



# Human & Hope Association Inc

Empowering Cambodians to create a  
sustainable future for themselves

# Annual Report 2016/17



## President's Note

Every year when the time comes to writing our annual report, I use it as an opportunity to reflect on everything we have achieved. It can be so easy to miss milestones and achievements as we are preoccupied with raising funds, and this time is always a reminder to stop and smell the roses.

In July last year, Human and Hope Association became entirely Khmer operated. I returned to the organisation for three weeks over December and January as the final step in our transition to conduct training with the team, answer any pressing questions and monitor how everything has gone. I

am proud to say that the fact remains that I am not needed. The local team continues to thrive under local leadership, and they are doing their best to constantly improve their projects and achieve the best outcomes for their community.

Now back in Australia after five years, I continue to raise funds for the cause alongside Human and Hope Association Incorporated, and we are more motivated than ever to support HHA's education, vocational training and community support projects. We are incredibly proud to support a locally operated NGO, and are promoting the message that empowerment is the most sustainable way to development.

I would like to thank my fellow board members for all that they do to keep HHA Inc. moving forward, without being paid a cent. I would also like to extend my gratitude to our supporters who continue trusting us with their hard-earned money. And of course, I would like to thank and congratulate the team at Human and Hope Association for all they do to help their community. They are shining stars in what can sometimes be a very dark place, and I will always be grateful for their passion and resilience.

Sally Hetherington

President, Human and Hope Association Incorporated



## *A Note from Cambodia*

Welcome from Cambodia! It is always a great time for me to write a note of what Human and Hope Association (HHA) has been achieved over the past year. Through the support from HHA Inc., we have enabled to continue our mission on empowering our people with our three projects, education, vocational training and community support.

Since July 2015, HHA has fully operated by our Cambodian team and we are proud that we have overcome most of the challenges. This is because of what we have learned from our experiences and the good operations manual we created. Also HHA has continued to grow because of the passion of our team, the support from our

governing Khmer board and our Fundraising board, especially their big believe in us and always giving us independently.

We have noted that HHA has been well known and respected from our community members though their positive feedback and increasing amount of the parents to attend our end of ceremony and coming to HHA to register their children when we start new semester. This is a good outcome of what we have done.

Through the great leadership of our education and community manager, Salin, our education system has dramatically improved. Over one hundred and eighty children are receiving the good education from our skillful teachers which is not only teach them the good start of education, but also teach them to love education and develop their good attitude. And we are also proud of the outcome from our sewing program. Eleven students have graduated from our program and their lives have been changed as most of them have a job and earn a stable income to support their families.

With these achievements, we have seen a positive change in our community. We would like to give a special thanks to you, our donors, who have believed and donated your valuable monies and our Fundraising board members, Sally, Georgie, Maja, Charlie and Rose for their warm-hearted support.

Best wishes,  
Team HHA



## Sreylin, our Unsung Hero

We are so proud of our board advisor, Sreylin, who was named World Relief Australia's 2016 Unsung Hero!

Sreylin is a remarkable individual. One of eight children growing up in poverty in Cambodia, she always had a drive for developing herself. Sreylin is the only child in her family to graduate from university.

Despite putting so much energy into her full-time job at Child's Dream, she has also been volunteering at Human and Hope Association for several years. Holding the

position of Board President, Sreylin is responsible for mentoring and empowering the local team at HHA.

*"I want to be the change I want to see in my community. Can you imagine how hard it is not be able to access to education or lack of opportunity to enjoy the lifetime at all. I think it is vital to know what you want to do and see in your community, and then take an action."*

Sreylin frequently runs workshops for the team, offers consultation to HHA's Director, ensures HHA is upholding their legal responsibilities and gives suggestions on how they can improve the positive impact on their community.

In her role as advisor to HHA Inc., Sreylin ensures we are acting in culturally appropriate ways and are acting in the best interested of HHA Cambodia. We are so grateful for her commitment, motivation and insights which are invaluable to HHA Inc. and the excellent relationship between it and HHA Cambodia. She does all this without being paid a cent.

Sreylin, we salute your drive to empower your community, and we cannot wait to see how you continue to help Human and Hope Association and your society. You are our Unsung Hero.



## English & Living Values

The number of students who are passing their English exams remains steady at a rate of 87%. All students now learn from textbooks developed by the education team at HHA, which is proving to be engaging and effective. An increased number of students have been conversing with their teachers in English outside of class because of new methods to encourage them to speak, and attendance is up at Sunday 'English Speaking Practice' class.

The students are continuing to develop their behaviour through Living Values class, and the education team have added several topics to the curriculum, including self-confidence, gender equality, resilience and resourcefulness, mental health and coping with natural disasters.



## Khmer

Remedial Khmer class is continuing to work wonders for the students at HHA. Their results at public school have improved due to these classes, and they are able to move up a grade level.

The education team has created two Khmer textbooks that cover a beginner and advanced level so that students are studying in the appropriate grade. These Khmer classes have assisted students with their English, too, as once they are able to grasp the Khmer language they are picking up on English phonics at a quicker pace.



## Preschool

Eleven students are registered in the preschool program this year, as opposed to the usual cap of 10 students. This is due to a pressing need for quality education of five-year-olds in HHA's community. The students now know the basics of Khmer and mathematics, in addition to their behaviour improving. All preschool graduates from 2016 continue to study in the Khmer language program at HHA.

*"I am so excited to see their willingness to learn with us. That feeling tells me that I have to improve my teaching to respond to their willingness. I would like to express my profound thank to supporters who enable us to run this class."* – Salin, Education & Community Manager



## Art

Attendance in art class has increased, with an average of 20 students attending each week. The teachers at HHA continue to incorporate environmental sustainability into lessons by encouraging students to bring waste from their homes that they can turn into beautiful creations.

Art class expenses have halved due to a need for less materials, and by HHA growing the fruit in their garden that they hand out as a snack to students each week.

*"Most students are more creative than before, and the older students are confident to create things by themselves. We encourage the students to use their imagination at school and home."* – Phyrom, Education and Library Assistant



## Library

This year the team began opening the library in the morning in addition to the afternoon. The reasoning behind this was they wanted to instil the art of reading in more students who otherwise wouldn't have the opportunity. Since funding only permits HHA's Library and Education Assistant to watch over the library in the afternoon, HHA's Accountant, Sopheak, monitors the library in the mornings while undertaking his work.

On average, 90 students attend the library each day outside of their normal class time. An array of new books, puzzles and games have been purchased this year, enabling the students to have access to a constant stream of new information.



## Sewing Program

Human and Hope Association has maintained a retention rate of 100% in their sewing program since January 2016. Their sewing graduates have gone on to set up their own businesses, receive outsourced work from sewing shops, work in ethical factories or gain employment at sewing shops in Siem Reap town.

The sewing program curriculum is continuously updated to address the needs of the students, and there has been a focus on goal-setting and money management.

The microfinance program has maintained a 100% repayment rate, with several students taking out second and third loans to expand their businesses.



## Home Sewing Business

Several of HHA's seamstresses moved on last year, and for great reasons. They either secured work in ethical factories and sewing shops, or their home businesses were flourishing. This has provided other sewing graduates with the opportunity to take part in the home sewing business program.

Business continues to go well, with regular orders from Bonhomie, Phare Ponleu Selpak, Phare the Cambodian Circus and Journeys Within. The list of stores in Siem Reap and Phnom Penh who sell HHA's handicrafts on consignment continues to expand, and this provides a constant income stream for both HHA and their seamstresses.



## Workshops

The team have been busy holding numerous workshops for their community this year that address social issues. In addition to domestic violence, hygiene and child protection workshops, new topics have sprung up.

Phyrom, who has a Bachelor of Law, has held traffic law workshops to 11 villagers informing them of their rights and responsibilities on the road.

Bunrong has help parenting workshops with 11 parents of scholarship students, encouraging them to support their children's education.

Health workshops are also in the pipeline, as are further workshops targeted at HHA's sewing students.



## *Outreach & Opportunity Scholarships*

HHA's English Teacher, Bunrong, was promoted to the position of Education and Community Assistant. He is now responsible for conducting outreach to HHA's students and conducting assessments to determine their suitability in the opportunity scholarship program.

The number of marginalised students in this program has increased, with more than 50 children (approximately 1/3 of the students in the education program) receiving free tuition and resources to help them with their study. We will be seeking additional funding to support these students.



## Family Farm

Following the postponement of the family farm program last year due to drought, it was relaunched several months ago. Despite strong attendance of 12 families in the first month, attendance has faltered. This is due to most participants working as builders seven days a week, and not having time to attend weekly training.

There are currently two active families in the program, and they are using the skills learnt in this program to grow vegetables at their home to sell and use to increase nutrition in their families.

HHA's Community Manager is working on methods to find and retain families in the next term of this program.



## University Scholarships

Due to staff salaries being increased to liveable wages, no additional staff are being accepted into the university scholarship program. Bunrong and Salin, from the education team, are heading into their fourth year of a Bachelor of Education degree, and are due to graduate next year.

We would like to offer our utmost congratulations to HHA's Director, Thai, who has become the first staff member to graduate from the university scholarship program. Thai began studying a Bachelor of Business Management in 2013, and spent four years juggling full time work and study. His commitment to learning makes him a stellar role model for the community. Well done, Thai!

**Human and Hope Association Inc.**

**Independent Auditor's Report in accordance with  
Section 37 of the Associations Incorporation Act 1985  
South Australia**

**Financial Year 2016/17**


The scope of my audit involved examination of the Association's accounting system and relevant financial controls. I also examined, on a test checking basis, payments and receipts of the entity. I have verified the assets of the entity as at 30 June 2017.

In my opinion the financial statements are properly drawn up to present fairly the financial state of Human and Hope Association Inc. as at 30 June 2017 and also present fairly the results of its activities for year ended 30 June 2017.

The financial statements are in accordance with the Act and accounting standards. Proper accounting and other records have been kept by the Association.

*Brian Thomas*

Brian Thomas FCPA,

 Address has been redacted for privacy purposes

29 October 2017

# Statement of Financial Performance as at 30 June 2017

## REVENUE

Donation (cash)	\$13,490
Donation (inventory)	\$8,512
Sales	\$2,051
Fundraisers	\$12,497
Interest	\$0
Inventory gains	<u>\$1,483</u>
Total revenue	<u>\$38,033</u>

## EXPENSES

Operating Costs (Cambodia)	\$25,185
Operating Costs (Australia)	\$1,995
Consulting fee <sup>1</sup>	\$0
Write-down of inventory	\$0
Discounts provided	\$219
Venue Hire	\$0
Bank Fees	\$69
PayPal Fees	\$205
Total expenses	<u>\$27,673</u>

Net income \$10,360

1. In the previous year, a consulting fee was provided to the Operations Manager of Human and Hope Association, Cambodia. This was during a transition period for the organisation, before HHA Cambodia became entirely Khmer operated. The payments will not continue beyond the current financial year. Note that the payments were agreed by the members of the Australian advisory board in a routine meeting on 1st September 2015.

Statement of Financial Position  
as at 30 June 2017

## ASSETS

### Financial assets

Cash at Bank	\$5,965
Cash at PayPal	\$1,230
Bond receivable	<u>\$0</u>
Total financial assets	<u>\$7,195</u>

### Non-financial assets

Inventory	<u>\$7,936</u>
Total non-financial assets	<u>\$7,936</u>

Total assets	<u>\$15,131</u>
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## LIABILITIES

Total liabilities	<u>\$0</u>
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## EQUITY

Net assets	<u>\$15,131</u>
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Statement of Financial Performance  
as at 30 June 2017  
(World Relief Australia)

REVENUE

Donation (cash)	\$15,875
Total revenue	<u>\$15,875</u>

EXPENSES

Transfers to HHA Cambodia	\$11,247
Project management expenses	\$1,588
Code of conduct fee	\$100
Total expenses	<u>\$12,935</u>
<u>Net income</u>	<u>\$2,940</u>

**Note: The above figures have not been included in our audit. The funds are collected and audited as per our agreement with World Relief Australia.**



## Handicrafts

We celebrated the second anniversary of our online store in February this year. Although we haven't been achieving our targets in terms of online sales, we have increased the amount of wholesale orders of our handicrafts to business.

We have also held several market stalls to sell our handicrafts and accept donations. Balmain Market generously held a raffle for us at one of their markets and let us hold a stall there free of charge!

We are looking to increase our wholesale supply business and aim to hold numerous market stalls this year. By doing so, we can raise awareness about HHA, provide work to the women who make our handicrafts and of course generate funds for HHA!



## Events

This past year has seen our board members and supporters increase the number of events held to raise funds for Human and Hope Association, and we are very grateful.

Our Events Director, Hannah, held a hugely successful Harry Potter Quiz Night last year and raised over \$5,000 for HHA.

Charlie, our Treasurer, held a BBQ in Canberra in an effort to raise both funds and awareness about the cause. Maja, our Secretary, held a games day through her business in addition to a raffle.

Our supporters, Junie and Ian McCourt, donated the proceeds from their annual 'Arty Farty Party' to HHA and invited us along to sell our handicrafts.



## Crowdfunding

Last year we held a crowdfunding campaign titled 'Elephants for Education'. This campaign offered supporters the chance to provide education in Cambodia by adopting adorable stuffed elephants. We received 95 pledges to our campaign, with 58% of pledges being from donors who had never supported HHA before.

We were featured on 16 blogs and articles, signed up two new monthly donors, received ongoing support from a new charity, made additional sales through our online store and had a fundraiser held for us because of the campaign.

This is the first crowdfunding campaign we have held where we were able to reach outside our immediate networks, and were able to raise over \$5,000 for HHA's education programs as a result!



## Media and Public Speaking

Human and Hope Association's former Vocational Training Manager, Seyla, is now living in Australia and of course, volunteering with HHA Inc. He has spoken to several clubs this year about his personal story, how HHA helped him to grow, and the importance of local empowerment. He shares this message with our board President, Sally, who worked at HHA for almost four years.

Aside from the media associated with our crowdfunding campaign, we have also appeared in several online publications over the past year, including *This Woman Can*, *Team Woman Australia*, *The Ideal Gift* and *Owning 30*. This has been great exposure for our cause, and we hope to continue coverage this financial year.



## Do and Donate

Over the past year our donors have raised round \$4,000 for HHA through our fundraising platform, Do and Donate. Whether they donated their birthdays, gave up their favourite food or celebrated an achievement, every fundraiser made a great impact!

## Monthly Donors

We would like to congratulate the Pratt/Storer family, who celebrated their four-year anniversary as Monthly Champions in March. We are incredibly grateful for their long-term support, and hope to be celebrating similar anniversaries with other donors next year!



## Kosal

Kosal comes from a family in Banteay Meanchey province, around 120km from Siem Reap. After her mother died, she had to stop studying to take care of her younger sister. She worked as a builder at Thailand border.

When she was 19, Kosal got married and moved to live in Siem Reap. She and her husband now have a three-year-old daughter. They rent a shack at the local high school where her husband works as a security guard and looks after their child.

Kosal graduated from the sewing program this year. She now has a well-paying job working at an ethical factory in Siem Reap, alongside two of her classmates. Should Kosal fall pregnant again, she has access to childcare at her workplace, a rarity in Cambodia.



## Sophy

Sophy grew up in a war-torn country. With the Khmer Rouge taking control of Cambodia, she and her family had very little food to eat, worked all day at risk of punishment, and didn't have access to education or medical support. When her father was killed, her family struggled to survive. Yet, Sophy was considered lucky, as she wasn't one of the two million people (a quarter of Cambodia's population at the time) who perished under the regime.

Once the Khmer Rouge regime ended in 1979, Sophy's family struggled to rebuild their lives. Her mother remarried a very violent man who directed his anger towards her family. One day, despite their pleas to stop, Sophy's stepfather killed her sister with a piece of wood. Her mother spiralled into depression and died several months later.

All alone, Sophy had no option but to continue to live with her stepfather. After a few months, he married a woman who forced Sophy to work from early morning until late evening. Sophy would work in the rice field and collect rattan. With no free time and no one to care about her, Sophy never had the opportunity to attend school.

Sophy's stepfather was killed by stepping on one of the millions of landmines left over from the war. This meant that she had to work harder than ever to support herself, and she was overcome with a feeling of helplessness.

That feeling changed when she was approached by an artisan association to work with them. Sophy learnt how to paint statues and earned a good income for her work. She was finally happy, and when she met a man in her village at age 20, she decided to get married. Sophy chose him as he didn't smoke and drink alcohol, unlike many of the men in her village.

Sophy gave birth to her first child a year after getting married. Despite being allowed by her employers to take maternity leave and return to her role, her husband didn't allow her. He was jealous that she worked away from home and expected her to stay and do housework. He began to drink alcohol and became an alcoholic. With the alcohol came violence, and Sophy's life was back where it had started.

Sophy began collecting rattan to make baskets for 25 cents each. She also worked on a farm and completed seasonal shifts as a builder. Despite working three jobs, her salary wasn't anywhere

near as much as she made when she was a statue painter.

Sophy started spiralling into depression, and with four children to look after, she never had a free moment. Sophy was often sick and her hospital bills pushed her family further and further into debt.

In 2014, Human and Hope Association opened our new community centre just 300 metres from Sophy's house. Whilst conducting assessments for scholarship students, the staff came across Sophy at her home. They offered her a role as our Sustainability Assistant, where she would oversee cooking, cleaning and taking care of HHA's farm.

Sophy's husband agreed that she could work with Human and Hope Association, as it was close by. As time went by, Sophy's role developed from part-time to full-time, with her taking on additional responsibilities such as teaching in art class and promoting the organisation to the community.

***“Working at Human and Hope Association makes me so happy. The staff are so friendly and treat me like their family. I finally have the support I need. I earn a good and stable income to support my family, and have access to health care. I feel so proud that I can send my four children to school and now my parents-in-law are also proud of me.”***

Sophy's four children now study in HHA's educational programs, including English, Khmer, preschool, art class and library. They continue to study in public school, with her eldest child already in secondary school. Sophy has learnt basic Khmer through HHA's

language classes and partakes in weekly staff development workshops and external training sessions. Through HHA's staff savings scheme, Sophy has been able to start a chicken farm and build a well for her family to access water. Their quality of living has been steadily increasing.

The team at HHA work with Sophy's husband to reduce his drinking and violence by involving him in their family happiness workshops. Sophy continues to live with him in the hope that he will change and be a positive role model for her children.

***"My ultimate dream is to see my children have good knowledge and good jobs in the future. I also hope that my husband will improve his behaviour so that we can live happily."***





## *\*Srey and \*Pov*

\*Srey graduated from HHA's preschool program in 2014, just before they relocated to their new community centre. She was enrolled by their Education Manager into public school, however as she was young she was unable to ride her bicycle to attend Khmer classes at HHA.

In 2015, the team at HHA reconnected with Srey's family and brought her younger sister, \*Pov, into the preschool program. They found out that despite excelling in preschool at HHA, Srey had failed grade one in public school and had to repeat. This took a toll

on her confidence and happiness, as she had to stay behind while her friends moved forward.

The staff encouraged Srey to attend HHA again, and with her mother's permission, she began riding her bicycle to class every day. Although shy at first, Srey's confidence increased dramatically. She excelled in Khmer class, and could progress to English class. Even on days she was sick, Srey would beg her mother to attend HHA as she didn't want to miss out on any learning. Srey would also spend her free time practising her language skills in HHA's library and playing with her new friends in the play area.

Srey's mother would bring Pov to school every day and pick her up, despite her work commitments. She was determined to give her children the education that she was never afforded. Their mother would also participate in workshops held by HHA to increase her knowledge and skills.

With support from HHA's teachers, and commitment from Srey and her mother, Srey has now moved up at public school. Her sister, Pov, has graduated from preschool and attends public school and Khmer classes at HHA. These two girls have a bright future ahead of them thanks to the dedication and one-on-one attention that HHA deservedly gave them.

*\*Names have been changed in accordance with our child protection policy.*



## Thank You

We would like to extend a big thank you to all our supporters. Whether you bought our handicrafts, made a one-off donation, support us with monthly contributions or share our social media posts, you are all important.

Together, we are ensuring that a community in Cambodia have the resources to break the cycle of poverty and create easier lives for future generations.

Sally, Charlie, Rose, Maja, Georgie