



ANNUAL REPORT 2021



**PROGRESS IS POSSIBLE
IF WE START WORKING ON IT TODAY**

DEAR SEEDS FOR PROGRESS FRIENDS AND ALLIES,

We have great news! Seeds for Progress has been chosen to receive a very special award: the National Coffee Association 2022 award for the Origin Charity of the Year. This important award recognizes the organizations that are leading social initiatives to improve the well-being of coffee-producing regions around the world. Seeds for Progress Foundation has won it but so have you. It is with your help and generosity that, for the last 20 years, we have been able to accomplish a very significant long-term transformation in the lives of over 30,000 children and teachers from the coffee communities of Nicaragua and Guatemala.

As you know, the educational model we have developed has incorporated a variety of initiatives to develop skills and knowledge throughout the various stages of the educational system. Our belief is that a beautiful mind is a terrible thing to waste and that education is the cornerstone for better lives and thriving communities. Our adopted public schools are the best in the coffee rural towns, and this has made a tremendous impact in making better-educated citizens and reducing immigration.

In 2021, rising to the challenges posed by the pandemic and other difficulties, we continued to strengthen the three pillars of our model: technology, infrastructure, and the professional development of teachers. Technological educational tools like those introduced through a partnership with the University of Pennsylvania Graduate School of Education (PENNGSE), were exactly right for the uncertain times of the Pandemic. All investment done in technology in the last years paid off.

During the last year, we also improved comprehensive programs at different levels of education benefiting 6,000 students from twenty-nine public schools and more than 300 teachers in Nicaragua and Guatemala. Our Seeds to Lead program, which introduces in the curriculum specialized knowledge regarding coffee production could turn these six thousand students into six thousand coffee producers or coffee technicians in the near future. We are convinced that sustainable development starts in this manner. As you have learned in your association with Seeds for Progress Foundation, education is a long-term investment. We believe that it will result in a generation of coffee growers with better knowledge and skills to produce coffee. You can be proud to be part of a project that will have an impact throughout the entire coffee chain from seed to consumer!

We are also proud to report that our Cultivating Education Program, benefited more than 300 families involved in the coffee harvest. This program prevents child labor while ensuring comprehensive care for more than 500 children.

With an investment of \$1.4 million in 2021 and over \$6 million in the last 3 years, we have impacted 29 schools in Nicaragua and Guatemala, which has been key for the well-being of communities and creating opportunities for future generations.

We thank each and every one of you. We couldn't wish for better partners in this journey. We invite you all to keep involved and invest in the men, women, and children that will make not only a better coffee world but a better world for all.

Thank you, thank you, and thank you for your generosity and support!

J. Antonio Baltodano
President
Seeds for Progress



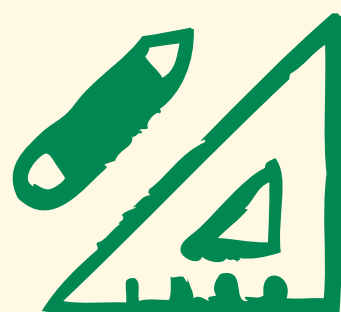
CONNECTING THE WORLD TO COFFEE COMMUNITIES

Seeds for Progress is a non-profit organization committed to transforming lives through quality education in coffee communities in Nicaragua and Guatemala, facilitating skill development, creating opportunities for improvement, and complementing generational handover of knowledge and skills.



EDUCATION LIGHTS EVERY STEP TOWARDS A BETTER LIFE

We empower young minds to own their future and maximize their potential with access to schooling, health, and information. We promote sustainable development through productive and purposeful participation in their local environment helping their communities flourish.



WHAT ARE WE DOING TO CREATE A SUSTAINABLE EDUCATIONAL SHIFT?

We are paving the way for a brighter, sustainable future with access to high-quality education based on our fundamental values of self-determination, innovation, collaboration, integrity, and respect.

MISSION

Facilitate management processes and skills development for integration into rural community life, creating opportunities for innovation and learning. We aim to integrate knowledge through generational splicing in all programs, contributing to the social and productive growth of coffee communities.

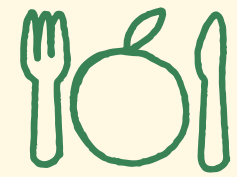
VISION

Prosperous communities in coffee regions where education, health, and information become catalysts for sustainable development.

A PROSPEROUS FUTURE STARTS WITH A SOLID FOUNDATION

Our efforts are aimed at creating sustainable social development in communities, improving people's conditions in 3 fundamental areas:

BASIC HUMAN NEEDS



Nutrition & Basic Medical Care



Water & Sanitation



Shelter



Personal Safety

FOUNDATION OF WELL-BEING



Access to Information and Communication



Access to Basic Knowledge



Health & Wellness



Environmental Quality

OPPORTUNITY



Personal Rights



Personal Freedom & Choice



Inclusiveness

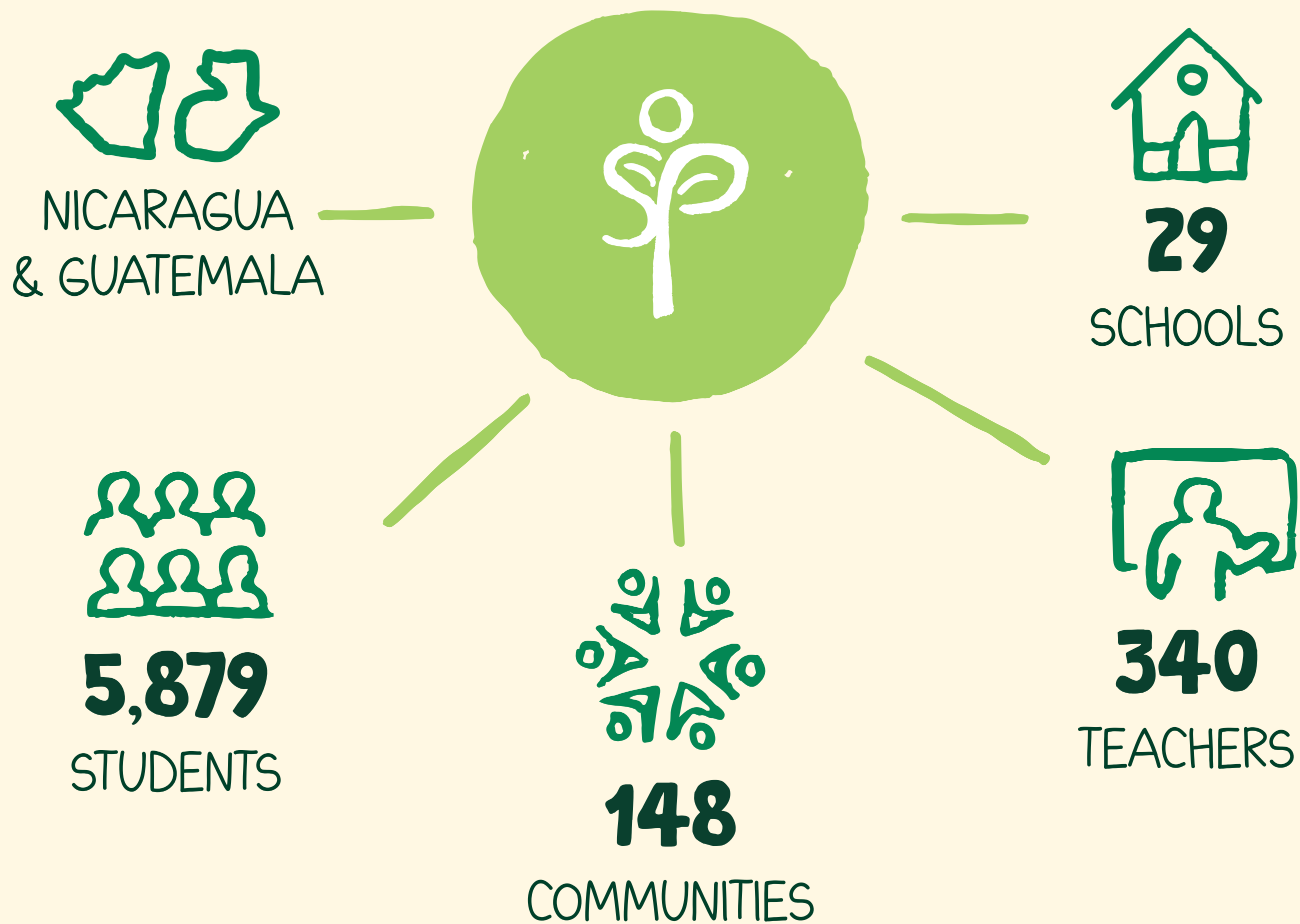


Access to Advance Education

*According to the UN, these fundamental areas form part of the Sustainable Development Goals, the blueprint for achieving a better and more sustainable future for all. Our efforts address the highlighted critical sections within basic human needs, wellbeing, and the opportunity to thrive in society.

OUR REACH BY THE NUMBERS

We are turning your generosity into opportunities. These are the number of people and places who received help from Seeds for Progress:



OUR PROGRAMS



OUR PILARS

INFRASTRUCTURE

MONITORING
& EVALUATION

MENTOR'S
NETWORK

TECHNOLOGY

A LOVE FOR COFFEE,
AND A COMMITMENT
TO EDUCATION.

Our programs foster innovation, empowerment, and education for students and teachers in coffee-growing communities. We support these initiatives with access to technology, improvement of infrastructure, and a network of mentors that guarantee the successful implementation of the strategies and initiatives. We hold ourselves to high standards through a monitoring and evaluation system that improves our outcomes and measures results.

These efforts contribute to the stability in their educational journey and help them achieve a lifetime of progress.





SEEDS TO GROW

PRE-SCHOOL

Aimed at enriching the lives of children through an integral and solid education. The program's foundation is built on dynamic environments and multisensory stimulation led by trained and committed teachers serving as the foundation for lifelong learning. These efforts support their physical, social, emotional, and cognitive development.

OUR REACH



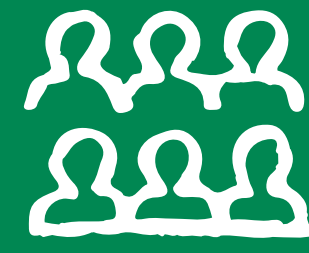
5

SCHOOLS



13

TEACHERS



189

STUDENTS

2021 RESULTS

120 HOURS

of teacher training

13 TEACHERS

Assistants and school directors trained in Montessori methodology





SEEDS TO LEARN

1ST - 3RD GRADE DEVELOPMENT OF BASIC
READING AND WRITING SKILLS

Focused on strengthening writing, reading fluency and comprehension skills during the first years of primary education, through didactic resources and initiatives that foster a successful education and improve teacher training.

OUR REACH



24

SCHOOLS



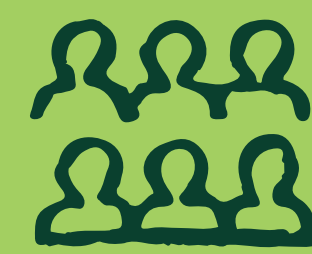
43

**TEACHER
MENTOR**



231

TEACHERS



1,867

STUDENTS



2021 RESULTS

292

Teacher training sessions

1,519

Teacher training hours

TEACHER MENTOR TRAINING

Support strategies for reading and technology use

DIDACTIC RESOURCES

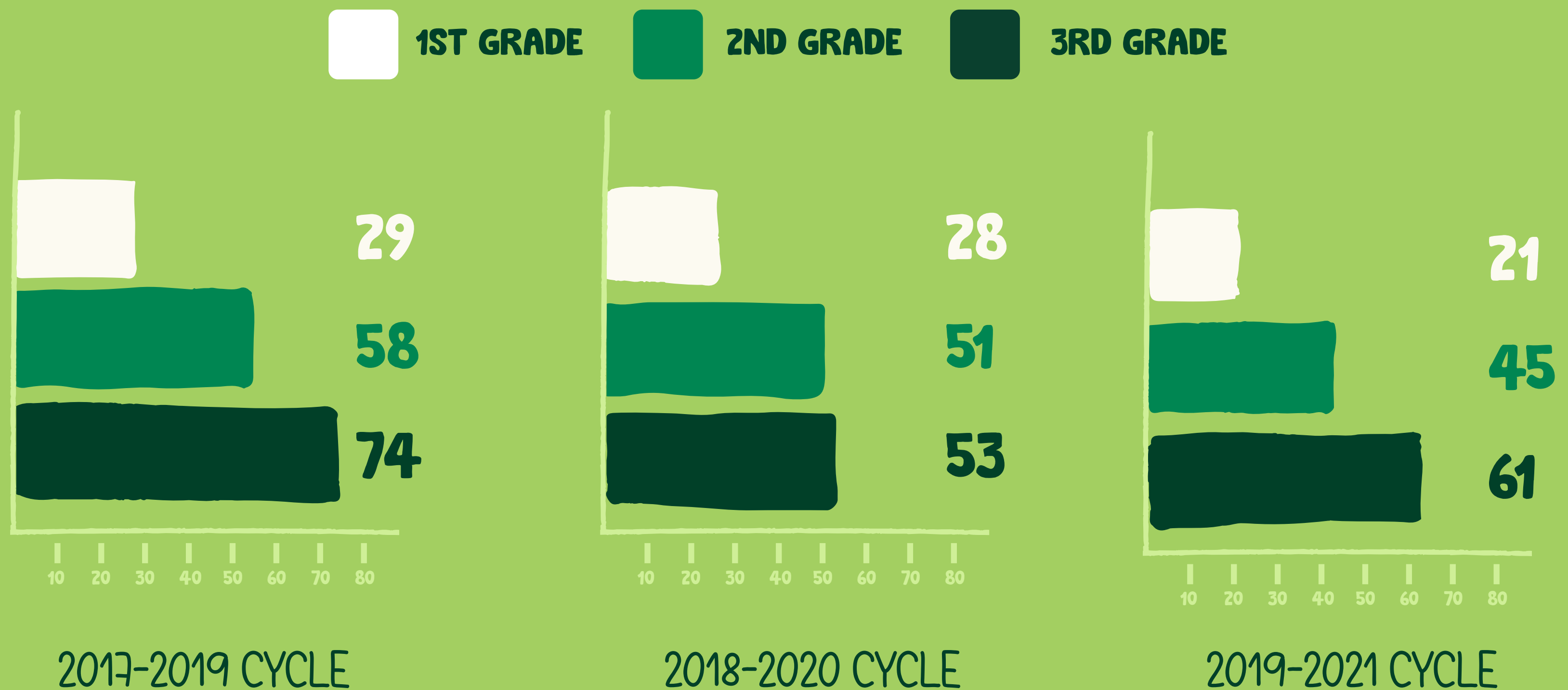
Implementation of strategies that strengthen reading, writing, and math skills.

EGRA & EGMA

The program Seeds to Learn focuses on developing basic reading and writing skills. The insights from the EGRA-EGMA indicators reassured us of the importance of continuous monitoring to make the necessary adjustments to improve results. The EGRA and EGMA evaluation instruments analyze achievement, opportunities, and areas that need support in students from 1st to 3rd in three cycles.

The words read per minute indicator (WPM) reflects progress and improvement in reading, writing, math, fluency, and comprehension skills.

COMPARISON OF WORDS READ IN ONE MINUTE BY STUDENTS FROM 1ST TO 3RD GRADE IN THREE CYCLES



The Covid-19 pandemic led us to reinvent ourselves in many processes. For 3rd graders in 2021, it was their second year of study under the impacts of the pandemic. In 2020, the indicator of words read per minute decreased in relation to groups of students from previous cycles.

However, in 2021, this group of students achieved, through resilience, a balance in their learning rhythms that strengthened their reading skills, obtaining significant achievement and leveling their results with students from other cycles who were not affected by the pandemic.





SEEDS TO LEAD

4TH - 11TH SKILLS FOR ENTREPRENEURSHIP

Committed to developing leadership skills through ventures linked to the coffee culture of rural communities. With a strong focus on generational handover of knowledge and skills like sustainability, and goal-setting practices that increase a sense of fulfillment, encourage the permanence of young individuals in the coffee farms, and improve income opportunities.

We also implement the “Escuela Activa-Nueva” Model, an educational approach that promotes student-based learning, a dynamic relationship between school and the community, and life skills development. We foster active, participatory, and personalized learning while transforming the role of the teacher from a communicator to a mentor and facilitator.

IT TAKES TIME FOR SEEDS TO GROW

Follow the journey of our accomplishments:

2019

Diagnosis and selection of communities

2020

Contextualization and adaptation of the Seeds to Lead Methodology to the curriculum in Nicaragua.

Teacher training and certification

Production and layout of inter-learning guidebooks

2021

Implementation of inter-learning guidebooks

MINED (Nicaragua Ministry of Education) and teacher validation

Impact evaluation baseline

Teacher training on the program’s methodology

OUR REACH



11

SCHOOLS



138

TEACHERS



1,281

STUDENTS

DEMOGRAPHICS OF STUDENTS - SEEDS TO LEAD

51%

Male

49%

Female

98%

Of students and their families live in rural areas

49%

Of their parents work in coffee production

71%

Of students have a family coffee farm

51%

Of their parents completed high school

2021 RESULTS

382 HOURS OF TEACHER TRAINING

- 90 teachers certified
- 48 teachers in training process

8 INTER-LEARNING GUIDEBOOKS

Designed for children from 4th to 11th grade

5 REGISTRATION BOOKS

Designed for students from 7th - to 11th grade

VALIDATED BY MINED

Inter-Learning guidebooks validated by teachers and advisors of the Ministry of Education in Nicaragua

AGRICULTURAL TOOLKIT

Delivered for practices with inter-learning guidelines





SEEDS TO LIFT

TECHNICAL FORMATION

In the 14 years of the program, we have invested in contributing to the on-going education and technical formation of young individuals in rural communities to reach their professional goals through local and international partnerships and alliances. For most young students, the program represents the only opportunity to continue their basic level studies and access new educational possibilities.

OUR REACH



27

**SCHOLARSHIP
STUDENTS**



56%

**REACHED
HIGH SCHOOL**



68%

**CURRENTLY
EMPLOYED**



BEHIND EVERY CUP OF COFFEE, THERE'S A STORY

"THIS SCHOLARSHIP OPENED THE DOOR TO NEW OPPORTUNITIES"



Michael was born in Jinotega, a city in the north of Nicaragua, known for its coffee culture. During the coffee harvest, Michael's parents worked on their farm, and it was common for Michael to take care of his younger siblings at home.

This situation is typical for families like Michael's, where the older children are left in charge of their younger siblings so their parents can work in the picking and collecting of coffee. For this reason, some students abandon school every year between the months of November and February.

From preschool to high school, he attended Las Marías school and recalled his excitement when the Seeds for Progress Foundation visited his school every year to deliver gifts and enjoy a fun day.

At the end of his ninth grade, an opportunity came his way. Michael was selected to receive a Scholarship from the Lacewing Foundation and Seeds for Progress to pursue his secondary studies at La Bastilla Agricultural Technical College.



This moment changed his life. Thanks to the foundation's support, he finished his high school studies, received a technical degree, and passed the admission exam for the EARTH University of Costa Rica, where he currently studies, thanks to the scholarship he received from the same university.

Like Michael, many young people hope to receive opportunities that help them fulfill dreams and career goals to serve their communities. With your collaboration, you can make these dreams come true.

"I WANT TO BE AN AGENT OF CHANGE,
SUPPORT MY FAMILY, MY FRIENDS,
AND MY COMMUNITY TO GET AHEAD."

Michael Jackson Hernández Paz





CULTIVATING EDUCATION

CHILD LABOR PREVENTION THROUGH EDUCATION DURING THE COFFEE HARVEST

Creating and facilitating a safe space that promotes child development. Focusing on this through protection, nutrition, and personalized assistance based on age and academic level, from early educational stimulation to development of leadership skills and frequent monitoring and evaluation, which allows us to prevent child labor through education.

ATTENTION BY AGE GROUP

**0-2
YEARS**

Early Childhood
Development

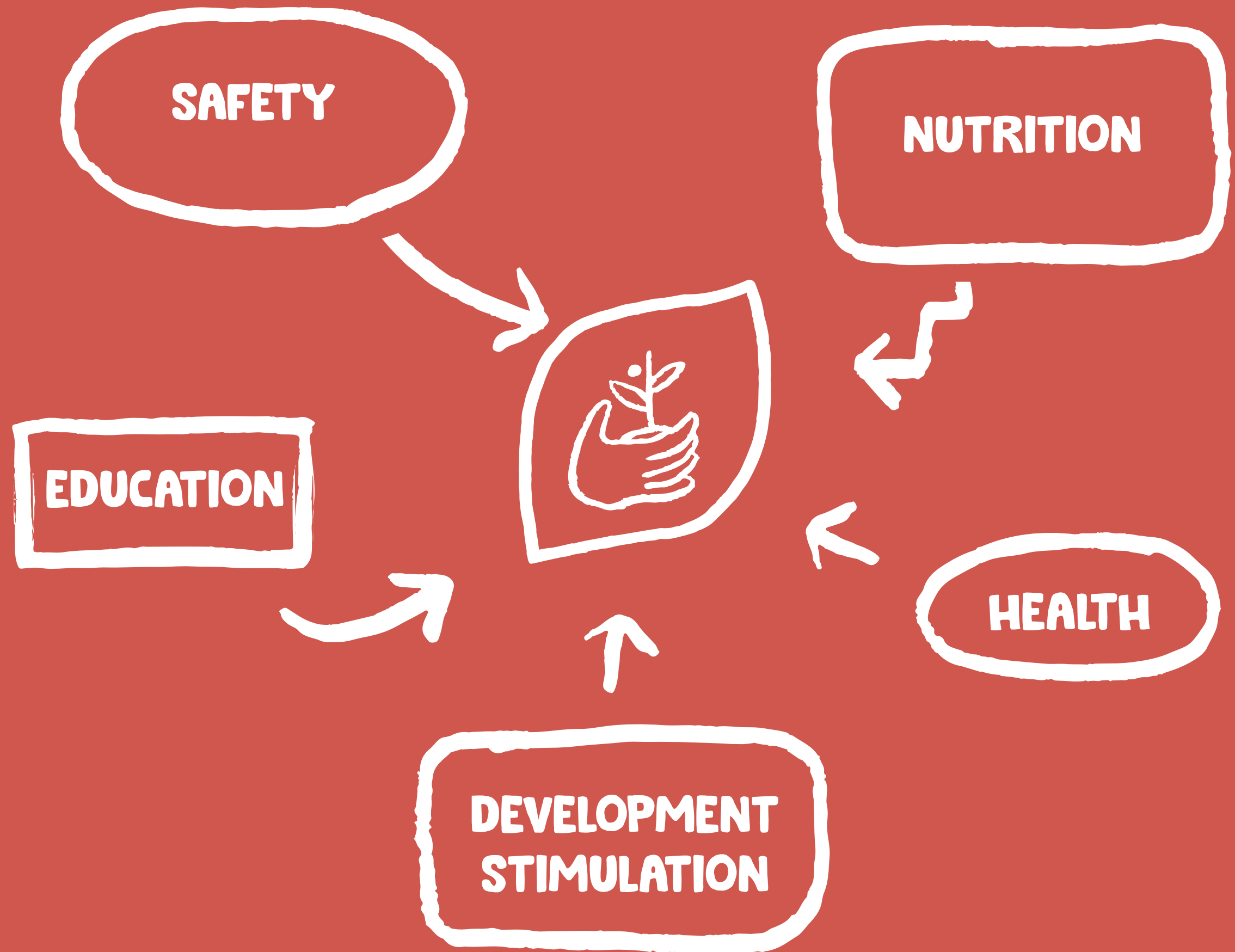
**3-6
YEARS**

Montessori
Methodology

**7-14
YEARS**

Strengthening
reading, writing,
and math skills

PROGRAM COMPONENTS



OUR REACH



3 COFFEE FARM CENTERS



4 COMMUNITY CARE CENTERS

535
Children

387
Families

95
Farmers

485
Coffee pickers

39,045
Meals

FULL DAY SUPPORT



2021 RESULTS

60 TEACHERS

Trained in child care

504 HOURS

Of teacher training to implement the program methodology

3 TRAINING SESSIONS

Directed to parents, farmers, and farm administrative staff

INFRASTRUCTURE INVESTMENT IN 7 CENTERS

To improve safety, including water and sanitation, electricity, kitchen, and dining areas



PROGRAM IMPLEMENTATION TIMELINE

PHASE I 2015-2016

1 CENTER



In partnership with BID, MIFAM, and MINED within the parameters of National Early Childhood Education Policies

COFFEE FARM

- Finca Buenos Aires

PHASE II 2020

3 CENTERS



In partnership with Digranisa and Intersa

COFFEE FARM

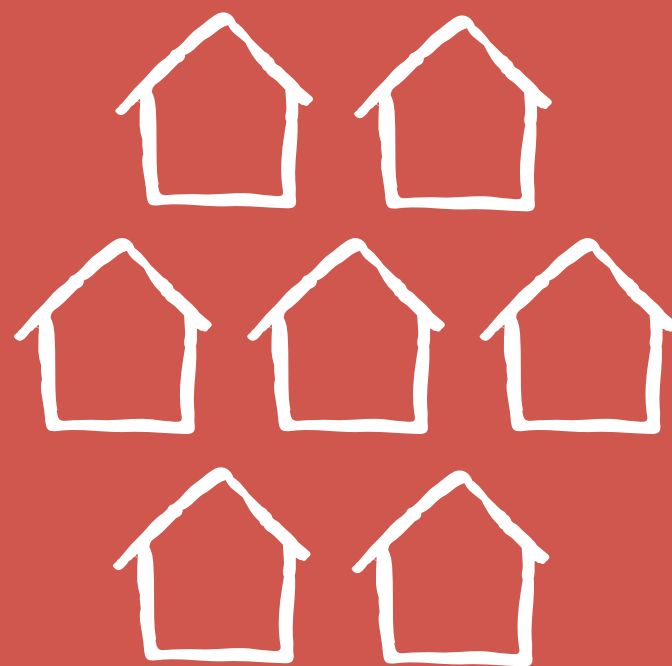
- Finca Buenos Aires
- Finca San Antonio Nueva Guinea

COMMUNITY ASSISTANCE

- Violeta Barrios School - Los Pintos, Nueva Guinea

PHASE III 2021

7 CENTERS



In partnership with Digranisa and Intersa

COFFEE FARM

- Finca Buenos Aires - Jinotega
- Finca San Antonio - Nueva Guinea
- Finca Santa Clara - Matagalpa

COMMUNITY ASSISTANCE

- Violeta Barrios School - Los Pintos, Nueva Guinea
- Diriangén School - Nueva Guinea
- Rubén Darío Abisinia School - Jinotega
- Aguas Frías School - Wiwilí, Jinotega



OUR PILLARS

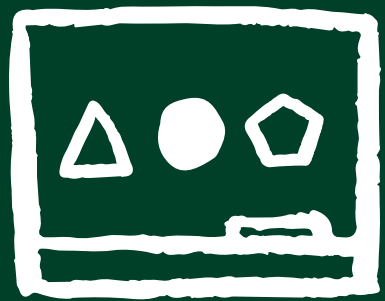
WE EDUCATE TODAY, SO THEY CAN LEAD TOMORROW.

Our programs build upon each other to lead children through an enriching educational path that allows them to grow up to be confident, enthusiastic, and active members of their community.



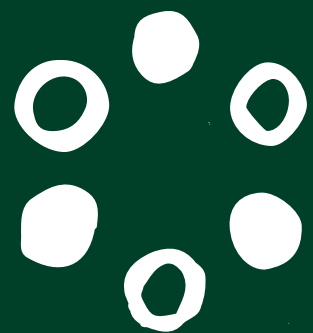
TECHNOLOGY:

This pandemic has taught us that technology is vital for teaching and learning. At the same time, as advances in technology drive globalization and digital transformation, our focus on digital acquisitions and blended learning models has further helped students and teachers gain the necessary skills to succeed in the careers of the future and their professional development.



INFRASTRUCTURE:

School is a child's second home, and the quality of their environment plays an important role in shaping and developing a higher sense of comfort and security, and a positive perception of themselves and society. That is why we focus significant efforts on creating motivating and comfortable spaces that strengthen the students' desire to attend school every day with spacious classrooms, designated eating areas, access to clean restrooms, and drinking water.



MENTOR'S NETWORK:

Our mentorship network is the key to successfully implementing and managing our programs through professional development opportunities responding to teachers' advancement needs and addressing students' learning and personal goals.



MONITORING & EVALUATION:

We continuously monitor and measure our impact and results assessing our goals as we pave the way for a brighter future.

CULTIVATING A BETTER TOMORROW THROUGH INFRASTRUCTURE

Fostering student involvement and attendance by creating a safe and encompassing environment that empowers them, develops community, and increases motivation.

In 2021, we supported
**7 SCHOOLS WITH A
\$323,000**

INVESTMENT IN INFRASTRUCTURE
BROKEN DOWN AS FOLLOWS:



8%
Early Education

9%
Dining room
infrastructure
and storage

15%
Classrooms

22%
Water supply and
school sanitation
projects

46%
Rehabilitation
projects for
schools

OUR 2021 ALLIANCES

We are fortunate to build alliances with those who share our passion and vision.



**LACEWING
FOUNDATION**

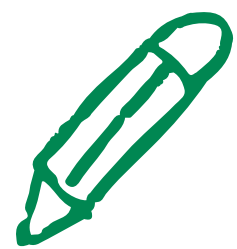




RISING TO THE CHALLENGE

The impact of Covid-19 affects every aspect of society, including education. But even amid the challenges this brought, we've seen that hope can grow from seeds planted years earlier.

Thanks to the technological tools and resources available at our schools we were able to adopt new forms of communication and education that supported the ongoing learning process of our community. In this way, we were also able to lead by example with resilience and determination.



TEACHER TRAINING

- TIC mentors completed maintenance and assistance of all technological equipment used remotely.
- 33% of the teacher training plan was executed virtually.



COVID-19 PREVENTION

- Provided hygiene materials in 29 schools, 7 regional offices and 16 municipalities of the Ministry of Education in Nicaragua and Guatemala.
- Donated 325 personal protective kits for teachers.
- Donated hygiene and protective packages for all students.



ACCESS TO TECHNOLOGY

- 15 schools were granted permanent internet access.
- 305 teachers received internet data plans.
- 4 schools received technology kits including laptops, projector, speakers.
- 53 laptops were assigned for teachers to participate in virtual training.

OUR FINANCES

A key component of financial sustainability is the commitment to financial management.

TOTAL FUNDS RAISED IN 2021

\$1,400,000



INCOME 2021

24%

Companies within the coffee industry

24%

Foundations and NGO

20%

Companies within Mercon Group

12%

Individuals

14%

Events

5%

In kind

EXECUTION 2021

75%

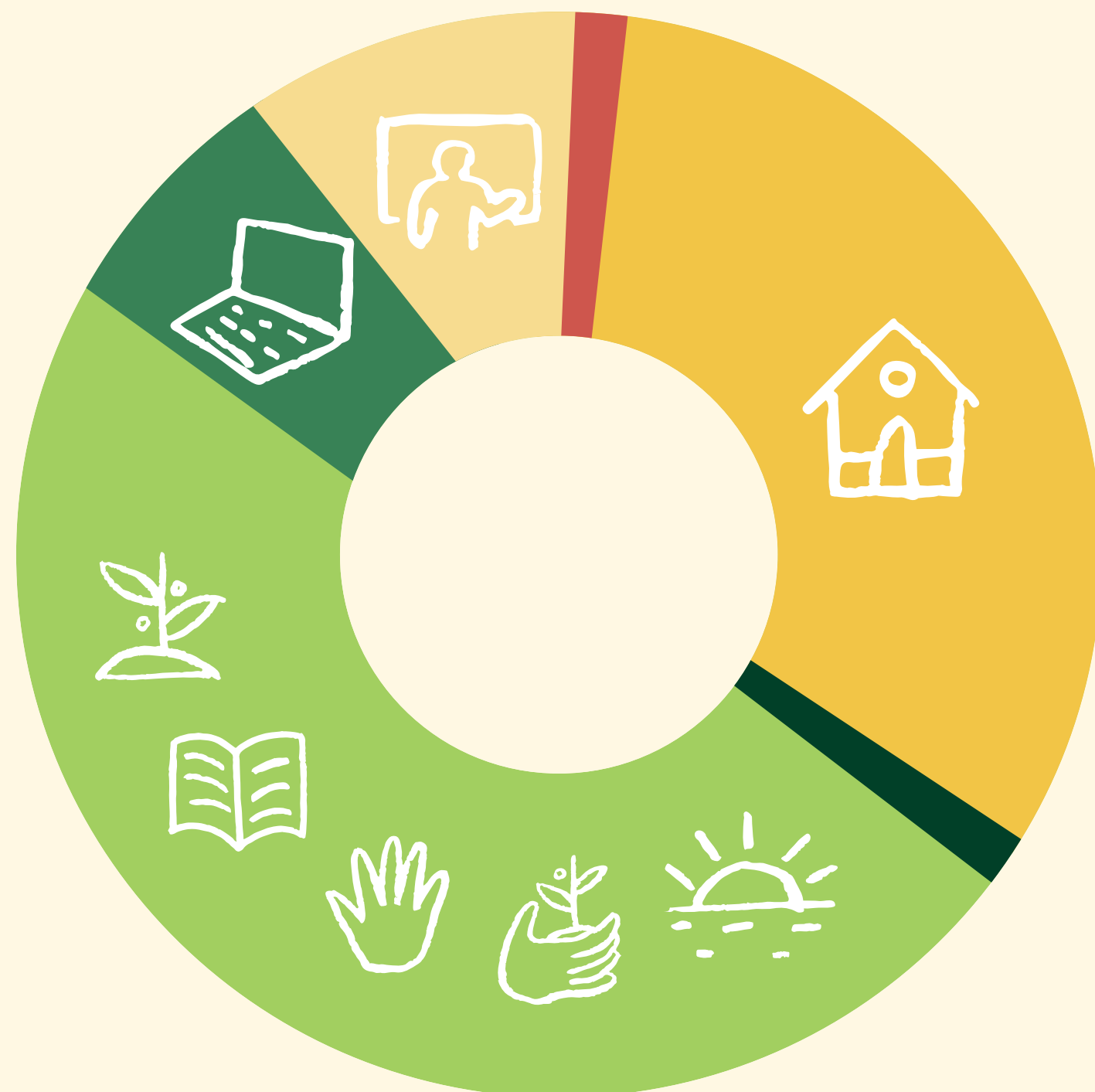
Educational programs

15%

Administrative

10%

Funding and marketing



EDUCATIONAL PROGRAMS IMPLEMENTATION

51.6%

Program implementation

8.6%

Teacher training

31.9%

School infrastructure

6.1%

Technological equipment

0.9%

Monitoring and Evaluation

0.9%

Scholarship program



DONATE TODAY

BE PART OF THE CHANGE

HOW CAN YOU HELP?

Join our network of change-makers that improve the lives of thousands of people living in coffee-growing communities in Nicaragua and Guatemala.

Become a Friend of Education and support our programs every month.



\$10 PER MONTH

Guarantees school supplies for one child for a year



FRIENDS FOR EDUCATION



\$20 PER MONTH

Supplies reading materials for a preschool classroom for one year



\$50 PER MONTH

Supports the teacher training program for one teacher



\$100 PER MONTH

Supports the monthly internet plan for one school



\$250 PER MONTH

Supports didactic materials for children through our Cultivating Education program

United States

Bank of America, N.A.

ABA No.: 026-009-59 3 (only for wire transfers)

SWIFT Code: BOFAUS3N

Account Name: Seeds for Progress Foundation Inc

Account Number: 8980-5244-5278

SCAN ME





BOARD OF DIRECTORS

J. ANTONIO BALTODANO
PRESIDENT

INDIANA BALTODANO
VICE PRESIDENT

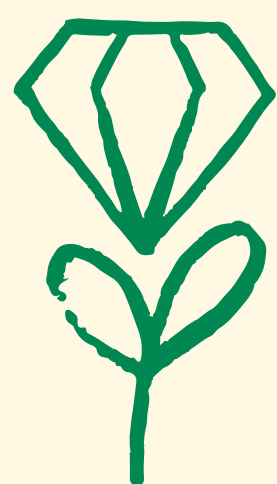
CRAIG RUSSELL
SECRETARY

MEMBERS

IVAN RIZO MICHELLE JOHNSON KENNETH HART SHARON M. RAVITCH, PHD.

OUR DONORS

The generosity of our benefactors makes our work possible,
and your support changes everything.



DIAMOND SEED
US\$ 50,000 +

Café Soluble, S.A.
J.M. Smuckers
Costa Foundation
Mercon Coffee Group
Nespresso
Paulig Group
Digranisa
CISA Exportadora



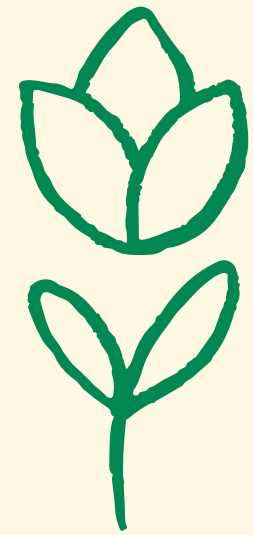
PLATINUM SEED
US\$ 30,000 +

Lavazza
Producers for Education
Sonia Baltodano
Familia Baltodano Zeledon
Peets Coffee and Tea



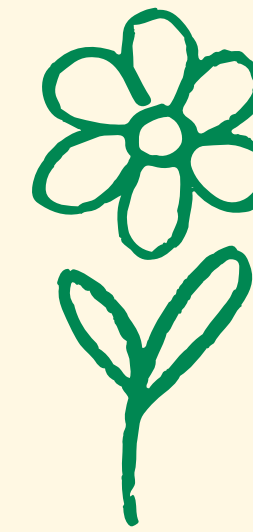
GOLD SEED
US\$ 10,000 +

Embajada de Alemania
Cisa Agro Group (INTERSA)
AMERRA Capital Management
Friends for Education
Fondazione Ernesto Illy
George and Alexandra Saalouke Baltodano
Ian Smaldon
Jebsen & Jessen Hamburg Foundation
Lacewing Foundation
Mortenson Family Foundation
Russell Family Giving Fund
Starbucks
Mercon Specialty
ADISA
Kenneth Hart
Rabobank



SILVER SEED
US\$ 1,000+

Bank of America
Cup for Education
Flor de Caña (en especie)
Geri Obler
Greg Wakefield
Ivan Rizo
Leonardo Morales
Nancy Obler
RPM Warehouse
Wakefield Inspection Services
Waukesha County Community Foundation
Rodrigo Cruz/ Katherine Cruz
BBH
ING CAPITAL MARKETS LLC
Leumi
Plasencia
Michelle R. Johnson
DUPUY
Mr Booster and Mrs Hartwig
Zoe Cruz
Rao Remala
Donald Fox



IN KIND

Convoy of Hope
Save the Children



VIEW DETAILED ANNUAL REPORT 2021

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