

## Girls Soar in Morocco Interim Report

August 1, 2022 - January 31, 2023

**Organization Name:** Project Soar

**Project Title:** Girls Soar in Morocco (GSM)

**Grant Amount:** \$50,000

**Contact Person:** Maryam Montague, Project Soar Founder + Executive Director (maryam@projectsoar.org)

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### EXECUTIVE SUMMARY

Project Soar is pleased to report on the progress of the program *Girls Soar in Morocco (GSM)* over the period of August 1, 2022, to January 31, 2023.

The overarching goal of GSM is *to empower 200 underprivileged Moroccan teen girls and enhance their leadership skills* via our Soar in a Box (SB)<sup>1</sup> leadership curriculum and the establishment of Soar Clubs (SCs). The program is actively (1) increasing access to rights-based teen girl programming in 10 marginalized communities and (2) increasing leadership skills of 200 marginalized teen girls, ultimately helping girls stay in school, avoid child marriage, and gain skills useful for future employment. We are working toward the goal with the following key activities:

- Building the Soar Box (SB) of workshop materials for each site
- Delivering Soar Facilitator training and SB distribution
- Registering new teen girls into GSM
- Conducting PS Empowerment Workshops
- Activating Girl Leaders Clubs (GLCs)

With the generous support of Together Women Rise, Project Soar has surpassed the goal of engaging 200 teen girls, providing **206 teen girls** across Morocco with resources that enhance their leadership skills and confidence and provide critical menstrual solutions. Project Soar has **delivered 111 of the 250 empowerment workshops** to teen girls, and activated **6 SCs** across **10 sites**, offering a safe space for girls to practice the leadership skills they have learned during the empowerment curriculum.

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<sup>1</sup> Project Soar changed the names of the following programs in an organization-wide branding update:

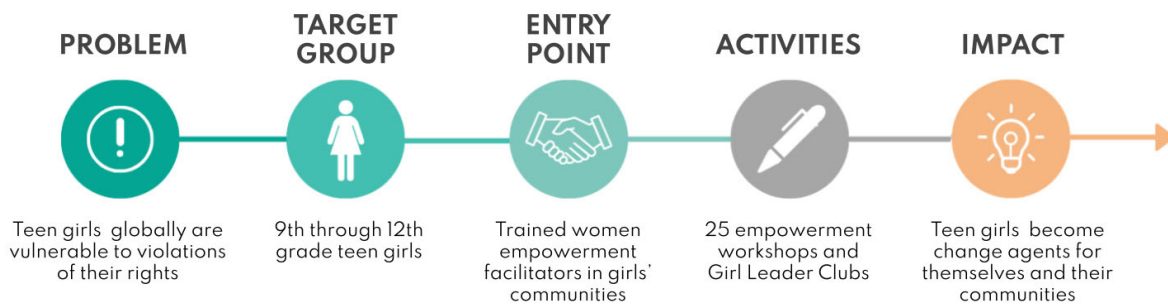
- Project Soar in a Box or PSB is now **Soar in a Box**
- Girl Leader Clubs or GLCs are now **Soar Clubs**
- Community Dialogues or CDs are now **Soar Community Dialogues**
- Project Soar Girl or PS Girl is now **Soar Girl**

Detailed progress on the goal and corresponding activities over the reporting period are provided on the following pages.

**Recap briefly what outcomes the project was designed to achieve.**

The overarching goal of GSM is to empower 200 underprivileged Moroccan teen girls and enhance their leadership skills via our SB leadership curriculum and the establishment of SCs. The program is actively (1) increasing access to rights-based teen girl programming in 10 marginalized communities and (2) increasing leadership skills of 200 marginalized teen girls, ultimately helping girls stay in school, avoid child marriage, and gain skills useful for future employment. Our total beneficiary goal is 330 people, which includes teen girls, Facilitators, and community members.

A visual representation of our theory of change is provided below:



**Has funding changed for this project? For example, have you received unexpected funding from another source?#**

Funding for this project has not changed, and we have not received any unexpected funding. We continue to fundraise as we plan for sustainability and scale of Project Soar and on-site programming for teen girls across Morocco.

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**Is your organization or project situation different than presented in the approved proposal? For example, new executive director, significant project staffing changes or NGO affiliation, loss of large funding, or other significant changes?#**

We are pleased to announce the addition of our new Program Manager, Imane Amzil. Imane joined Project Soar in December 2022 with 10+ years of relevant experience in people and project management. Imane now leads our team of Program Coordinators and works closely with Executive Director Maryam Montague to oversee the successful delivery of programming for teen girls.

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**Have the number of beneficiaries changed? To report this please refer to the original numbers in your grant proposal under Number of women and girls Directly Impacted and population Indirectly Impacted.#**

There have been no changes to the number of beneficiaries. We remain committed to the original goal of 330 beneficiaries and have surpassed this goal with 206 engaged teen girls, 20 trained Facilitators, and 186 community members, totaling 412 beneficiaries.

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**What challenges are you facing as you move forward with this project? How are you approaching these challenges?**

A challenge Project Soar often faces, and which is core to solving through GSM, is gender discrimination and traditional practices and/or norms in marginalized communities in Morocco failing to support the mission of girls empowerment and gender equity. Project Soar has effectively engaged the hesitant community through Parent Orientations for parents of participating girls and Soar Community Dialogues (SCDs) for community stakeholders.

SCDs are girl-led platforms to include the full community in sharing ideas and suggestions to resolve issues that teen girls face. We increased community participation in SCDs by involving key stakeholders earlier in the SCDs planning process, gathering their input and up-leveling their responsibility in the success of the events. Find further detail on successful SCDs below.

**Have you revised your original objectives since the project began? If so, why? What are your new objectives?**

There have been no changes to the original objectives. We remain committed to the original goal of empowering 200 underprivileged Moroccan teen girls and enhancing their leadership skills via our SB leadership curriculum and the establishment of SCs. The program is actively (1) increasing access to rights-based teen girl programming in 10 marginalized communities and (2) increasing leadership skills of 200 marginalized teen girls, ultimately helping girls stay in school, avoid child marriage, and gain skills useful for future employment.

We have surpassed original targets with 206 teen girls engaged.

**What progress have you made toward achieving your objectives? Please address each stated objective.**

As shared above, the overarching goal of GSM is to empower 200 underprivileged Moroccan teen girls and enhance their leadership skills via our SB leadership curriculum and the establishment of SCs. The program is actively (1) increasing access to rights-based teen girl programming in 10 marginalized communities and (2) increasing leadership skills of 200 marginalized teen girls, ultimately helping girls stay in school, avoid child marriage, and gain skills useful for future employment.

Indicator	Goal	Actual, as of 1/31/23
# teen girls engaged and empowered	200	206
# community members engaged in girl-led Soar Dialogues	110	186

# empowerment workshops provided to teen girls	250 <i>(25 workshops x 10 sites)</i>	<b>111</b>
# empowerment Facilitators trained	20	<b>20</b>
# activated sites across Morocco	10	<b>10</b>
# SCs activated	10	<b>6</b>

As demonstrated in the table above, Project Soar has surpassed goals for the number of teen girls engaged and empowered and the number of total beneficiaries. We are on track to deliver all 25 workshops at each of the 10 GSM sites in the coming months totaling 250 workshops delivered.

### **Progress on key activities of GSM:**

#### **Build the SB materials toolkits:**

Facilitators were supplied with SB toolkits for each squad – the mobile materials toolkits that contain the Empowerment Curriculum, sanitary products, art supplies, sports supplies, and other materials necessary for program delivery.

#### **Refresher training for Facilitators + SB toolkit distribution:**

In the fall 2022, Facilitators took part in a refresher training to ensure they were well-equipped to meet the needs of teen girls and effectively deliver against 38 program touchpoints, including implementation of the baseline/endline survey, SC elections, 25 empowerment workshops, SCDs, and ongoing reporting. SB toolkits were distributed for each site.

#### **Teen Girl registration for GSM programming:**

Project Soar successfully recruited and registered 206 teen girls across 10 GSM sites. As part of the registration process, Project Soar held parental meetings, which included mothers and fathers of the participating teen girls. Parental participation and engagement are key to the girls' success in the empowerment program and parent-signed permission forms and waivers are required for girls' registration in GSM.

As part of registration, participating girls complete a comprehensive baseline survey to measure their confidence and understanding of empowerment topics in the Soar Empowerment Curriculum. The results will be measured against the surveys that participating girls will complete at the conclusion of the program.

#### **Conduct Empowerment Workshops:**

Project Soar's 25-workshop signature program is taught in Arabic, ensuring that every girl knows her: Value, Voice, Body, Rights & Path. As a Soar Girl progresses through each module, she undergoes a transformative process whereby she develops her self-confidence; speaks up; embraces her adolescent body; fights for her rights; and sets future goals. With a holistic mind and body approach, teen girls are taught to protect their physical well-being and build mental resilience. The Soar Empowerment Curriculum also helps to develop

girls' key soft skills that employers look for, in addition to specific job qualifications. See Appendix A for the Soar Empowerment Curriculum outline.

To date, the 10 sites have each completed a program orientation as well as a cumulative 111 workshops. By the conclusion of the program, each site will have received the full 25-workshop series.

Menstrual kits are supplied to each girl who completes Module 3 (Body) Workshop 2 (I can manage my menstruation). This workshop teaches girls about their menstrual cycle and debunks harmful myths such as not being able to bathe during menstruation. To date, 5 sites have completed this workshop and 106 girls have received menstrual kits.

*"The menstrual education workshop is one of the important workshops that girls are interested in because menstruation is considered a taboo in our society. Erroneous ideas remain stored and not discussed. Thus, this workshop is one of the most important workshops – we discuss all aspects of menstruation."*

- Fatima Zahra Azaaf, Casa Mabrouka Site

### **Activate SCs:**

SCs are to be activated at each GSM site to provide safe space for girls to practice the leadership skills they have learned during the empowerment curriculum. Girl-led, each Club has four elected Officers holding the positions of President, Vice President, Coordinator, and Communicator who help steer the club with the support of a GLC Toolkit. Through Clubs, Soar Girls plan community activities and increase their engagement with each other, even after the program ends. See Appendix B for further details on the Club Officers' responsibilities.

6 SCs are activated and 4 will be established in spring 2023, meeting our goal of 10 total SCs.

Through SCs, girls lead SCDs. To date, Girls have delivered 4 SCDs, engaging **186 community members** to discuss topics and issues to co-create solutions around, such as sexual harassment, school dropouts, child marriage, or other related youth issues. These SCDs are the only space in the community where girls have the chance to speak about these topics to other community members, including men and community leaders. Here, find a recent SCD example:

<b>Site:</b>	<b>Fem</b>	<b>EI</b>	<b>Hisn</b>
	34+ community members joined Soar Girls for an SCD on girls' confidence in public speaking. Soar Girl Ghizlane Oulyazide shared her journey from fear to love of public speaking due to her involvement in Project Soar and the SC. Community members then engaged in a lively discussion on the importance of personal development programs for teen girls. The Soar girls performed an interactive theatre play, which received a standing ovation from the participants, and led a Q&A session in support of fellow girls in the		

community looking to strengthen their voices. The SCD concluded with small group discussions on the role of community support and encouragement in personal and community growth.

**Do you anticipate any difficulties in completing your project in the timeframe outlined in your proposal?**

We are confident in our ability to deliver on our commitments. Our team is motivated by GSM's success to date and remains committed to delivering high-quality outcomes that exceed goals. We have considered all potential challenges and have developed contingency plans to address them effectively. We look toward successful completion of the project.

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**Any message you would like us to convey to our membership and donors about the impact our grant is having on those being served and/or your organization and its mission.**

GSM has provided resources proven critical to the success of teen girls. Girls engaged in GSM have undergone transformational experiences, and have widely impacted levels of confidence, and understanding of their power and potential. We are grateful for your support in making a positive impact in the lives of those girls. Your grant has allowed us to further our mission and bring meaningful change to the community. Through your generosity, we have been able to provide essential resources and services to teen girls, improving their quality of life and helping them achieve their full potential. Your support has also allowed us to strengthen our organization, enabling us to better serve girls, families, and communities. We are proud to report that our programs are having a measurable impact. Thank you for your ongoing commitment to our cause. Your investment in our mission is making a real difference and we are deeply grateful.

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## Appendix A: Soar Curriculum Overview

Soar in a Box programming incorporates activities within **five modules: Value, Voice, Body, Rights, and Path**. Activities and workshop titles are listed below.

Registration + Baseline Survey + Orientation		
<p><b>Module 1:</b></p> <p><i>Value</i></p>	<p>The Soar Girl is confident, has high self-esteem, and respects her own worth and potential. She knows she's as valuable as a boy.</p>	<p><b>Workshop 1:</b> <i>I am unique and I have potential</i>  <b>Workshop 2:</b> <i>I am as valuable as a boy</i>  <b>Workshop 3:</b> <i>I am collaborative</i>  <b>Workshop 4:</b> <i>I am confident</i>  <b>Workshop 5:</b> <i>I know my value (Review)</i></p>
<p><b>Module 2:</b></p> <p><i>Voice</i></p>	<p>The Soar Girl communicates her thoughts clearly, debates effectively, and advocates for herself and others productively.</p>	<p><b>Workshop 1:</b> <i>I can speak up and I can craft a message</i>  <b>Workshop 2:</b> <i>I am a public speaker</i>  <b>Workshop 3:</b> <i>I can debate</i>  <b>Workshop 4:</b> <i>I know my voice (Review)</i></p>
<p><b>Module 3:</b></p> <p><i>Body</i></p>	<p>The Soar Girl understands changes in her body, manages her menstruation efficiently, and values her own health and wellness.</p>	<p><b>Workshop 1:</b> <i>I am physically active</i>  <b>Workshop 2:</b> <i>I am mentally healthy</i>  <b>Workshop 3:</b> <i>I am an adolescent</i>  <b>Workshop 4:</b> <i>I manage my menstruation</i>  <b>Workshop 5:</b> <i>I know my body &amp; my mind (Review)</i></p>
<p><b>Module 4:</b></p> <p><i>Rights</i></p>	<p>The Soar Girl embraces her right to an education and understands her right to be free from violence, sexual harassment, and early or forced marriage.</p>	<p><b>Workshop 1:</b> <i>I have the right to be treated as an equal</i>  <b>Workshop 2:</b> <i>I have the right to pursue an education</i>  <b>Workshop 3:</b> <i>I have the right to be free from forced &amp; underage marriage</i>  <b>Workshop 4:</b> <i>I have the right to be free from violence &amp; sexual harassment</i>  <b>Workshop 5:</b> <i>I understand my rights (Review)</i></p>
<p><b>Module 5:</b></p> <p><i>Path</i></p>	<p>The Soar Girl cares about her education, conducts action planning with ease, and has tools to envision her future.</p>	<p><b>Workshop 1:</b> <i>I can set a goal</i>  <b>Workshop 2:</b> <i>I know that education helps me reach my goals</i>  <b>Workshop 3:</b> <i>I can make an action plan</i>  <b>Workshop 4:</b> <i>I know about healthy &amp; balanced marriages</i>  <b>Workshop 5:</b> <i>I know my path (Review)</i></p>
Endline Survey + Soar Club Training + Soar Dialogues		



## Appendix B: Soar Club Officers Role Description

Within SCs, members act in different roles. Elected roles are called Officers. There are four Officers in each SC. Officers can hold positions for a maximum of two years but must be re-elected for a second year.

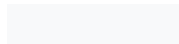
<b>Officer Role</b>	<b>Responsibilities</b>
<b>President</b>	<ul style="list-style-type: none"> <li>● <i>Principal liaison between Club Mentors/Facilitators and SC members</i></li> <li>● <i>Report to Soar Coordinators and keep Club Mentors/Facilitators informed</i></li> <li>● <i>Ensure all registered Girls in their SC are involved</i></li> <li>● <i>Ensure SC members who are co-facilitators or facilitators of Soar in a Box submit their reports on time</i></li> <li>● <i>Provide leadership, direction, and vision for the Club</i></li> <li>● <i>Leads Club meetings</i></li> <li>● <i>Oversees Club projects</i></li> </ul>
<b>Vice President</b>	<ul style="list-style-type: none"> <li>● <i>Assistant liaison between Club Mentors/Facilitators and SC members</i></li> <li>● <i>Report to Soar Coordinators and keep Club Mentors/Facilitators informed</i></li> <li>● <i>Ensure all registered Girls in their SC are involved</i></li> <li>● <i>Ensure SC members submit their reports on time</i></li> <li>● <i>Coordinates and oversees Club projects with the president</i></li> <li>● <i>Assumes duties of the president in case she is unable to attend</i></li> </ul>
<b>Communications Officer</b>	<ul style="list-style-type: none"> <li>● <i>Maintain official records of the meetings</i></li> <li>● <i>Create and updates (as needed) a roster of members</i></li> <li>● <i>Track attendance at meetings and activities</i></li> <li>● <i>Take pictures during events and meetings</i></li> <li>● <i>Updates social media</i></li> <li>● <i>Provides all documents and photos to President and/or Vice President for official reporting</i></li> </ul>
<b>Project Officer</b>	<ul style="list-style-type: none"> <li>● <i>Coordinates the details of the events and activities</i></li> <li>● <i>Communicates Club meeting schedule with members</i></li> <li>● <i>Communicates events and activities with members</i></li> <li>● <i>Manages Club supplies</i></li> <li>● <i>Helps manage specific projects</i></li> <li>● <i>Supports the President and Vice President in their tasks; coordinates with members as needed</i></li> </ul>



# Appendix C: Visuals

See photos [here](#).

Site	Picture Number	Description
Aourir	Picture 1	Activity during Module 1: Value
Lalla Minouna	Picture 2, 3	Activity during Workshop: "I am a collaborator"
Lalla Minouna	Picture 4	Activity during Workshop: "I am as valuable as a boy"
Azrou Atlas	Picture 5	Soar Girl presenting at Soar Community Dialogue



Funds Request	
Program Title	Girls Soar in Morocco (GSM)
Organisation	Project Soar
Date	02/14/2023
Grant award Period	June 1, 2022- September 30, 2023
Reporting period	June 1,2022 - January 31,2023

	MAD	USD
A. Total grant amount	500,000	\$50,000.00
B. Total amount dispursed to date	496,524	<u>\$50,000.00</u>
C. Total spent this reporting period	237,398	\$22,845.45
C. Amount remaining from previous disbursement	259,126	\$24,936.33
D. Projected Expenditure for outcoming program period	262,602	\$25,270.80
E: Funds request	<b>0</b>	<b>\$0.00</b>

Date

2/14/2023

Signature

Maryam Montague  
Executive Director