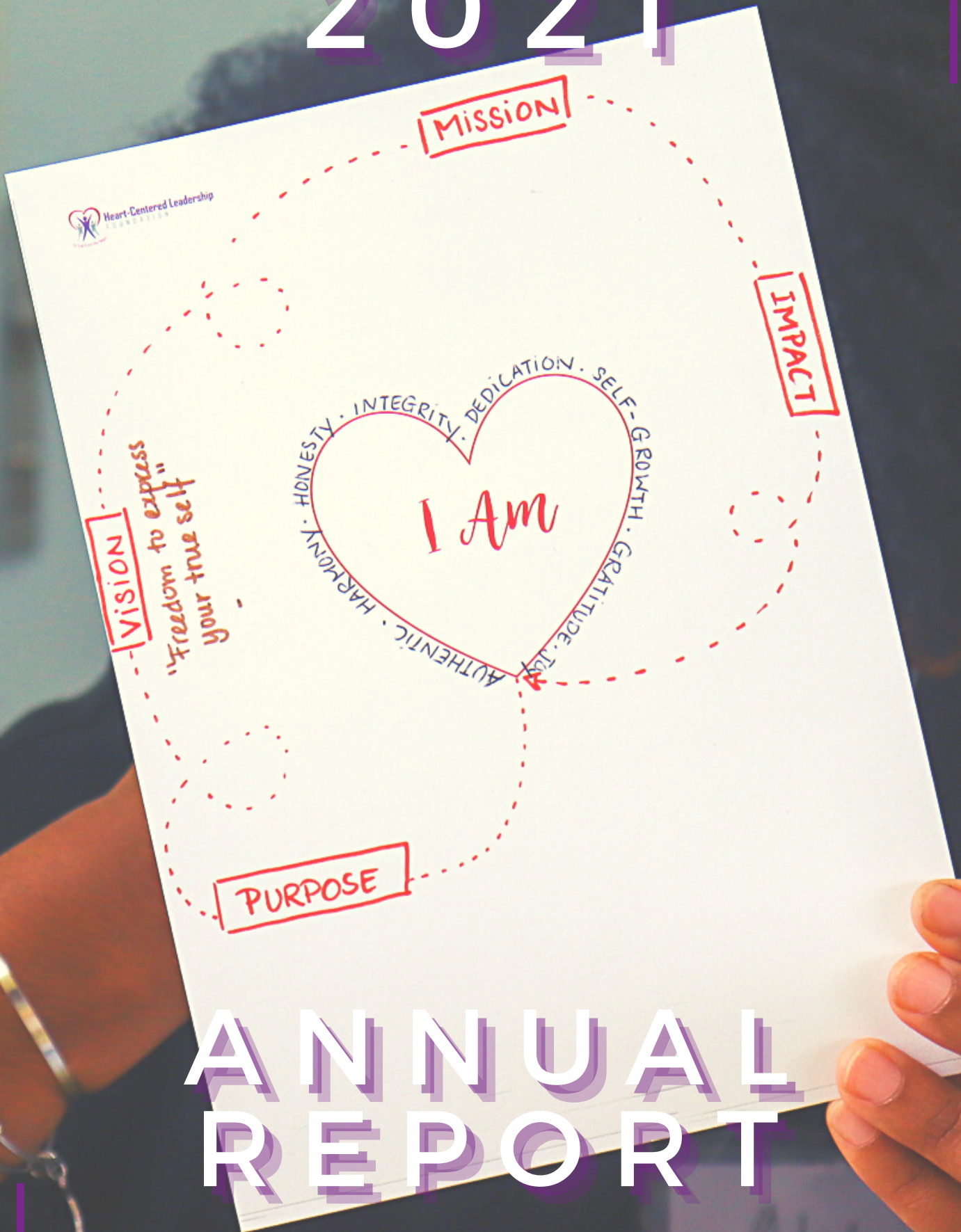


2021



ANNUAL REPORT



Heart-Centered Leadership
FOUNDATION

to lead from the heart

INTRODUCTION

Heart-Centered Leadership Foundation (HCLF) went into 2021 with renewed purpose to reconnect with youth after a year of social distancing and virtual activities. As the world adjusted to the realities of Covid-19, an emerging concern presented itself: mental health. Youth were vocal about missing connections with others, of mental health concerns bubbling to the surface because of social isolation and pressures at home.

With the empowerment of youth at the heart of our mission, HCLF aimed to spread its heart work through more outreach endeavors, primarily through reaching more youth during school hours at schools. To do this and reach as many youth as possible, HCLF found it important to work on the second pillar that carries our Sustainable Me - We program, which is the pool of Heart-Centered Impact Coaches. Heart-Centered Impact Coaches are young adults who are trained to assist in our Impact Activities for youth, guide youth in carrying out activities and become buddies for young people. For HCLF it is important for youth who participate in the youth-focused pillar Impact Activities to have role models and older peers they can look up to for support and to help guide them during the activities.

HCLF had 3 main projects in 2021, each contributing to the foundation's core goals of personal and professional development, engagement and participation, and service.

Through the 3 projects, HCLF reached approximately 350 youth, organized 40 youth activities and worked with 35 volunteers. For our pool of Heart-Centered Impact Coach candidates, we hosted a total of 10 activities to help them build the necessary skills and attitude for their roles and responsibilities.

Additionally, we organized our first virtual Transformational Leadership Program seminar in collaboration with Insight Ibero America and Insight Aruba. To culminate a wonderful year, the cherry on top of the list of achievements was being among the 2 finalists in the Caribbean region for Oranje Fonds' Appeltjes van Oranje.

HEART-CENTERED LEADERSHIP FOUNDATION REVIEW

VISION

A prosperous generation that is driven by their core heart-centered values to make sustainable choices for themselves and the world.

MISSION

To inspire and empower youth to strengthen their inner and outer self to be able to participate in a modern world and give back to the community.

IMPACT

The impact of our heart work is that we have youth in Aruba who are proactive, assertive and resilient individuals who contribute to a safe, healthy and prosperous community.

VALUES

HCLF's 5 core Heart-Centered Values:

- **Authentic:** Individuals who are true to their own personality, values and beliefs, regardless of outside influences and pressures.
- **Integrity:** Individuals who are guided in their words and actions by their strong morals and values.
- **Compassion:** Individuals who are understanding of differing perspectives, situations, and opinions, without imparting judgment.
- **Humility:** Individuals who are respectful, honest, confident and humble in how they treat themselves and others.
- **Open-mindedness:** Individuals who are forward-thinkers, welcoming new ideas and perspectives that may not align with their own

GOALS

- Personal and Professional Development
- Participation and Engagement
- Service

HEART-CENTERED LEADERSHIP FOUNDATION REVIEW

SUSTAINABLE ME - WE

Our overarching program Sustainable Me - We reflects the ground work for our heart work: the personal and professional development of youth, the promotion of engagement and participation of youth, and the cultivation of service in the heart of youth.

Through 4 pillars we aim to work on our heart work, providing knowledge and skills on how to apply heart-centered skills in personal and professional settings for youth, professionals who work closely with youth, and young adults who aim to be role models for youth.

Each pillar represents a target group, offering workshops, seminars and activities that foster development of heart-centered skills. Heart-Centered Activities are specifically for adults, including professionals and parents, while Impact Activities are for youth.

Heart-Centered Activities	Heart-Centered Impact Coaches	Impact Activities	Heart-Centered Youth Leaders
Heart-Centered Personal Development Heart-Centered Professional Development Speaking From The Heart Working From The Heart Teaching From The Heart	Young adults who are trained to become peer coaches and buddies for youth by: - leading small group discussions - guiding youth in leading projects - assisting in different activities	Impact Your Life Impact Your Future Impact Camp Impact Café Impact Factory Vox luventus Impactus eXpresso: Impact Lounge Heart Talk Impact Day Impact Your Community	Youth who learn leadership skills as well as inter- and intrapersonal skills from a heart-centered perspective.



350

YOUTH REACHED

Through different types of activities
under our Impact Activities and projects

35

VOLUNTEERS

From youth to adults who supported us
in the execution of our activities,
seminars and 'behind the scenes' work

11

SCHOOLS AND ORGANIZATIONS

We worked with 5 schools and 7
organizations in the implementation of
our projects and activities

2021 ACCOMPLISHMENTS

40 ACTIVITIES FOR YOUTH

12 PERSONAL AND PROFESSIONAL DEVELOPMENT WORKSHOPS



3 Impact Your Life workshops on personal values



7 Impact Your Life informative lectures on mental resilience



2 Impact Your Future sessions on group dynamics for youth

26 PARTICIPATION AND ENGAGEMENT ACTIVITIES



7 Impact Café sessions on topics regarding impact of COVID-19 and mental health



13 Impact Factory sessions on youth project planning and execution



5 episodes of the Vox Luventus Impactus youth podcast



1 virtual session of eXpresso: Impact Lounge on make-up for youth

2 SERVICE INITIATIVES



2 Impact Day awareness campaigns and activities

10 TRAINING AND COACHING FOR HEART-CENTERED IMPACT COACHES

3 SKILLS TRAINING WORKSHOPS

2 'I AM' workshops on personal values, purpose and introduction to Heart-Centered skills

1 Group Dynamics and Facilitation workshop on small group facilitation and youth engagement

1 4-DAY INSIGHT I SEMINAR

Virtual seminar on personal leadership

6 GROUP COACHING SESSIONS

Peer coaching and group sessions to discuss skills and learning moments

PROJECT HIGHLIGHT

HCLF focused on 3 primary projects last year, each contributing to the foundation's core goals. The three projects included the foundation's introduction of Impact Cafés in schools, the 'To Vote, I Voice' youth engagement project, and the 'Curason pa Curason' project on mental resilience among youth.



Since 2018, HCLF has organized annual sessions of Impact Café. With 2021's focus of doing more 'outreach' work, HCLF implemented a pilot project: Impact Cafés at schools. The goal was to reach more youth; youth who would normally not have access to after school activities.



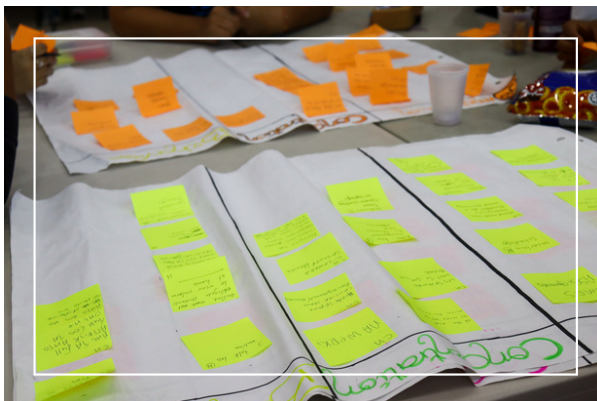
Mental Health

The first 'Impact Café: School Edition' was held at Abraham de Veer school for a 3rd year class consisting of 18 students.

The topic of the Impact Café was mental health, with a focus on how their mental health was being affected at school, home, among peers and other places where they spend time at. A total of 6 HCLF trained volunteers assisted during this activity as hosts and co-hosts, the names we give young people who assist as group leaders and facilitate the small group process during Impact Cafés.

The Transition from F2F to Distance Learning

The second 'Impact Café: School Edition' was held at **Colegio EPI**, in collaboration with students from the Faculty of Hospitality and Tourism Management of the University of Aruba. Participants included students from all 4 Units: Economy, Welfare & Service, Science & Technology, and Hospitality & Tourism. The theme was 'The Transition from Face-to-Face to Distance Learning: the impact on motivation, behavior and concentration'. A total of 27 students participated during the Impact Café and were supported by 9 HCLF trained volunteers (hosts and co-hosts).



Impact Café: School Edition facts

Timeline: **March - April 2021**
Activities: **2**
Program Hours: **5**
Participants: **45**
Volunteers: **15**

PROJECT HIGHLIGHT








The voice of youth is important in any democratic nation. If we look towards the Ladder of Participation, Aruba has yet to structurally include youth in decision-making processes on a policy level.

The Covid-19 pandemic considerably impacted how we experience topics such as mental health, the environment, employment, and education. Youth especially were confronted with drastic changes and the economic consequences has an impact on their future.

With the local Parliament elections slated for June 2021, the project 'To Vote, I Voice' aimed to help elevate young people in Aruba's voices and provide a platform to engage with politicians on action steps that affect the youth's futures. This project also encourages young people to be accountable for their proposed solutions on their concerns in four core areas: mental health, environment, education, and labor.

'To Vote, I Voice' engaged youth with different stakeholders on the topics of mental health, education, environment, and employment. The project included the following activities that build up from one another, leading to the creation of a youth manifesto:

-  **Impact Café: Youth Concerns.** Participants receive participation from 4 governmental departments and conduct a SWOT analysis of the current situation around the 4 topics.
-  **Vox luventus Impactus: Stating the Facts: Aruba Recovering After COVID-19.** Participants engage in conversation with 2 experts from Stichting Deugdelijk Bestuur and Aruba Birdlife Conservation
-  **Impact Factory: Stating The Facts: What's Next?** Participants receive different workshops to help them formulate questions and prepare for the Youth Town Hall
-  **Impact Café: Youth Town Hall.** Participants engage with 6 political party candidates on the 4 topics
-  **Impact Factory: The Youth Manifesto.** Participants formulate statements and action points to complete the Youth Manifesto



To Vote, I Voice facts

Timeline: May - August 2021

Activities: 5

Hours of program: 22

Participants: 13

Youth Volunteers: 6

PROJECT HIGHLIGHT



Curason pa Curason (Heart to Heart) is HCLF's newest, ongoing youth empowerment project that aims to reconnect youth to each other again after a year of social distancing measurements and promote mental health resilience.

The COVID-19 pandemic has given rise to mental health concerns. According to a poll conducted by UNICEF, young people in Latin America and the Caribbean indicated feeling anxiety and depression, with the pandemic affecting their motivation to do every day activities. Of the participants in this poll, 70% indicated that they felt the need to ask for help, but 40% of those did not reach out for help. In Aruba, the local child helpline Telefon pa Hubentud indicated in September 2020 that children and youth are feeling under extreme pressure as a consequence of the pandemic. Among the concerns children and youth shared include stress, fear, boredom, the impact of the home situation, and suicidal thoughts. Following the positive feedback of the Impact Café: School Editions, we saw a need to continue to normalize the conversation around mental health.

Curason pa Curason will promote the mental resilience of youth and young adults by including them in solving and normalizing conversations around mental health on Aruba. With this project, HCLF aims to reach youth, teachers, parents and young adults. To measure the impact of this project, HCLF is working with Cornerstone Economics to create an Impact Measurement, which is to be conducted with youth participants.

Curason pa Curason is made possible thanks to co-funding from Fonds 21 from the Netherlands.

Activities in 2021:



Impact Your Life: Interactive Lectures on Mental Health. 148 students received small interactive lectures on mental resilience.



Impact Café: Mental Health. 5 of the 10 Impact Cafés were held in 2021, where participants answered questions on their experience with mental health.



Focus Group: As part of an impact measurement being conducted for this project, a focus group was held with teachers of project schools and representatives of organizations to receive information to create the questionnaire for the measurement.



Curason pa Curason facts

Timeline: August 2021 - July 2022

Activities in 2021: 12 for youth

Participants in 2021: 148 youth

Project Schools: 3

PROJECT HIGHLIGHT



Training of Heart-Centered Impact Coaches

As part of the **Curason pa Curason** project, we are recruiting, selecting and training young adults to become Heart-Centered Impact Coaches. A Heart-Centered Impact Coach (HCIC) is a young adult ages 18 years and older who assist in our activities, facilitate small groups, guide youth in carrying out projects, and become buddies for other youth. The recruited young adults go through a phase to prepare them for their roles and responsibilities as HCICs, that includes skills training sessions and a 4-day personal leadership seminar.

HCLF believes strongly in peer to peer support. For this project, HCLF is connecting HCICs with youth to start a conversation on mental health: the strengths, weaknesses, opportunities and threats that can influence their mental health. Through this project, we recruited, selected and trained a group of 11 young adults to assist during the youth activities under Curason pa Curason.

Activities in 2021 for Heart-Centered Impact Coaches:



Group Dynamics and Facilitation training

HCIC candidates developed skills to facilitate small group conversations



Transformational Leadership Program: Insight I

HCIC candidates participated in a 4-day (30 hour) seminar on personal leadership



Group Coaching

HCIC candidates who assisted in Impact Cafés under this project followed a brief group coaching session to discuss learning moments, opportunities for growth, and where they want more support as a HCIC candidate.



Curason pa Curason: facts Heart-Centered Impact Coaches

Activities in 2021:

- 1 skills training
- 1 seminar
- 5 coaching sessions

Recruited HCICs in 2021: 26

Committed HCICs in 2021: 11

OTHER HIGHLIGHTS



Appeltjes van Oranje

The theme of 2022's Appeltjes van Oranje, coincidentally its 20th edition, is 'equal opportunities for all youth'. After making it to the next round in the Dutch Caribbean nominees, HCLF's **Impact Activities** made it the final together with K1 Britannia from St Maarten.

Why Impact Activities?

HCLF pitched our youth-focused Impact Activities for the emphasis on providing youth with 21st century skills and heart-centered skills, while promoting personal and professional development, engagement and participation, and service. The core of Impact Activities is prevention, providing youth with tools that build protective factors that prevent risky behavior while preparing youth for life after completing their secondary education.

Audience with Governor of Aruba

In November, 4 participants of the To Vote, I Voice project, representing each of the 4 groups, presented their Youth Manifesto to the Governor of Aruba.

The 4 youth representatives Jurgen Tromp, Elijah Marsidin, Lizienne Vrolijk, and Nathan Perez had the opportunity to present their respective topics education, mental health, environment and employment to the Governor of Aruba. His Excellency Mr. Alfonso Boekhoudt is also patron (beschermheer) of Heart-Centered Leadership Foundation.



Introduction to Heart-Centered Impact Coaching

In July we held 2 workshops to introduce young adults to what it means to be a Heart-Centered Impact Coach. With the saying 'before you can mentor others, you have to mentor yourself' as a guiding principle, the two introductory sessions of 'I AM' focused on helping young adults strengthen their personal values, purpose and mission in life.



The two sessions also introduced the principles of heart-centered leadership and skills. A group of the young adults who participated in this session were recruited to follow the HCIC trajectory under the Curason pa Curason project.

This pilot project was made possible thanks to CEDE Aruba and Samenwerkende Fondsen.

OTHER HIGHLIGHTS

Impact Day: Happiness in Town

A group of HCLF youth volunteers planned an awareness activity for the community in commemoration of Happiness Day in March.

The goal of an Impact Day is that youth create awareness and mobilize the community into action. For this Impact Day, the group of volunteers created hand-written cards with positive messages on them to hand in mainstreet Oranjestad to spread kindness.

Sessions: 1

Participants: 4



Impact Day: Heart-Centered Youth Leaders at Abraham de Veer

Youth volunteers visited Abraham de Veer School to discuss the importance of heart-centered leadership as youth. This was a way to recruit more youth as well to participate in HCLF activities.

Mini sessions: 6

Participants: 124

Volunteers: 2

Impact Your Future

In preparation for the 'Impact Cafés: School Edition' that were held in March and April 2021, a group of 16 HCLF volunteers were trained to be hosts and co-hosts during the activity. The group was prepared to facilitate small group processes, learning about communication, engagement of youth and problem-solving

Sessions: 2

Participants: 16



Impact Your Life: I AM workshops

A small, but dedicated group of youth participated in Impact Your Life: I AM workshops where the purpose was to strengthen their personal values, qualities and purpose, while learning about Heart-Centered skills.

Sessions: 3

Participants: 9

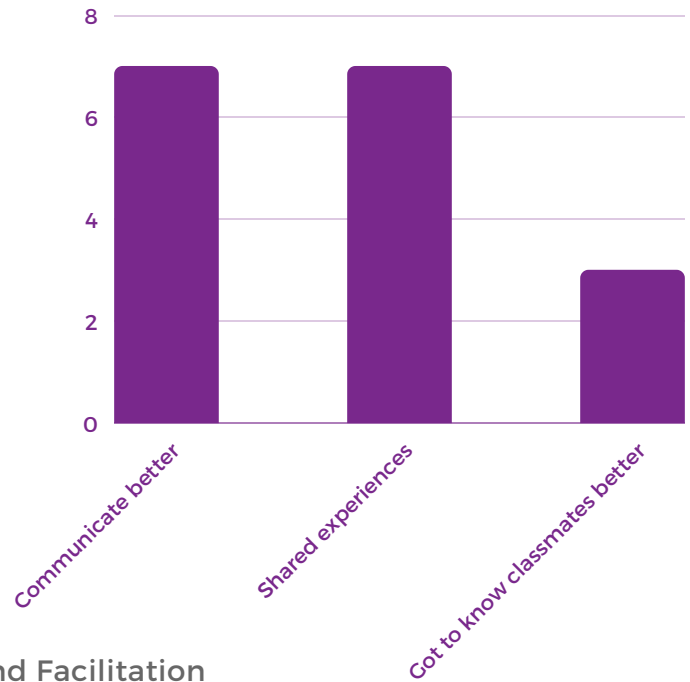
Volunteers: 4

WHAT YOUTH ARE SAYING

Impact Café: Mental Health at Abraham de Veer

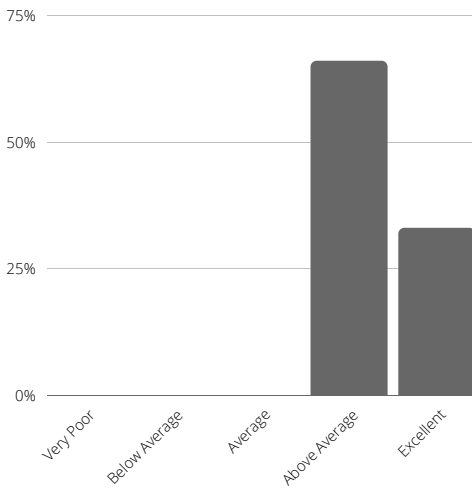


What did you learn during Impact Café?



Impact Your Future: Group Dynamics and Facilitation

How would you rate the knowledge acquired after group facilitation workshop



78% of participants felt ready to facilitate small group discussions during Impact Cafés

HCIC Introductory workshop "I AM"

57%

of participants have a better understanding of who they are, what their abilities are and what they want to achieve after the I AM workshop

"I like that I can say good things about myself now"

"The more I know about myself, the more I can control my feelings"

"I became more reflective. I wake up now without all kinds of thoughts"

PARTNERSHIPS

and collaborations

Every year, HCLF endeavors to build stronger connections with the community through various ways. In 2021 we worked with 5 schools and 6 organizations in the implementation of our activities and projects. Furthermore, we received funding grants from 4 organizations.

Schools

Abraham de Veer School
Colegio EPI
John Wesley College
Filomena College Mavo
Faculty of Hospitality and Tourism
Management
of the University of Aruba

Organizations and Other

Insight Ibero America
Insight Aruba
Stichting Deugdelijk Bestuur
Aruba Birdlife Conservation
Cornerstone Economics
Aruba TV

Funding Organizations

CEDE Aruba
Fonds 21
Samenwerkende Fondsen
Sociaal Crisisplan



FONDS 21



SAMENWERKENDE
FONDSEN **CARIBEN**

