

Project Plan

Next Role Models

Promoting young leaders



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Introduction

Community Development Foundation (“CDF”) was founded on January 5th, 2006. A group of acquaintances and friends within a network decided to found CDF to be able to contribute to their community through the referred to foundation.

Our Vision: *a well educated community that can achieve its well being through optimal use of its capacity*

CDF’s **Mission** is *to guide the community to reach its maximum potential through:*

- Have courses and training available for the development of knowledge and skills of the community in general
- Provide information regarding current topics of general interest and stimulate balanced and responsible decision making
- Encourage and if necessary conduct research and compile results of existing research on various relevant topics
- Realize other projects, which contribute to our main goal
- Strive for a professional organization

Our target group is the community in general, mainly younger individuals between the ages of 15-30.

The CDF Board members are young and dynamic individuals; students, young professionals, self-employers and experienced professionals with different backgrounds who embrace out of the box thinking and a hands-on mentality.

True to the principles of CDF, the Foundation will continue to make, projects happen which strive achieving our main goal and which are carried out in a well-managed manner, with clearly defined and achievable goals.

In addition to implementing referred to projects CDF intends to organize internal courses and training and team building activities for the Board members and committee members.

Please also refer to our website www.cdf.an for more information about CDF, projects of CDF and a short resume of the board members.

For the project “NEXT ROLE MODELS” a committee has been formalized, with members working or/and with an education in the social, financial, commercial, governmental, training & coaching fields. The committee is responsible for the development and implementation of this project. In the following sections more details will be presented with regard to the project the “NEXT ROLE MODELS”

1. Project summary

In Curaçao most of the projects with regard to youth are based on helping children of low income families, dropouts, teenage mothers, children with social emotional problems, and criminal youth. These target groups are small proportions of the youth population. These projects are both preventive and remedial. Nevertheless in general the focus is on solving problems and not preventing them. The target groups of these projects consist mainly only of youth of low social-economic background, without school or unemployed. With this project we want to bring a switch from focusing on deficiencies, disabilities and problems to focusing on the approach of use of talent, competence and capabilities based on teens of different backgrounds, including low social economic backgrounds. This focus is another way to reach personal effectiveness.

The project can be considered as a preventive project. By creating role models we can stimulate youth having success on different areas and fight crime, social-economic cultural and intellectual poverty.

With this project we tempt to stimulate personal change and development. The target of this project is personal change and development by using tools for personal effectiveness. Furthermore we try to contribute to community development by molding teens that can use their capabilities and talents effectively in their life and be a role model for other teens.

The next main objectives are defined for this project:

1. developing a train the trainers program
2. developing and implementing a training program for teens of different social backgrounds, based on the concepts of the seven habits for teens.
3. the group of teens realizing projects to transfer the acquired knowledge to other group of teens
4. creating a network of teen role models

The main activity of the project is a program for teens aged 15 - 16 based on components of the 7 habits for teens concept (S. Covey) during a camp. After the camp the teens (in different small groups) are required to complete a project based on spreading the knowledge with regard to the components of the seven habits for teens. These projects will be carried out with several institutions for example the G.O.G., Huize Rode Pelitie and schools. Furthermore after the camp workshops are given to this group during a period of two months with subjects such as: personal finance, health and personal development.

2. Project description

According to statistics of the CBS (Central Bureau of Statistics) the youth population is increasing. The aged group between 10 -14 increased from 10572 in 2003 to 11117 in 2005. The aged group 15-19 increased from 9574 in 2003 to 9971 in 2005. The conclusion is that the youth population is growing.

The project the NEXT ROLE MODESL is based on the philosophy S. Covey presented in his book *The 7 habits for teens*. Covey shows us the 7 habits for teens to be more effective and successful in life. The 7 habits are:

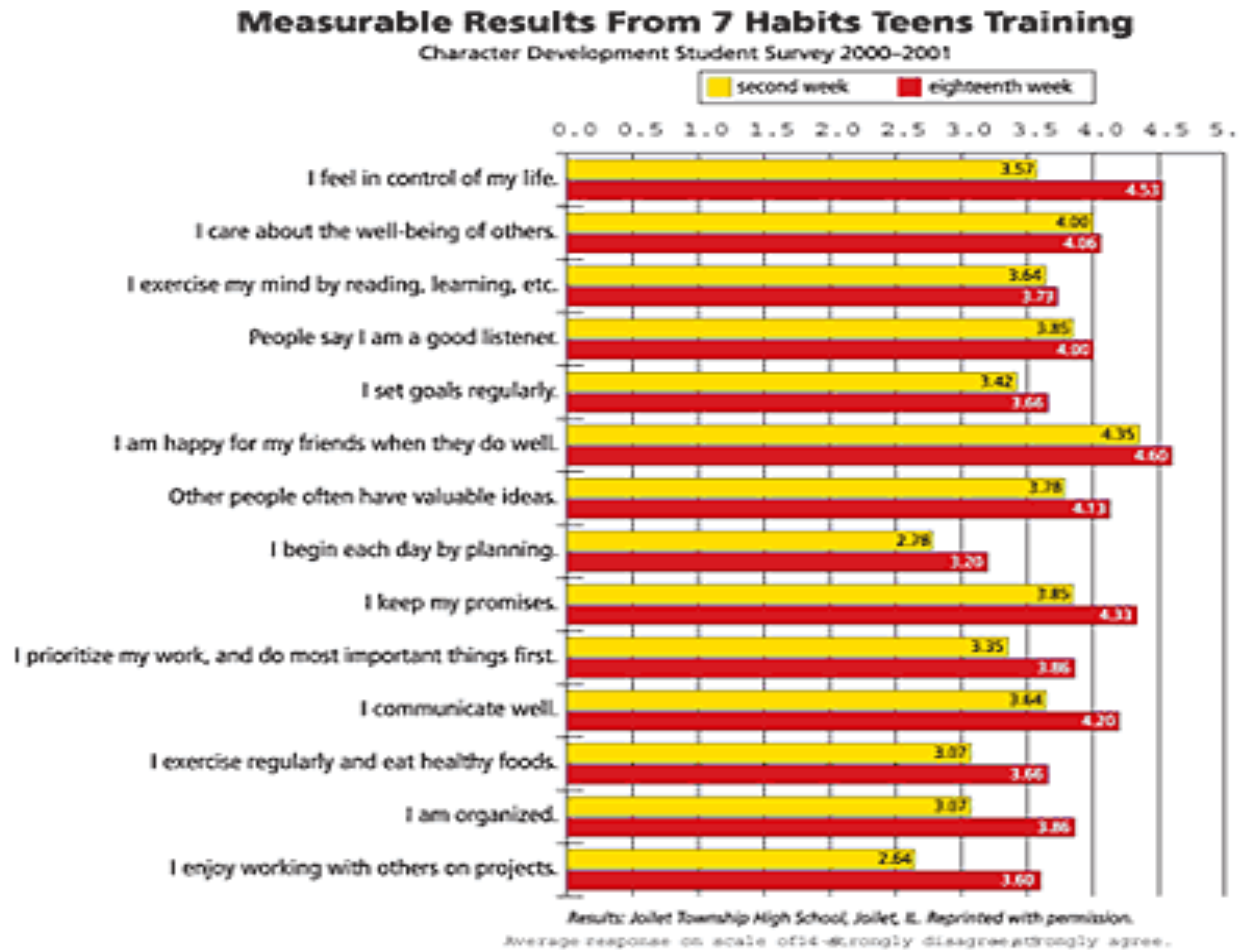
1. Habit 1: Be Proactive®
Take responsibility for your life.
2. Habit 2: Begin with the End in Mind®
Define your mission and goals in life.
3. Habit 3: Put First Things First®
Prioritize and do the most important things first.
4. Habit 4: Think Win-Win®
Have an "everyone-can-win" attitude.
5. Habit 5: Seek first to understand, then to Be Understood®
Listen to people sincerely.
6. Habit 6: Synergize®
Work together to achieve more.
7. Habit 7: Sharpen the Saw®
Renew yourself regularly.

The 7 habits program for teens is a great success in the U.S. The training provides teens with a step-by-step framework for boosting self-image, building friendships, resisting peer pressure, achieving goals, improving communication and relationships with parents, and much more. The habits build upon each other and foster behavioral change and improvement from the inside out. During the program the following themes are treated: substance abuse, eating disorders, physical and mental health, abuse, gang prevention, education, general support and volunteerism. The 7 Habits of Highly Effective Teens workshop can help youth:

1. Gain greater control of their lives.
2. Improve relationships with family and friends.
3. Increase self-confidence and self-esteem.
4. Make smarter decisions.
5. Overcome addiction.
6. Define their values and what matters most to them.
7. Get more done in less time.
8. Be happy.

9. Find balance between school, work, friends, and everything else

This workshop has deep impact on youth. Please refer also to graph 1



Graph 1

For more information please refer to <http://www.7habits4teens.com>

With the project the NEXT ROLE MODELS we want to bring the youth from a more positive point of view in our community by creating “teen role models”. The Project can be considered as a preventive project. By creating role models we can stimulate youth having success on different areas and fight crime, social-economic cultural and intellectual poverty.

The main activity of the project is a program with teen participants aged 15-16 based on components of the 7 habits for teens concept organized during a 3-day Camp. After the 3-day Camp the teens are required to carry out a project together with their trainer, based on passing on acquired knowledge based on the components of the 7 habits for teens concept, to other teens from institutions such as:

- Institutions for teens with low-social economic backgrounds
 - Institutions for teens with social and emotional problems
- Such as G.O.G., Huize Pelitie, Huize St Jozef and other institutions functioning in these areas.
- “VSBO” schools such as VSBO St. Paulus, Ancilla Domini VSBO, Joseph Civilis VSBO/AGO/VSO and other schools.

Furthermore workshops will be organized for these teens, including some elements of the 7 habits for teens, with themes such as personal finance, health, personal development, during a two month period. These workshops will be facilitated by experienced individuals on the referred to topics.

3. Objectives of the project

With this project we tempt to stimulate personal change and development. The target is personal change and development by using tools for personal effectiveness.

Secondly we try to contribute through community development by producing teens that can use their capabilities and talents effectively in their life and be a role model for other teens. By means of improving development of the teens involved; they are provided with tools and capabilities to help them make suitable decisions and break the chain of poverty, if applicable and keep them from criminal activities.

The next main objectives are defined for this project:

1. developing a train the trainers program.
2. developing and implementing a training program for teens of different social backgrounds, based on the concepts of the seven habits for teens.
3. the group of teens realizing projects to transfer the acquired knowledge to other group of teens.
4. creating a network of teen role models.

Outcome of the project:

- teens are informed about the components of the 7 habits for teens concept
- teens having tools to control, develop and change their habits
- teens have practiced using skills for personal development based on the 7 habits concept
- teens can inform others (teens) about the way they can use their skills
- teens choose to use the skills in their life
- teens having goal(s) for the next year (short-term) and for the future (long-term) on different areas mainly based on the concept 7 habits
- they can describe the change between before and after the Camp

The training program provides teens with a step-by-step framework for boosting self-image, building friendships, resisting peer pressure, achieving goals, improving communication and relationships.

In addition please refer to the program overview for a brief description of the program for teens.

Table 1: Program overview

Activity	Description	Output	Results
Train the trainers June 2008	6 sessions (3 days) training by professional trainer.	Assistant trainers for the camp and program	Certified trainers who can offer the program in the future (continuity of the program)
Camp 1-3 August 2008	3 days program consisting of sessions on personal effectiveness for teens, social and sport activities.	All participants are informed about personal effectiveness All participants are satisfied with the program All participants do have the tools; know how to change their life.	The participants are committed to the program for the coming period. The participants have set goals in 5 different areas. Teens have tools for example social skills they can use for life.
Completion Project of the several groups of teens Last week August 2008	transfer of knowledge to another group of teens	All participants are informed about personal effectiveness. All participants do have the tools; know how to change their life	More teens have set goals in different areas and have tools for example social skills they can use for life.
Health “Bo salú” and September 2008	1 session	The teens are informed about living a healthier life. The participants worked on their goals for healthier life.	Teens developed good habits for healthier life and sports.
Spirituality “ Bo spiritualidat September 2008	1 session.	The participants opened their heart for spirituality and developed skills to reflect on their own life.	Teens can deal with their own spirituality.
Finance “ Bo sèn” October 2008	1 session.	Teens open a saving account and have tools to manage their money.	Teens know how to manage their finance.
Arts & Culture “ Bo kultura” October 2008	1 session	Teens studied and understood the effects of the culture on their habits. And put their talents in practice.	Teens discovered and developed their talents.
Personal development “ Bo mes” November 2008 (first week)	1 session	Teens developed social skills, can deal with peer pressure, parents structure etc.	Teens developed own identity and personality.

4. Target group

The target group consists of 70 teenagers aged 15 or 16 years who are in school from different backgrounds, including low-economic background. As the number of participants will be 70 teens from approximately 35 schools, we aim to balance the participants between teens of low and middle economic background. The participating schools will also include schools with less resources and social problems in addition to schools with more resources. The participants will have some of the following profile elements:

The participant has:

- Good results in school
- A positive attitude
- Social skills, good manners
- Leadership potentials

can:

- Work in groups
- Work independently
- Plan and organize own activities
- Analyze

is:

- Aged 15 or 16 years-old and in school
- Pro-active
- Possible active in sports

The participant is motivated and describes this in a letter of recommendation giving 5 reasons why they should be the one given the chance to be a next role model.

The participants will be in principal chosen from among others the following secondary schools:

- VSBO St. Paulus
- T.C. St Jozef
- Ancilla Domini VSBO
- Joseph Civilis VSBO
- Stella Maris VSBO
- Albert Schweitzer Parera VSBO
- Albert Schweitzer Salinja VSBO
- Scholen Gemeenschap Parera
- Radulphus College
- MIL
- Peter Stuyvesant

Impact of the project

This project will help teens to:

- be heard
- express themselves
- be more self-conscious
- develop social skills
- develop skills to make better choices in life
- change life perspectives

The project contributes to:

- better school results
- better record in sport
- development of talents
- effective use of capabilities
- expose successful teens in community

The project gives opportunities to have courses and training for development of knowledge and skills. As teens are a part of the community, this project will also impact the community. This is how the project is related to the Foundation's objectives.

The project has the following focus areas:

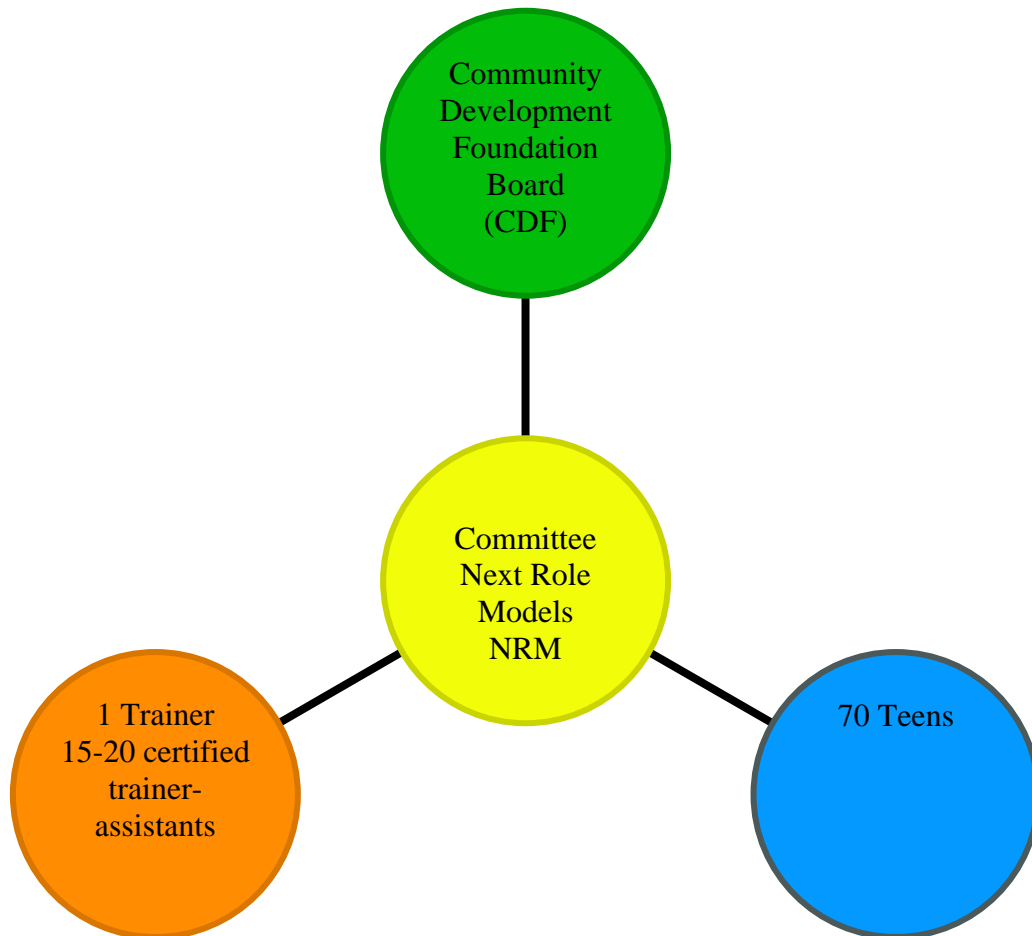
- the effectiveness of communication : information reaches the teen and is effective
- parents support/commitment parents
- teens of different backgrounds participating
- teens having enough time to participate
- teens participation
- peer pressure
- commitment participants
- trainers qualifications
- the program being adjusted for teens
- interference with other teen activities
- reward: certificate for teens
- combination social activities and networking
- media
- school timetables
- school exams
- sport matches
- other events for youth

During the implementation phase these factors will be covered in a communication plan/implementation plan and the content of the program.

5. Project Design

The project organization is described in a diagram with the committee as the centre of the project, please refer to Chart 2. The committee can not implement the project without the contribution of the CDF Board, a trainer and a team of assistant trainers.

Chart 2: Organization Chart



The responsibilities are categorized in internal and external responsibilities. The committee, the trainer, assistant-trainer team, has internal tasks.

Committee

The committee is responsible for the project plan, project dossier, the project implementation and evaluation of each activity. The committee is a mixed of young professionals and experienced professionals. The committee president is a CDF board member.

Next role models committee members

Ruckly Ettienne	co-project leader	ruckly@cdf.an / ruckly1@hotmail.com
Timba Engelhardt	co-project leader	timba@cdf.an / etimba@hotmail.com
Raily Goedgedrag	secretary	railygoedgedrag@hotmail.com
Maglanise Eisdén	member	maglanise@hotmail.com
Bianca Neman	member	bianca.neman@gov.an
Nathaly Harms	member	nathalyeharms@hotmail.com

Trainer & assistant trainers

The trainer is an experienced professional trainer. The trainer is responsible for developing the program for the trainers (assistant trainers) and teens. The assistant trainers team consists of young professionals aged 21- 35 which will be providing the training to the teens during the camp.

Profile assistant trainer

The assistant trainer has a degree, a high self esteem, a realistic self-image, a positive attitude, social skills, good manners and leadership potentials

In addition the assistant trainer can work with groups, work independently, plan and organize own activities and for others, an analyze problem situations.

Furthermore the assistant trainer is a young professional aged between 21 - 35 years- old, creative, spontaneous, proactive, a role model in addition works active in at least one of the following areas:

- sport
- hobby
- club, group, e.g. scouting etc.
- voluntary work
- social activities

The CDF Board is the door to external organizations and responsible for the formal external communication and monitoring of this project. The board also discusses the project impact with the stakeholders and determines this, using results of the evaluation and research.

CDF board members

Maharo Isenia	president
Zjurina Peney	secretary
Roxanna Martis	treasurer
Clark Abraham	board member
Timba Engelhardt	board member
Christel Engels	board member
Ruckly Ettienne	board member
Haidel Haile	board member
Liorgo (Iyo) Rosa	board member
Kurt Schoop	board member
Malcolm Wilson	board member

Stakeholders

The following are the stakeholders of this project:

- School boards and schools,
- Public sector,
- Community and social work organizations,
- Youth organizations and Churches.

Communication (internal and external)

Communication will be according to the communication plan of CDF.

Output

15 trainers and 70 teens, who participated in the program. The teens will improve their performance in school, in sport and other activities. Make more effective choices in life improving overall quality of life as a result.

Furthermore this program is adopted by stakeholders. The program can be used as regular activity of the stakeholders and they can also invest in the program.

Project Documentation

The following documentation has been or will be drafted with regard to this project:

- A Project plan
- Meeting reports
- Evaluations
- Bookkeeping (Financials project)