Annual Report 2015
Timor-Leste:
Planting Seeds for Fruitful Impact
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Executive Summary

What we did

• In 2015 SportImpact took the *Sport for Life project to all 13 municipalities* in Timor-Leste. This included:
  ▪ 13 one-week workshops on ‘Guide to Organize a Sport Event’, with a total of 389 participants (30 per workshop), mostly youth
  ▪ 13 *Sport for Life events* organized by local graduates of the workshop, with a total of over 5,000 kids who could try over 10 different sports per event
• We focused on developing the local team and saw part of our efforts recognized when our head facilitator was nominated representative of Timor-Leste to the UNESCO Youth Forum, and then of the Asian youth to the UNESCO 38th General Conference

Key lessons

• SportImpact focuses on shifting minds from *limiting to empowering* beliefs
• *Inclusion is expensive* and we had extremely limited financial support (UNESCO only)
• It is key to take the *local context* into account to decide appropriate timings, locations, stakeholders and ways to engage them
• Workshops must be extremely *simple & engaging*, with good quality control
• Events have to be *‘owned’ by local organizers*, with good quality control
• To improve continuously it is key to *evaluate* each activity, to stimulate local youth to *follow up*, and to *assess long term impact*

Priorities

• SportImpact key priority is to *develop a business model* that makes us financially sustainable. We will be testing four areas of business (University, Events, Consulting and Development), continuing our work in Timor-Leste and expanding to Cabo Verde
Key achievements

Compared to 2014 and to the lessons and priorities in our previous Annual Report, we highlight key achievements in human resources, geographic reach, partnerships and revenue/support streams.

**Human Resources**
- **Tripled full-time staff**, despite reduced funding
- Engaged **Timorese staff** identified with and committed to our mission, who **took over critical responsibilities** such as facilitating and managing workshops and events (fully in local language)
- Implemented a new approach for the **international team, engaging junior staff**, adventurous, eager to learn, responsible and committed, **supported by experts** for faster development
- Explored a partnership with the NGO MOVE for **continuous support by volunteers**

**Inclusive geographies**
- Worked in **all 13 municipalities of Timor-Leste** (vs. just Dili in 2014), engaging hundreds of youth and sport leaders in workshops, and thousands of school kids in events around the country

**Expanded partners**
- Improved engagement with **existing partners**:
  - Sport Confederation and its branches: critical to connect efficiently with local sport leaders
  - Athletics Federation: bringing *Kids’ Athletics* and TV coverage to three municipalities
- And connected with **new partners**:
  - Youth Centers: critical for training space and connection with the youth in each location
  - NGOs: MOVE, World Vision, ChildFund, Action for Change Foundation
  - School system: schools in each location were key for participation in workshops and events

**Revenue & support streams**
- **Consulting fees** for an extended report on our 2014 project with Timor-Leste organized sport
- **Grant** from UNESCO for *Sport for Life*
- **In-kind** support from INOV Contacto (consultant during 6 months), World Vision (logistics support for 3 municipalities), Sport Confederation, ChildFund/One World Play Project (200 footballs), etc.
- Symbolic **fees from workshop** participants (<$400 revenue in 2015) to ensure their commitment
From top-down to bottom-up

In 2014 we followed a top-down strategy, working with organized sport stakeholders (mostly the National Olympic Committee, the Sport Confederation, and the National Federations of Timor-Leste) in Timor-Leste capital, Dili. We provided training to help develop capabilities, envisioning that these capabilities would trickle down to their members (associations, clubs) and to other parts of the country. However, we realized that our trainees often did not feel empowered to launch initiatives in their hierarchical organizations. Also, we were in many cases working with empty shells (i.e., organizations without relevant activities) and spending too much energy fighting bureaucracy and navigating complicated relationship patterns and misaligned interests.

Based on past lessons, and listening to sport leaders who asked us to expand our work to municipalities outside the capital, we decided to test a new approach to create significant impact and real change. In 2015 we adopted a bottom-up strategy, working with communities in all municipalities of Timor-Leste to build the bases for a solid sport system – just as a sustainable house needs strong foundations to have a well-built roof.

Nevertheless, we maintain good relations with national sport leaders, inviting all federations and other organizations to take part in our initiatives, and keeping ourselves available on demand to support their activities.
What we did
What we did

- *Sport for Life* in Timor-Leste
- Building the team
- Spreading ideas
- Thanks! Partners & Supporters
**Sport for Life:** Empowering local sport and youth leaders to create their own lives

**Workshop:** ‘Guide to Organize a Sport Event’

- Young Timorese (female) facilitators
- ~20-30 participants/workshop (mostly youth)
- Participants pay a symbolic **registration fee** to ensure commitment ($1)
- Focus on finding their **own solutions**
- Creating simple **equipment & facilities**

**Locally organized multi-sport, multi-theme events**

Organized by **workshop participants**

- ~500 **kids** per event
- 10+ **sports** to sample for free & at will
- **No competition**

**Legacy:** ability to organize new events on their own; inspiration for future sport clubs at Youth Centers
Key objectives

- Bring communities together and empower them to define their own future
- Build the capacity of youth and sport leaders, especially women
- Develop sport around Timor-Leste, with local clubs and simple sport equipment and infrastructure
- Promote physical activity, health, peace, education – focusing on kids

Participants & implementation partners

- Local youth center leaders/volunteers
- Sport Confederation and district branches
- Local schools and P.E. teachers
- Community/local administration leaders
- Sport federations and district associations
- Relevant NGOs (ChildFund, World Vision, etc.)
Example in Dili: 12 activities, 500 kids
**Key outputs in 2015**

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**Sports:**
- Football
- Badminton
- Tennis
- Volleyball
- Athletics
- Basketball
- Table Tennis
- Zumba and Dance
- Gymnastics
- Traditional Games
- Boxing
- Taekwondo
- Board Games
- Karate
- Baseball
- Handball
- Cycling
- Silat
- Kempo

**Participants:**
- # sports
  - Dili: 12
  - Liquiçá: 7
  - Gleno: 9
  - Manatutu: 11
  - Oekuse: 16
  - Lospalos: 13
  - Maliana: 13
  - Baucau: 12
  - Aileu: 11
  - Suai: 12
  - Viqueque: 6
  - Ainaro: 10
  - Same: 14

- # workshop participants
  - Dili: 6
  - Liquiçá: 11
  - Gleno: 35
  - Manatutu: 22
  - Oekuse: 23
  - Lospalos: 30
  - Maliana: 31
  - Baucau: 29
  - Aileu: 42
  - Suai: 26
  - Viqueque: 40
  - Ainaro: 52
  - Same: 42

- # kids
  - Dili: 500+
  - Liquiçá: 100+
  - Gleno: 300+
  - Manatutu: 600+
  - Oekuse: 300+
  - Lospalos: 10
  - Maliana: 500+
  - Baucau: 300+
  - Aileu: 600+
  - Suai: 700+
  - Viqueque: 100+
  - Ainaro: 1000+
  - Same: 250+
Workshop participants increased over time

The number of workshop participants increased over time, as we improved our methods to promote the workshop and stimulate participation. We believe key factors to ensure participation were: (a) support from Sport Confederation focal points in each municipality, (b) direct connection with some schools, (c) improved pitch by our facilitators.

**Number of workshop participants**

*To ensure commitment and quality of graduates receiving certificates, only those who attended 90% or more of the workshop and contributed actively in the event (the practical “exam”) received certificates. This process was improved over time and was stricter from Manatutu onwards. The ‘exam’ was introduced in Aileu*

Source: SportImpact's attendance records
We invited virtually all schools* around each event location to bring students to *Sport for Life*. Most events gathered between 300 and 600 children from different schools. We learned that public holidays are not the best days to ensure participation, as kids don’t have school and thus there are no teachers to bring them to the event.

**Number of children per *Sport for Life* event**

*Promotion was not perfect and sometimes some schools later told us they had not learned about the event*

Source: SportImpact estimates based on observation and approximate counting of children in the event
Kids could sample lots of different sports

Workshop participants were key decision makers when choosing what sports to have in each event. Sports varied according to local interests and practice – on average there were 11 sports available for kids to try, with no competition pressure to make the event more inclusive.

**Number of sports per Sport for Life event**

Source: SportImpact records
Graduates came from diverse areas

Despite our workshop's target of relevant sport stakeholders, we registered a high number of graduates non-related with sport, such as local students, Timor-Leste National Youth Council members and youth center members – participants from several backgrounds saw value in our workshop content.

**Background of graduates**

- **Sport Organizations**: World of sport
- **Local Students**: World of sport
- **Local Teachers**: World of sport
- **Local Youth Centre**: World of sport
- **Others**: World of sport
- **National Youth Council**: Non-sport background
- **NGO**: Non-sport background
- **Local Administration**: Non-sport background

**Source:** SportImpact records
Role plays & simulations

Small-group exercises

Planning the event

Energetic warm-up

Role plays & simulations

Creation of adapted material

Brainstorming

Competitions (e.g., quiz show 'who wants to be a millionaire')

Individual & group presentations

Other tools & dynamics (icebreakers, videos, etc.)

Planning the event
We don't have images of graduates in Ainaro, Covalima, Manatuto and Dili.
Dili, March 28th
Gleno, May 19th
Maliana, September 11th
Baucau, September 19th
Aileu, October 3rd
Suai, October 17th
Same, December 5th
What we did

• *Sport for Life* in Timor-Leste

  • Building the team

• Spreading ideas

• Thanks! Partners & Supporters
Building the local team

SportImpact is developing a **sustainable human resources strategy** by attracting, motivating and retaining quality local people. Despite not having a formal career system, **staff are evaluated on performance** and are involved in the **decision-making process**. We provide **incentives for all to show their true potential and wishes**.

A great example of this is Virginia da Graça, who initially joined SportImpact as Finance Assistant and soon discovered her outstanding skills on facilitation, which she has been further developing through intense facilitation work during the year (50+ full days).

**Virginia da Graça**  
Head Facilitator in the *Sport for Life* project

**Luiza Gusmão**  
Administration & Finance Officer
Sustainable international team

SportImpact started operations in Timor-Leste in 2014 with very experienced international staff. This generated a significant sustainability challenge, as we struggled to generate the resources required to properly compensate senior experts. At the same time, we realized that many of the key activities necessary to pursue our mission (project management, training and coaching of local stakeholders, etc.) could be performed by young qualified professionals (with the right attitude) with focused guidance from more experienced team members (who for now remain volunteers, while our business model does not allow proper compensation and we can find individuals willing to work pro bono).

So in 2015 we tested a new approach: we received a recent graduate consultant, João Girão, sponsored by INOV Contacto (Portuguese Trade & Investment Agency) for 6 months. From the start we empowered him to take responsibility for the Sport for Life project. Over time he took responsibility for all operations, gradually requiring less and less guidance and supervision, even assisting with business development and fundraising. We hired João after the initial 6 months as Project Manager, and he is now our Country Manager in Cabo Verde. In Cabo Verde we will receive a new INOV Contacto consultant and will start the process again, helping him learn fast and take increasing responsibilities with appropriate guidance, to be the next Project Manager and Country Manager.
Constant learning & improvement

SportImpact is focused on developing all staff, particularly local staff that will in the future take full charge of field projects. We cultivate a culture of constant learning where all SportImpact team members are incentivized to take increasing responsibilities, to maintain an entrepreneurial spirit, and to learn, gather information and share it with colleagues.

One-on-one training & coaching
Since the SportImpact team is small, international staff could provide one-on-one on-the-job training and coaching with local staff, on facilitation techniques and other soft skills such as time management, problem-solving creativity, ability to work under pressure, team work, etc. Conversely, international staff received one-on-one training from local staff on topics such as local culture and know-how, best practices to deal with local stakeholders, community needs, etc.

Processes
SportImpact has developed processes to ensure that lessons learned are shared. The most effective are review meetings, where all staff gather after a project to discuss what went well and what could be improved, and plan concrete strategies to improve future performance.
We also meet weekly to (a) remember our mission, (b) share what we did last week and (c) agree on what we will do this week.

Feedback
During the collaboration with SportImpact, all staff receives continuous feedback on work performed. At the end of a project, or at least every semester, a more formal performance review is provided.
Developing a strong culture

Cultures are difficult to describe and difficult to create consciously. At SportImpact a strong culture is emerging founded on critical values/characteristics that we live daily and that we instill in others we work with:

- **Passionate for our mission:** human development through sport. Sport is a tool. The goal is human development – which means to help others take responsibility for their lives and live ‘at cause’.

- **Fully responsible:** we are always at cause, never ‘at effect’. We take full responsibility for our lives and our projects, and recognize we always have a choice.

- **Just do it!** The verb ‘try’ does not exist at SportImpact. And we always notice when someone uses it. We are committed to making things happen, no matter what. The process can sometimes be painful, but we know it is the way to really be at cause: do or do not.

These two videos help us communicate these ideas to new staff and other partners:

- [Do or do not. There is no try.](https://goo.gl/C6hUOj)
- [Just do it!](https://goo.gl/NliiBYx)
What we did

• *Sport for Life* in Timor-Leste

• Building the team

• Spreading ideas

• Thanks! Partners & Supporters
Codifying ideas & knowledge to make them accessible to all

- **Sport Management Manual**
  - (in Portuguese)
  - [http://goo.gl/joeITw](http://goo.gl/joeITw)

- **Workshop materials & exercises**
  - (in Tetum)

- **Sport for Life Manual**

- **Assessment of Sport in Timor-Leste**
  - (in Tetum)
  - [http://goo.gl/akJZSo](http://goo.gl/akJZSo)

- **Sport Club Manual**

- **Annual Report 2014**
  - [http://goo.gl/lzQfM4](http://goo.gl/lzQfM4)

- **Contributions to the Olympic Agenda 2020**
  - [http://goo.gl/pbFPKZ](http://goo.gl/pbFPKZ)

- **International Federations’ Development Programs**
  - [http://goo.gl/JUKoCr](http://goo.gl/JUKoCr)

- **Guide on How to Assess Impact**
Visible on different media

Coverage of our **Aileu, Ainaro and Same events by Timor-Leste national television** (RTTL)
https://goo.gl/a1DLPo

Interview with Loic Pedras on **StudentPreneur Podcast**
http://goo.gl/iw36UV

News on SportImpact on **sapo.tl** (Timor-Leste news portal) and other local media
http://goo.gl/hT4bvN

**Facebook page** with photos, videos and links to posts
https://goo.gl/jW4K4N

Regular press releases, distributed through our **mailing list** with relevant contacts
http://goo.gl/Lyb3W4

Interview with Nuno Delicado on **SportTV**, Portuguese sport cable channel

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SportImpact thanks in particular UNESCO for financial support to seven municipalities, MOVE – Catholic University of Portugal for committed volunteers, Peace and Sport for creating and sharing the Adapted Sport Manual, and the One World Play Project for ‘indestructible’ footballs through ChildFund. For this event SportImpact appreciates the support from all co-organizers and volunteers from Timor-Leste Volleyball Federation, Timor-Leste Football Federation, Timor-Leste Sport Confederation, Timor-Leste National Youth Council, Youth Centre of Same, local schools, among others.
Spreading powerful videos

Desportu ba Moris (Sport for Life) in Timor-Leste
https://goo.gl/a1DLPo

Compilation of Adapted Sport in Timor-Leste
https://goo.gl/OiTuVA

Sport for Life covered by Timor-Leste national television (RTTL)
https://goo.gl/bZ13Fm

Interview with Virginia Graça: Timor-Leste representative at the 9th UNESCO Youth Forum
https://goo.gl/3Nm7cg
Inspiring inclusivity in Govt. projects

We presented a proposal to the Secretary of State of Youth and Sport to take Sport for Life to all 65 sub-municipalities in Timor-Leste. It is an ambitious project, requiring significant human and financial resources. It is unclear whether we will participate, but we were thrilled to see in the 2016 State budget of US$293,000 for “Sport for Peace (Community) in 65 administrative posts (...) competing in traditional games.”
After observing Virginia facilitation skills and energy, the UNESCO team in Paris selected her as representative of the Asian youth to the UNESCO 38th General Conference (Paris, Nov 3-18), with the mission of sharing the recommendations produced during the Youth Forum.
SportImpact was nominated to an ‘Adapted Program of the Year’ award and invited to the Forum to 
showcase our work using 'adapted sport' equipment. Delegates, speakers and organizers could learn
about Sport for Life through a session facilitated by Nuno Delicado, and by visiting SportImpact's stand.
Loïc Pedras organized a session on *Sport for Life* at the business school of the University of Technology Sydney (UTS). UTS faculty and PhD students generated **fruitful discussion of SportImpact’s experience and methods**, and sport-for-development challenges.
Guest speakers at Initiative for Peace

On June 23rd (Olympic Day), Virginia da Graça and Nuno Delicado were guest speakers at Initiative for Peace, a conference for young Timorese organized by students from United World College Southeast Asia. They engaged participants in empowering discussions and exercises.
Promoting sport in Timorese prisons

Delivered footballs to the two Timor-Leste prisons (Becora on May 12th and Gleno on May 15th) and explained the philosophy of the project to maximize impact on the prisons' population. The event in Becora (launch of a prison sport championship to celebrate Timor-Leste independence) was covered by national TV, helping to build visibility of initiatives for prisoner social integration.
Helped the Handmaids of the Sacred Heart of Jesus connect with the Secretary of State for Youth and Sport for support to build a multi-sport field in Bazartete (small rural town 40 km away from Dili). We also connected them with the Athletics Federation and the Basketball Federation. As a result, the local community organized several volleyball and basketball events, some took part in basketball training sessions in Dili, and had a Kids’ Athletics event with national TV coverage.
From February to June Virginia da Graça supported Sport Dili e Benfica’s administration on a part-time basis. She later helped recruit and train Benfica’s full time administration and finance officer, and continued assisting in some events, such as tournament award ceremonies.
Volunteering opportunities

Three volunteers from MOVE (young graduates from Portugal) worked on a part-time basis with SportImpact from September to February, focusing on three areas of support: creating a Sport Club Manual, assessing impact, and building administration and finance capacity.
Helped ChildFund connect with multiple stakeholders (Secretary of State for Youth and Sport, Timor-Leste Football Federation, Sport Dili e Benfica) in order to maximize impact of the 5,500 footballs it received from the One World Play Project. SportImpact received 200 balls, which we distributed to groups and organizations in Timor-Leste’s 13 municipalities.
SportImpact staff took part in the First Lady Cup 10 km. Nuno Delicado met the goal of being in the top 5 in order to meet the First Lady and do an elevator pitch about SportImpact’s projects. João Girão beat his 10k personal best and Luiza Gusmão ran her first 5k.
What we did

• *Sport for Life* in Timor-Leste

• Building the team

• Spreading ideas

• Thanks! Partners & Supporters
Engaging stakeholders collaboratively

In 2015 we dramatically expanded the stakeholders that we engaged collaboratively to implement Sport for Life. At the center was the local community in each municipality.

**National sport organizations**
- Timor-Leste Sport Confederation & its municipality focal points
- National sport federations/municipality associations
- etc.

**Government**
- Secretary of State for Youth & Sport
- Youth Centers
- Ministry of Education
- etc.

**International organizations**
- OLYMPIC SOLIDARITY
- UNESCO
- ONE WORLD PLAY PROJECT
- etc.

**LOCAL COMMUNITY**
- Youth leaders/volunteers (Youth Centers and associations)
- Sport Confederation, associations & clubs
- Schools and P.E. teachers
- Community leaders/local administration

**Volunteers/support**
- TIMOR-LESTE YOUTH FOR PEACE
- Etc.
Thanks to all our partners & supporters

For the support that started the project in 2014
For financial support for Sport for Life and for taking Virginia to the UNESCO Youth Forum
For a high-quality graduate intern during 6 months
For our headquarters

For supporting our work with three volunteers
For logistical support for three municipalities
For logistical support and connection with municipal branches
For the Adapted Sport Manual and for inviting us to the International Forum

For 200 ‘indestructible’ footballs
For bringing Kids’ Athletics to three municipalities
For building visibility for our activities and mission
For great design that helps us look professional

And everyone else who provided generous support, cheered and sent good vibes
Key lessons: Patience & persistence

- **Sport for Life** in Timor-Leste
  - Building the team
  - Spreading ideas
  - Partners & Supporters
Summary of key lessons

As a learning organization, we invest significantly on codifying key lessons from our projects in order to continuously improve. In this section we summarize what we learned in the different stages of the Sport for Life project.

### General
- Most of our work is about ‘shifting minds’, from limiting to empowering beliefs
- **Inclusion is very expensive**, in particular due to very poor roads in Timor-Leste

### Preparation
- Decide **dates and timings** according to local context
- Map **key stakeholders and facilities**, to ensure participation and appropriate conditions
- Promote with live interactions, appropriate invitations and attractive marketing
- Plan in advance what **materials to bring** to other regions
- Plan to record information necessary for **quality control and impact assessment**

### Implementation

**Workshop**
- Communicate in **simple and solid** ways to make lessons memorable
- Facilitate powerful exercises that **connect and engage** participants
- **Control quality** with good processes

**Event**
- Stimulate facilitators to take **ownership**: roles, badges, t-shirts
- **Control quality** with good processes
- Gather information for **impact assessment**

### Evaluation
- Evaluate what **went well** and what **could be improved** after each activity
- Stimulate local graduates to follow up with their own projects
- Assess impact through neutral parties
In most countries, participants normally pay to take workshops that provide knowledge and field experience. In Timor-Leste, due to practices by international and Government organizations, the word “workshop” is perceived by many as a free lunch and sometimes a source of monetary remuneration. Although we were advised against this (“Nobody will come!”) SportImpact does not pay or provide meals to workshop participants. **We require participants to pay us a symbolic contribution of US$1.** This way, we can naturally select the ones who see value in our program and are seriously committed to their own development and will take an active and productive role.

We stated in our Annual Report 2014 that one of the most important rewards to workshop participants is a certificate. In *Sport for Life* we **established clear rules to reward participants fairly for their engagement and performance:**

- Arriving late by 30 minutes or more counts as missing a workshop module
- Participants missing more than 1 in 10 workshop modules (i.e., 10%) are no longer eligible to graduate
- Additionally, to graduate and receive the certificate participants need to participate actively and according to their agreed role in the event

Lack of equipment, facilities and money were common obstacles mentioned by workshop participants. Excuses such as “We don't have volleyball nets, so we don't play or organize anything until someone arrives and offers what's needed” were tackled with the **Adapted Sport Manual which offers alternative solutions to these issues with the available local resources**
Shifting mindsets: empowerment and age/gender equality

In Timor-Leste, international organizations, or sometimes the Government, are often regarded as the owners of knowledge and resources. Waiting for others to bring solutions is not sustainable, leads to disempowerment and to inappropriate solutions. **We aim to empower local communities, especially the youth, to find their own solutions.** We do this by stimulating them to share their knowledge and experiences during the workshop (through facilitation techniques) and to organize the event on their own, with their own resources. Our goal was that at the end of the program they would realize: “Wait a moment! We did all this by ourselves! Why do we need SportImpact, or the Government, or others?! Let's just start organizing everything we wish from now on! Let's make our dreams come true! Yes, we can!”

Workshops were led by Virginia, our 20-year-old Timorese facilitator – a lady. Since Timorese culture generally values older men as more knowledgeable and powerful, some participants found it challenging to see Virginia as a valid, respected facilitator (or younger participants as peers to be respected) due to her age and/or gender. Virginia **stimulated a more egalitarian environment** by:

1. Introducing the workshop in a powerful way, focusing on the background and achievements of SportImpact and our experienced team members, and clarifying her role as ‘facilitator’ of SportImpact methodologies
2. Using egalitarian language, addressing everyone in the same way (for instance, the word “alin” – Tetum for little brother – was banned)
3. Dressing more formally, to adjust how she was perceived by older men
Inclusion is very expensive

We faced major challenges to ensure a really inclusive *Sport for Life* project, in particular when roads in Timor-Leste are in very poor condition, nonexistent or under construction. Our trips to municipalities had a very unproductive average speed of 30 km/h. Costs involved are multiple:

- **Time**: getting to the 13 municipalities in the country, twice to each (first time to prepare, second to implement), meant around 6,000 km on bad roads, i.e., about 200 hours, or **25 full working days**

- **Energy & health**: after a long trip on bad roads our team was extremely tired and sometimes sick, requiring additional time to recover

- **Money**: renting an appropriate car for these trips means **at least US$90 per day**, plus fuel and eventual damages to vehicles. This was reduced in three locations (Maliana, Baucau, Aileu), where World Vision provided logistical support

- **Risk**: very bad roads and tired drivers are a recipe for disaster. Fortunately we had only minor accidents, but counting on luck is not a sustainable risk management strategy
**Preparation: scheduling and intelligence**

**Scheduling**

**Dates** – Choosing the **right dates for visits, workshops and events** are a key success factor to reaching a high participation level. Avoid having workshops and events on public holidays, since many participants might have other commitments.

If your dates are not flexible, the recommendation is to shorten the program. Have in mind that the most efficient and safe way of bringing young people to events is through the guidance of their school teachers, so make sure your event is on a school day (check for schools having classes on Saturday).

*Tip: Plan your activities for the entire year, and stick to your plan to the best of your ability but consider it as a draft and be prepared to change if required.*

**Hours** – In many undeveloped countries with tropical climate the **best timing for events** is in the early morning or late afternoon, when the hot sun is not an obstacle for quality sport activities. Always verify when the rainy season begins and adapt starting hours. In Timor-Leste usually the optimal time to start assembling is 6am with the event starting at 7am and only ending when it’s too hot to continue.

**Intelligence**

**Contacts** – Compile **contacts of all the sport stakeholders** in the country, schools and other organizations that might provide in-kind support or have partnerships opportunities.

*Tip: Start by asking in the capital headquarters of the organizations. Usually they provide the appropriate contacts for the entire country.*

**Facilities** – List **suitable spots for workshops and events**. Check availability for desired dates and convenience, and obtain appropriate permission. Always have a Plan B.
**Promotion**

**First visit** – Contact local stakeholders for a **face-to-face meeting**. This meeting is key to prove that your organization has serious intentions, to show your commitment and to provide full details of the program and project. Hand out a brochure with the content of your program and the form sheet for registration (see appendix).

*Tip: use this meeting to check if dates and locations are suitable. You can also perform an inspection of the area in search for quality accommodation.*

**Invitations** – Use the local appropriate method (usually letters) to **invite the stakeholders** you desire to involve. We recommend dividing them in at least three groups:
- Participants in workshops (e.g., youth centers, federations, associations, clubs, etc.)
- Participants in events (i.e., schools)
- VIP guests

Ensure that invitations are clear, and meet face to face to provide additional explanation if required.

*Tip: Leaving invitation letters with local stakeholders shortly after confirming the suitability of dates is a good strategy. You will meet live with most stakeholders and can deliver letters face-to-face.*

**Marketing** – Printing **banners** and setting them up during the first visit is a cost- and time-effective strategy to create awareness. To reduce the budget you can print a couple of ‘universal’ banners and then glue smaller banners on to them with specific locations and dates (see appendix).

*Be careful: Some people might take the banners after the events have passed assuming they are no longer useful, so remove them as soon as the program is over.*

Also print and distribute **flyers** in schools and other relevant places (see appendix)
Preparation: plan, records, practice!

Plan  **Materials to take** – Be aware that you may be traveling to remote areas. Do not expect to find all the items you might need, such as specific electronic gear, or even paper and ability to print handouts. Plan in advance and **create checklists for materials to bring** with you.

Records  **Database** – Prepare to record as much information as you can for **quality control and impact assessment**. Use contact lists for participants of workshop and for events. If you intend to distribute any kind of equipment the recommendation is to use application forms where candidates can describe what they will do with it and leave the contacts for future monitoring and evaluation purposes (see appendix).

*Tip*: A good strategy is to **distribute a contact list during the beginning of the first day of the workshop, since some participants may not come again and we will want to call them to find out why.**

Practice!  Last but not least: **facilitators are the most critical success factor** for impactful workshops. Recruit facilitators with the right energy, mindset and ability to connect with participants – it makes all the difference engaging groups, aligning them towards common goals with positive, confident attitudes, and motivating them to commit and persist despite challenges. Do spend significant time working with facilitators to plan appropriate contents. Most importantly, focus on planning and practicing workshop processes, exercises and dynamics that will promote appropriate states in participants, engaging them towards the intended results.

*Tip*: Different people have different communication and learning preferences. Make sure that workshops offer stimuli for all kinds of learning preferences: visual, verbal, kinesthetic/experiential... You may want to include readings, presentations, videos, physical activities, arts, etc. **Remember: it is a workshop, so participants are supposed to work. The facilitator ‘just’ facilitates!**
Implementation: key factors for workshop success

**Communication**
- Use media materials in **local language** (see appendix for examples)
- Provide the **printed materials** to participants, so they can review easily learned contents (access to computers and internet is often limited)
- Use **acronyms that are easy to memorize** as much as you can. You will find participants knowing the contents faster
- Do **practical exercises** to engage participants of all kinds of learning preferences

**Ice breakers**
- **Engage participants** in exercises/games to help them connect and get to know each other
- Implement a **rotation system** of teams so everybody interacts with different people

**Visual contents**
- Show powerful images and motivational videos to **inspire**. Look for examples that suit the specific context of the country where you are operating. Ask questions about how they felt, what they thought, etc., to ensure lessons are well captured and shared
- Resort to Adapted Sport Manual chapters to **boost the creativity** of the participants
- Show pictures and videos of previous Sport for Life activities to **engage participants** and teach them what is expected from them

**Facilitation methodology**
- Use **SportImpact’s 5-step pedagogical methodology**:
  1. Share the topic and **ask participants’ opinion/ideas** about it (with good open questions)
  2. **Write their ideas** on the flipchart/whiteboard (organizing & summarizing them as possible)
  3. Explain **SportImpact’s proposed process** and offer appropriate practical examples
  4. Propose a **practical exercise**, ideally focused on participants’ projects or on the event
  5. Give **homework** for each topic

**Quality control**
- Use the **checklist for excellent workshops** and ensure the head facilitator uses it as a process to control the quality
Implementation: key factors for event success

Ownership

- **Attribute roles** and give detailed explanation of what is expected from each facilitator* (see appendix)
- Provide **identification cards** with roles such as Water Manager – it tends to create an engagement and commitment effect
- Provide the **evaluation criteria** you’re going to use to assess them. Ensure they understand that if they do not perform their role properly they will not graduate
- Show facilitators the exact place they are going to be managing with a visit to the event field. This visit would be typically at the end of the workshop, the day before the event

T-shirts

- Distribute t-shirts to facilitators. T-shirts have three important effects:
  1. **Visual effect** that allows children and others to easily recognize facilitators
  2. **Motivational aspect** with increased ownership and sense of responsibility by facilitators
  3. **Reward** to encourage facilitators to arrive on time to ensure the event starts promptly

Quality control

- Use the **checklist for excellent events** and ensure the event manager uses it as a process to control the event quality

Impact assessment

- Gather all relevant **information for future impact assessment** such as the contacts of school teachers, contacts and other information of facilitators, number of activities, etc.

*Workshop participants are the event facilitators/organizers.
Event participants are the kids and youngsters taking part in the event
Evaluation: evaluate each activity, promote a legacy, assess impact

**Evaluate**

After each activity, it is necessary to review and evaluate to ensure challenges are addressed and processes are continuously improved. Assess what went well and what could be improved. If you think your discussions are generating too many recommendations, focus on three major issues you wish to see improved in the next program, to keep it simple and ensure there is practical action.

**Legacy**

Stimulate graduates (workshop participants/event facilitators) to follow up on the event with their own ideas and projects (e.g., new clubs or events), to promote replication and multiplication of results over time. If possible/appropriate, consider providing them access to:

- **Sport management manuals**, for instance on how to run clubs or sport events, or on ‘Adapted Sport’
- **Sport equipment**: simple for beginners, ‘official’ for more competitive teams
- **Contacts** of relevant organizations, who can provide support (guidance, training, materials, etc.): national sport federations, Government institution in charge of youth and sport, etc.
- An on-demand **coaching service** on how to run clubs and events (e.g., over the phone)

(This is something we have worked on less due to limited resources – a priority for the future)

**Impact assessment**

Assess the effective impact of the project, to ensure there is a good return on the resources (time, energy, money, etc.) invested in the project. This is challenging to do well, and ideally would be done by a neutral party, such as:

- A consultant or organization hired for this specific purpose
- A consultant or organization volunteering to assess impact (academic institutions may be good candidates, as they may need field projects to perform research on)

(This is something we have worked on less due to limited resources – a priority for the future)
Small scale leads to inefficiency

One of the major challenges we face are inefficiencies caused by the small team, limited processes in place, short time and small budget, in combination with ambitious activities and impact goals. A simple and effective solution is to receive in-kind support from more resourceful partners.

**Multiplication of value**

For instance, purchasing a vehicle is not an option for SportImpact, as we cannot create economies of scale that justify it. The amount SportImpact can save by not renting a vehicle is much higher than the cost to a big organization of lending us an idle vehicle for free. The value we save can then be converted in extra activities to benefit communities.

**Peace of mind**

Since SportImpact has a very small team, often stretched over multiple projects, the contribution of a bigger organization that has specialized departments and smooth processes in place makes a big difference. The time saved in logistical planning can be used to implement quality activities in addition to addressing community issues.
Key lessons: Patience & persistence

• Sport for Life in Timor-Leste

• Building the team

• Spreading ideas

• Partners & Supporters
New experiences & empowerment are key for capacitation

Empowering local staff to take part in the decision-making process was key to build 
*maturity*, to stimulate the feeling of ownership, and to improve the *sense of 
responsibility for decisions*. This approach was implemented progressively step by step, 
starting with small decisions, to guarantee *high impact and low risk*. The key message 
transmitted was “*with great power comes great responsibility*”.

We also actively created opportunities for staff to live new experiences and to *get out of 
their comfort zones*, to stimulate personal and professional learning and growth.

*Virginia at the UNESCO Youth Forum*, living 
years of experiences compressed in less than 3 
weeks: getting to Paris, meeting youth from all 
over the world, facilitating sessions with peers, 
and presenting to the General Conference. Uff!

*Virginia met by herself* with the Timor-Leste First Lady and the Secretary of 
State for Youth and Sport, besides a variety 
of key stakeholders in most municipalities.

*Luiza* supported Virginia in many workshops, 
and *facilitated alone in Viqueque*. She was 
also the *event manager* for half of the events. 
And she travelled for the first time by airplane!
‘Survivor mode’ is not for everyone

Despite all the efforts towards developing staff and promoting a learning environment, not everyone values the conditions and benefits that SportImpact can offer. The limited resources available, combined with our strong focus on impact and our determination to make things happen ‘no matter what’, often mean that we approach ambitious initiatives with extremely limited human, material or financial resources.

We call this ‘survivor mode’. It typically means that although we don’t seem to have enough time, enough people and/or enough money, we still go ahead and make it happen. Understandably, not everyone appreciates this. One staff left after a couple of months with SportImpact explaining that she was not willing to go to other municipalities on public transportation (which was an option we took a couple of times due to lack of funds or access to vehicles). Her decision was very sensible: trips in Timor-Leste small buses can be extremely long and uncomfortable – and sometimes mortal.

Another staff left explaining that she no longer had time available for SportImpact. Both our former collaborators were promoted to new roles in other organizations and we can understand that they may have found better conditions there, including better pay and probably a more comfortable work environment and pace. We wish them all the best!

All this creates a sustainability challenge, as staff may choose to pursue other opportunities as they develop, especially if we help them build differentiated capabilities.
Key lessons: Patience & persistence

- *Sport for Life* in Timor-Leste
- Building the team
- Spreading ideas
- Partners & Supporters
Keep connecting people & ideas

SportImpact’s work has generated interest of multiple parties, either because of the focus on sport, the use of creative ‘adapted sport’ equipment, or our *modus operandi* of shifting mindsets in Timor-Leste. Different activities generate a series of **lessons to keep in mind**:

- **Producing **intellectual property** disciplines us to ‘codify’ lessons to make replication (by us or other organizations) easier and cheaper, thus increasing impact. For instance, our *Sport for Life Manual* will make similar projects in other countries (e.g., Cabo Verde) easier to implement, so that we can focus on adapting to local needs; the *Sport Club Manual* will help stimulate club creation**

- **Promoting dialogue is a positive effect of our work. Our activities bring multiple stakeholders together, helping align interests, build collaboration and create value. E.g., *Sport for Life* events would be impossible to organize by SportImpact or any of the co-organizers alone – it is a demonstration of how joint effort can generate results beyond the sum of what the separate parties could achieve**

- **Volunteer projects demand significant management attention in order to design and provide meaningful volunteering experiences that add value to SportImpact and our projects. In 2015 we had three MOVE volunteers in part time for a few months. Our goal was to empower them the most we could, but they seemed to expect or require closer support and guidance. We need to improve our volunteer engagement processes, perhaps through longer periods and more intense dedication (up to full time), to provide better returns on time invested for all parties**

- **Public exposure through events and the media so far has not generated very concrete rewards (at least not the financial inputs that can validate a business model), but we trust that it builds awareness that will generate opportunities. Our press releases during the year were followed by a surprising number of people, which suggests we need to find solutions to keep publishing them**
Key lessons: Patience & persistence

- *Sport for Life* in Timor-Leste
- Building the team
- Spreading ideas
- Partners & Supporters
Great local partners facilitate scaling up: Youth Centers and Sport Confederation

In 2014 we had worked mostly, and almost exclusively, with national sport federations. Several federations told us repeatedly “Next year you have to go to the districts. We want to work with you to develop our people in the districts.” We took them seriously and went to all municipalities in 2015. Frustratingly, we did not have a single participant from those federations that insisted that we had to “go to the districts”. Actually, we spent several months persistently following up with all federations in order to get their contacts in the municipalities, but only a few could provide concrete names and phone numbers. We realized sport development in Timor-Leste is even more limited than we had thought.

The positive surprise this year was how great partners Youth Centers can be. There is a Youth Center in each municipality, with available facilities (some better than others) and youth thirsty for learning, challenges and new experiences. Youth Centers allowed us to arrive to a new municipality and have a place to meet local stakeholders, a natural channel to local youth, and training facilities for workshops. They are also the likely focus for building a legacy of sport groups or clubs, with members, facilities and equipment.

The other positive surprise, was the effective network of Timor-Leste Sport Confederation (CDTL) focal points. CDTL has representatives in each municipality, and, thanks to the special support from CDTL Vice-President, they were generally very open and available to collaborate, helping connect with local sport leaders and to distribute leaflets and invitations to take part in the workshop. They made our work much easier – thanks!
Small scale & funding challenges: chicken or egg?

Our small scale creates a significant challenge to make SportImpact financially sustainable. We tend to undertake ambitious projects that stretch the team and don’t leave much time for fundraising. Also, our ‘just do it!’ mentality and ‘survivor mode’ allow us to do a lot with very limited resources, perhaps sending the message that we actually don’t need support.

When we do obtain funding, we are sometimes frustrated by how partners may be more worried about financial reports (“Inputs” in the Theory of Change – see next section) and less about Impact, or Outcomes, or even Outputs. Funders’ reporting requirements can be time-consuming, deviating us from more impact-oriented activities. This would not be a problem if we had a larger structure and could allocate adequate human resources to funding and reporting. But for that we would need to have adequate funds already.

How to break this chicken-or-egg challenge? One way could be to engage an entrepreneurial director or fundraiser working pro bono or with variable compensation based on funds generated. Another idea is to find seed funding (equity, debt or a grant) to hire such person. Another option is to (temporarily, hopefully) reduce our focus on projects in order to invest more in developing the business model and large funding sources – but that might also reduce our differentiation as ‘doers’ and undermine fundraising efforts...

And as in all other aspects of our work, we need to keep repeating our mantra: patience & persistence, patience & persistence, patience & persistence, ...
Impact
Challenging to assess impact

Despite having identified impact assessment as a priority to help us improve performance and better communicate results, our very limited resources have made it challenging. We had a volunteer focusing on this for three months, but in part-time with limited availability and no prior experience. We updated our Theory of Change based on current focus, and the volunteer interviewed participants from several municipalities to understand outcomes of our work. **This area definitely needs more work and we’d appreciate support from academic partners or others with appropriate expertise and resources.**

### Updated Theory of Change*

**Inputs**
- Sport development experts
- Local facilitators
- Training facilities (Youth Centers)
- Training materials
- Local participants
- Funding for transport & accommodation

**Activities**
- Workshops for youth sport leaders/event managers
- Co-organized *Sport for Life events*
- Development of a *Sport Club Manual* based on Timor-Leste reality

**Outputs**
- Trained youth sport leaders
- Children taking part in sport events
- Club Manual

**Outcomes**
- New clubs, with recurrent sport trainings and events
- Increasing regular sports activity by school children
- Local leaders (especially youth) making key decisions and leading initiatives

**Impact**
- Peace: less violence
- Improved life skills, such as self-esteem, self-determination, discipline, teamwork, leadership, etc.
- Better life standards: nutrition, health, education
- Higher social capital: sense of roles, inclusion, etc.

*Impact assessment framework describing how inputs generate certain outputs through planned activities, leading to intended outcomes and longer term impact.
Participants reported increased activity

To obtain unbiased results, impact assessment interviews were designed, conducted and processed by a neutral party – MOVE (young graduate volunteers from Portugal). The methodology applied was based on simple and objective criteria: with help from a Timorese interviewer, the MOVE volunteer called participants who had participated in the Sport for Life program more than three months before. The first round of interviews in December succeeded in contacting participants from five districts (MOVE could not successfully reach participants from Oekuse or Lospalos).

Several participants reported increased activity, summarized below.

- **Dili**
  - Organized a Silat national championship with athletes from all municipalities.

- **Liquiçá**
  - Are now promoting regular training sessions of football and basketball.

- **Gleno**
  - Organized several sport events (e.g. marathon, traditional games, volleyball) using adapted materials.

- **Maliana**
  - Organized a Christmas Cup; founded a formal sport club; established volleyball training sessions and implemented table tennis and badminton with adapted materials in schools.

- **Manatutu**
  - Organized 3 sport competitions against Baucau teams, gathering more than 200 kids; usage of adapted materials is widespread.
SportImpact’s mission is very good and important. Timor-Leste youth need to start practicing sport regularly. We must understand the value of these activities for the promotion of peace and human development. Additionally, we would like that Timor-Leste could have a national team of reference, mainly in Asia and in the Portuguese-speaking countries.”

“After SportImpact’s workshop and event, I feel I know how to organize a sport event. I loved the workshop because it helped me developing several useful skills. Now, we need to have more training (technical and tactical) because we participated in an event in Dili and lost all the games.”

Baucau

Viqueque

“Events like this one are essential because shows us the importance of practicing sport. In my opinion, sport can contribute a lot to promote the development of our nation, after all Timor-Leste is only 13 years old. The contribution of sport for healthy life styles is also very important to our young society, we must avoid tobacco and alcohol.”

“I participated in the workshop in order to increase my skills and practical experience on organizing an event. I had participated in some events, but I had never organized one before. Now, I have the confidence to organize an event and I understand that is possible to do it without a lot of resources. I want to organize one with my partners!”

Baucau

Viqueque

Source: Interviews with participants of Sport for Life (interviews were in Tetum by a Timorese interviewer and responses were translated by MOVE)
## Financial Statements 2015

### INCOME STATEMENT

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<th>Year 2014</th>
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<td>Other</td>
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<tr>
<td><strong>Profit/(Loss) after tax</strong></td>
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### BALANCE SHEET

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<td>Debt</td>
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<td>28,267.39</td>
<td>5,000.00</td>
</tr>
</tbody>
</table>

Notes:
1. Salary, annual allowance, wage withholding tax, relocation, and other employee-related expenses
2. Corporate income tax (10% of profits) and tax fines/late payment fees due to operational limitations (2014 value was corrected from previous calculation)
3. Remaining grant receivable from UNESCO
4. Advance deposit for expense contributions for office space
5. Annual allowances payable to staff at end of the year, plus wage withholding tax for December 2015
6. As a social business, retained earnings are reinvested in SportImpact's mission and activities and cannot be distributed to shareholders

Source: SportImpact's financial records
Critical in-kind resources

A purely financial analysis of SportImpact operations hides the fact that most resources (inputs) available to pursue our mission are in-kind, not financial, particularly through volunteer human resources. Here is an estimated valuation of key in-kind support:

- SportImpact volunteer Directors: $62,675
- INOV Contacto Consultant: $36,672
- UNESCO grant: $25,000
- Olympic Solidarity consulting fees: $25,000
- MOVE volunteers: $25,000
- One World Play Project balls: $15,000
- World Vision logistics: $15,000
- Olympic Solidarity consulting fees: $15,000
- CDTL logistics & staff: $10,000
- Olympic Solidarity: $10,000

Source: SportImpact's financial records and estimates
Develop a sustainable business model

While we continue receiving praise for our work (suggesting it creates relevant value), we continue unable to capture appropriate value to make our activities financially sustainable. This was our key priority last year and will continue so this year: to develop one or more sustainable business models (which will also help make human resources more sustainable). We have defined four focus areas, aligned with our mission and capabilities:

<table>
<thead>
<tr>
<th>Potential clients/partners</th>
<th>Services</th>
<th>Revenue streams</th>
</tr>
</thead>
<tbody>
<tr>
<td>International and national sport organizations; NGOs; donors</td>
<td>Capacity building, training and coaching; curriculum and workshop development</td>
<td>Capacity building fees; sale of publications and studies; professional fees for program development</td>
</tr>
<tr>
<td>Corporates, multilateral organizations, international cooperation agencies, Government entities, etc.</td>
<td>Event organisation &amp; promotion; brand activation</td>
<td>Fees for organizing sport events; sponsorships; tickets; registration fees; etc.</td>
</tr>
<tr>
<td>IOC, Olympic Solidarity, International Federations, international NGOs, Government entities, etc.</td>
<td>Consulting services, including research, studies, data collection and analysis, recommendations, planning, etc.</td>
<td>Consulting fees (per project, time-based, etc.)</td>
</tr>
<tr>
<td>International and national sport organizations; Government sport entities</td>
<td>Sport development &amp; sport for development projects in developing countries</td>
<td>Professional fees or grants/donations for projects aligned with donors’ mission</td>
</tr>
</tbody>
</table>
Plan for 2016: Consolidate and scale up

Promote a sustainable Sport for Life movement in Timor-Leste

We will maximize returns with available resources by following up on previous work to ensure sustainable legacies:

a) Supporting youth groups in six target municipalities near Dili (Aileu, Ainaro, Ermera, Liquiça, Manatutu, Manufahi), helping them work on their priorities. We will work with 2015 participants, aiming at creating a Sport for Life volunteer movement, with extra focus on sustainability (e.g.: how to create and manage a club; how to adapt sports to local resources; how to obtain resources)

b) Supporting youth groups in Dili (where there is significant interest and logistical costs can be almost eliminated)

Launch in Cabo Verde

In collaboration with the Cabo Verde Olympic Committee and limited funding from Olympic Solidarity, we launch in January 2016 a new project to boost sport development in Cabo Verde. The project will leverage lessons from Timor-Leste and will be a pilot for future expansions, testing a model of close collaboration with National Olympic Committees that have a clear commitment to develop.

Please contact us to partner up and support us. We are open to discussing your needs and priorities and adjusting our plans accordingly.
Check list for efficient visit to the municipalities

Check list of materials to take to the first visit to the municipalities

- Petry cash
- Banner
- Request letter in digital format to print after choosing the field
- Camera with enough battery
- Attendance list
- Brochures
- Transportation
  - If rented car:
  - Check availability of car and prices to rent
  - Check conditions of the car and register any defects with car rent company
  - Prepare budget for petty cash (car, fuel, driver, insurance, safety deposit)
- Book room for workshop
- Check list of materials to take to the first visit to the municipalities
- Check availability of car and prices to rent
- Check letter requesting the field
- Check hours for the event and choose the best (big with 800 accessibility, with WC, safety, etc.)
- Book room for workshop
- There is a list with places to visit

Check list for efficient visit to the municipalities

- Selection of a responsible person to set the banner in a strategic place as soon as possible
- Preparation of participants to share the information of the meeting and the production among themselves
- Instructions on how to register in the workshop
- Explanation about the essence of the workshop and the co-organization requirement on event
- Motivational speeches and videos
- Participatory discussions and needs
- Description of our mission and vision

The following points are being addressed during the meeting:

- The meeting room is booked and available on time and in good conditions
- The meeting room is comfortable
- The participants have water available
- The room is provided with projector
- Participants in the meeting are informed about the purpose of our visit
- The participants are informed about our presence in the municipality

The following points are being addressed regarding the workshop:

- The following points are being addressed during the meeting:
- The meeting room is booked and available on time and in good conditions
- The meeting room is comfortable
- The participants have water available
- The room is provided with projector
- Participants in the meeting are informed about the purpose of our visit
- The participants are informed about our presence in the municipality

- There is a list with places to visit
- Choose the location of workshops and event
- There is a list with places to visit
- Choose the location of workshops and event

Punctuality

1. Check schedule to ensure arrival on time
2. Buy tickets

Transportation

1. Inspect transportation
2. Prepare budget for petty cash (car, fuel, driver, insurance, safety deposit)
3. Plan the arrival time with rent company
4. Check conditions of the car and register any defects with car rent company
- Check availability of car and prices to rent
Sport for Life workshop brochure (1/2)
Sport for Life workshop brochure (2/2)
Workshop registration form

Formulariu Insksraun ba Programa Formasaun
“Matadalan atu Organiza Eventu”
23 – 28 Marsu 2015

Organizasaun : _______________________________

Naran Kompletu : _______________________________

Data Moris : _____/______/______

Objetivu tuir programa ne’e : ______________________________________

Valor ba insksraun : USD 1.00 ho USD 10.00 (selu ba SportImpact)

Kontaktu SportImpact : +670 78014000

________________________________________

Naran&Assinatura
Data, _____/______/2015
Check list for excellent Workshop

Comfortable space for the best participant experience
- The space is comfortable and clean, with chairs with enough space to take notes
- SportImpact banners are set for decoration in the room
- Everyone is active in the room
- Everyone is active in the room
- Participants are empowered and participating with opinions
- At the beginning there are great icebreakers

First day | Second day | Third day | Fourth day | Fifth day
--- | --- | --- | --- | ---
AM | PM | AM | PM | AM
AM | PM | AM | PM | AM
AM | PM | AM | PM | AM
AM | PM | AM | PM | AM
AM | PM | AM | PM | AM

There is toilet available
- There are visible bins for trash
- There is good temperature (fan or ac)
- The room has blinds to make the room dark when necessary

Table for clear understanding of the rules

<table>
<thead>
<tr>
<th>First Day</th>
<th>Second Day</th>
<th>Third Day</th>
<th>Fourth Day</th>
<th>Fifth day</th>
</tr>
</thead>
</table>
| AM | PM | AM | PM | AM
| AM | PM | AM | PM | AM
| AM | PM | AM | PM | AM
| AM | PM | AM | PM | AM
| AM | PM | AM | PM | AM

Quality material to engage participants
- Communication is in Tetum - not Indonesia
- Everyone has basic materials for workshops: book and pen
- Homework was assigned all the days
- Slides have quality and were reviewed
- Computer with enough battery
- There is a projector with农贸市场 focus and clean receptor (i.e. wall or white cloth)

Fair criteria for delivery of certificates is being implemented
- Verification of attendance list to define who receives certificate: participants that absent >/= than one day will not receive the certificate
- Interesting lessons are engaged and participants are committed
- Inspiring motivational videos are causing good reactions in the crowd

There is an enthusiastic environment
- At the beginning there are great icebreakers
- Participants are empowered and participating with opinions
- Everyone is active in the room
- Interesting games are being played
- Inspiring/ motivational videos are causing good reactions in the crowd
Workshop slides for ‘Guide to Organizing Sport Events’

Day 1
1. Introduction
   http://goo.gl/wd3R2k
2. Leadership
   http://goo.gl/l9ip5c

Day 2
3. Action Plan
   http://goo.gl/oKcoSU
4. Human Resources
   http://goo.gl/WKN3GN

Day 3
5. Material Resources
   http://goo.gl/CRRsCV
6. Event Promotion
   http://goo.gl/mwgURO

Day 4
7. Proposal Writing
   http://goo.gl/UEslBz

Day 5
8. Club Formalization
   http://goo.gl/6filNo

Click each box or access the links to download workshop slides (in Tetum)
Check list for excellent events

Visible space management for the best participant experience

- The field is clean
- We have all our material (see Check list of material to take to the event)
- We have all banners to return back to Dili (there is a responsible to remove and keep banners)

Check list Post Event

- There is regular (6h, every 1.5-2.0 min.) rotation of participants in every sport (new participants can try)
- All available sport equipment is being used (including SportImpact's new alternative available)
- All sport activities are running all the time (no late start, no early ending, no breaks)

Diverse sport activities that everyone can try

- Participants are having fun
- Participants are curiously to try different sports
- Are there too many participants? If not go call them at nearby schools

Many engaged participants

- There is a responsible for counting kids and getting contacts of professors
- There is a responsible for counting kids and getting contacts of professors
- There is a protocol manager (if not show him/her Explanation of Roles for the event)

Commited and accountable organizers

- We have all our material (see Check list of material to take to the event)
- We have all banners to return back to Dili (there is a responsible to remove and keep banners)
- The field is clean

Respectful protocol with a focus on sport and participants

- Sound is audible in the whole event area
- Sound speaker with cleaned battery, microphone and music
- Volunteers and co-organizers are using their ID
- Ambulance is there
- Police is there
- There is enough water, petty cash and store with arrangements to buy more

Effective logistics guaranteeing safety and comfort

- There are visible buses for transport
- There are water supply points
- There are no smoking signs visible everywhere
- There is a sufficient shade for rest (and delivery for athletes) - if necessary, with tents
- Activities are divided and named with visible banners
- Small enough barriers for decoration are set
- The field is entirely isolated from public cafe and people not participating in the event

The field is clean
To save costs (and the environment), instead of printing banners for each event, we printed just a strip with the specific details for each event, which we then glued on the banner.

We found one of our stolen banners at a local market in Atauro Island. The “owner” told us he bought it in Dili.

Thanks to NGO diaktimor for allowing us to use their Teki story books’ characters on our banners.
Ita Gosta Desportu?

Mai pratika desportu oi-oin!

Desportu Ba Moris

Sabado, 25 Julhu 2015 – 07:00-10:00
Kampu Joga Bola Aiteas, Manatuto

So persiza lori roupa ba desportu no enerjia!
Facilitator t-shirt
Event roles (1/2)

**Master of Ceremonies**

- Must know SportImpact mission and the philosophy of the project
- Must be excited and exciting to get everyone super energized.
- Has to know the correct names and positions of every VIP guest and Staff
- Has to know when to call VIPs for speeches (only in the end: around 10am, depending on event dynamics and temperature; e.g., if temperature is cool and kids continue practicing, the event could end closer to 12pm)
- Must use the application forms to call the selected candidates to receive balls
- Has to repeat every 30 min:
  1. The names and locations of the activities available
  2. Invitation for kids to keep circulating and try all the sports
  3. The non-smoking rule
  4. The no-littering rule (use trash bins)
- Controls the microphone usage: Speakers can’t take control of it
- Must guarantee the safety of the entire sound system

**Protocol manager**

- Greeting/welcoming VIPs and taking note of VIPs that came to the event
- Greeting teachers and students to the event and explaining how it works (available sports, free circulation, etc.)
- Counting approximate number of participants (boys and girls) and taking note of schools/groups that came to the event
Event roles (2/2)

**Water manager**
- Managing water stations and water supply (one “water manager” managing a group of “water volunteers”), including process to purchase more water as necessary

**Non-smoking manager**
- Managing anti-tobacco policy: posting “No smoking” signs and enforcing non-smoking policy by asking smokers not to smoke

**Sport ‘animator’**
- Stimulating kids circulation and helping coordinate at each sport station; two volunteers per sport station ensuring kids participate and helping co-organizers coordinate the activity (and e.g., letting water manager know of water needs)

**Space manager**
- Placing separators/banners/signs around the event in a previously agreed way, and coordinating with co-organizers for them to use the space as agreed

**Photographer**
- One or two volunteers in charge of having great photos and videos of the event, for Sportimpact to use in reports, press releases, etc.
Sport equipment application form

Formulariu kandidatura ba bola
One World Play Project

<table>
<thead>
<tr>
<th>Naran organizasaun:</th>
<th>Kargu iha organizasaun:</th>
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</thead>
<tbody>
<tr>
<td>Naran responsavel:</td>
<td>Email responsavel:</td>
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</table>

See mak sei uza bola?
___________________________________________________________________________
___________________________________________________________________________

Imi sei uza bola ho frekuensia hira?
- □ Loro-loron
- □ Semana-semana
- □ Dala 2 kada fulan
- □ Fulan-fulan

Favor ida, indika iha ne’e loro, oras, fatin no numeru jogador ne’be sei uza bola:

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<thead>
<tr>
<th>Fatin</th>
<th>Segunda</th>
<th>Tersa</th>
<th>Kuarta</th>
<th>Kinta</th>
<th>Sesta</th>
<th>Sabadu</th>
<th>Dumingu</th>
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<tr>
<td>Numeru jogador</td>
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Iha komentariu?
___________________________________________________________________________
___________________________________________________________________________
___________________________________________________________________________

Data: _____ / _____ / 2015
Asinatura: ________________________________
Let’s keep moving together!