



2017 Annual Report

*Changing Mindsets Towards Sustainable Development
in Urban and Rural Areas in Cambodia*

gctcambodia.org



**GENESIS COMMUNITY
TRANSFORMATION**

Letter from Navy Chann

I am delighted to share with you our last year's progress. We appreciated the passion and commitment of our staff and Board Members. We have created good partnerships locally and internationally in the past years. Since GCT's inception in 2009, we have served both urban and rural communities. We have worked with thousands of families and community members.

GCT's progress has been made possible through our partners who have given both financial and technical support. Those that have contributed are our donors in the recent years, including Mission Alliance from Norway, CARE International, churches and individual friends and families from the USA and Canada.

We are expanding, and we are seeking partnerships through proposal calls and other direct contacts. We believe that we need to work together to grow together to impact the greater community.

We have seen changes in women, youth and children. We have seen improved family values contribute to safer homes and communities. We are thankful for the partnerships with groups, such as FootballLife, Academy of Careers and Technology (ACT), PHIBIOUS Group, a Marketing Company and local schools and local governments. As well as some International Schools such as Handong Global University in South Korea and Calvin College in the USA.

GCT continues to build partnerships and networks churches and organizations such Chab Dai, Christian Learning Circle for Development Association (CLCDA), Cooperation Committee for Cambodia (CCC) and Evangelical Fellowship of Cambodia (EFC). These partnerships and networks allow opportunities to develop and improve local assets and enhance family and community's sustainability process.

GCT works with local businesses and investors to build women's knowledge in business and improve their small businesses, this, we believe, will ultimately enhance our many family's livelihoods.

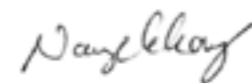
GCT also invites young people to put their study and experiences to practical use through internships for both local and international students. We try to lead by example. Our office is based *in the community* to be more effective in doing community work.

GCT also raises awareness on children's rights and the negative impacts of unmanaged garbage that affect their school and home. Thank you to the Chak Angre Phum 3 Primary School and the Hun Sen Chak Angre Krom Secondary School. They have cooperated well with GCT to keep their schools clean and educated their children on the impacts of a poor environment.

GCT's vision and mission are to keep our community growing and vibrant with higher capacity and able to mobilize each other resources to help resolve their problems. We believe in young people and continue to invest in them for a long-term sustainable development that makes lasting change in their families and communities' lives.

This coming year, we are excited to have our full board committed. We welcome Miss Lenly Gula as a new Board Member. She will bring organization and program experiences. We continue to thank our Board Members, Pastor Uon Seila (Board Chair), Rev. Heng Cheng, Mrs. Samoeun Intal, and Mr. Chat Sophiep. We also thank our former members, such as Mr. Va Savoeun, Mr. Sim Sambath, and Pastor Inpa.

Thank you to the many supporters in the past years.



Navy Chann-Chhay
GCT Executive Director



My vision is to see people in communities being transformed so *they* can bring a lasting development to the Cambodian society.

We Have Experience in Community Development

GCT aims to establish and prepare interest groups to form community-based organizations. They function and support their community development activities.

In 2017, GCT successfully built the capacity of multiple interest groups in Community Organizing. Now we reflect on the experience and how the groups can better monitor their capacity and progress.

GCT facilitated the community by answering issues raised by the community themselves. Some issues are sensitive, but GCT will continue to learn and facilitate this process with leaders and local stakeholders where possible.

We see impact through these interest groups organizing and activities, and we continue to develop community organizing with like-minded organizations, in the urban Phnom Penh and rural areas in Cambodia.



Transformation

Individuals, institutions and communities are being transformed to empower themselves and others to achieve lasting development in the Cambodian society.

GCT defines lasting development as the gradual and sustainable attainment of individual needs as indicated in Maslow's "Ladder of Human Needs." To empower communities by building their capacity and effectively respond to community problems, needs, and priorities. We develop a capacity building program for women towards self-awareness in improving their well-being and that of their families, and especially of their children. In 2017 we developed training and offered mentoring for youth by building their individual and collective capacity to help themselves and others.



Economic Empowerment of Women Through Small Business

Mrs. Keo Sokheun

Mrs. Keo Sokheun is a 52-year old divorced woman with 2 sons; a 24 and 28-year-old, as well as a grandson. She is a food vendor from Tuol Roka 1 village. She is a member of GCT's Women's Group, where women are encouraged and trained in business and leadership skills. The GCT staff directly responsible for Mrs. Sokheun's case is Field Officer Mrs. Ouk Sreymom.

Mrs. Sreymom regularly visits Mrs. Sokheun to understand her problems and encourage her to work hard to take care of herself and her family.

Mrs. Sokheun's was taken advantaged of by her ex-husband; looked down upon by her village members and relatives; and disrespected by her sons. Much of the conflicts come from her relatives. >>>

Doubling Down

GCT commits to a sustainable course of action - alleviateing poverty among poor households in rural and urban communities. Working with local communities to meet their immediate and long-term needs has been further developed in 2017. We will continue to work with women, youth and children to develop their capacity and utilize resources towards responding to those needs.

In 2017 we have piloted various programs in the community. As a result we will expand to two more communities in 2018. GCT has worked with 4 groups in 2017. In these poor urban communities, CBO/sector group leaders (youth and women) are targeted for training and capacity building to help strengthen their organizations.

GCT hopes to train at least 75 CBOs/Community leaders including young people, and raise awareness on cross-cutting issues to at least 1000 community people/students in 2018. We will facilitate 75 children and youth who need support and women who are directly involved.

GCT's experience in training and capacity building, especially among the youth sector or the 'Community Organizing (CO) approach' has been very succesful.

The project meets the need of the target communities becoming more organized and solving community problems through management and technical training services.

By using the rights-based approach in Community Organizing (CO) model, the target urban poor communities can access services meeting they're basic economic and social needs.

The aim for the project is to continue the Community Organizing process which has started in two villages in the next year and we have hopes to expand to two more villages soon.

The CO process was to start giving the community an understanding about local issues and organized groups to receive some training. These pieces of training have confirmed the needs of the community survey which was done by the GCT team. The aim for year 2 of the project is to continue the Community Organizing process which has started in two villages in the next year and hopes to expand two more villages in the 2nd and 3rd of this proposal. The CO process was to start the understanding the local issues and organized groups to receive training. These programs confirmed the needs for the community survey.



Mrs. Keo Sokheun has begun to increase her daily income.

GCT's team is helping her further manage and understand her finances and how to develop her business.

Empowering Change in Extraordinary Times

>>> Through a series of business training and continual support and encouragement from GCT's Women's Group, Mrs. Sokheun gradually regained her confidence. She also had the ambition to improve her small food vending business. After GCT asked Mrs. Sokheun precisely what she wanted for her new company, GCT helped her write a simple business plan and facilitated her loan process with Partner Pioneer Cambodia (PPC) to get the necessary loan to renovate Mrs. Sokheun's small food business.

This past April, Mrs. Sokheun used her savings, plus the USD 1000 loan granted, to expand her business from only a tiny table to now a new solid metal roof and concrete. Her food shop is right next to the village walkway, so villagers would regularly pass by.

She is thankful and hopeful for the success of her newly improved shop. She believes that her food will sell well because they will be clean and healthy.

From the support of GCT, the village members, especially Mrs. Sokheun's relatives have resolved their disputes regarding the shop renovation. Many have also begun to think positively about Mrs. Sokheun and her ideas. She is not afraid to speak her mind, even if it involves her relatives.

Mrs. Keo Sokheun has begun to increase her daily income. GCT's team is helping her further manage and understand her finances and how to develop her business.



Women's Groups

There are three Women's Groups set up in 2017. The groups are thought in Life and Leadership and financial (budgeting) skills. The women said they had learned a lot from the various training GCT has provided. They appreciate the support and request for continual assistance.

The women are now more confident and open to help each other with resolving issues in the group, with the support of GCT. The groups are through life skills and know themselves better and are able to control their feelings and emotions in difficult and stressful situations. They are calmer and think first before they act. They are less angry and are able to put themselves in other people's shoes to understand the other's feelings as well. They also learned to forgive and avoid conflict through the training.

The women said they love getting involved in the Women's Group because they have made close friends to discuss with and get advice from when they have problems.

Overall, the women are happier now than they were a year ago because they have built trust and friendship with each other. Their community is more open and friendly.

Many women are happily participating in Savings Group because it teaches them how to save, builds more trust and support between them and it can help them when they have financial problems because their interest rate is low (3%). They said their goal is to expand their Savings Group, to include people outside their Women's Group to help other people in their community.

Women have also requested to learn about animal raising, farming, cultivating mushrooms, the environment and also learning the English language. These new requests will be taken into account for the 2018 activity planning.



Entrepreneurship

Various women groups have learned business concepts and planning. They liked learning about how to do business and have requested to continue to learn more because they would like to start their own business in the future. Many have said they do not want to work in the garment factory.

Some women with existing companies said they were able to improve their business with the help of GCT's support. They learned about writing a business plan, customer services, and differentiation or USP's.

They were able to gain new customers, keep old customers and differentiate their products if necessary. Some existing businesses were also provided a loan from a partner loan organization called MicroFund, where GCT helped facilitate business processes.

A good example is Mrs. Sokkeun. She built a cleaner, stronger and larger food station with a roof to attract more customers. She now earns more and is happier because she has more customers since her renovation.

Rural Development Program

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 training in 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 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.



Youth Club

There is an active Youth Club in Tuol Roka 1 (GCT's office) with youth coming from all 4 villages learning life and leadership skills, awareness of issues, English, and playing volleyball. There is a total of 55 teenagers active in the Youth Club.

GCT's office is an ideal place for the youth to gather and learn. The facilities make it easier and more effective to teach the kids to interact with one another without unnecessary distractions in the community.

Weekly English Classes have been established and are a core interested of the group. They are very keen to learn more English, and the participation has steadily increased, including youth from all four villages. From this year's experience, English class is an effective means to bring the children together. In addition to learning English, they have gained new friends and confidence in their daily interactions.

Every Friday, the youth gathers to do fun activities, such as exploring the city, dancing and playing volleyball. They learn about the environment and take part in community cleanup activities. Youth in Prektalong 3 have started to become more active in 2017 as space has been identified to conduct life skills and leadership training. *The main issue now is finding a standard time to attend regular training.*

Positive Communication

Many of the youths remembered the lessons on Positive Communication. They said they have implemented it in their own lives. They are now more calm and understanding when they talk to other people. They said they think first before reacting.

In 2017 the youth have become more active in their villages and willing to help teachers to gain experience and confidence. There are four youth volunteers, teachings children Khmer.

GCT also has a sports club, teaching football, life values, and providing personal counseling with the help of football life coaches. The youth also receive short weekly Life Skills and leadership lessons, as well as environmental topics conducted by GCT and FootballLife.

There has been a dramatic improvement in attitudes and behaviors. Before they joined FootballLife, most of the youth wasted their time playing games, aimlessly mingling around the community and some also did drugs. Because of the harmful activities they previously did, their attitudes and behaviors were also very aggressive, rude, and reluctant to listen, hard to focus and did not respect or forgive each other. After a year, the youth have gained good values. They are calmer, respectful, forgiving, encourage others and think of others.



Children's Club

There are many children interested in participating in GCT children activities. Many are available after school hours, and a total number of 118 children are enrolling in the Children's Clubs.

Some of the children also take part in FootballLife. Similar to the results from the youth involved in FootballLife, the children also have improved in their attitudes and behaviors, as well as gained good values.

Khmer language classes are conducted four times a week, Tuesdays to Fridays. *The children said they loved to join the Children's Club because it is fun and a safe place to play and learn.* Some English and math tutoring is also provided.

All the classes are taught by the youth volunteering at the Youth Club.

The children enjoy going to the Library in Tuol Roka 1 (GCT Office). They like playing and reading. The mobile library at the moment is small and done once a week to the 3 other villages. The problem is GCT staff currently cannot carry many books and materials to the communities, so the children have limited access to the library.

At the end of 2017, GCT has started building a right size mobile library to carry the necessary books and materials to each village. It will be completed in February 2018!

Rights Deficiencies

The rights of children have a limited understanding among parents and educational and political stakeholders. Some children have not received a proper education because of factors such as poverty. The parents have to get the children to help pick up recycle materials to sell. And the drop out children is not followed by the educational and local authorities to encourage the children to go to school.

Women have a limited understanding of their rights in the family and in the social and market environment. They are being abused and limited encouraged to go for learning and take new initiatives for the families.

Partner Spotlight



Mission Alliance has helped to continue the Community Organizing process which has started in 2016. The project was started to get a better understanding of the local issues and organized groups, to receive better training. Research, done by GCT in 2016, confirmed indebt community needs.

GCT, in partnership with Mission Alliance, has continued to provide training to the local leaders on the Community Development principles. The CO process has 10-12 stages where the community groups namely the Community Based Organizations (CBOs)/local groups were trained to lead their community projects to address their local issues. The local CBOs/group leaders are trained in the concept of the CO process and implement emerging issues identified by the community.

The goal of the first year was to take the community through at least 1-5 stages of the CO process. These early 1-5 stages prepared the community to understand their own issues, build trust among the community members, mobilizes the volunteers and participation of youth/children and women to contribute in their community causes.

This year, GCT hopes to facilitate the community at least to select their core groups and build their capacity to organize the CBOs in the following year. The project uses the CO process to encourage taking active roles in improving skills in livelihood development and especially their children and their future education.

Increased Social Engagement and Confidence of Young Men through Welding course

6 months Welding Course

The 6 months Welding Course is intended to reach non-skilled and non-active young men in the community. These youth are not helping their families and are not willing to learn anything. Some of them are involved in drugs and other unhealthy activities. Also, some of them have a family to care for, but take very little responsibility for them.

The Welding Course ended in April. The young men that completed the course gained some technical skills, but also soft skills and self-reflection, and now they are more responsible and confident. They help more around the house and are more accountable for their families.

This year, with GCT's supervision, 5 young men helped renovate Mrs. Sokheun's food shop; building the roof and also paving the cement ground. Both of Mrs. Sokheun's sons, Touch Kanna (24) and Touch David (28) also participated in helping renovate their mother's food shop. The other three young men that helped with the renovation were fellow villagers, Sam Veasna (37), Doung Kungkea (32) and Chan Na (30). All of them do not have stable jobs. Their work is seasonal. To compensate for their time and efforts, GCT gave each of the men \$5 per day for their work.

With the facilitation of GCT, the men helped Mrs. Sokheun with the design of her new shop (especially the roof) and helped manage the disputes between her surrounding relatives regarding land rights and decision-making.

The men helped Mrs. Sokheun with the design of her new shop. They also helped manage the disputes between her surrounding relatives regarding land rights and decision-making.



Services

Consulting Services

GCT actively 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 expatriates who assist the director in writing project proposals for bidding and executing projects.

Entrepreneurship Training project

GCT offers short courses to job seekers about how to effectively and actively seek jobs. We also provide institutions services of training and coaching staff.

Business Training

GCT offers entrepreneurship training to youth or entrepreneurs for 10 weeks. This entrepreneurial training to encourage mindset changing on how the young people look at the business. They learn how to develop a business plan to start their own small business. This kind of training will help the young people generate their personal income. GCT also provides business training to urban poor women.

Communities

Genesis Community of Transformation is a not for profit organization based in Phnom Penh but with community outreach in Sre Ambel and Koh Kong Provinces.

To Empower Urban and Rural Communities, by building their Capacity to respond to community problems, needs, and priorities effectively.

Career Counseling

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.

Statement of Financial Position

	<u>2017</u>
	<u>US DOLLARS</u>
ASSETS	
Cash	12.904
Account Receivable	-
Prepaid Assets - Office Rental Deposit	<u>400</u>
TOTAL ASSETS	<u>13.304</u>
LIABILITIES AND FUND BALANCE	
LIABILITIES	
Staff Saving Fund	2.615
Accrued Expenses	<u>2.198</u>
	<u>4.814</u>
FUND BALANCE	
Restricted Fund - MA	1.125
Restricted Fund - BPC	138
Restricted Fund - CARE	19
Restricted Fund - GEAP	444
Fund Balance beg.,	3.717
Current Change in Fund Balance	<u>3.046</u>
	<u>8.490</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>13.304</u>

Rural Programs

GCT facilitates field visits to 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 potentials to create local markets by coordinating and mobilizing farmers to plant more organic vegetables and form 'cooperatives.'

Entrepreneurship

GCT facilitates business training to urban poor women and youth. GCT links opportunities for youth or job seekers with technical training and employment placement with other entities and other organizations. We also provide technical and financial assistance to public schools in undertaking clean-up activities and training on youth capacity and peace-building.



Genesis Community of Transformation

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