



**Five Year Project Report  
December 2008**

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Oxaljuj B'atz' (OB) is a women's educational project of Asociación Tejedoras Unidas (Komon Ajkem) (ATUKA) in Guatemala and the Maya Educational Foundation (MEF) in the United States. In January 2004, OB began as a collaborative effort between two fair trade organizations, Maya Traditions (MT) and Mayan Hands (MH), which currently serve approximately 300 indigenous women weavers and artisans. Oxaljuj B'atz' means thirteen threads. The women chose this name because thirteen is an important number in the Mayan calendar, and thread is symbolic not only of weaving but also of new beginnings.

The purpose of OB is to empower organized groups of women artisans to bring about changes, through their own efforts, that will alleviate the adverse effects of poverty and improve their quality of life.

**Background:**

For many years both MT and MH have exported the artisan products that women make in their villages in the highlands of Guatemala. Most of these 300 women are back-strap weavers; some weave on floor looms, some do beadwork, some crochet, and others make baskets. They come from four different language areas, but what they all have in common is that they are poor and live in small villages with few resources available. MT and MH give them the opportunity to gain access to an export market in which they sell their products for a fair price.

Maya Traditions is an NGO (non-governmental organization) founded by Jane Mintz from the U.S., and based in California and the Lake Atitlan area of Sololá, Guatemala since 1995. The MT staff works with collective groups of women from six villages, some very isolated, developing and exporting their products to the U.S., mainly to the fair trade and museum market. They have also created a garden of medicinal plants and offer educational workshops to help renew the traditional Mayan knowledge about medicinal herbs. MT gives scholarships and provides workshops for the women's children to help them through school. (Mayan children quit school, on average, before they finish third grade. Most schools in Guatemala require fees for registration and supplies -- often prohibitive to poor families.)

Mayan Hands is a similar NGO, founded by Brenda Rosenbaum in the late 1980s. Brenda is Guatemalan, but now lives in the US half time. Mayan Hands is based in Guatemala City, but works with ten groups located throughout the Highlands and in Baja Verapaz. Their products are exported to Maryland, from where they are shipped to fair trade stores and churches throughout the U.S. MH has some

social projects, but their primary emphasis is to provide work for these women.

The main purpose of these NGOs has been to help the women out of poverty. After exporting their products to the U.S. for years, it became evident to the founders of the two organizations that they wanted to help the women one-step further by offering them education and support directly related to both their short and long term needs. With private donations, they initiated OB as an 18-month pilot project. Five years later, OB continues to yield positive results for the women it has served and begins to establish new relationships with developing groups.

In the initial stages of OB, an extensive survey was conducted with individual women from each of the groups in order to determine how to move forward with the project. Based on those findings, it was decided to focus OB in four areas:

1. Democracy and Group Organization
2. Health and Well-Being (including education on medicinal herb remedies)
3. Artisan Techniques and Product Development
4. Basic Business Skills

(See "Focus Area Descriptions" on page 6.)

#### **OB Groups:**

OB currently serves 16 groups scattered throughout rural areas of Guatemala. Six of the groups are in the area of the K'iche' language, five are in the area of Kaqchikel, two are in the Tz'utujil region, and three additional groups are from the remote Achi language region.

Each group is organized with a board, or "Junta Directiva," consisting of, at minimum, a President, Vice-President, Treasurer, and Secretary, who facilitate the group's decision-making. Often groups also appoint a leader who is mainly responsible for production issues such as assuring timely delivery and product quality.

#### **OB Team:**

The project involves the work of one project director from the U.S. and three Mayan women field workers. Ramona Kirschenman has served as Project Director since May 2005. The three outreach field workers are local indigenous women: María Chiroy, who speaks Kaqchikel; Hilda Mendoza López, who speaks Tz'utujil; and Ana Lucía Chávez y Chávez, who speaks K'iche' and communicates well with the Achi women. All three have years of experience working with groups of indigenous women. In addition, OB contracts outside consultants on an as needed basis for specialized trainings

**OB Board:**

Like the groups, OB also has a Junta Directiva (JD) that consists of the OB team, and representatives from each of the two organizations, MT and MH. The JD meets every six weeks to plan and evaluate the activities of OB. The members of the JD also form committees for specific projects that meet separately to discuss individual issues. The project director and three fieldworkers jointly prepare the agenda and rotate as facilitators. Monthly reports as well as financial statements are provided to MT, MH, ATUKA, MEF, and donors.

**Methods/Locations:**

When OB began, most of its workshops and programs were presented in Panajachel on Lake Atitlan, in a comfortable building rented to OB by MT. The building comes complete with accommodations including a kitchen, bathrooms, and a sleeping area. Some of the workshops last one day; others are conducted over two days. In these Panajachel gatherings, each of the 16 groups sends two representatives to attend these workshops. In the weeks following the workshops/programs, the three fieldworkers visit the communities in order to follow-up and reinforce the program themes with the entire membership of the group. They work alongside the group representatives to give an overview of the workshop to the members who were not able to attend. OB pays the transport and the food for the women who participate so that these expenses will not be such a hindrance for participation.

However, experience has taught that OB's services are often most effective when delivered directly in the local communities they are intended to serve. Increasingly, the fieldworkers and outside consultants travel to the outlying communities to involve those women who might not otherwise be able to attend OB's programs. In addition, sometimes it is necessary for the women in each group to receive the information firsthand. Evaluations from program participants validate the effectiveness of onsite delivery.

Sometimes additional facilities are used, depending on the content of the program or arrangement offered by the program host. One example is the natural dye workshop that will be held at Indigo Artes Textiles in Antigua. (See "Natural Dye Workshops" page 13).

Since many of the women are illiterate, OB uses non-formal education techniques to portray the information. Methods include dramatizations, role-playing, and "dinamicas" - or group activities/games intended to motivate the women's participation.

## **Focus Area Descriptions:**

### **1. Democracy and Group Organization**

#### **a) AMVA Workshops**

OB contracted the organization Asociación Mujeres Vamos Adelante (AMVA) -- which means Association of Women Moving Ahead -- to present its initial work in this focus area. AMVA conducted a series of workshops in Panajachel on the subject of group functioning. The series included the following themes: self-esteem, leadership, participation and group organization, domestic violence, gender, conflict resolution, and peace building.

Participation was good considering how difficult it is for women to be away from their families for extended periods of time. As with all of OB's programs, the fieldworkers translated the material into the respective Mayan languages, and relied on non-written material to communicate some of the content of the workshops. Following each theme, they visited the communities to help the group leaders present the information to their group members. Not only does this process make the information available for all of the women, it also confirms that the representatives who participated in Panajachel have understood the theme.

#### **b) Group Conflict Resolution**

OB participated in an educational project with a local psychologist, Brenda Rosales, to help resolve individual group conflicts. Brenda has worked specifically with the MT group in the Chirijox community and the MH group in the Adelanto community. This effort helps to facilitate group functioning, an ever-evolving process.

Brenda also facilitated a series of counseling sessions for the Santiago Atitlan group that dealt with fear and loss. (See "Health Campaigns" page 10). OB continues to work with Brenda on an as needed basis.

#### **c) Las Palabras**

These presentations were given to each group over a duration of eight months. A new word (palabra) was introduced each month, using examples such as "communication" and "collaboration." A different dinamica was presented to portray each word conceptually; the groups then discussed the importance of the word within the context of the group. At the end of the year, each group had to give a presentation that encompassed all eight words. These lively and creative events produced songs, dances, and dramatizations. Feedback revealed

that "Las Palabras" were among the most popular of all OB presentations that year.

#### **d) Contracts**

OB continues to formalize relationships within the 16 groups, as well as among components of the organization, through the use of written contracts. With a contract, each party understands specifically what is expected. Three types of contracts have emerged:

- **Internal group contracts.** Some groups have chosen to enter into contracts with their members. In some, product delivery expectations are specified and fines are levied for nonperformance. Other groups impose financial sanctions on their members for missing meetings or showing up late. Each group decides if contracts are needed and the details of those contracts.
- **New group contracts.** OB is currently in the process of collaborating with five new groups of women. As an effort to solidify commitments, new groups must formally contract with OB prior to inclusion in the organization. Responsibilities for each side are identified and formalized, hopefully leading to a better future working relationship.
- **Fieldworker contracts.** Expectations are also set down in contract form for the performance of each OB fieldworker.

#### **e) Group Competitions**

Everyone loves a contest. Groups compete among themselves for various prizes, and other contests are held among members of a group. Last year, 47 women with perfect attendance at group meetings were awarded with five pound bags of thread. Contests such as these motivate individual and group participation and initiative. Next year, OB is holding a competition for the best group of 2009. The winner will be chosen depending on the level of improvement in productivity, initiative, and participation and a special prize, yet to be determined, will be awarded.

#### **f) Inter-group Exchange of Ideas and Experiences**

For five years the same groups have been participating in the OB project, yet each group is at different levels of evolvement and empowerment. At the end of 2008, we paired up the groups, sent women from one community to another distinctly different community, and initiated an exchange of ideas and experiences. The women discussed their accomplishments and obstacles as a group, the goal being that groups will return home with new ideas on how to improve group functioning and production opportunities. The activity also gave

them the chance to learn from women from the same Maya culture who speak different languages and have different traditions, yet face similar difficulties in life.

#### **g) Personal and Group Development Talks**

A series of short talks are being developed by the OB team in the following three areas: self-esteem, human relations, and definition of democracy. Once the content of the three subjects has been identified, these talks will be available to the fieldworkers for delivery to groups as needed.

## **2. Health and Well-Being**

#### **a) Health Discussions and Family Planning**

Our first health workshops were given by Esther Pop, a Tz'utujil midwife from San Pedro La Laguna. Her talks focused on women's and children's health and preventative health methods. The talks were very successful as they allowed the women to ask many questions in their own languages.

Since then, OB collaborated with Asociación Guatemalteca para la Familia de las Américas (AFA), located in Guatemala City, to present extended health discussions in the areas of nutrition, reproductive health, and the many cycles of change throughout a woman's life. These discussions took place in the community with AFA facilitators Dora Monterosso or Paula Damacio and accompanied by OB fieldworkers.

Of special note are health discussions related to natural family planning. This method of contraception complements the cultural and religious backgrounds of the women, and meets with easy acceptance. The method was explained in a preliminary discussion, and the women were instructed to chart their signs of fertility. At a follow-up meeting, the women shared their results and posed specific questions regarding natural family planning. The women also reported that their spouses were generally accepting of the method, further contributing to the empowerment of these women within their homes.

#### **b) Medicinal Plants Program**

The goal for this program is to revive traditional knowledge of medicinal plants and herbs in the population, in particular for the women and their families. OB has presented several workshops in Panajachel and in each individual community on this theme. The first program lecturer was Andres Culum Matzar, an indigenous nurse from the region who has several years of experience with

plants, and has his own practice and pharmacy with natural remedies in San Pablo La Laguna.

The success of the medicinal plant workshops generated interest in medicinal herb gardening. Further workshops provided directly in the communities were devoted to gardening techniques, and plants were provided by MT at little cost to the 145 participants. The community visits were conducted in four phases; first, OB held an evaluation including quantities and commitments from the women, then a demonstration on how to prepare the land, followed by planting the herbs, and finally, follow-ups to groups for general discussion and doubts including visits to some individual homes. The medicinal garden project was funded by one of our sister organizations, Sharing the Dream.

The following year, OB's collaboration with AFA included a series of workshops on medicinal plant remedies using hands-on practices and dinamicas. These workshops were immensely popular since the remedies were easily accessible (many of the ingredients literally available in their backyard!), and cost effective, and they reduce visits to the doctor. Not to mention the women felt a close bond with the female facilitators from AFA.

For those women who wanted to take their newfound skills to the next level, new products were developed as a result of recent workshops held by Francisco Teleguario. Francisco is an indigenous educator who speaks Kaqchikel and has many years experience working for the local branch of Intervida elaborating and selling natural medicinal products. Some OB groups are now producing and selling cough syrup, shampoo, skin creams, and other natural remedies.

(Note: OB's yearly evaluations show the groups repeatedly request medicinal plant workshops more than any other program we offer.)

### **c) Health Campaigns**

In collaboration with WINGS, an NGO based in La Antigua, and Project G.I.F.T. (Guatemalan Infant and Family Treatment), a team of doctors from Canada based in Panajachel, OB organized a pap-smear exam for the women in the groups, in most cases their first ever. A medical consultation on any subject was offered to the women and their families at the same time. According to WINGS, the women were well prepared for the exam. Daniela Abadi, a nurse midwife from Argentina, had prepared the women and helped to diminish their fears by thoroughly explaining the procedure. Nurses in Santiago Atitlan gave another information session from the organization Ixim Tinamit, and finally, all the women received additional information from OB fieldworkers.

In total, 193 women were examined; miraculously, none needed a follow up exam! (Female cancers are the leading cause of women's death in the Mayan community.) Quite a few had infections that were treated with both herbal and pharmaceutical medicines as needed. The women were also shown how to conduct a self-examination of the breasts to detect cancer. In addition to the pap-smears, the team of doctors gave a medical consultation to the women and their families during the three days of the campaign.

Two years later OB provided a follow-up exam again with WINGS, and again to our relief no one was diagnosed with cancer. WINGS suggestion to most women was that they receive another exam in five years.

A special campaign was required in the aftermath of Hurricane Stan, which devastated the highlands in October 2005. The pueblo of Santiago was particularly hard hit, with hundreds of families losing their homes and family members. The resulting psychological trauma required the assistance of a local professional psychologist, Brenda Rosales. OB organized individual and group counseling for the women in the Santiago group for a period of six months following the hurricane.

Vision exams were also offered to group members. It was surprising to discover that many women were managing daily life with very poor vision. If corrective lenses were required, they were provided free of charge by the cooperating doctors, courtesy of Salud y Paz--Health and Peace--, a Methodist medical clinic with fixed locations near Lake Atitlan and in Quetzaltenango.

#### **d) Ergonomic Bench Project**

Many of the women who use back-strap looms complain of pains in their legs, backs, and shoulders. Karen Piegorsch, an ergonomics consultant from South Carolina, came to OB to do a study of women who use a back-strap loom. (Karen volunteered her time and professional expertise.) She visited several communities with the OB team and MH field workers. Based on her observations, OB facilitated development of a bench that is easily adjustable to the height of the weaver. It provides an ergonomically better position for them without affecting the quality of their weaving. OB has produced 142 ergonomic weaving benches, provided to the women at a cost of \$10.00 each -- 1/5 of the cost to produce each bench.

#### **e) Water Filters**

The limited availability of clean drinking water continues to have negative consequences for the health and well-being of the women and their families. To combat this problem, OB provided 280 water filters to group members, thanks to generous grants provided by Heart for the Nations and the Virginia Gildersleeve International Fund, Inc. The women contributed about \$3.50 for each filter, only about 1/10 of the cost. Since OB is an educational project, it is important that education and training are components to any program offered. Therefore, at the time of delivery, each woman is required to receive training on how to practice good hygiene and clean and care for their filter. Distribution and training for the water filters were provided by AFA. The women and their families are responsible for purchasing replacement filters.

### **3. Artisan Techniques and Product Development**

#### **a) Basket Weaving**

Michele Hament, artist and professional basket maker from California, has come on two separate occasions as a volunteer to give basketry workshops to three groups of OB women on pine needle basket weaving. Approximately 45 women in all have participated in the workshops. Of the three groups who learned the technique, one had experience in basketry but not with pine needles, the other two were new to the craft (though in one case the men in their village have a basketry tradition). Each group made remarkably beautiful baskets immediately, and the experienced basket makers are now producing baskets to sell in the U.S. market. More basket weaving workshops are slated for January 2009.

#### **b) Sewing Instruction and Machines**

Our first set of sewing classes were provided by Instituto Técnico de Capacitación y Productividad (INTECAP) -- Technical Institute of Training and Productivity -- a governmental institution that offers free vocational education to the adult population. The sewing machines are non-electric, pedal driven. Each woman made an apron, a skirt, and a blouse during the course. Two groups comprised of two representatives from interested communities participated in these classes, 24 women in all. Following these basic sewing classes, half of the women decided to take a machine embroidery class. Tuition was free, and OB covered transportation and material costs for the women, most of whom would not be able to attend without this financial help.

OB also collaborated with INTECAP in a specialized course for 15 women from the MH groups to learn to sew the products that they weave in order to generate additional income for the group (instead of sending their products to

an outside party.) With additional funding from Soroptimist, OB also provided micro-loans to successful participants who wished to purchase sewing machines during the course of the class. These 15 women all took out interest free loans with OB to purchase pedal-driven or electric (with zigzag capability) sewing machines.

This project's success opened the door to OB's new micro-credit program. (See "Micro-Credit Loan Program" page 14). In five communities, women took out loans for machines and participated in basic and advanced sewing classes; this time the course was provided directly in the community with private instructors. Thanks to generous grants from the Como Foundation and MEF donor Alfred Rollmann, in all, 58 women participated in the classes, and 49 machines were purchased through this micro-loan program. (Note: some women already owned sewing machines, so machine purchase was not necessary for all the class participants.)

### **c) Product Development**

As with the basketry workshops, OB has hosted professionals from the U.S. with skills in different fields of artistry who have volunteered their time to provide workshops to the women to develop their products for a foreign market. These include:

- **Appliqué, crouching, and beading techniques.** Artist and Professor Diane Segal from Albany, New York offered classes in applying different adornments to woven products for instance sewing in beads, crouching techniques, and borders. Representatives from nine groups, 17 women in all, participated in these workshops.
- **Vests, jackets, and blouses (from traditional designs).** Clothing designer Ann Gati from Santa Fe, New Mexico taught courses to a handful of women in vest, jacket, and blouse making using traditional weavings to create new products, including patchwork.
- **Weaving finishings.** Karen Searle, weaver and writer from Minnesota, offered a course on weaving finishings that included techniques on edgework, braiding, cords, and tassels. Two full groups received these workshops in the communities and representatives from five other groups received the workshops in Panajachel. In all, 42 women participated.

### **d) Candle Making**

The lives of Santa Catarina Ixtauacan residents were severely disrupted by Hurricane Stan - they have been without electricity since October 2005. When a group of women was asked what kind of help they needed, they said they

wanted to learn how to make candles! Due to generous grants from the Daniele Agostino Derossi Foundation, OB was able to organize workshops with a local candle maker that taught the process.

This is the first new group to work with OB that does not work with MT or MH, and is included in the five new groups slated to receive OB programs in 2009. The women initially made candles for themselves, then for their friends and neighbors. Soon, they requested and were granted a stall at the local Santa Catarina Ixtauacan market. Plans are underway to extend their candle sales to nearby towns as OB continues to work with them on marketing, basic business skills, group organization, and more.

#### **e) Natural Dye Workshop**

Final plans are in place for a Natural Dye Workshop to be held in la Antigua at Indigo Artes Textiles in January 2009. Eight women from four different groups are scheduled to attend, and for the first time in OB history each of the participants will be responsible for her own training, transportation, room, and board costs. These funds are initially being provided to the groups through a loan program with the organization, Building a Nest. Repayment of this cost will come from sales of newly designed products.

Once again, all members of the group will be afforded an opportunity to learn natural dye techniques in follow-up sessions led by OB fieldworkers and the original group participants.

#### **f) Beading, Hand Embroidery, Crochet**

Women from the groups have also requested instruction in the arts of beading, hand embroidery, and new crochet techniques. Plans are evolving for the introduction of these and other skills at future OB workshops.

### **4. Basic Business Skills**

#### **a) Small Business Workshops**

OB began this focus area by providing a series of three workshops on small business held in all 16 communities. The themes included; how to calculate prices, the buying process, markets and clients, and basic accounting skills. OB fieldworkers were trained by educator Gerardo Vasquez from the local branch of the Friendship Bridge (an international micro-credit organization) using the organization's famous model. These workshops gave the women a basic understanding of small business practices.

### **b) Promotion Workshops for Textile Markets**

Many steps are necessary between the time a weaving leaves the loom and the time it appears in a formal market. OB groups are being taught details about product finishing, labeling, exhibiting, and marketing. Other topics include export rules, costs analysis, and fair trade guidelines. The program started as an OB collaboration with Fullbright recipient Fiona Laurie on production processes, and continues in 2009 with a new set of workshops provided by Sharing the Dream to their producer groups and OB. Following each workshop, OB fieldworkers will replicate the themes in the communities. The goal of this program is the eventual independence of the groups from OB.

### **c) Micro-credit Loan Program**

OB's micro-credit loan program officially launched in 2008, thanks to an initial grant from Soroptimist, and recent funding from Como Foundation, and Alfred Rollmann. With these donations for the sewing machines, OB was able to create a revolving fund in order to provide loans when individual groups need money for a specific project. They form a solidarity group and request a micro-credit loan from OB for start-up funds or for equipment and/or materials for product development. In these loans, each member of the solidarity group shares the risks and rewards.

A community near Sololá has taken the lead in bringing new products to local markets. They petitioned OB for a micro-credit loan, which provided start-up funds for this enterprise. This group markets jams, natural shampoos, jewelry and new weaving designs. The small loan provided to them, with their new line of products, serve as a model for future micro-credit loans.

### **d) Candle Sales/Banking Skills**

The Santa Catarina Ixtauacan candle project took OB in a new direction when these candles were sold directly to local people at local markets. This is one more example of the emerging small business skills coming from the efforts of OB. As part of this sales effort, the women in the Santa Catarina Ixtauacan group were required to open, use, and maintain a bank account, a new but important small business skill for the groups. Banking skills will be extended to more groups in future small business workshops.

### **e) Group Administration Workshops**

Groups don't just run themselves -- careful planning and administration are required for their successful functioning. OB plans for 2009 include workshops that address administrative topics such as quality control, division and organization of labor, distribution processes, and financial management.

**Evaluation:**

It is sometimes difficult to measure results from a project such as ours because many of the themes have been aimed at raising the consciousness of the women, and showing them alternative and/or functional ways to deal with their problems. Finding the means and having the ability to improve their conditions is a long and complex process.

Other effects are more immediate and measurable. One reason for the women's health workshops is simple: if a woman is sick, or her children are sick, she cannot work. Also tangible and measurable are the acquisition of new skills such as sewing and basketry, both of which can lead to increased income opportunities immediately.

OB conducts group evaluations on a yearly basis and on going evaluations in the communities following the completion of a workshop. In these discussions, the fieldworkers check for accuracy and completion of information presented previously. The fieldworkers report the women in the groups retain and use much of this information.

In an additional move to provide evaluative information, the JD decided to hire an outside consultant to interview the groups in order to provide a base for planning future programs. Results showed that the women did respond in a positive way to the workshops they were offered, and provided requests for additional skills, workshops, and discussions.

**Conclusion:**

For the past five years, these 16 groups of women have shown growth across our four content areas. Some are almost entirely autonomous, living healthier lives with many more options available to them. Others are less self-sufficient and lean more heavily upon OB for support. The goal of sustainability grows ever closer for these initial 300 women. As more groups near autonomy and self-sufficiency, OB will include new groups of women under its program umbrella. We look forward to continuing success in the years to come.

If you would like to know more, please feel free to contact us. We will be more than happy to tell you all we can.

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Oxlajuj B'atz' is a project of the Asociación Tejedoras Unidas (Komon Ajkem), Guatemala, nit 3200329-3, and of the Maya Educational Foundation, USA, a 501(c) 3 non-profit organization. We would be happy to receive donations in either country.

**Resources** (in order of appearance):

Asociación Tejedoras Unidas (Komon Ajkem), [See Oxlajuj B'atz'](#), [Mayan Hands](#), or [Sharing the Dream](#)

Maya Educational Foundation, [www.mayaedufound.org](http://www.mayaedufound.org)

Maya Traditions, [www.mayatraditions.com](http://www.mayatraditions.com)

Mayan Hands, [www.mayanhands.org](http://www.mayanhands.org)

Indigo Artes Textiles, [www.indigoartestextiles.com](http://www.indigoartestextiles.com)

Asociación Mujeres Vamos Adelante (AMVA), [amva@intelnet.net.gt](mailto:amva@intelnet.net.gt)

Asociación Guatemalteca para la Familia de las Américas (AFA),

[www.familiadelasamericas.org](http://www.familiadelasamericas.org)

Sharing the Dream, [www.sharingthedream.org](http://www.sharingthedream.org)

Intervida, [www.intervida.org](http://www.intervida.org)

WINGS, [www.wingsguate.org](http://www.wingsguate.org)

Project G.I.F.T., [www.projectgift2003.org](http://www.projectgift2003.org)

Salud y Paz, [www.saludypaz.org](http://www.saludypaz.org)

Karen Piegorsch, [www.synerggoarts.org](http://www.synerggoarts.org)

Heart for the Nations, [www.heartforthenations.net](http://www.heartforthenations.net)

Virginia Gildersleeve International Fund, Inc., [www.thegildersleeve.org](http://www.thegildersleeve.org)

Michele Hament, <http://web.mac.com/michelehamentartwork>

INTECAP, [www.intecap.org/gt](http://www.intecap.org/gt)

Soroptimist, [www.soroptimist.org](http://www.soroptimist.org)

Como Foundation, <http://group.como.bz>

Karen Searle, [www.karensearle.com](http://www.karensearle.com)

Daniele Agostino Derossi Foundation, [www.dafound.org](http://www.dafound.org)

Friendship Bridge, [www.friendshipbridge.org](http://www.friendshipbridge.org)

Fiona Laurie, [www.fionalaurie.com](http://www.fionalaurie.com)

Building a Nest, [www.buildanest.com](http://www.buildanest.com)

(Note: Only those people and organizations that have publicly available contact information are included in the resource list.)