

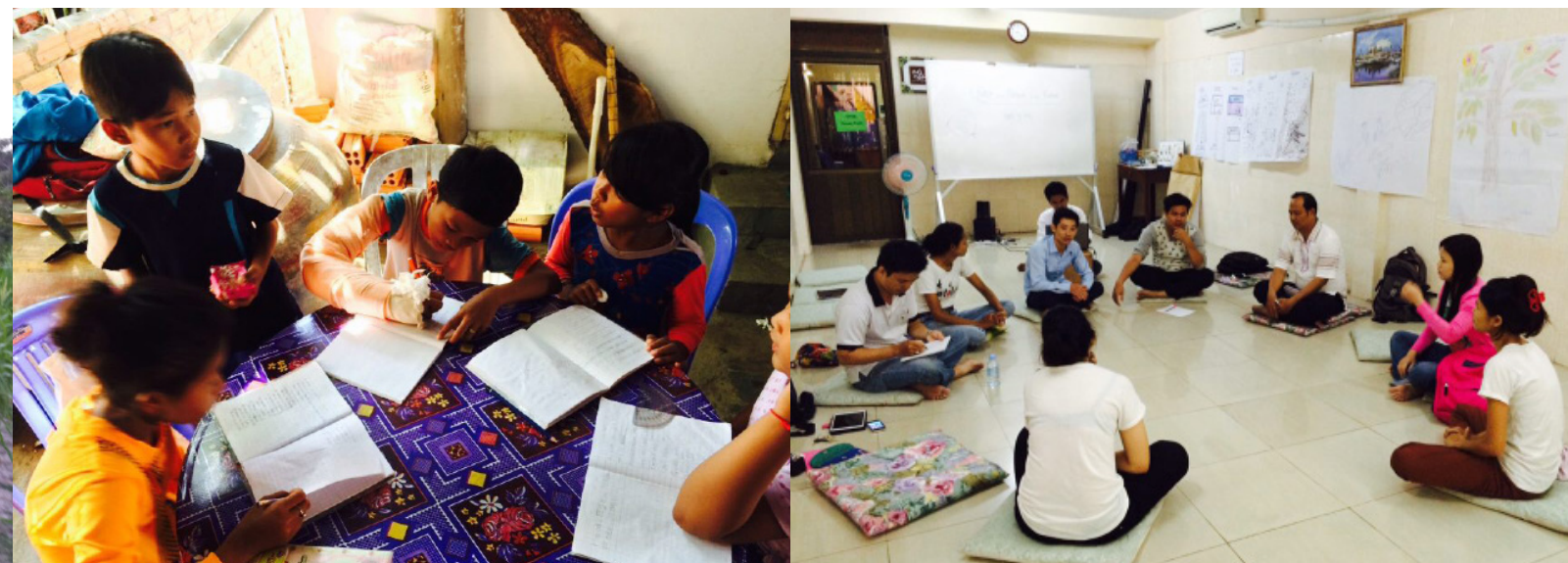


REPORT 2015/16

GCT FOCUSES ON TRANSFORMING COMMUNITIES THROUGH PARTNERSHIP WITH THE LOCAL CHURCHES AND OTHER LIKE-MINDED ORGANIZATIONS AND INSTITUTIONS IN TECHNICAL AND SPIRITUAL TRAININGS AND FOLLOW UP SUPPORT. BESIDE THE URBAN PROGRAM, CAREER COUNSELING AND EMPLOYMENT TRAINING PROGRAMS, GCT IS ALSO WORKING ON RURAL PROGRAMS. GCT IS STRENGTHENING AND IMPLEMENTING LOCAL BASED AND LOW COST PROGRAMS, USING 'COMMUNITY ORGANIZING PROCESSING' TO ACCESS LOCAL RESOURCES AND FACILITATE THE COMMUNITY WITH CREATIVE SOLUTIONS TO SOLVE PROBLEMS ON THEIR OWN.

TRANSFORMATION





REPORT OF TRANSFORMATION

Growth means we are constantly transforming. Even though the change may be unnoticeable, our spiritual and emotional state, skills, and ways of progressing are becoming more and more aligned with our goals.

Genesis Community of Transformation has come far-end this year in coming along farmers, woman, children and young adults in the rural and urban communities; to recognize their ambitions and grow in independence and creating opportunities to subsequently transform their own communities.

We are an open and curious organization, and we appreciate constructive feedback even if it is awkward or painful to us. As we move through our day to day activities, we ask ourselves how our activities serve the great goal of transforming communities. This has resulted in narrowing or even ending some of the projects this year, we do make steps in thinking and praying of how we think to best move forward.

The report you are about to read is assembled around a visible green (growth) timeline to give you a sense of what matters most to us: individual growth among all our actors; staff, beneficiaries and our friends and donors.

TOGETHER FOR TRANSFORMATION.

Uon Seila

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Instead of the common foreword, we sat down for an interview with Navy Chan-Chhay, Founder and Director of the Genesis Community of Transformation to find out whats on here heart, how she thinks what transformation looks like and what her vision is for the year(s) ahead.

Q: What does Transformation mean to you?
Change - change towards a goal. It is a process, every day. It helps us to learn and appreciate the way going forward. The basic question we are trying to understand is what, and where do we as Genesis Community of Transformation and Timothy Leadership Training contribute to transformation.

Q: Transformation: how does it happen?
We have learned a lot this year; that growth starts with the transformation of individual people; people we work with, our

staff, people in the community and our respected donors. We have a better understanding of our targets and we therefore narrowed down to what we think we are really good at, refinement I would say. Our focus has transformed into further extending our work in mentoring and training to give opportunities to all of our stakeholders to grow and create and enabling competency to grow. We also learned that life is fragile with the tragically passing of our friend and our longtime technical support, Toto Fernando.

Q: What challenges did you face?
Transformation is deeply rooted, it is a process of winning trust. We know that relationship building, resource mobilization, takes time. We have to maintain focus, no matter what the challenge is. Transformation has not been physical growth much this year due to changeovers; we train and invest in staff, they grow move on to work for bigger organisations and businesses. That hurts us, every time, however, it really defines what we are good at; to train people

to be ready for the next stage in their lives.

Q: What has transformed positively this year?
As I said, at the core of what we do is working with people in the communities to understand their strengths and equip them to explore and grow. For the year ahead, I envision to further mobilize the resources we have available to train and walk along people, often very vulnerable. To provide skill training and function as a low-access resource platform both in rural and urban community. This, without sufficient practical and financial support, is becoming nearly impossible. However, we know that transformation is never an easy process and I am confident that hand will come as we progress into the new season.

Q: Tell us about the Timothy Leadership Training (TLT)?
We have a big vision for TLT. The training has proven a foundational agent for equipping church leaders at all levels. We see church leader better able to problem solving and communicating in their communities. TLT is a great tool to impact individuals and increase their impact with basic qualities like listening and counselling skills. We do shout-out for more help to continue to train trainers in 2016, equipping church leaders around Cambodia.

Q: Changes in Staff Formation and Outreach Teams, could you update us?
Many individuals and institutions contributed to GCT's work, especially in the Urban Community Development branch we run. We are grateful for that.

Setting up shop, in the middle of the urban community, has helped staff to spend more time teaching and equipping women and youth with i.a. English classes, business and skill development programs etc. This surely has had a positive impact on the community. We could better build trust and truly transform lives step-by-step in the community.

More time is spent on the ground, which is a positive development. Unfortunately, the team had to fiercely downsize which resulted in a lot of pressure on the current staff. It often throws them in the deep but they do very well. They proved very capable to continuing the work, after prioritized and resized some of the programs.

Calvin College agriculture students visited our Rural project, which has had a great impact both on the students and the local farmers community. The visit broadened their learning in very practical ways; exploring opportunities, trends and needs in the agriculture field.

Q: Transformation, could you share your view for the season ahead?
We like to replicate learning activities to more communities. Capacity building is so essential. I have learned, we can make a significant difference, transforming lives creatively with our hemmed resources. We will extend in a number of areas and be financially less depended through consulting work as part of our sustainability program. The areas we aim to extend to are: Youth Employment Training, Small Business Training and the Coaching and Mentoring Program. We will also continue to pursue extending the TLT training to equip more church leaders with formal structure.

Transforming communities are our passion and I hope that may feel some of the excitement too. Change doesn't happen overnight and there is many a challenge, however, we are on the right track of transformation, please come and join us.

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THE GENESIS COMMUNITY OF TRANSFORMATION IS A NON FOR PROFIT ORGANIZATION BASED IN PHNOM PENH BUT WITH A COMMUNITY OUTREACH IN SRE AMBEL AND KOH KONG PROVINCES, TO EMPOWER URBAN AND RURAL COM- MUNITIES, BY BUILDING THEIR CAPACITY TO ECTIVELY RESPOND TO COMMUNITY PROBLEMS, NEEDS AND PRIORITIES.



THE ESSENCE

Transform the Community

VISION

To Empower people and the church to transform lives and communities in urban and rural areas in Cambodia

Building Capacity

MISSION

To empower communities to respond to challenges through capacity-building to improve the well-being of families and careers of youth

Alleviate Poverty and Building Careers

GOALS

Identify needs and utilize the right resources to respond to priorities

Leadership Training

TLT

GCT works closely with the TLT-program to support the capacity building of local church pastors and leaders.

Admin and Finance
Rufa Fernando



Rufa Fernando is from the Philippines and is an accounting graduate with exceptional adapting skills. She is GCT's Chief Financial Officer and Technical advisor to the bussinessplan competition and Urban community projects.

Project and Training Coordinator
Sourn Seina

Seina is our problem solver. He takes his skill to the next level and also teaches the importance of solving problems (or rather challenges as he calls it) in the youth and women in GCT's urban programs.



Facility Manager
Sam Sreypov

Sreypov became the veteran among the team, with a number of old guards moving on. She is always there to serve the team with humbleness and excellence in her work.



Director
Navy Chann-Chhay

Passioned about true transformation through biblical work in the community. Navy initiated GCT back in 2009 to bring basic needs like agricultural, business and English (training) among many other brave initiatives.



Field Officer
Ouk Sreymom



Ouk Sreymom is great mobilizer. She is trainger in the Urban community and teaches women youth and children in the community. Her confidence and hope for life and the people around her are contagious.

Admin/Finance Assistant
Rin Tourng

From the far away province Mondulkiri, Tourng is making a career, meanwhile serving GCT with single-mindedness. Eager to transform the community as 'one of them' he understands the need and ways responding to it.



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TRANSFORMATION
LITERALLY MEANS
GOING BEYOND
YOUR FORM.
-WAYNE DYER

Report of programs



URBAN PROGRAMS

In Phnom Penh, GCT is providing career counseling services: focusing on undergraduate students and high school drop-outs. GCT facilitates a thrice-a-year network meeting with business entities and other organizations to share information about on-the-job training opportunities for youths and job seekers.

GCT offers opportunities for undergraduate students to do volunteer work/internship at the office, and refers some to other NGOs that have need for certain skills. Two staff serve as Career Counselors and both are presently undergoing training on counseling with the Chab Dai Coalition.

ALL THE PROGRAMS URBAN PROGRAMS ARE PART OF URBAN POOR COMMUNITY ORGANIZING PROJECT WITH \$60,000 BUDGET FOR 2-YEARS

GCT has implemented the following projects under the Urban Development Program:

- Urban Development Program (Environment and Career Counseling Services)
- GCT Youth Employment internship and employment related skills training
- GCT Entrepreneurship Training Project
- Consulting Services

RURAL PROGRAMS

GCT works with farmers and their households; women and children, and other stakeholders in the three villages (village officials and councilors, teachers in the school, others). We have been working in Sre Ambel District, Koh Kong Province since late 2009.

GCT facilitated field visits this year to other communities to expose the farmers to new planting techniques while cooperating with other NGOs to encourage and provide technical support to farmers to plant organic vegetables. There is a lot of potential to create a local market by coordinating and mobilizing farmers to plant more organic vegetables and form 'cooperatives'.

- Rural Development Program
- Rainwater System

Urban Development Programs

ENVIRONMENT AND CAREER COUNSELING

GCT is currently working with two villages in Phnom Penh, this urban project will work directly with women. And the main goal is also to improve women participation and to get them involve in their community issues as well as and development.

The other key thing is this project will improve the confident of the vulnerable women, children and youth in the community.

The project is aim to develop stronger relationship with the local authority to join hand in the development of their people.

GCT also facilitates business training to urban poor women and youth. GCT links the opportunities for youth or job seekers with technical training and employment placement with other entities and other organizations. GCT offers opportunities for undergraduate students to do volunteer work/internship at the office, and refers some to other NGOs that have need for certain skills. GCT also provides technical and financial assistance to nearby public schools in undertaking clean-up activities and training on youth capacity and peace-building.



GCT Youth Employment Internship and Employment Related skills

GCT offers short courses to youth or job seekers on how to effectively and actively seeking job and also provides institutions the services of training and coaching staff to work more effectively in their own jobs.

GCT partners with Parable Cambodia to provide Soft-Skills Training through Creative Art. This helps the youth to boost their self-esteem, improve their communication skills especially at workplace, leadership skills and how to behave at workplace.

“THE FOUNDATION OF EVERY STATE IS THE EDUCATION OF ITS YOUTH. - DIOGENES



GCT Entrepreneurship Training project

JAN 2015 – JUNE 2015 BUDGET 11,035.00

GCT offers entrepreneurship training to youth or entrepreneurs for 10 weeks.

This entrepreneurial training is to encourage mindset changing on how the young people look at thing. They learn how to develop business plan to start their own small business. This kind of training will help the young people generate their own income.

This way, GCT can help reduce migration to other places and countries which mostly very dangerous for the young people, because they do not understand or have information that place. GCT also provides training to urban poor women and youth on the small business training.

“
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- RUFA FERNANDO

Consulting Services

2014-2015 BUDGET \$38,560.54

GCT provides consulting services to other NGOs and organizations along the lines of project evaluation (social accountability, citizen engagement, and others), baseline research and training.

Consultancy affords GCT small income while providing technical assistance to other groups. GCT has a pool of consultants that include Filipino expatriates who assist the director in writing project proposals for bidding and executing projects based on Terms of Reference.

Rural Projects

GCT employs a 10-step Community Organizing process to improve the living conditions of farmers, their families and the covered communities.

The Community-Based Organization (CBO) serves as the vehicle for planning and implementing community development activities, including among others, training on organic farming, hygiene and sanitation, water resources development (setting-up of living wells), and others.

Backyard gardens (organic farm models) exist for a small number of families. GCT facilitated the establishment of 29 living wells in the three villages (27 in Plong alone).

Each year, GCT sponsors medical and dental missions in partnership with other organizations (This year, the project was done in partnership with Handong Global University, Calvin College, USA and the Christian Broadcasting Network, and benefited 700 families in seven villages in two communes.)

GCT employs a 10-step Community Organizing process to improve the living conditions of farmers, their families and the covered communities

GCT will start very soon the Drip Irrigation Technique to help farmers cut on farm labor costs and water usage.

Networking and coordination with sub-national level governments is being undertaken to ensure that primary health care, water, sanitation and hygiene, small infrastructure development, food security and income generation for people in its target villages in Sre Ambel are addressed



TRINITY LAW STUDENT: PART OF THEIR INTERNSHIP IS TO TRAINED GCT STAFF ON 1. PROTECTIVE LEGAL FRAMEWORK REGARDING THE CAMBODIAN LAND GRABBING CRISIS AND PROPERTY LAW. 2. SEX TRAFFICKING 3. FAIR TRADE AND FOOD SAFETY. THEY CREATED MANUAL FOR GCT'S FUTURE REFERENCE IN ASSISTING THE COMMUNITY.

Rainwater System

2014-2015 BUDGET \$38,560.54

The shortage in water has caused hardship for rural residents all over Cambodia.

The project is aimed at building an infrastructure called a Rainwater System to catch and conserve rainwater during the rainy season for students (and other children) and parents living around and nearby Dong Paeng Primary School in Dong Paeng Village, and Plong Elementary School in Plong Village, Sre Ambel District, Koh Kong Province, for them to have access to year-round potable water.

The shortage in water – drought takes place each year and especially during the last two years – has caused hardship for rural residents all over Cambodia. In the said two Villages, water is hard to come by owing to many factors, including environmental concerns.

Now, Students and their parents benefited a safe drinking water in both schools and villages.



DENTAL MISSION



"PEOPLE IN THE VILAGE WERE SO GRATEFUL FOR THE DENTAL CARE " - SOURN SEINA



The Dental Mission: One-2- One Dental team together with their volunteer from Australia provides a 4 Day Mission in December 2015. 160 people including women, men, youth and children from two villages that GCT work with benefited their free dental Services. One-2-One also teaches them how to protect and how to help them selves with good oral health practice.



Strengthening of Capacity of Church Leaders in Cambodia: Timothy Leader-ship Training (TLT)



Updates About Timothy Leadership Training

Working with international and local ministry partners, TLT equips church leaders to advance the Kingdom of God worldwide. Partners engage with TLT at three levels of interaction and support.

TLT materials are written in an inductive style using training manuals alongside the Bible. After each manual, participants create action plans to take back to their congregations.

The program can be reproduced without academic structures and has been especially effective in India. Seven training groups have been developed in Visakhapatnam through the work of Gene and Linda Klaasen, with the support of Providence Christian Reformed Church in Holland, Michigan

The Cambodia training center developed from the trainings conducted by Navy Chann and her husband Ly Chhay. They both became believers in a refugee camp in Thailand, returning to Cambodia to build up the church and reach this un-evangelized country.

Navy coordinates training in Phnom Penh, as well as nine training groups in the surrounding provinces.

Church leaders learn to be more effective through action plans, even though they have limited resources. So far, 45 Master Trainers have graduated in Cambodia.



THANK YOU!
THANKS TO
TLT PARTNERS,
ESPECCIALY
CAMBODIAN
FELLOWSHIP,
CRC - THE
NETHERLANDS,
AND MI USA
FOR THEIR
COMMITMENT
TO HELP TRAIN
MORE LOCAL
PASTORS AND
CHURCH
LEADERS.

FINACIAL
REPORT

Statement of financial position as of December 31, 2015		USD	KHR ('000)
ASSETS		7,934.46	31,801.32
Cash		75.00	300.60
Accounts Receivable		1,140.00	4,569.12
TOTAL ASSETS		9,149.46	36,671.04
LIABILITIES AND FUND BALANCE			
Liabilities		979.00	3,923.83
Staff Saving Fund		2,504.86	10,039.48
MA Fund		138.34	554.47
BPC		3,622.20	14,517.78
FUND BALANCE		1,787.21	7,163.14
Fund Balance beg.,		3,740.05	14,900.12
Current Change in Fund Balance		5,527.26	22,153.26
TOTAL LIABILITIES AND FUND BALANCE		9,149.46	36,671.04

Prepared by/Date: 20/01/2016


Rufa Fernando
Admin and Finance Manager

Approved by/Date: 20/01/2016


Navy Chhay
Director

PAST, PRESENT AND FUTURE

On behalf of the Board and staff of GCT, I sincerely appreciated all your support and partnership!

I and the staff have been working hard on growing our effectiveness in the urban city program. We have expanded its to the urban less fortunate areas where we are working with women, youth and children. GCT staff is living in the community to learn and take part in the community transformation with the local less fortunate communities. GCT works and build capacity of the local associations, including community, schools and also women and youth groups. They gained knowledge and skills to help themselves and their communities.

The community transformation starts from inner peace, especially emotionally healthy community and provided opportunity to grow their knowledge, see positive in attitude and relationship and take action in their communities and do outside networks. These are signs of changed or transformation in individual members and the community itself. GCT is working along with these groups these changes or transformation taking place.

Along with our donors Mission Alliance from Norway, and other supporters, we are thriving toward quality program which strengthens these community groups."

Thanks,
Navy

SUPPORT

The TLT Coordination Team plans to hold 2 Master Trainer trainings in Phnom Penh in 2016, but we do not have the budget for the training. We would like to seek your prayer and financial support for new batches of Master Training. We need more active Master Trainers and need more follow up and coaching for the past and current trainees.

With the support of World Mission and other partners, TLT continues to expand its training and impact. Through its Master Trainers and the partnership with World Renew's partner, Christian Learning Circle for Development Association (CLCDA), TLT is being used as the tool for training pastors and church leaders. CLCDA has more than 30 members working across Cambodia.





THANK YOU!

www.gctcambodia.org