



Mission

The mission of La Asociación CREAR is to highlight the importance of a holistic education in rural Costa Rica by combating educational inequality and social limitations through the expansion of our free programs focused on creativity, language development, critical thinking and empowerment.

Vision

Our vision is a community of empowered, self-motivated, responsible, and employable individuals.

Values

Our fundamental, underlying belief is that access to a quality education is a basic human right. *Our multicultural team* contributes to the promotion of community development by exposing our local youth to opportunities for public service and civic engagement. *Our initiatives* are born from collaboration with our communities to provide educational and economic empowerment. *Our work* is honest, transparent and ethical, committed to excellence. *Our organization* remains in constant reflection on how to best serve the needs of *our people* in order to create a stronger community.

Programs

- After-School Art Program

CREAR offers art classes to children in Sámara and Torrito. Our classes teach how to work with a wide range of artistic mediums and help to foster creative thinking. We offer our classes to a group of 1st through 3rd graders and also a group of 4th through 6th graders in two different communities.

- After-School English Program

One of the building blocks of CREAR is our comprehensive English classes. CREAR offers classes to a group of 1st through 3rd graders and also a group of 4th through 6th graders in two different communities.

- **Day Camp**
CREAR offers two day camps during Costa Rica's summer and winter seasons. Each day 50-75 children participate in fun, educational activities.
- **In-School Assemblies/Community Presentations**
CREAR gives free in-school assemblies and community presentations, educating hundreds of residents of Playa Sámara, El Torito, San Fernando, and Santo Domingo on critical environmental issues such as energy and recycling.
- **Girl's Empowerment Course**
When the little girls that participated in CREAR turned into young women, we saw the need for a new kind of CREAR: a course focused on self-esteem, motivation, and sexual health, coupled with strong support and the presentation of new opportunities. In addition to the program we run with our high school girls, we also run a Young Girl's Empowerment Program for 3rd-5th grade girls focused on the same important themes. It is imperative that countries invest in their girls! The "Las Divinas" programming intends to help young girls avoid unplanned pregnancies and premature sexual relations; prepare them with skills that will build self-esteem and empower them to make healthy choices. The idea is that as educated girls become women, they can improve their communities and have children who are healthy and educated.
- **Adult English Classes**
At given times of the year, when CREAR has the resources and qualified volunteers, CREAR is proud to offer free English classes to adults in an effort to continue improving the employability of Samara locals.

Background Information on the Communities We Serve



Region : Chorotega
Province : Guanacaste
Cantón : Nicoya
Distrito : Sámara

The population in the Nicoya Canton (Nicoya, Samara, Mansion, San Antonio, Quebrada Honda, Nosara, and Belen de Nosarita) has a 2020 projected population of 56, 591.

INEC. Cuadro 2. Población total proyectada por sexo, según provincia, canton y distrito 2011-2025

Issues in the Region

Poverty

According to the “Índice de pobreza multidimensional 2015”, rural areas in Costa Rica suffer from a 40.9% poverty rate in comparison with the 20.6% rate that corresponds to urban areas. Playa Sámara is located in the Chorotega region of Costa Rica, which has one of the highest rates of poverty in the country. In 2010, 21.3% of households nationally were classified as poor, while the incidence of poverty in the Chorotega region was 32.6%. This is in comparison with a poverty rate of only 17.1% in the Central region (www.inec.go.cr & EHPM). Households are classified as poor when their per capita incomes are unable to meet basic survival needs such as housing, education, clothing, and transport. These statistics do not take into account levels of extreme poverty. (Chant, 2008). The Chorotega region also has the lowest coverage of social services and highest housing deficit in the country (IFAM, Chant, 2008)

Employment

While the Guanacaste province is referred to as Costa Rica’s “scenic jewel,” it is also the poorest province amidst touristic wealth, large hotel chains, and real estate companies with million dollar investments. The

latest household survey conducted by the Instituto Nacional de Estadística y Censos de Costa Rica (INEC) found the unemployment rate in Guanacaste at 9.6 %, while it was 7.3 % in the rest of Costa Rica (Ramirez, 2011). The Nicoya Canton, which lies within the Guanacaste Province, is strongly influenced by male out-migration to other regions of the country in search of employment (Budowski & Bixby, 2003). This has a great impact on family life, child development, and the community. Additionally, there are close to 150,000 youth between the ages of 15 and 24 that neither work nor study. Nearly half of this age group suffers from poverty and the majority live in rural areas (Informe Estado de la Región, del Programa Estado de la Nación).

Education

Primary school children in the area attend school for an average of three to four hours a day; 85 days a year, and many do not advance to high school or university. As of 2016, in lower income, rural areas, 83% of people over the age of 18 have not graduated from high school. Only 77% have graduated in rural areas that are not poor; in comparison with 58% in urban areas. In the lower income, rural districts, only 7.5% of the population reaches higher education; 12% of rural areas that are not poor make it to University while in urban areas the number is at 24.7%. Additionally, the most recent “Informe del Estado de la Educación” reveals that in rural districts the incidence of low levels of education in the home is higher; infrastructure of schools is worse; and the percentage of homes with access to the internet in poor, rural areas is 8%, while the percentage for rural areas that are not poor is only 15%. Furthermore, most primary schools in this region are only able to provide very limited English instruction (1 ½ hours per week), limited access to computers, and are unable to offer extracurricular activities. Schools are often understaffed and classes are canceled when a teacher is out sick or attending a conference out of town. While Costa Rica is committed to public education and has the highest literacy rate in Latin America, 95.2% of the population aged 10 and over, many public schools, especially in rural and low-income areas, are often overcrowded, underfunded, and their locations often require significant and expensive commutes for school children. (Instituto Nacional de Estadística y Censos de Costa Rica (INEC))

Literacy

While only 4.8% of people living in Costa Rica ages 10 and higher are illiterate, 9.8% of those living in Sámara fall into this category. (INEC, IX. Censo Nacional de Población. Características Sociales y Demográficas (2001). In addition, only 21.4% of those in Sámara have attended secondary school education and higher, while 46% of those in Costa Rica have (INEC, 2001).

These statistics show a great need for innovative ways to support education and local schools, and they reveal the necessity for an integrative strategy to combat the challenges that rural, Costa Rican youth face.

Our Goals

- Combat educational inequality and social limitations through the expansion of our free art, language, technology and feminine empowerment courses.
- Improve the employability of Samara and El Torito locals through the implementation of a three track program focused on English, basic computer skills and customer service.
- Enhance our existing gap-year and summer internship program for university aged students aiming to earn internship credit while experiencing authentic Costa Rican culture and refining their professional skills.
- Obtain permanent transport in order to expand program outreach and increase opportunities for the local students in the surrounding community.

Volunteer Opportunities

The opportunities for volunteering and internships with CREAR are endless, and depending on your strengths, interests, experiences, and skill set we will find a place for you. Below are some ways you can become involved with us. Depending on the position, interns are expected to commit 20 to 35 hours per week. If you are interested in participating in an extended program, such as our Semester, or Full Year programs, contact us for more information on those opportunities.

Art Teacher

Art Teacher Aide

EFL Instructor with TEFL Certificate Option

English Teacher Aide

Communications and Digital Arts Intern Intern

Strategic Development and Operations Intern

Finance Intern

Couple your position with Omprakash EdGE, an accredited online volunteer education program! [Learn more here.](#)

Volunteer Session Dates

Fall 2018: September 3, 2018 – November 29, 2018

Application deadline: July 16, 2018

Decision and deposit due date: July 30, 2018

Spring: February 11, 2019 – May 3, 2019

Application deadline: December 7, 2018

Decision and deposit due date: January 11, 2019

Summer Session I: May 20, 2019 – June 14, 2019

Summer Session II: June 17, 2019 – July 12, 2019

Summer Session III: July 15, 2019 – August 9, 2019

Application deadline: April 12, 2019

Decision and deposit due date: April 26, 2019

Fall: September 2, 2019 – November 29, 2019

Application deadline: July 28, 2019

Decision and deposit due date: August 2, 2019

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CREAR allows flexibility for interns to select whichever session best suits their summer, encouraging them to participate in as many as two or three sessions. Start dates are not flexible, but end dates are flexible.

After School Art Program Instructor

CREAR offers an after school program with classes focusing on creativity, art, critical thinking and EFL instruction. Two Elementary afterschool programs are held Monday through Thursday at respective times and locations. Instructors will lead lessons with the support of program volunteers. Both the Instructor and volunteers will design the lessons and prepare materials for the classes.

Responsibilities

- Design engaging and comprehensive lesson plans and activities, prepare materials, and lead after school program art classes.
- Plan and lead after school program art classes and activities for children, ages 5-13. Help create lessons, encourage engagement, and a positive team environment
- Track attendance and materials used
- Maintain strong classroom management
- Maintain strong communication with supervisors and volunteers,
- Work with, mentor, and delegate responsibility to the art program instructor aide

Qualifications

- Advanced level of Spanish is preferred
- Teaching experience is preferred
- A passion for education and a love for working with youth is expected.
- Experience teaching and managing large groups of children
- Able to collaborate with others and work in a team
- Ability to work with limited resources.
- Six month minimum time commitment is preferred

Art Program Aide

CREAR offers an after school program with classes focusing on creativity, art, critical thinking and EFL instruction. Two Elementary afterschool programs are held Monday through Thursday at respective times and locations. CREAR is seeking a fun and energetic individual to work as a classroom aide alongside our art program instructor for a minimum of two months. As an art program aid you can expect to gain valuable experience through observing and shadowing our art teacher. You can also expect to collaborate with our art teacher. This could look like giving feedback on lesson plans, putting together models for the art projects, and creating warm up exercises and ice breaker games to be used during class.

Responsibilities

- Aid the art instructor by coming up with engaging games and ice breakers to be used in class
- Help construct the models of the art projects which will be made in class
- Help the art instructor gather and put away materials which will be used in class
- Help the children with their art projects as the needed
- Collaborate with the art teacher in brainstorming activities and lesson plans

Qualifications

- Fluency in English
- Basic to conversational Spanish preferred
- A passion for education and a love for working with youth is expected.
- Ability to work with limited resources.
- Creative and personally artistic
- Willingness to learn from the art instructor
- Record and analyze the behavior of the children in class
- Display a personal or educational interest in art
- Minimum a of two month commitment working with CREAR

Raising \$500 for CREAR before arriving- This is not mandatory, but a financial contribution of any amount is greatly appreciated. However, we at CREAR are simply grateful for your time

English Program Aide

As an EFL instructor aide you will work alongside our staffed English Instructor in facilitating classroom activities and leading classes. Two Elementary afterschool programs are held Monday through Thursday at respective times and locations. EFL aids can expect to gain valuable experience as they closely observe how an English class is taught and the language is effectively communicated.

Responsibilities

- Help English Teacher come up with activities and lesson plans to be used in class. This could include helping the teacher by planning the warm up activity or game for that day's class.
- Track attendance
- Record and analyze the behavior of the children in class
- Maintain strong communication with supervisors, volunteers, and parents.

Qualifications

- Fluency in English
- Intermediate to Advanced Spanish
- Previous teaching and/or tutoring experience with children (preferred but not required)
- Experience working with school-age children (preferred but not required)
- A passion for education and a love for working with youth
- Organized, responsible, ability to work well with others, creative, flexible, friendly and outgoing
- Minimum two month time commitment
- Raising \$500 for CREAR before arriving- This is not mandatory, but a financial contribution of any amount is greatly appreciated. However, we at CREAR are simply grateful for your time!

Communications and Digital Arts Intern

CREAR needs help with website updates, annual impact reports, monthly newsletters, as well as platforms such as Facebook, Instagram and Twitter. The Communications and Digital Arts Intern will collaborate with the Executive Director to develop the website, manage social media accounts, and write external documents. These documents would ideally reach more donors and maintain our local community more informed on our programs. Additionally, CREAR benefits from more photos and videos showcasing our programs! This position would design and implement a promotional campaign to be used on a fundraising and educational basis.

Responsibilities

- Support the Executive Director in creating and writing external documents, brochures, memos, and briefs
- Manage social media accounts, including crafting messages to appeal to strategic audiences (LinkedIn group that connects Board & past volunteers, interns, and groups, etc.)
- Update content and further develop website
- Create inspiring graphics and messaging to promote the mission and impact for both newsletters and reports/social media
- Develop quarterly newsletters
- Take videos and photos of offered programs for use by CREAR
- Create video campaign message of overall mission incorporating children, staff, and volunteers
- Recommend different social media themes to promote opportunities at CREAR
- Produce marketing videos to support communications and fundraising campaigns

Qualifications

- Experience with social media, graphics, and marketing
- Strong writing ability
- Able to collaborate with others and work in a team
- Ability to work with limited resources.
- Experience with digital media arts (photography, videography)
- Experience with graphics and marketing
- Strong written and oral communication skills
- Able to collaborate with others and work in a team
- Two month minimum time commitment is preferred.
- Raising \$500 for CREAR before arriving- This is not mandatory, but a financial contribution of any amount is greatly appreciated. However, we at CREAR are simply grateful for your time!

Strategic Development and Operations Intern

Want to learn the ins and outs of a small educational non-profit in Costa Rica? CREAR needs a motivated individual to work side by side with our Executive Director, aiding in the invaluable, "behind the scenes" administrative work. Additionally, CREAR needs help with developing and supporting donor relationships, as well as pursuing new funding opportunities. This position would spearhead these efforts to provide greater financial support to our programs.

Responsibilities

- Work closely with the Executive Director to support existing relationships with our individual donors, board members, foundations, and corporations to increase funding base
- Research current and potential new funding opportunities and strategize future fundraising efforts
- Support in drafting, editing, and reviewing grant applications and reports
- Create an Operations Manual for interns and for CREAR
- Brainstorm and aid in improving our Monitoring and Evaluation strategy
- Create a "CREAR by the numbers" report
- Develop quantitative measures for volunteer management
- Develop and fine tune our donor database
- Create content for the annual impact report
- Aid executive director and /or administrative coordinator with administrative and coordination tasks
- Determine dates for the internship program and CREAR classes program

Qualifications

- Research abilities
- Organized
- Strong writing ability
- Able to collaborate with others and work in a team
- Motivated
- Logical processing abilities
- Two month minimum time commitment is preferred.
- Raising \$500 for CREAR before arriving- This is not mandatory, but a financial contribution of any amount is greatly appreciated. However, we at CREAR are simply grateful for your time!

Finance Intern

As a sustainable non-profit, CREAR must maintain sound accounting and financial management processes. This position would aid in sustaining and improving our current processes.

Responsibilities

- Work with the Executive Director and Board of Trustees to determine the overall direction and development of CREAR in adherence to good governance and clear financial planning
- Ensure that organization functions within the legal and financial requirements of a charity, so as to add to public confidence and achieve good practice
- Provide financial summaries for Executive Director and Board
- Help create monthly and annual budgets in coordination with the Executive Director
- Check that restricted and unrestricted funds are being spent appropriately
- Ensure sponsors are receiving invoices and receipts on time
- Send invoices and receipts to volunteers, sponsors, suppliers, etc.
- Update financial reporting system

Qualifications

- At minimum, an academic background in finance or accounting
- Able to collaborate with others and work in a team
- Two month minimum time commitment is preferred.
- Raising \$500 for CREAR before arriving - This is not mandatory, but a financial contribution of any amount is greatly appreciated. However, we at CREAR are simply grateful for your time!

Session 1 Class Schedule 2018

	Lunes	Martes	Miércoles	Jueves
10AM	CREAR abre	CREAR abre	CREAR abre	CREAR abre
11AM - 12PM	Clase de inglés (4^{to}a 6^{to}) Sámara	Clase de inglés (4^{to}a 6^{to}) Sámara	Clase de arte (4^{to}a 6^{to}) Sámara	Clase de arte (4^{to}a 6^{to}) Sámara
1PM - 2PM	Clase de inglés (1^{ero}a 3^{ero}) Sámara	Clase de inglés (1^{ero}a 3^{ero}) Sámara	Clase de inglés (1^{ero}a 3^{ero}) Sámara	Clase de inglés (1^{ero}a 3^{ero}) Sámara
2:00PM - 3:30PM	Clase de arte (1^{ero}a 3^{ero}) Sámara	Clase de arte (1^{ero}a 3^{ero}) Sámara	NO HAY	NO HAY
2:30pm- 3:30pm	Clases de inglés El Torito Grupo 1	Clases de inglés El Torito Grupo 2	Clases de inglés El Torito Grupo 1	Clases de inglés El Torito Grupo 2
3:30PM - 5:00PM	Clases de arte El Torito Grupo 1	Clases de arte El Torito 2	E.F. Las Divinas	Clases de arte El Torito Grupo 2

*This schedule is subject to change

In the Samara classes we can have anywhere from 5 to 15 kids in attendance, while the El Torito classes tend to be more inconsistent, with anywhere from 3 to 20 children. 4th through 6th graders are 9 to 12 years old, while 1st through 3rd graders are 5 to 8 years old. Attendance and age range is never consistent, as academic classes may be cancelled and students bring siblings to program, and it is difficult to predict exactly how the classes will go each day, but that is also part of the challenge and excitement!

If you are volunteering with children, your hours will be coordinated with the above class schedule. For volunteers working in other areas, times are more flexible and will need to be arranged with the program supervisor accordingly.

It is important that you directly communicate the amount of hours you wish to volunteer and the kind of work you desire to do. Clear communication will eliminate confusion.

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CREAR Volunteer Application Process

CREAR is committed to providing its interns with a successful and rewarding volunteer experience. To that end, volunteer candidates participate in an application and placement process. We are not able to consider applications until all requested information has been received:

- Resume and letter of interest
- Completion of CREAR Application including reference and criminal record disclosure, and Agreement for Volunteers
- Formal interview (via Skype if in person interview is not possible) with designated program staff
- Verification of two personal or professional references.

The Executive Director or department head approve the selection and placement of all volunteers.

Volunteer Information

Fees & Housing:

As a volunteer, you will have a homestay. Homestays allow you to live with the locals. Homestays include breakfast and dinner every day, as well as laundry services.

Cost Breakdown:

All costs include airport transportation, a weekend trip, and monthly expenses for living and operating costs. Costs do not include flight expense or optional \$500 fundraising expense. Costs show Homestay options. Homestays include weekly laundry and two meals a day.

Please keep in mind that the cost of living in Samara is very similar to the cost of living in The United States or Europe. For this reason, it is important to budget accordingly for the prices of lunch and any additional expenditures.

- Fall 2018: \$2,805
- Spring 2019 = \$2,620
- Summer 2019: One Session = \$1,140 Two Sessions = \$1,880, Three Sessions = \$2,620
- Fall 2019 = \$2,620

Volunteer Expectations

We have high standards for our interns and we are seeking dedicated people who are looking to genuinely make a difference in the lives of Costa Rican students.

Volunteers are highly encouraged to take initiative and make the most of their experiences by:

- Writing a blog post once every other week for the CREAR blog and the Omprakash story network. These can be the same post. Blogs can be about events, your experiences in Playa Sámara, new ideas you have for the organization, a day in class, or anything else! Feel free to include pictures with your text. We will supply a USB thumb/flash drive for your use.
- If you have a camera and it is feasible to take pictures, please place them on the USB thumb drive. We encourage one picture a week for us to post on Facebook! It could be a picture of the children in class doing a certain activity, a picture of Sámara, or anything else you find relevant.
- All interns are expected to aid with the day to day functioning of the CREAR space, such tasks include, but are not limited to, the following:
 - Sweeping out the community center
 - Wiping down dusty surfaces
 - Reorganizing, shelving and cleaning our library books
 - Taking out the trash and recycling
 - Organizing and cleaning the supply closet
- Volunteers and Interns are encouraged to either choose a current CREAR project that they are passionate about, or come up with an idea for a new project. Then, help this project grow through research, networking, new ideas and fundraising. Volunteers and Interns are also encouraged to try to raise \$500 for their chosen project using their network of contacts.
 - Some examples and ideas are:
 - CREAR t-shirts
 - An educational excursion
 - Soccer or lacrosse tournament and intramural team
 - Dance lessons
 - Photography project
 - Technology initiative

These are all suggestions to contribute to a positive and rewarding volunteer experience and help you to feel that you are an integral part of CREAR. We are here to help you every step of the way and are open to all comments, suggestions and ideas!

If you have any further questions, check out our website, asociacioncrear.org, or shoot us an email, andrea@asociacioncrear.org

Saludos!