

# ANNUAL REPORT



2014-2015



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## *Message from Board Chair* **Susan W. Mullins**

In the scheme of things, we are a young school—just 8 years old. When we were created in 2006, it was a very fast transition from the SOS Village High School into a UWC without all the years of extensive financial, academic, and infrastructure planning and requirements that new UWCs must do now. The staff, under the young founding Head, Mauricio Viales, embraced the challenge. So did the SOS students and the arriving international students. As I've heard, it seems like everyone eventually just took a deep breath, jumped in, and said "Yes!" "Sí!" and thus we were born.

Our pioneer classes of alums (Generations '08 and '09) and the adult pioneers can laugh now and tell the stories of those early years. They weren't always easy times. Through these 8 years though, we have grown in strength, credibility and have a strong leadership presence in the UWC International movement and in our region.

We are planning the next 5 years (2015-2020) with more focused intention and strategy than we had at our birth. This year has been about doing the intensive work of our Strategic Planning process to refine objectives, sharpen our next steps, and put in place the people, structures, and processes needed to make this happen.

As Mauricio mentions in his message, an important achievement has been the donation of our school property by Aldeas SOS International. This was facilitated through the support of our founding patron Mr. Per Grieg and the Grieg Foundation in Norway. Mauricio and I had the pleasure of visiting with Mr. Grieg and his daughter Mrs. Elna-Kathrine Grieg in February 2015 to give them a first hand account of what their generous 6 year grant created. They enjoyed the stories and yearbook photos, took in our substantive reports about our school and our plans and felt that this had been a good investment. We look forward to meeting with them again and hope perhaps it will be in Costa Rica.

A key concern of the Board is always financial sustainability for the school. We have done well thanks to good fiscal management but we must do better to achieve the goals of the next 5 years which Mauricio has detailed.

Investing resources in a full-time Advancement Department is a big step. However we cannot rely just on staff to make this happen. Our Board members are deeply engaged in this effort. We also need our whole community of alumni, families, friends and friends-of-friends to bring their own resources, talents and ideas to this critical effort. We need your engagement.

As Chair it has been my joy to meet our alumni as I travel and with our families at graduation. I hear about the profound impact these two years have on everyone. I listen deeply when you talk about your dreams and concerns and I appreciate how you take on your life. It is clear that these two years are transformative and it is a whole life experience that only keeping growing as you go. I am moved and inspired by all of you.

We are also growing friends who, like me, never went to a UWC but who passionately believe that our world desperately needs to develop young, courageous and creative leaders. Thank you for being part of this dream. Please bring others with you.

You all will always be a part of UWC Costa Rica and we need you to be a part of this next leg of our journey.

Warmly,  
Susan



# Annual Report 2014-2015



## *Message from Head of College* **Mauricio Viales**

We began the 2014-15 school year, deeply immersed in the last phase of our Strategic Planning process. Since 2013 we had been working with a broad cross-section of stakeholders to craft a 5 year Strategic Plan that would serve as a solid roadmap to how we will grow and deepen our UWC mission by 2020.

By September, it was almost ready. It had taken considerable time and the thoughtful contributions of many but it was evolving into a solid plan that would guide us to achieve our vision and commitment to be a school that offers the best academic preparation and life experience for our students as they move on to find their dreams and place in the world. It is also a plan to extend the reach of UWC Costa Rica, the only UWC in Latin America, as an agent of positive change in the region.

The 2015-2020 Strategic Plan is ambitious and yet realistic. It is comprised of 11 main areas of focus. Among the areas are the significant enhancement of our infrastructure, advancements of our educational mission by deepening and expanding our experiential learning model to serve the academic and residential needs of our growing student body. It outlines the path for improving our teacher and staff compensation and professional development to attract and retain good teachers. It includes a plan to make our connections to our alumni closer with our goal to support them in their life journey and to give them a way to give back to those generations who are following them.

We launched the plan in January 2015 and it has been an exciting, intense and positive time. We are already seeing progress as we stay focused, working step-by-step through each stage.

An essential goal in the Strategic Plan--the underpinnings for much of it--is greater financial independence and stability. For the first time, we have a full time Advancement Department focused on goals of financial diversification, Outreach, Communications and Marketing--all areas that are critical to solidifying the financial foundation of UWC Costa Rica.

A significant achievement towards this came in September 2015 with the donation of the school grounds to UWC Costa Rica by Aldeas SOS, the former owner of the SOS Children's Village High School which became UWC Costa Rica in 2006.

Owning the land and the facilities gives UWC Costa Rica a broader range of actions to significantly improve the school facilities making it a better educational and living environment for our students and staff. Our school was built many years ago to accommodate different needs than the ones the school faces today.

We looked for the best possible people to work on this undertaking after much deliberation, we decided the right partner for this was the Garnier Architectural firm. They understand that we are a different kind of international boarding school and respect our values and our desires that our physical environment mirror that. Our student and adult community, along with our Board of Trustees will all be involved in envisioning how we want it to be. It is already clear that it is important to have a campus that embraces "green technology", the best design for both communal living and personal quiet space, educational and recreational facilities, one that encourages participation and healthy live style, and a design that also embraces the special Costa Rican environment.

The future ahead looks bright. To implement other central strategic areas of our plan, we have allied with universities, organizations and investors that can, through their resources and expertise, aid us in this quest for quality and visibility, further impacting our students'and staff's experience and education. We have hosted events which extend the UWC experience beyond our school's gates, promoting and inspiring other young people to want to dream and make a difference.

We are working harder to stay better connected to all of you. At UWC Costa Rica, we want to engage you in the vision and the work of our school and the UWC Movement. We hope you will be an active part of this. It is a big job.

I can end this report saying that Year #1 of the 5-year Strategic Plan is well underway. We're seeing remarkable progress—and this is just the beginning.





# Annual Report 2014-2015



## Board and Advisory Council BOARD OF TRUSTEES

### *Executive Committee of Trustees*

**Susan Mullins:** Board Chair (USA) Mediator & Community Conflict Consultant; UWC International Council and UWC Nominating and Governance Committee

**Laurie Frank:** Secretary (USA)

**Allan Rodriguez:** Treasurer (Costa Rica) Managing Director of Provident Group Ltd.

**Anelena Pacheco:** (Costa Rica) Lawyer

**Eric Munoz :** (Costa Rica) Director of Talent and Organizational Development from Kellogg's Latin America; Member of UWC International Council; UWC Red Cross Nordic parent

**Tom Dickerson:** Fiscal (USA) Partner in Venture Capital Funds for the Health Care Industry; UWC-AC Alum; former Chair UWC-USA

### *Trustees*

**Ricardo Aguirre Arriz:** (Peru) Business Consultant and Managing Partner at PUERTAS UWC AC Alum

**Leonor Tannhauser Blum:** Ph.D (USA) Professor of Latin American History and Politics at Notre Dame of Maryland University

**Rosemary Engels:** (Costa Rica) Co-president of La Republica Media Group, UWC Costa Rica parent

**Kevin Ferreira:** (USA) Ph.D Candidate in Applied Developmental and Educational Psychology – Boston College, UWC-Costa Rica Alum

**Antonio Galvan:** (Mexico) Trainer, Consultant, Entrepreneur and Educator

**Angel Perez:** Ph.D (USA) Vice President for Enrollment and Student Success Trinity College

**Helena Ribe:** Ph.D (USA) Economist and International Development Consultant

**Tracy Robinson:** (USA) Business Executive, coach and facilitator, UWC Costa Rica parent

**Renata Villers:** (Costa Rica) Founder and Executive Director of Amigos del Aprendizaje, ADA UWC Costa Rica parent





# Annual Report 2014-2015



## Board and Advisory Council ADVISORY COUNCIL

**Brizio Biondi-Morra:** (Costa Rica) Director of Fundación Avina; UWC Costa Rica parent

**Javier Blanco:** (Costa Rica) Executive Citigroup; UWC Pearson Alum

**Fred Blaser:** (Costa Rica) Co-Chair La Republica Media Group; UWC Costa Rica Parent

**Sebastian Castro:** (Costa Rica) Journalist

**Julio Carvajal:** (Costa Rica) Investment Adviser & Stock Broker (UWC Pearson Alum)

**Jack Delman:** (USA) Education Consultant

**Tim Dougherty:** (USA) Vice President of Advancement Interlochen Center for the Arts

**Elke Ruge Hawila:** (Costa Rica) Education Advocate; Designer/Owner ERH Designs

**Yessika Moreno:** MD (Mexico) Medical and Regulatory Affairs Director Astra Zeneca, UWC USA Alum

**Victor Roldan:** (USA) Communication – Latin America

**Luis Sanchez:** (Costa Rica) Attorney

**Selena Sermeno:** Ph.D (USA) Clinical Psychologist and Social Science Educator

**Jose Zaglul:** Ph.D (Costa Rica) President EARTH University







## Education like no other

### UWC COSTA RICA

**UWC Costa Rica opened its doors in 2006** as an educational institution focused on people through its experiential learning program. This program develops six competencies in our students: Conflict Transformation, Sustainability, Diversity, Healthy Lifestyle, Leadership and Social Responsibility. As the only UWC in Latin America, more than one-third of the student body represents most of the countries of Latin America and the Caribbean.



**Conflict Transformation**



**Sustainability**



**Diversity**



**Healthy Lifestyle**



**Leadership**



**Social Responsibility**



# Education like no other



**UWC Costa Rica**  
**Educational Model**







# Education like no other



**Our students come from 69 countries**

Argentina, Australia, Austria, Bahamas, Bangladesh, Barbados, Belgium, Bermuda, Botswana, Canada, Cayman Islands, China, Colombia, Costa Rica, Czech Republic, Denmark, Dominican Republic, El Salvador, Finland, France, Germany, Greece, Guatemala, Honduras, Hong Kong, India, Ireland, Israel, Italy, Japan, Jordan, Kenya, Lesotho, Macedonia, Malawi, Malaysia, Mauritius, Mexico, Nepal, Netherlands, New Zealand, Nigeria, Norway, Oman, Pakistan, Panama, Paraguay, Peru, Portugal, Romania, Russian Federation, Somaliland, South Africa, Spain, Sudan, Swaziland, Sweden, Switzerland, Thailand, Trinidad & Tobago, Turkey, Uganda, Ukraine, United Kingdom, United States of America, Venezuela, Western Sahara/Algeria, and Zimbabwe.

## Students



**164 Students**  
in 2014-2015



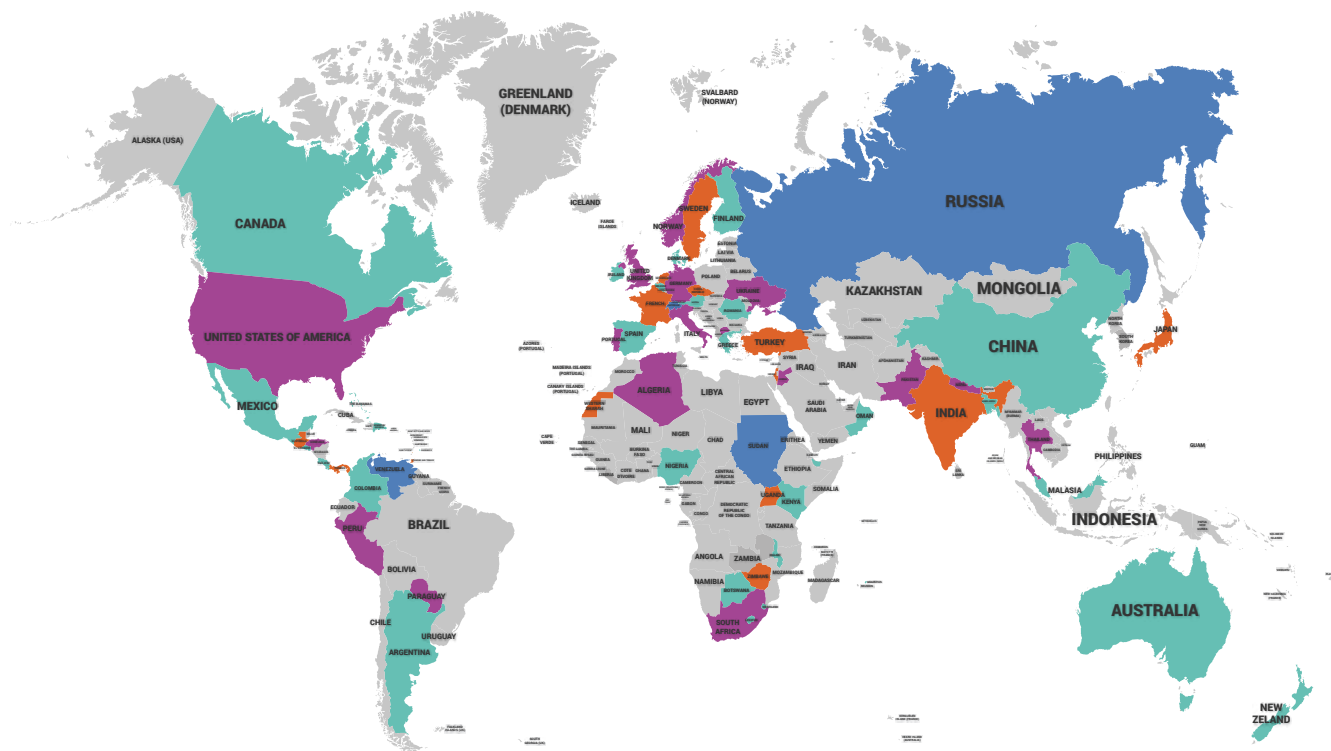
**58% female**

**42% male**



**70% attend on**  
full or partial scholarship.

**630 UWC CR Alumni** (72 graduated in 2015).  
*Most of them thanks to the support of the Davis Scholarship Program*  
*Activities: IB Arts Exhibition, Musical, and MUN (MUN: Model United Nations).*





## Education like no other



### Staff members:

More than 70 committed, loving and visionary people working together to make our beloved United World College Costa Rica community our students home.

#### Teaching staff:



27 professors



19 hold a master's degree



3 doctoral candidates



1 PhD.

#### Countries of origin of our staff:

Countries: Costa Rica, Colombia, USA, United Kingdom, Spain, India, Trinidad & Tobago, Paraguay, Germany.



We add to our Academic Team a Learning Resource Coordinator to evaluate and support students with special learning needs (SEN).





## Education like no other

Showing the public who we are though:



Audience: **400 people**

Pursuing closeness with our UWC Costa Rica family around the world through:



Alumni and families connected **via streaming**.

Strengthening our Outreach program, which spreads our mission and generates new sources of income to the school through:



Execution of a second short course program in **social entrepreneurship**.



### *Co-curricular*

2 Model United Nations events: 40 public and private IB Costa Rican schools participated.

Marketing events (TEDx and UWC Spirit film debut).

### *Academic Area*

- 91% of our Students earned IB Diplomas.
- Teachers in all subjects are incorporating Experiential Learning opportunities into their updated curriculum documents.

**100% of our alumni are around the world adding value to their communities.**



**91%**  
May 2015



**85%**  
May 2014

IB DIPLOMAS





## Education like no other



### University Matriculation for Classes of 2012-2015



#### **ASIA**

Hong Kong University of Science & Technology  
University of Hong Kong  
Waseda University, Japan  
Australia/New Zealand  
University of Melbourne



#### **CANADA**

McGill University  
Queen's University  
Quest University  
Simon Fraser University  
St. Francis Xavier University  
Université de Montréal  
University of British Columbia  
University of Toronto



#### **EUROPE**

Amsterdam University College, Netherlands  
Bard College Berlin, Germany  
Delft University of Technology, Netherlands  
Design Academy Eindhoven, Netherlands  
IE University, Spain  
Jacobs University, Germany  
Sciences Po-Reims Campus, France  
University of Barcelona, Spain  
University of Bern, Switzerland  
University College Amsterdam,  
Netherlands  
University College Utrecht,  
Netherlands  
University of Copenhagen,  
Denmark  
University of Oslo, Norway



#### **LATIN AMERICA**

Universidad Nacional Autónoma de México



#### **MIDDLE EAST**

New York University-Abu Dhabi



#### **UNITED KINGDOM**

Aberystwyth University  
Cambridge University  
Cardiff University  
King's College London  
Lancaster University  
Queen Mary University of London  
School of African and Oriental Studies  
University of Birmingham  
University of Buckingham  
University College London  
University College London- Sciences Po, Dual BA  
University of Edinburgh  
University of Glasgow  
University of Manchester  
University of Nottingham



## Education like no other



### University Matriculation for Classes of 2012-2015



#### **UNITED STATES**

Bard College  
Bates College  
Brandeis University  
Berklee College of Music  
Binghamton University  
Brown University  
Bryn Mawr College  
Claremont-McKenna College  
Clark University  
Colby College  
College of the Atlantic  
College of Idaho  
Colorado College  
Columbia University  
Columbia University-Sciences Po, Dual BA  
Cornell University  
Dartmouth College  
Deep Springs College  
Duke University  
Earlham College  
Emory University  
Hampshire College  
Harvard University  
Hendrix College  
Hood College  
Johns Hopkins University  
Lake Forest College  
Lewis and Clark College  
Luther College  
Macalester College  
Methodist University  
Middlebury College  
Minerva Schools at KGI

Mount Holyoke College  
New York University  
Oberlin Conservatory of Music  
Pomona College  
Princeton University  
Purdue University  
Reed College  
University of Richmond  
Ringling College of Art and Design  
Sarah Lawrence College  
Skidmore College  
Stanford University  
St. Lawrence University  
St. Olaf College  
Smith College  
SUNY Maritime College  
Tufts University  
University of California, Berkeley  
University of California, San Diego  
University of Florida  
University of North Carolina at Chapel Hill  
University of Oklahoma  
University of Rochester  
Wartburg College  
Wellesley College  
Westminster College  
Wheaton College (IL)  
Wheaton College (MA)  
Whitman College  
Williams College  
Vassar College  
Yeshiva University



## We are proud of our Alumni



### Alumni Testimonials



#### *Alumni Profile: Samantha Bodeau –Haiti –Class of 2012*

Samantha is a Biology -neuroscience major who is getting ready to graduate this upcoming May of 2016 from Colby College, in Maine, USA. As she shares with us: "I can't believe I am already a senior! It has been an exciting 4 years filled with laughter, tears, late nights, fun days, my campus job, my volunteer work with the local Boys and Girls Club, but I am so glad I came to Colby."

In the Spring of 2015, Samantha along with UWC SEA alum Kengthsagn Louis ('13) received a \$10,000 grant under the Davis Projects for Peace initiative by the philanthropist Kathryn Wasserman Davis to construct a science laboratory at Lycée Marie-Jeanne, an all-girls public high school in Haiti. Not only were Samantha and Kengthsagn able to construct and fully outfit the laboratory, but they also convinced Haiti's ministry of education to appoint a laboratory technician to help with the administration and maintenance of the laboratory.

Samantha says that "the best contribution I could make to education in Haiti was to raise awareness about the importance of experimental and experiential learning in providing quality education to some of tomorrow's leaders. A better world is only going to come about when the standard of education all around the world is excellence, and we can only achieve excellence with great learning opportunities".

She is currently applying to graduate school as she wishes to pursue a PhD in neuroscience.



#### *Alumni Profile: Mattia Gerin –Italy –Class of 2008*

"My path since leaving Costa Rica has taken me deeply into studies in psychology specifically cognitive neuroscience. I split my master studies in Developmental Neuroscience and Psychopathology between University College London and Yale School of Medicine. It is timely that my research has been finding ways to train veterans with PTSD to reduce and manage their trauma using magnetic resonance imaging neuro-feedback.

Now my doctoral research is at the interface of developmental psychology, clinical psychology and cognitive neuroscience. I am investigating the neurological and psychological changes that occur as a result of early adversity, a subject of personal interest to me. Hopefully this will help increase our understanding of why those children have an increased risk of developing mental health problems during adolescence and later on in life.

I would enjoy contributing to our UWC Costa Rica community perhaps sharing my area of expertise with our current students, working with staff on how to promote mental health on campus or supporting any student who is interested in knowing about gap year experiences or studying in the UK, especially psychology and neuroscience."





## We are proud of our Alumni



### Alumni Testimonials



#### *Alumni Profile: Victoria Marambio –Chile –Class of 2010*

In 2013, Victoria's brother Sebastian Marambio (UWCRCN '04, Harvard University '09) founded "Consejo de Curso", an educational NGO in Chile that works on addressing the educational gap dividing richer and poorer students by offering accessible learning opportunities during the summer.

After her graduation from Middlebury College (Vermont, United States) where she majored in psychology, Victoria went back to Chile and worked alongside her brother by developing the first version of the Academia de Emprendimiento Social –a week-long winter program where high schoolers learn about social entrepreneurship.

In 2015 Victoria went to Brussels to work for a think-tank that specializes in international cooperation in higher education. During this time she also volunteered for the Belgium UWC National Committee. Nowadays Victoria is back in Chile working once again at "Consejo de Curso" in the communications department.

The future for this NGO and the Marambio siblings looks bright. Their project currently focuses on 3 projects that server more than 850 students in Chile. Additionally, they are looking at expanding their research base in order to help influence Chile's Ministry of Education's public policy in the field of summer learning. As Victoria puts it "We want others, including the state, to realize the importance of working on summer learning opportunities as a means to improving education in our country."



#### *Alumni Profile: Alice Munnelly –Ireland –Class of 2014*

Alice is studying for dual qualifying law degrees in England and France. As President of L'Association des Juristes Panthéon-King's, the English and French law society between King's College London and Université 1 Panthéon-Sorbonne, she works alongside stakeholders to create an engaging bilingual and bicultural learning experience for those involved.

Law was attractive to Alice because of its relation with the concept of responsibility. However, having reflected on the way in which 'justice' is often imposed by a judge, Alice decided to train and now practices as an accredited Civil & Commercial Mediator. She believes in facilitating a process that allows participants to focus on common interests rather than issues, and take ownership of outcomes in a way that the legal system does not allow.

Alice is now involved in the establishment of a Pro Bono Mediation Centre at King's College London, and has recently joined the Irish Navy Reserves. Additionally, she is part of the Strategic Plan's UWC 4 Life Committee that works towards strengthening our College's alumni network.



# Highlights of the year



## *Education and programs*

### More diversity in subjects offered:

- Incorporation of Global Politics, Film and Theater to the college curricula.
- Improvement of our intercultural communication programs and workshops.

### Greater visibility and influence both locally and regionally:

- UWC Costa Rica was selected by the Ashoka organization, a well-recognized organization that promotes social entrepreneurship, as an Ashoka Changemaker School.
- This recognition will enable UWC Costa Rica to incorporate this leading organization's methodology in the development of the school's social entrepreneurship curriculum as well as having access to its global network of Ashoka fellows.

### Improvement of our governance body:

- Last May the Board of Directors appointed an experienced Board Fiscal whose role is to advise and insure that the Board is serving in the best interest of the college.
- The Board also created a Board of Trustees in addition to the existing Advisory Council. The Board of Trustees will be responsible to support the Board with broad oversight, strategic direction, and active fundraising efforts.

### Land Transfer:

- September 2015 - With the wholehearted support of the Grieg Foundation, SOS Kinderdorf International formally donated the land, facilities and vehicles to UWC Costa Rica. This land transfer, will allow the College to start its campaign to expand and improve its infrastructure and services.





# Highlights of the year



## Education and programs

### Opportunities:

- To build an alumni support network: Development of some strategies related with strengthening communication between the school and the alumni network as well as developing projects together with our alumni network. The creation of a more formal Alumni Association is also part of the priorities.
- To increase the fundraising incomes: Through the implementation of different strategies in Costa Rica, Latin America and United States (with the support of the UWC Costa Rica Network).
- **Building a responsible and accountable community**  
Participation of the entire community in the analysis and the update of the Code of Conduct.







## Highlights of the year



### *Fundraising*

2014-2015 was a foundational year toward shaping our first Advancement Office.

This year's work enabled us to create and be able to launch a new Advancement Office for FY 15-16, shaped specifically around the objectives and needs of our 5-year Strategic Plan. The new Department will be headed by Leonor Gutierrez (Advancement Director), Alumni Coordinator/Development Associate Paola Protti (UWCCR '08), Annette Grew (Outreach Coordinator) and Danielle Sommers (Donor Relations).

#### **Major steps forward:**

- An overhaul and update of our data base.
- Stronger implementation of Donor Perfect.
- This year we celebrate a successful mini-campaign (Goodbye! Hello) we raised \$32,000 at the end of the school year.



# TEDx





## Our Future Vision: Strategic Plan 2015-2020



### *Our Future Vision*

The Strategic Plan 2015-2020 for UWC Costa Rica was a participatory process with the involvement of key College community members (staff, faculty, and Student Council delegates), alumni from UWC Costa Rica and other UWCs, parents, management team members, Executive Board and Advisory Council members, and representatives from the education sector, non-governmental organizations and the private sector.

The five year plan is our map route to the future, an aspirational vision for what we want UWC Costa Rica to be by 2020. The plan consists of eleven strategic objectives related with Educational Objectives as well as objectives related with Infrastructure, Human Resources, Admissions, Outreach and Fundraising.







# Our Future Vision: Strategic Plan 2015-2020



## *Budget, income y expenses.*

### *Financial report*

#### **Income 2014-2015**

INCOME	Real 2014-2015
Income from NCs and parents	\$2.980.376
Fundraising	\$ 86.856
Outreach Programs	\$ 91.266
UWC Network Donations	\$ 48.783
Bank interest and other income	\$ 47.251
<b>TOTAL INCOME</b>	<b>\$3.254.532</b>

#### **Expenditure 2014-2015**

EXPENDITURE	Real 2014-2015
Human Resources	\$1.964.668
Current Expenditure	\$320.235
Dining Hall	\$205.128
Residential Life	\$166.033
Academic	\$135.899
Administration	\$86.431
Co-curricular Programs	\$67.552
Maintenance and Repair	\$64.365
Advancement	\$58.858
Admissions	\$40.079
Transportation and Travel	\$27.520
Information Technology	\$20.189
University Counseling	\$8.002
<b>TOTAL EXPENDITURE</b>	<b>\$3.164.959</b>







# Our Future Vision: Strategic Plan 2015-2020



## *Donors and partners list*

Jack	Delman
Susan	Mullins
Eric	Muñoz
Angel	Perez
Selena	Sermeño
Ana Maria	Alvarez Monge
Stephen	Barnes
Allison	Bates
John	Carpenter
Laurie	Frank
Jay	Terwilliger
Mauricio	Viales
J	Higgins
Brian	Wright
Greg	Walsh
Tim	Dougherty
David	Nissenholtz
Heather	Alkon
Antoinette	Bill
Carolyn	Fraser
Anne	Fullerton
Barry	Greenfield
Risa	Hoffman
Sandra	Martin
Eileen	McDargh Elvins
Lee	Miller
Rita	Patterson
Nancy	Sackheim
Stacy	Sillins

T. Todd	Elvins
Holly	Elvins Dearixon
Sandro	Trosso
Arturo	Zizold
Sam	McAllister
Rachel	Belash
Lindsay	Leduc
Megan	Adams
Liliana	Nuñez
Jacqueline	Krom
Suzanne	Carter-Huffman
Carmen	Caballo Manrique
Catherine	Thoma
Val	Murray
Brian	Rohan
Helen	Campbell
Pia	Gutierrez Ugarte
Arthur	Denneman
John	Wakefield
Seth	Lloyd
Brizio	Biondi Morra
Annabella	Barreto
Angelo	Powell
Ruth	Romo
Annemette	Nielsen
Gretchen	Jacobsen
Rohanie	Mclean
Anne-Valerie	Anderle
Eric	Van der Sande

Yessika	Moreno
Luce	Engerant
Kevin	Ferreira
Jonathan	Jeutner
Susanne	Kippersund
Nicole	Magabo
Aura	Saxen
Magda	Cintron
Begoña	Cordero
Karim	Mitre
Maricruz	Pereira Ugalde
Aldeas SOS Land Donation	
Luis	Sánchez
Rosemary	Engels
Michaela	Grasrenier-Speth
Chieko	Jimbo Voncujovi
Roberto	Salem
Nauhar	Rana
Stuart	Brown
Lynn	Retallick
Jose	Fichmann
Ricardo	Aguirre Arriz
Tom	Dickerson
Yiftusira	Wondir
Julio	Carvajal
Kai	Loebach



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