

# Genesis Community of Transformation's Organizational and Financial Report

[www.gctcambodia.org](http://www.gctcambodia.org)

# 2013

and first half of

# 2014



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# Table of contents

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## Part One GCT Overview

---

- 3 Message from the Chairman
- 4 General Introduction to this report
- 6 Introduction Management
- 7 Introduction Staff

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## Part Three Administration and Management

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- 16 Updates about the Timothy Leadership Training
- 18 Strategic Planning
- 18 Retail Facilities, MekDev, Staff Training
- 19 Visitors from Abroad
- 20 Financial Statement 2013

---

## Part Two Report of Programs

---

- 8 Green Eco-Preneurship Accelerated Program (GEAP)
- 10 Rural Development
- 12 Urban Counseling
- 14 Medical and Dental Clinic
- 15 Timothy Leadership Training

---

## Partners and Supporters

---

- 21 Challenges, Perspectives, Solutions
- 22 Interns, Volunteers and Technical Assistants
- 23 Word of Thanks



## Chairman's Message

Dear Friends and Supporters of GCT,

GCT is well-positioned to continue as one of the organizations that provide skills training to equip young people with soft and hard skills for a successful employment and entrepreneurship.

The work of GCT supports the regional and national strategy for the skills transfer across countries in Asia by year 2015.



This year, we took a significant step to build up our counseling and training unit to support the demand from the employers for better and effective employees.

GCT strategy focuses on transforming communities through partnership with the local churches and other like-minded organizations or institutions in technical and spiritual trainings and follow up support. Beside the urban program, career counseling and employment training program, GCT has worked on our rural program, strengthened the rural communities and partners, designed more local based and low cost programs, using 'Community Organizing Processing' to access local resources and facilitate the community to find creative solutions to solve problems on their own.

To support this effort in the coming year, GCT Board and staff have under-gone a long term strategic plan process where we have focused our program to three major areas, 1) build sustainable livelihood community development, 2) building equip young people in employment and entrepreneurship 3) building professional skills in leadership and management and offering services to partners.

With our committed and trained staff and professional and technical advisers on board, we look forward to offer professional training and services to our partners and other interested groups.

My thanks to our Director for her enthusiastic energy to continue leading our staff and teams of technical advisers and volunteers to a more success work these coming years.

Finally, I extend my my sincere thanks to my follow Board of Directors for their long term commitment to serve the cause that GCT is trying to reach.

Sincerely Yours,

Uon Seila

# 01 REPORTING 2013 AND FIRST HALF OF '14

The Genesis Community of Transformation is a non-profit organization based in Phnom Penh but with a community outreach in Sre Ambel and Koh Kong Provinces, to empower urban and rural communities, by building their capacity to effectively respond to community problems, needs and priorities.



## Transforming People and Communities and Cambodian society.

Dear friends of Genesis Community of Transformation,

Welcome to GCT. I am happy to present our Annual Report for 2013 and first half of 2014. On behalf of Board and staff, we would like to express our sincere appreciation for your ongoing prayer and financial support to our ministry in



Cambodia over the past years. GCT is situated in both critical and exiting times to, with the support of its Board of Directors, trained staff and volunteers, carry out its strategic plan which focuses on long-term program impact in the communities. I thank all our technical advisors who gave their valuable time and advices to GCT and its staff. GCT also strengthened existing and new communities by local churches and other like-minded organizations.





## and bringing lasting development to

I believe by partnering with others the impact is much more greater.

GCT- training and coaching program designed to help our trainees to practically gain technical, spiritual and social skills to equip them be ready for employment and other professional jobs is a great outcome. Last but not least; we appreciate your continuous prayer and support and we look forward to work in partnership with you and your institutions to make a real differences, transforming lives of young people which are the future of Cambodia.

Navy Chhan - Chhay Director of GCT

”



## Navy Chann-Chhay

### *Director*

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.



## Kunthea Hem

### *General Admin & Finance Manager*

A fresh accounting bachelorate and committed from the start of GCT's endeavours. She now focuses on using Quikbook as main financial system. She also does a great job in coatching the next GCT generation.



## Sarath Lek

### *Project Officer Rural Programs*

Whether it is coordinating conflict resolutions, research or implementing a agricultural project, Sarath loves facilitating projects in the community.



## Vanry Oung

### *System Support Officer*

Youngest member of the team Vanry is a great addition. Mainly working on the communicative side she likes to learn and contribute creative ideas.



## David Intal

### *Bussiness Training Program Support*

Great demand from stateholders fuals David to deliver even better results. Working his way through stressfull sytuations and always on the hunt to improve his Khmer. David blends well earning his respect among Honkong, South Korean and Cambodian nationals involved with the training.

*At the moment, GCT has ten staffs. In 2013, GCT hired the services of David Intal to oversee preparations for the GEAP. An assistant was also hired to provide necessary back-up for him.*





**Somphors Rith**  
*General Office Assistant*

Somphors works frontline and understands the in's and out's of GCT very well. Always ready to assist in small or bigger size jobs she is a humble help and support.



**Rachna, Chhom**  
*Project Officer Urban Programs*

There are reasons Rachna studied sociology and now uses her understanding of the context people are living in to improve their skills through career counseling.



**Sreynea Chan**  
*Finance Assistant & Cashier*

Sreynea graduated with a major in finance and works for GCT for a year. Aligning financial resources is what she is passionate about. Sreynea is a people person and so makes the admin job socialble.



**Boray Pov**  
*Project Coordinator*

Boray, an 'oldtimer' but a well maintained one. He likes to get his hands 'dirty' and still learns on the job although in a leading position.



**Nyzana Roat**  
*Project Officer*

Serving, as a way to change people for the better is Zana's motto. Zana is a great teamplayer and brave enough to take up her sling, facing her 'Goliaths.'



**Pov Som Srey**  
*Facility Caregiver*

Pov, dedicated and always there to assist the staff. A mother to the team and her child. and source of lifeliness in the dullness of office labor.



# Report of programs

"Trainees felt happy to 'taste' the entrepreneurial 'spirit' with us".

## Green Eco-Preneurship Accelerated Program (GEAP)

GCT hosted for the second time a business program catering to the youth sponsored by Handong Global University, the first one being conducted in 2010. The current program is called Green Eco-Preneurship Accelerated Program (GEAP) 2013 in Cambodia. The program was conducted for 10 weeks from 26 August to 09 November 2013.

Approximately 50 people participated in the course. Another NGO co-hosted the program with GCT, namely Small World Cambodia (SWC). GEAP was sponsored by ASEM SMEs Eco-Innovation Center (ASEIC) of Korea, in cooperation with HGU-GET (Global Entrepreneurship Training), with technical assistance provided by SWC and GCT.

The objective of the project is to help establish a basis for the creation of small businesses and social enterprises by encouraging young businessmen and women to have an entrepreneurial mindset. GEAP is part of what Handong Global University calls Appropriate Technology Project for Cambodian citizens, Cambodia being a member-country of Asia-Europe Meeting Small and Medium-Sized Enterprises (ASEM SMEs).

Trainees came from 20 universities and institutions in Cambodia, including Pannasastra University of Cambodia (PUC); Royal University of Law and Economics (RULE); Royal University of Agriculture (RUA); and National University of Management (NUM).

After the 10 weeks of training, trainees felt happy that they could taste the entrepreneurial spirit and had learned the skills necessary to become an entrepreneur. It was especially good that they had a chance to form networks with other students for the future. Many believed that they could apply what they learned from their teachers for them to be able to start a new business by their own or with others.





## Completion of Cambodia Entrepreneurs Today (CET) Training

A business training program and business plan competition called the Cambodia Entrepreneur Today was facilitated by GCT. The CET program was designed to build up the capacity of young entrepreneurs from Cambodia to become “beacon of light” to the country as well as to gain integrity and self-confidence. CET was sponsored by Kairos from Hong Kong, with cooperation from Kredit Cambodia.

There were a total of 119 participants from 38 universities and institutions in Phnom Penh such as the National University of Management and the Royal University of Law and Economics.

The CET provided inputs on how to become business persons following the Christian way. The purpose of the business plan competition is to train teams on business planning and to have a chance to have either initial or additional funding to run their respective businesses.

After the initial training conducted on 15-18 March, the training continued until the end of May to provide more in-depth training on business planning and to allow participants to have ample time to write their business plan.

Grace River Boutique Hotel

T-Shirt

Vocational Training in Business and Development

Mushroom

Old Folk Center

Waterpark

In & Out Tours

Vocational Training

VIP Cleaning

Green Pasture Inn.

On 17 May all these teams presented their plan to their respective mentors in order to get feedback. They were given the chance to make a final presentation on 24 May to potential investors. Of these, six will be selected, of which three would get awards with cash prize.

All the 10 teams received a certificate of appreciation.

As one of the participants say: “On behalf of all Cambodian students, we are happy to have had GEAP in Cambodia, as GEAP is really helpful for people living in a developing country to learn about entrepreneurship. We strongly hope that there will be another such event in the future or GEAP III will be held in Cambodia next time.”



**We thank-  
our partners and  
donors, Kairos - from Hong  
Kong, our partner and funder, and  
Kredit Phnom Penh and the Micro  
Credit institution which was very  
supportive to build up opportuni-  
ties for the low income fami-  
lies and young people.**

# Rural Development Program

## INSTALLATION OF RAIN-WATER TANK

The Rainwater

Tank Project is envisaged to provide safe drinking water to pupils of Plong Primary School and their families for about three months after the end of the Cambodian rainy season (around November or December). The project is deemed to address potable water shortage in about 130 households in the vicinity of the school as water becomes scarce during the summer months. Likewise, the project is deemed to address health concerns, especially water-borne diseases, among children and women. The project is managed by a Rainwater System Management Committee consisting of key stakeholders in village.

Construction of the rainwater system took all of 13 days from 19 June to 1 Jul On 28 October 2013, GCT formally inaugurated the opening of the water tank it started to build way back in July. The ceremony was held at Plong Primary School, Plong Village, Sre Ambel District, Koh Kong Province. The project generally received a positive feedback from the villagers at Plong. The students at Plong Primary School have been receiving lectures on hygiene and sanitation and how to take care of their health during opening water tank ceremony.



Plong Primary School students, their parents and the villagers would like to thank Bridgewater State University in Massachusetts, USA, and Pannasastra University for supporting the building of the facility and training of the students in safe water, hygiene and sanitation practices.

The project had just recently been completed and both PUC and Bridge Water University are very happy to know that the water tank is now in use. Thanks are in order for BWU and in particular to the school's president Dr. Dana Fariah for funding this project.



## DRIP IRRIGATION TECHNIQUE

GCT helped set up a drip irrigation system at Chroy Village to make sure that a group of farmers have enough water to use for their backyard gardens. Eventually, the purpose of this project is to increase agricultural production, thereby

## INCREASING FAMILY INCOME.

Mr. Chea Somnang's and Mr. Ngearn Chern's families are now benefiting from this drip irrigation technique which allows the use of water at a limited amount but would otherwise be enough to irrigate a farm or garden.

## COMMUNITY-BASED ORGANIZATION

GCT's Community-Based Organization worked in three villages in 2013. These are: Chroy Village, Plong Village, Bounng Preav Village. There are a total of 19 members covering the three villages, broken down as follows: Plong village: 7; Chroy Village: 5 (core group); and Chroy Village: 7.

There has been difficulty in calling a meeting for the whole CBO as the members are always busy with farming. What the project officer did was to talk to the members individually to discuss with them problems in the community and to propose solutions to address these problems

## "THERE IS A NEED TO CONTINUE TALKING TOGETHER"

## NETWORKING AND CO-OPERATION WITH OTHER ORGANIZATIONS IN SRE AMBEL

GCT networked with seven organizations in Koh Kong Province to facilitate its rural development work. These are: Morodok, Mlup Promviheathor Center (MPC), Head, Care, Chada, Tabitha and Wildlife Alliance. They met once in 2013 to connect GCT's work with theirs since they are working in the same area. There is a need to continue talking with each other in order to find common areas of interest and to be able to map out courses of action to be undertaken to resolve community concerns and problems.

## CONSTRUCTION OF A SECOND WATER TANK IN SARAY VILLAGE

GCT constructed the second water tank in Sre Ambel, Koh Kong Province.

The Bridgewater State University in Massachusetts, USA, provided another grant to construct the facility which is located in Phnom Sralaw Primary School, Chroy Svay Commune, Sre Ambel District, Koh Kong Province.

The water tank which can contain up to 14 cu. m. of water, is envisaged to provide safe drinking water to pupils of Srorloave Primary School (356) and their families.

The project is already complete. Construction of the rainwater system took all of 15 days from 15 March to 30 March.

A unit is also constructed where the pupils can wash their hands; and the last facility is for safe drinking water.

On 26 to 27 March 2014, five students from the Pannasastra University of Cambodia (PUC) visited the Phnom Sralaw Primary School to learn about the construction of reservoir at the village.

More than 56 students from Kindergarten to Grade 6 stand to benefit from the water tank with a capacity of 14 cubic meters.

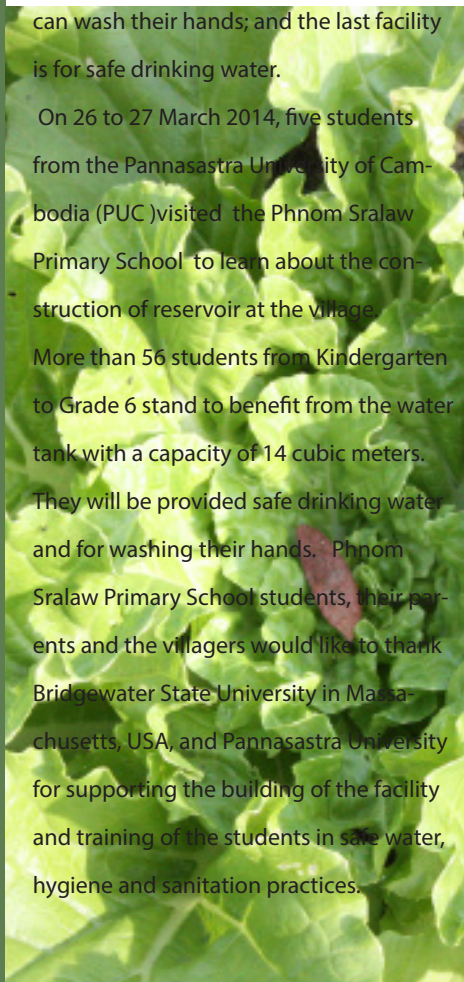
They will be provided safe drinking water and for washing their hands. Phnom Sralaw Primary School students, their parents and the villagers would like to thank Bridgewater State University in Massachusetts, USA, and Pannasastra University for supporting the building of the facility and training of the students in safe water, hygiene and sanitation practices.

# RDP

With good profit  
ability we can vest  
for the future

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 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.





“a manifold of project outcomes were solid and in line with the objectives, despite particularly difficult environments.”



## GCT Urban Counseling

GCT started Career Counseling Program in 2012 which provided guidance to young people, mostly university students, in their quest to find a suitable employment.

In 2013, GCT developed the Employment Training Modules which are part of the overall Counseling Program. The Employment Training consists of three modules that are aimed to give young people the soft skills required in looking for a job as well as identifying pos-

sible placement and referral services and tips on how to avail such services.

GCT developed partnership within the urban program of World Vision in the Boeung Tompun Meanchey Area. As part of the initial agreement with the organization, GCT will provide employment skills training to young people including high school and university students.

This training will have three different aspects, namely: 1) employable skills; b) cover letter and resume development; and c) job search and interviewing skills



### ELEMENT

The achievements are the result of the work of the GCT employees, who each day apply their talents to make programs run well. I want to take this opportunity to say thank you to each of them. - Navy Chann

## Urban Development Program & Environment and Career Counseling Services.

In Phnom

Penh, 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. GCT also provides technical and financial assistance to nearby public schools in undertaking clean-up activities and training on youth capacity and peace-building.

3) Consulting Services. 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. GCT also provides career counseling and guidance to young people, mostly university students, in their quest to find a suitable employment.



# Logos Hope



## Medical and Dental Clinic

GCT twice facilitated the conduct of dental and general health clinic in Sre Ambel District, Koh Kong Province in 2013 (one in January and one in February). GCT partnered with Logos Hope Ship and the medical team from the Christian Broadcasting Network (CBN) and Cooperation Service International (CSI) to conduct the said clinic.

The purpose of this program was to help poor people reduce their expenses on sickness treatment and to share the Gospel to those villagers. The CBN clinic provided free treatment to over 2,000 poor people. Out of this number, around 500 people became interested to hear the Good News. Meanwhile, the CSI clinic reached more than 766 poor people from 22 villages and six communes. Around 84 people became interested to listen to the Gospel.

GCT has helped facilitate the relationship between Timothy Leadership Training (TLT), Allianz Mission (AM), local authorities and the four local churches (Great Harvest Church, Rolling Baptist Church, Sala Mneang House Church and Presbyterian Church) in Sre Ambel and the persons involved took an active participation in both clinic activities. The Christian Reformed World Mission (CRWM) supported GCT spiritual retreat in Kampong Som after the big medical clinic sponsored by CBN. Pastor Gil Suh from CRWM donated some money for this activity.





"TLT TRAINED 41 MASTER TRAINERS WHO CAN PROVIDE TRAINING AND COACHING TO MANY OTHER LOCAL CHURCHES."

"CHURCHES CAN FACILITATE THE LOCAL DEVELOPMENT WITH LESS RESOURCES."



## Strengthening of Capacity of Church Leaders in Cambodia: Timothy Leadership Training (TLT)

GCT has been working closely with TLT program to support the capacity building of local church pastors and leaders. This is in effort of building the synergy between the development and church development, community transformation in the area. GCT also works with different networks and Christian Alliances. And TLT is one of the tools can enhance the capacity of the church to work more closely with the development agencies. TLT works in partnership with Christian Reformed World Mission (CRWM) in training and coaching to local pastors and leaders to apply what they learn. Timothy Leadership Training (TLT) finished one round of training (up to Track 3) in 2013. Each track is conducted from three to five days. Note that TLT provides training every six months. TLT offers three tracks to participants before they become master trainers who can then organize the same training for their own members or other groups. There were about 20 participants in each of the track. During the training, they drafted action plans to be able to implement what they learned from each Track. TLT coordinators did follow-up by facilitating the sharing and reflection session when the participants arrived for the next track/session. The TLT coordinators likewise provided follow-ups and coaching support to the master trainers for them to be able to implement their action plan in their respective churches and institutions spread over 6 provinces across Cambodia.



**Ly Chhay**

*TLT National Coordinator*

With farmers blood running through his veins Ly enjoys spending time country side most. Ly is a respected leader among the community, he pulls the 'TLT car' with great passion.

# Updates About the Timothy Leadership Training

Timothy Leadership Training (TLT) has continued its activities this first four months of 2014. The activities are supported by the Coordination Team facilitated by the coordinators, Ly and Navy Chhay.

TLT trained the four churches in Sre Ambel District, Koh Kong Province. This province is not exactly open to new ideas or people, especially Christianity. TLT and the local church have been an important part of GCT invention, partnership for the Gospel Ministries, strengthening the church for its biblical calling for their church and also how they can reach out to the community. It is important for TLT to work together with GCT, because GCT is already accepted by the community and the authority. GCT is an NGO, not the church planter. However, we have the same mandate to see people's lives change and make sure that they are saved.

In some areas where TLT is working, it needs more opportunities for the development work to go hand in hand with the church to show the love and unity of the Christ for everyone. There has been some negative views on Christianity and because GCT and TLT have been able to work together, the community has welcomed us. TLT and GCT have been showing this Christian value in many joint activities in Sre Ambel. A number of medical clinics have been jointly implemented by the local churches and GCT in the Sre Ambel area. Many people who live in the district were served and they are pleased that they are able to get free medical and dental treatment. Another clinic will take place this coming August 2014. The Gospel is being shared in the area each time that Christian medical clinic is implemented.



## THANK YOU!

Thanks to TLT Partners, especially Cambodian Fellowship, CRC - The Netherlands, and MI USA for their commitment to help train more local pastors and church leaders.

# 03

## ADMINISTRATION AND MANAGEMENT

### Rental Facilities

On January, 2013 GCT set up the training room and guest rooms as rental facilities. GCT is available to provide catering for different groups who would wish to rent the facility for workshop and meetings.

Between April to November, a number of guests from different organizations already availed of the training room.

### MekDev

In July 2013, GCT helped set up an office called the Mekong Research and Training Institute for Sustainable Development (MekDev) as part of its Three-Year Strategic Plan. MekDev aims to become a center for professional training for development and research in Cambodia and neighboring countries.

MekDev has a pool of qualified consultants and staff trainers for both foreigners and nationals. The consultants and staff trainers have many years of experiences and expert in the following training: survey/research, planning, project management, M&E, community development, organizational development, peace building or conflict transformation, career counseling, employment and entrepreneurship and other areas as requested.

MekDev develops its own training handbook and curricula: NGO development and management; Results- Based Management (RBM); and other short-term or long-term courses.

Toto Ticao Jr. helped set up the MekDev Training Institute. He was instrumental in drafting five handbooks that are ready to use for training in specific areas.

### Staff Training

Mr. Borey attended a training sponsored by the Cooperation Committee for Cambodia (CCC) on 4-6 September 2013. The topic is about Governance Professionalism Accountability (GPA).

Chhom Rachna and Lek Sarath took part in a two-part training with the Peace Bridge Organization (PBO). The first part was conducted between January and May 2013, the topic being about steps on the way to peace. The second part was conducted between July and November 2013. Topics included conflict resolution and transformative training. Both staffs have learned how to manage themselves as they relate with people in the workplace and in the communities. They are now able to handle stress at the workplace and contribute to the development of GCT as an organization.

Miss Sreynea Chan attended a training on financial accountability and sustainability held at the Bai Tong Restaurant, Phnom Penh, on 30-31 October. The training was sponsored by Chab Dai. Topics discussed included roles of key staff in financial matters, roles of finance staff and senior managers, and basics of accounting.



## STARTING MAZE:

We will focus on making the mission, vision and target areas

## SWOT:

"The SWOT analyses gave us a great insight in to the organisation. We better know our weak points and strengths now"



# Strategy and Planning

GCT conducted a two-day strategic planning from 14 to 15 May at the GCT Training Room in order to develop a plan that will serve as a blueprint for making requisite changes to the organization's financial, human, technical and structural aspects within the coming three years (2014-2016). Lead facilitator is Mr. Rodolfo "Toto" Jr. and assisting him as documenters are Mr. Samuel Maarten Kiers and Mr. Chetra Sor (former GCT staff.)

GCT staff analyzed the strengths, weaknesses, opportunities and threats (SWOT) that could either facilitate or impede GCT's intention to move forward. Among the strengths identified during the two-day activity are the staff's willingness to learn and the organization's developmental perspective which is focused on long-term development of covered urban and rural communities.

GCT's focus will be directed toward crafting poverty alleviation strategies in target communities through employing a Community-Based Assets Framework and a Rights-Based Approach to capacity-building and in implementing livelihood programs and services. Target sectors include the youth and women in both the urban and rural settings.

The organization's GCT's Vision Mission and Goals (VMG) were also reviewed and updated to suit the demands of the times.

# Visitors From Abroad

On 11 to 12 January 2014, seven students from the United States of America, led by Professor David Mundy and Professor Chin from Korea visited the Eden School of Agriculture in Sre Ambel, Koh Kong Province.

The group paid courtesy call to the village authorities, and then went on to distribute school supplies and dental care implements, including toothbrushes and boxes of toothpaste, to pupils at Plong Primary School, and in Bounng Preav Village, as well as in Srorloave Primary School, located in Saray Village, Chroy Svay Commune.

The following week (14 to 17 January) a group of students from Calvin College, USA, totalling 29 people, visited the same area. Professors David Dornbos and Leonard De Rooy led the group. They distributed books and trained pupils on oral hygiene in Plong and Saray Villages.

Miss Yunah Kim from Handong Institute of Law Studies volunteered to work at GCT for a month this February 2014. She helped GCT develop an urban program proposal focused on education about youth.



## Financial Condition and Results of Operations



### អង្គការកំណើតបំប្លែងសហគមន៍

### GENESIS COMMUNITY OF TRANSFORMATION

#### Balance Sheet

As of December 31, 2013

ASSETS	Dec 31, 13
1010 · Cash on Hand	1,542.42
1210 · Regular Checking Account	15,918.58
1230 · Saving Account	741.12
1400 · Output Deposit	740.00
1401 · GCT N/R	1,687.00
1402 · Prepaid Expense	1,110.00
1600 · Cash Advance	1,333.50
<b>TOTAL ASSETS</b>	<b>23,072.62</b>
<b>LIABILITIES</b>	
2040 · GEAP Fund	35.74
2060 · Staff Saving Fund	1,649.00
	<b>5,159.15</b>
<b>EQUITY</b>	
3000 · Ending Balance Equity	21,387.88
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>23,072.62</b>

Prepared by/Date: 21 May 2014

Hem Kunthea  
General & Financial Manager

Prepared by/Date: 21 May 2014

Navy Unnay  
GCT Director

GCT is working on Quarter 1 financial report for 2014. We are happy to provide the update to date financial report.



# Challenges, Perspectives, Solutions

In 2014, GCT is anticipating the conduct of activities related to staff and stakeholders training even as it is preparing for other groups that will hire GCT's products and services. The focus of GCT's training and services would be in the following: 1) career counseling and employment skills 2) research and analysis of good practice to improve program and project implementation, and 3) development of long term projects that are seen to sustain organizational sustainability.

GCT is in the process developing a long-term program. After the drafting of the three-year strategic plan, GCT is actively designing projects and writing proposals for potential donors. The director has been meeting with many potential partners and donors. GCT is also working on a business plan to charge fees for services that it will render to its partners and stakeholders. The director is taking a proactive role in seeking partnership and at the same, finding ways to creatively use existing organizational resources.

GCT will maximize MekDev to respond to the need for skills development in research and training by bringing together a pool of professional trainers/consultants who can provide capacity-building services to Cambodian national staff. GCT could also be co-trainers of the national staff. MekDev consultants and technical specialists belong to a number of disciplines and they are in a position to provide other institutions technical assistance in Organizational Development, Management and Supervision for Managers, Peace Building in the Workplace and Community, Counseling, Community Development/Transformation, Research, English Proficiency, Report and Technical Writing, Strategic Planning, M&E Systems, Project Evaluation, Baseline Survey, Results-Based Management, Appreciative Inquiry, and CBO and Agricultural Cooperative Development.

## Challenge

The main concern of the organization at the end of the reporting period is the regular source of income to cover operational costs. If GCT is to remain viable as an organization, it must deal with this squarely and become proactive in maximizing available resources and its network of partners and supporting institutions



The Genesis Community of Transformation Staff.

## Interns, Volunteers and Technical Assistants

**Mr. Rodolfo “Toto” Ticao Jr.** is an expat from the Philippines who has been helping GCT for some time now through staff training, proposal development and strategic planning. He helped GCT set up MekDev.-

**Mr. Sam Kiers** from the Netherlands continues to help GCT on communications and public relation matters.

**Mr. Gerben van Dijk (Ben)**, also from the Netherlands, has been helping GCT on a personal capacity along the lines of career counseling and youth labor employment.

**Ms Lucita Bokingo Narag** and **Ms. Gemma Bangcal**, both from the Philippines, have been helping GCT in staff training and training curriculum development and design.

**Miss Ardiani Chandra Dewi from Indonesia** did some work with GCT on developing proposal for the rural program in Sre Ambel.

**Miss Sarah Dickson** who hailed from England helped GCT prepare a proposal for a Participatory Action Research (PAR) for Youth Workforce Development project.

**Miss Chum Sreynet**, a graduate of the Royal University of Law and Economics (RULE) used to be an intern at GCT and helped GCT with the management of the Training Room.

**Miss Sreynea** used to be an intern at GCT. She has since then been absorbed by GCT as an accounting staff, replacing Miss Chhay Narun who had since then resigned from her job to assume another accounting post in another NGO.

**Mr. Pheng Sovann**, a graduate of Phnom Penh International University (PPIU) volunteered with GCT for three months working on business hospitality. Now he works at Cooperation for Social Service and Development (CFSD) as a client person.

**Mr. Chat Sophiep**, Trained GCT staff on soft-skills

**Mr. Sim Sambath**, Facilitated Program Training

# Partners and Supporters

GCT is thankful for

the support and prayer from our individuals and group supporters. We have received both volunteers and fund as part of the involvement in our projects.

## Individual Donors

1. Prof. Sang Ki Lee, USA (family and friends),
2. Mr. Ted Bloemhof, California (USA)
3. Mrs. Katie McQueen, Family Foundation (USA)
4. Missionary Support Group MSG (USA)
5. Prof. Leonard DeRooy, Calvin College, (USA)
6. Ms. Katie McQueen, Family Foundation (USA)
7. Mr. Choi, Young Chul, (Cambodia)



## Project Partners

1. Prof. Leonard DeRooy, Calvin College, USA
2. Prof. David Dombos, Calvin College, USA
3. Pastor Gil Suh, Christain Reformed World Mission (CRWRM )
4. Prof. Jung Doome David, Fishers of Men, USA
5. Pro.f Jung Hanwool Fishers of Men, USA
6. Bridge Water State University ( USA ) .
7. Logos Hope Ship International and Christian Broadcasting Network Cambodia (CBN)
8. Cambodia Alianz Mission from Germany ( AM ), Srey Ambel, Koh Kong, Cambodia
9. Cooperation Service International ( CSI , Cambodia) .
10. Doorsteps, Chap Dai Coalition, Cambodia
11. Handong Global University( HGU ) Handong International law School ( HILS), South Korea for Living Well Project, South Korean
12. Korean church in South Korean and in USA
13. Cambodian church in the USA and Canda
14. Friends and families of Navy in Canada
15. Pannasastra University of Cambodia (PUC)
16. ASEM SMEs Eco- Innovation Center ( ASEIC) of Korean Government that cooperated with Handong Global University (HGU).
17. Kairos Center, Hong Kong
18. Kredit, Cambodia

04

GCT sincerely appreciated our volunteer technical advisors to work in the areas of report and newsletter, and promotional materials. Some of them focuses on training staff and coach them in the actual training and following up communities program. Each year, GCT receives mission trips from Handong Global University, Law and Development students and professors. And we also often host students and professors from Calvin College in the United States. These mission trips usually take place in January. We really appreciate this partnership. We are positive that GCT has been providing the correct opportunity for the students and professors to learn about the mission work in Cambodia and allow learning exchange, future serving when God calls some of the people on the mission trips. I hope that this partnership continues for a long time. Thank you vey much.

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