



human
& hope



Annual Report 2019-20

Empowering communities to reduce inequalities

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Preface

Just as it was for many Australian fundraising organisations, the 2019-20 financial year was one that required Human and Hope Association Incorporated (HHA Inc) to demonstrate perseverance, grit, and a whole lot of adaptability. As you will read in this Annual Report, **HHA Inc has remained focused on raising funds to support the dedicated team at Human and Hope Association (HHA Cambodia) in Cambodia, equipping them to continue their locally led, sustainable development work.** This report will give you a glimpse of HHA Inc's continued fundraising work, and how the organisation was able to adapt and stay committed to raising much needed funds for HHA Cambodia during the two major crisis of 2020, the Australian bush fires and COVID-19. You will also read about the strength and determination of HHA Cambodia, as they too faced the challenges of having to adapt during a global pandemic, ensuring they were able to continue to work to reduce inequality in their local community.

The 2019-20 financial year also saw HHA Inc acknowledge the need to ensure the future of the organisation by taking on our first ever paid position, enabling HHA Inc's founder and CEO Sally Hetherington to move into paid employment with the organisation. To support this historic step, the board has expanded to include a further Non-Executive Director and a Fundraising Director, while the President responsibilities have shifted from Sally to our new board President. This report also highlights the hard work that has been put into launching Hope on Purpose, where you can find HHA Inc's ethical shopping, travel and learning products. As you read the program updates from pages 26 and success stories on pages 42 and 43 within this report, I am sure that you will see why we are committed to working to secure the growth and sustainability of HHA Inc through these actions and more. If you too are interested in seeing HHA Cambodia continue to reduce inequalities, please consider how you might be able to support the two projects currently needing funding that are covered on pages 40 and 41.

Just as last year, we have chosen to include in our 2019-20 Annual Report a summary of the United Nations Sustainable Development Goals (SDGs) that HHA Inc and HHA Cambodia are working together to achieve. **This year you will see the addition of SDG 10: Reduction Inequalities and SDG 13: Climate Action.** We continue to encourage you to learn more about the SDGs at the United Nations website.



Auditor's Report

Human and Hope Association Inc.

**Independent Audit Review Report for an Association
incorporated under the Associations Incorporation
Act 1985 of South Australia**

Financial Year 2019/20

Human and Hope Association Incorporated is a small registered charity. The Association is not a prescribed association for the purposes of the Act.

My review is appropriate to the size of the Association and is not in the scope of a review required for a medium size charity.

The scope of my review involved examination of the Association's accounting system and relevant financial controls. I examined, on a test checking basis, payments and receipts of the entity. I have verified the assets of the entity as at 30 June 2020.

In my opinion, based on my review, the financial statements are properly drawn up to present fairly the financial state of Human and Hope Association Inc. as at 30 June 2020 and also present fairly the results of its activities for year ended 30 June 2020.

Proper accounting and other records have been kept by the Association as required by the Act..



Brian Thomas
Fellow CPA Australia,

20 July 2020



Finances

Statement of Financial Position

Assets	30 JUN 2020	30 JUN 2019
Bank		
AUD PayPal	325.91	706.63
HHA Main Account	16,093.40	3,332.64
P&P Tour	-	1000.79
Total Bank	16,419.31	5,050.06
Current Assets		
Accounts Receivable	450.00	-
Inventory (handicrafts and books)	10,156.54	10,156.54
Total Current Assets	10,606.54	10,156.54
Total Assets	27,025.85	15,196.60
Liabilities		
Current Liabilities		
GST	(15.91)	-
PAYG Withholdings Payable	1,469.00	-
Superannuation Payable	988.00	-
Total Current Liabilities	2,441.09	-
Total Liabilities	2,441.09	-
Net Assets	24,584.76	15,196.60
Equity		
Current Year Earnings	9,388.16	(443.08)
Retained Earnings	15,196.60	15,639.68
Total Equity	24,584.76	15,196.60



Finances

Statement of Profit and Loss

Trading Income	2019/20	2018/19
Book Sales	1,254.68	2,936.13
Donations - Monthly	5,946.25	3,750.00
Donations - One-Off	4,907.79	2,307.74
Fundraising Income	3,642.09	4,646.58
Grants	9,578.00	-
Hope on Purpose Sales	19,762.47	8,660.71
Other Revenue	1,222.49	818.35
Purpose and Philanthropy Tour	2,300.00	9,050.00
Speaking	5,229.36	235.94
Sponsorship	175.00	400.00
WRA Income	5,760.00	-
Total Trading Income	59,778.13	33,805.45

Cost of Sales

Hope on Purpose Materials	1,470.68	605.49
Total Cost of Sales	1,470.68	605.49

Gross Profit **58,307.45** **32,199.96**

Operating Expenses

Advertising	211.56	147.27
Bank Fees	377.90	60.25
Books for Resale	571.48	-
Contractor Fees	1,600.00	14,800.00
Contribution to HHA Cambodia	10,671.00	3,200.00
Freight & Courier (International)	-	429.98
Fundraising Expenses	1,353.72	1,436.63
Insurance	612.00	835.25
Inventory Revaluation	-	2,828.56



Finances

	2019/20	2018/19
Inventory Shrinkage	-	277.40
IT Expenses	854.20	991.23
Office Expenses	-	25.99
P&P Tour Expenses	2,988.33	3,987.21
PayPal Fees	43.51	170.72
Postage, Printing and Stationery	940.29	1,142.00
Staff Training and Development	110.02	-
Subscriptions	510.73	50.00
Superannuation	3,800.00	-
Travel - International	-	2002.95
Travel - National	275.61	257.60
Wages and Salaries	40,000.00	-
Total Operating Expenses	64,920.35	32,643.04
Operating Profit	(6,612.90)	(443.08)
Other Income		
Boosting Cash Flow for Employers	10,001.06	-
JobKeeper	6,000.00	-
Total Other Income	16,001.06	-
Net Profit	9,388.16	(443.08)

Notes to the Statement of Profit and Loss

1. HHA Inc. provides advocacy for and financial support to HHA Cambodia. HHA Inc. raises funds in Australia to support HHA Cambodia's work. The bulk of these monies are paid directly to HHA Cambodia through World Relief Australia. In 2019/20 these donations totalled \$54,510.
2. \$5,760 of the funds received through World Relief Australia were transferred directly to HHA Inc. These funds are reported in HHA Inc's Profit and Loss Statement.



Statement of Profit and Loss (WRA)

Revenue	2019/20	2018/19
Donations	64,737.43	37,162.99
Total Revenue	64,737.43	37,162.99
Expenses		
Transfers to HHA Cambodia	48,750.00	38,424.89
Transfers to HHA Inc.	5,760.00	-
Administration Fees	412.67	154.62
Project Management Expenses	6,464.29	3,711.30
Code of Conduct Fee	100.00	100.00
Total Expenses	61,486.96	42,390.81
Net Income	3,250.47	-5,227.82

Notes to the Statement of Profit and Loss (WRA)

- 1.The above figures have not been included in HHA Inc.'s audited financial statements. The funds are collected and audited as per our agreement with World Relief Australia. The funds collected are referenced in Note 1 of HHA Inc.'s Profit and Loss Statement.
- 2.The funds transferred directly to HHA Incorporated are referenced in Note 2 of HHA Inc.'s Profit and Loss Statement.
- 3.The Net Income of \$3,250.47 will be carried forward to 2020/21 for distribution to HHA Cambodia during that financial year.



Partners



10_x10



nib foundation



atelier etica



CEO's note

To our wonderful community of supporters,

It seems like only yesterday that I wrote the introduction to our last annual report, when in fact, it has been 2,456 days (or so some people say when they reflect on what this past year has felt like).

I'll be honest, we have faced and continue to face uncertain times at HHA Inc. due to the impact of the bushfires and COVID-19 on both our funding sources and the fundraising capacity of our program partner, HHA Cambodia. But I don't want to focus on that. Because in a world where we are surrounded by darkness, we choose light. We choose hope.



To refresh our look and improve our brand recognition, we launched a new logo at the beginning of this year. We are grateful to Xplore for Success who sponsored the logo redesign, and the talented Cecilia Timm who worked closely with us to ensure the logo represented everything we stand for. The launch of our new logo corresponded with the launch of Hope on Purpose, our ethical brand that encourages our community to shop, travel and learn on purpose. Thank you to Meg Gibson, for all her hard work on this launch.

In January this year our board came together from all parts of Australia for a strategic planning day, facilitated by our friend Melissa Abu-Gazaleh from The Top Blokes Foundation. We finalised our focus for the next three years, which focuses on ensuring our financial sustainability, build the brand and expand our social impact.

We also had a great success with our second annual Walk to Cambodia, which saw 120 participants virtually walk the distance from Australia to Cambodia, and halfway back again! Our walkers raised over \$13,000, which was a 160% increase on the funds raised in 2019 during our very first walk.

I want to end with one final message of hope. Because all of the staff at HHA Cambodia are local, they have been able to respond in a timely manner to the constantly changing COVID-19 situation on the ground. We have always said that a local approach to development is the best approach, because locals are the subject-matter experts, they know our community and culture well, and they are there for the long-term. Now the team at HHA Cambodia are able to lead the way, and we hope other organisations will begin to follow their model.

Thank you for your support and belief in our work.

Yours in solidarity,

A handwritten signature in black ink, appearing to read 'Sally'.

Sally Hetherington OAM



A note from Cambodia



Dear HHA Heroes,

Another year has gone by, and I am always delighted to give you a reflection of our achievements as well as our challenges at HHA Cambodia. More than 300 people participated in our programs this past year.

Our education team has worked successfully on improving the curriculum to better quality of learning and teaching. A new

student leadership program has launched with a successful trial. The expertise and confidence of our graduated sewing students have increased; as a result of a new mentoring session and letting them practice the lessons more in class. We also developed our project monitoring and evaluation framework to improve our success measures.

With the help from our Khmer board, we were able to hold two community fundraising events in 2019. Our handicraft sale volumes have increased. As a result, 41% of income was self-generated through our handicraft sales, events, farm, and community contribution.

Due to the bushfires and outbreak of COVID-19, our funding sources have depleted both in Cambodia and our fundraising partner HHA Inc., which caused our financial situation at a high risk. To deal with this, we developed a mitigation action plan. That's why all our staff have taken a 20% salary cut, and we have cut our costs where possible, while our staff still working full time to support our community during this tough time. Our education team is teaching online for students who can access to the internet and providing assignment for students who cannot join the e-learning. Our sewing class is still running with prevention measures in place. We have initiated new projects in response to COVID-19 such as Tuk Tuk Hygiene Outreach, Emergency Food Packs and another new "Home Garden" project to support families to increase their own food production.

During this tough time, we really need your help more than ever, so we can continue our work to support our community who are suffering from this pandemic.

On behalf of our team and community, I would like to give our profound thanks to all of you, our heroes, for supporting our work in Cambodia. You are the important part of our achievements, and you should be proud of the changes you have done with us.

Be well and safe!

A handwritten signature in black ink, appearing to be 'Thai San', written over a white background.

Thai San
Managing Director
Human and Hope Association Cambodia



2020 - 2022 Strategic Plan

In January this year, our board came together to build a three-year strategic plan to ensure our growth and impact.

Ensure Financial Sustainability

Goal 1: To protect our financial future

Goal 2: Sound financial management

Goal 3: Grow and diversify income streams

Build the Brand

Goal 1: Recognised as industry experts

Goal 2: A highly regarded and reputable brand

Goal 3: Resourced marketing strategy

Expand Social Impact

Goal 1: Appropriate monitoring and evaluation

Goal 2: Reduce voluntourism culture in Cambodia

Goal 3: Reduce multidimensional poverty within Cambodia



COVID-19 Response

COVID-19 has had a devastating impact on the economy in Cambodia.

Tourism

Cambodia's tourism industry, which usually contributes around one-third of GDP (OECD 2019), has been decimated due to the COVID-19 global pandemic. So far around 2,956 tourism-related businesses in Cambodia have closed, leaving a further 45,405 people unemployed (Minister of Tourism). Although the government has issued some USD\$40 payments to affected workers in the tourism industry, this amount puts recipients under the international poverty line of USD\$1.90 a day (World Bank). Added to this, 90,000 Cambodian migrant workers fled back to the country from Thailand because of COVID-19, leaving them jobless (UNAids). The collapse of growth drivers has put at least 1.76 million jobs at risk (World Bank). Siem Reap, our target area, is dependent on tourism as it is the location of the Angkor World Heritage Site.

Schools

Schools and training institutions have been closed until November, leaving many without education as they don't have access to the internet or televisions to participate in their school's online learning. Children who were already living in poverty or have slipped into poverty as a result of their caregivers losing their jobs are at severe risk of not returning to school in the new year, as they will need to turn to subsistence farming and engage in child labour in order to survive.

A Community in Poverty

Prior to COVID-19, 35% of Cambodians were already living in multidimensional poverty, meaning they are deprived of at least one of the three key dimensions: health, education and living standards (UNDP 2018). Poverty levels could climb by 11 percentage points if income losses last for six months (World Bank). Economists say it's likely that Cambodia will experience a "U-shaped" recovery, wherein growth rates won't return to pre-crisis levels for several years (Asia Times), therefore it is expected that many more Cambodians will slip into the poverty bracket.

Added to this, an estimated 2.6 million Cambodians have outstanding microfinance loans worth more than \$10 billion collectively, and many are unable to repay their loans due to unemployment (Cambodia Microfinance Association). This puts Cambodians that are unable to repay their loans at risk of losing their homes, or falling into debt bondage and human trafficking (UNHCR).

At HHA Inc, we are committed to supporting our program partner, HHA Cambodia, get through these tough times and support their community in whatever way they need.



COVID-19 Response

Emergency Food Packs

HHA Cambodia has been working with the Chief of Sambour Commune to work out what emergency support the community needs. He has provided them with a list of the families who are most in need of support, and they are providing them with emergency food relief packages. These packages include 25kg rice, 20 eggs, 10 cans of fish and 10 packets of noodles. This is the first time they have provided food packs to the community. They don't take this lightly, because both HHA Cambodia and HHA Inc. have always been cautious about the unintended consequences of direct aid. However, knowing that this is an unprecedented situation, and that the community members have nowhere else to turn, this is seen as a priority.

Emergency food packs distributed: 230

Tuk-Tuk Hygiene Outreach

The Tuk-Tuk Outreach Program aims to stop community spread of COVID-19 in five target communes with high poverty rates in rural Siem Reap, Cambodia. This outreach conveys vital information from the World Health Organisation about how to prevent the spread of COVID-19. Information about self-protection, shopping and working in wet markets and practising food safety is conveyed via loudspeaker by two tuk-tuks (a mode of transport), repeated three times every 10 minutes in each of the communes' villages. Also, soap and washable, reusable face masks have been distributed. These masks are made by graduates of HHA Cambodia's sewing program, creating employment whilst also reducing the number of single-use masks used in the community.

People reaching with tuk-tuk messaging: 26,500

Soap distributed: 250 bottles, 300 bars

Face masks distributed: 3,500



COVID-19 Response

Vocational Training with Social Distancing

After a six-week break, the sewing classes for adults resumed on the 27th of April. There are only six students in each class, so the HHA Cambodia team was able to move their equipment around to ensure there is 1.5 metres between each student. They have provided personal protective equipment for the students, in addition to temperature checks. It is crucial that this life-changing vocational training continues, as the program impacts not only on these women's ability to provide for their families, but also their knowledge of hygiene, nutrition and health, their status in their home and community, and even on their housing.

Virtual Learning

The Ministry of Youth, Education and Sport (MoEYS) have decided to extend the suspension of education services in Cambodia until the new public school year, which is in November. For the older English-language students who can currently access the internet on their parents' phones, HHA Cambodia's teachers are running daily classes via Facebook live.

For the English and Khmer language students and preschool students who do not have access to the internet (approximately 40% of the students), they are provided with homework fortnightly. This is undertaken by having them visit HHA Cambodia at different times each fortnight so they can talk with their teacher, hand in their homework and receive new homework.

The Khmer-language students can attend a drop-in session at HHA Cambodia's library once a fortnight whereby they borrow Khmer library books, read them at home, and return them the next week.

Staff

After working from home for five weeks or in some cases, taking paid annual leave, HHA Cambodia's staff returned to their community centre on the 27th of April. They are practicing physical distancing and providing face masks, hand sanitiser and soap to all employees. Their temperatures are checked upon arrival.

All the staff in Cambodia have taken a 20% salary cut for the remainder of 2020, and they have cut their costs where possible. As they were already a very lean organisation, this was challenging to do. They, and we, are committed to coming through the other end with the team and community in tack.





Students learning virtually



Chomrong making masks



Salin teaching his students online



Sophy and Mon distributing food



Sampheas and Lyda distributing a food package

Sustainable Development Goals

1 NO POVERTY



The first of 17 UN Sustainable Development Goals (SDGs) is to end poverty in all its forms everywhere by 2030. The work of our program partner, HHA Cambodia, remains primarily focused on contributing to this goal through the work that is done with the local Siem Reap community. We see once again in this Annual Report, the direct impact on the individual lives of Cambodians engaged in HHA Cambodia's programs, their families and the wider community in which they live.

HHA Cambodia's programs contribute to the eradication of poverty in Siem Reap on several levels. In 2019-20, HHA Cambodia has worked to help Cambodian families move out of poverty, with 4 women securing employment and 2 setting up home with the support of HHA Cambodia's vocational training. HHA Cambodia continued to provide microfinance loans to support the development and growth of vocational activities, and HHA Cambodia's education programs continued to allow young Cambodians to build an educational platform that sets them up for future employment.

The United Nations Sustainable Development Goal number four, attainment of Quality Education for all, includes ensuring a high standard of education that is inclusive and promotes lifelong learning. In 2019-20, the work of HHA Cambodia continued to focus on providing equitable supplementary education to children aged between 5 and 18 in Siem Reap, run by teams of trained Cambodian staff who are dedicated to equipping their community's future leaders. These programs include art, English, Khmer, hygiene, living values, pre-school, library classes and a staff development program. The impact

4 QUALITY EDUCATION



snapshot on pages 20 and 21 highlights just how important these programs are to the local community, and shows how HHA Cambodia is enabling the upwards socioeconomic mobility that education provides in order to enable community capacity to overcome poverty.



Sustainable Development Goals

5 GENDER EQUALITY



HHA Inc understands that the goal of gender equality and empowerment of all girls and women continues to face a long list of barriers and harmful realities. Despite this, we continue to work towards the attainment of true gender equality across the globe. In 2019-20 HHA Cambodia continue to hold Domestic Violence Community Workshops to provide families with education regarding the impacts of intimate partner violence, empowering women with knowledge about their rights and engaging perpetrators of violence in lessons aimed

at challenging and changing their behaviour. Programs such as the Home Sewing Business continued to provide women with the opportunity to move themselves and their families out of poverty.

By continuing to support these vocational initiatives along with the domestic violence workshops, HHA Inc is ensuring that the funds we raise play a genuine role in assisting the Siem Reap community to work towards achieving gender equality and empowerment for Cambodian girls and women.

For the SDG of Decent Work and Economic Growth to be achieved, societies need to create the conditions in which sustainable employment can be attained. Achieving this has wide-ranging positive implications for individuals, families and the community at large. HHA Cambodia has continued to empower Cambodians to attain decent employment and financial stability by implementing vocational training programs and providing microfinance loans to support the development and growth of vocational activities. By providing funds that contribute towards these programs, HHA Inc continues to contribute directly towards the attainment of the Sustainable Development Goal of decent work and economic growth in the Siem Reap community.

8 DECENT WORK AND ECONOMIC GROWTH



Sustainable Development Goals

10 REDUCED INEQUALITIES



When discussing Sustainable Development Goal (SDG) number 10, 'Reduce Inequalities', the United Nations acknowledges that despite significant global strides towards attaining this goal, "inequality persists and large disparities remain regarding access to health and education services and other assets." (United Nations). This continues to be the case in Cambodia, and HHA Inc is committed to empowering local Cambodian communities to work towards reducing inequalities.

HHA Inc believes that for inequalities to be reduced in a sustainable and ethical manner, the work needs to be locally led rather than the product of Western interference. For HHA Inc, this means taking a strong stance against the recent trend of voluntourism and ensuring that we support development work led and implemented by local community members. In 2019-20, HHA Inc continued to promote our CEO's book *It's Not About Me* as a part of our new Hope on Purpose brand. The 'Learn of Purpose' component of this new brand provides HHA Inc with a platform to continue to share this important message.

The experience of HHA Inc is that transformative change is required to truly reduce inequality in today's world. The UN indicates that to achieve this, greater efforts are required in eradicating extreme poverty and hunger, investing in health, education, social protection and creating decent employment opportunities (United Nations Sustainable Development). In 2019-20, HHA Inc continued to support development programs in Cambodia that provide hope and positive outcomes in these domains, assisting Cambodians with the funds to run Education, Vocational and Community Support Programs that equip participants to break out of the cycle of poverty and into a sustainable future for themselves and their families.



Sustainable Development Goals

13 CLIMATE ACTION



The United Nations Sustainable Development Goal number 13 is to take urgent action to combat climate change and its impacts. Cambodia currently ranks poorly on the 2018 Environmental Performance Index, sitting at 150 out of 180 countries. Illegal logging, a lack of waste systems and weak environmental governance has resulted in the depletion of natural resources, and villages are often clogged with garbage.

In 2019-20, HHA Cambodia took action to contribute towards the goal of climate action through the Environmental Sustainability component of its Youth Leadership Program, during which students engage in activities aimed at expanding their understanding of the natural environment around them and the steps they can take to become ethical leaders in their communities.

Participants in the program learn about the urgent need to take climate action during field trips that explore the natural beauty of Cambodia, discussing how they can take better care of their local environments through reflection sessions led by program mentors. The program teaches how each participant can engage in individual action on climate change, focusing on reusing, recycling and reducing waste. Students participate in environment walks where they collect rubbish and promote the importance of waste management to their local community members and take direct climate action by coming together to plant trees in the Sambour Commune. The Environmental Sustainability component of the Youth Leadership Program is a hands-on approach to learning about the environment, aiming to inspire the further pursuit of climate action in the lives of participants.

By immersing students in educational excursions and encouraging them to solve issues in their local communities, the environmental literacy of HHA Cambodia's students grows, allowing them to develop into the environmentally ethical leaders their communities need. HHA Cambodia is playing an important role in combating climate change at a local level, while investing in the environmental awareness of Cambodia's future leaders.



Governance

Human and Hope Association Incorporated (HHA Inc.) is registered with the Australian Charities and Not-for-Profit Commission (ACNC). HHA Inc. has four board members, a team of 12 volunteers and includes HHA Cambodia's Director as an advisor, to ensure it stays true to the Khmer culture and local context.

The HHA Inc. Board ensures that both organisations' processes, activities and relationships comply with ACNC governance standards, through mechanisms including regular reporting; internal and external auditing; publication of finances and ethical standards; and policies to ensure board member, staff and volunteer behaviour complies with ACNC duties of responsible persons.

Our program partner, HHA Cambodia, is committed to good governance, including financial accountability, quality improvement, risk management, strategic planning and evaluation. They monitor and evaluate the success of their programs in achieving their outcomes and publicly report on their impact on the lives of participants and the local community.

Some specific governance and accountability mechanisms include:

- An MOU between HHA Cambodia and HHA Inc, which was updated in 2020
- HHA Inc's annual report, including program outcomes and financial statements
- Ongoing monitoring and evaluation of individual programs
- HHA Cambodia publishing monthly finances on its website
- HHA Cambodia providing monthly program updates to HHA Inc.
- HHA Inc. conducting an annual monitoring visit to Cambodia (virtual in 2020)
- Regular auditing of HHA Cambodia accounts by the Board Treasurer (3 monthly audits and monthly random checks)
- Annual external auditing of HHA Inc. accounts
- HHA Cambodia publishing ethical standards on its website
- Ensuring HHA Cambodia staff abide by a Code of Conduct and Child Protection Policy
- Implementing a strict visitor policy at HHA Cambodia to ensure our community feels safe
- Requiring HHA Cambodia staff and HHA Inc. board members to declare any conflicts of interest.



Impact Snapshot

The funds raised in 2019/20 have enabled:

10

students to study in
preschool



190

children to study
English



65

children to
study Khmer



6

women to graduate
sewing



66

children to be supported
through scholarships



427

villagers to attend
community
workshops



135

student leadership
program participants



250

children to access
a library



12

microfinance loans
to be provided



Impact Snapshot

This has resulted in:

10

students transitioning
to public school



94%

pass rate in English



65

children becoming
literate in Khmer



4 women securing
jobs and 2 setting
up businesses



66

children accessing
free quality education



100%
reduction in
domestic violence



135 students with a
great appreciation
for the environment
and leadership



Improved literacy
and teamwork
skills



100%
repayments on
microfinance loans



Board of Directors



CEO
Sally Hetherington OAM



President
Simon Matuzelski



Treasurer
Suzannah Mackey



Secretary
Ann Johnson



Non-Executive Director
Kobie Olsen



Fundraising Director
Angela Stansfield



Thai San
Advisor



Ambassadors



Natasha Lee

Natasha started her career at just 14, working as an editorial assistant for The Australian newspaper.

Since then, she's written for a number of publications including The Sunday Telegraph, 9Honey, Yahoo Australia, 10 Daily and The Punch.

Natasha went on to complete a masters degree in English literature from The University Of Sydney, and currently works as a journalist and newsreader for the Australian Radio Network.

Being an ambassador for Human and Hope aligns with Natasha's values of empowering women and children through education, vocation and grassroots projects.



Amanda Webb

Amanda is the CEO at Xplore for Success, a consultancy that drives equality and inclusion, and provides career development for women and men.

She is an experienced and highly respected business leader and Human Resources practitioner with over 25 years of corporate experience and expertise, having worked across industries including banking and finance, professional services, FMCG, Management consultancy and recruitment.

Amanda is the proud mother of Olivia, juggles a blended household and is an avid Sydney Swans fan!



Kim Napier

Kim is the co-host and producer of The World Nomads Podcast, delivering stories highlighting adventurous independent travellers.

Kim also captures audio for eLearning. Her work with the Australian Injecting and Illicit Drug Users League and helping to create a podcast series to encourage better communication and clinical interactions between drug users and medical professionals was recognised globally.

Kim is also a radio journalist with Nova Entertainment, reading for Nova National and Smooth in Melbourne and Sydney.



Programs Overview

HHA Inc. has always maintained a strong belief in the power that education and training has to provide people with sustainable and independent futures. We are proud to have provided funds to HHA Cambodia throughout the 2019-20 financial year, which have assisted them to run a range of educational and vocational programs for the most vulnerable Cambodians in their local communities, in addition to support for those affected by COVID-19. These programs have equipped participants with skills that will assist them to break out of the cycle of poverty and into a sustainable future for them and their families. Currently, the programs supported through funds raised by HHA Inc. include:

Education Programs: HHA Cambodia's education programs are designed to supplement the public-school learnings of children aged between five and 18. HHA Cambodia provides classes that include art, English and Khmer language, hygiene, pre-school, living values, a student development program and library access. These classes enable the children who attend to fill the gaps in their learning which are often the result of an overcrowded and challenging journey through the Cambodian public school system, meaning they are better able to take steps towards the positive future they want for themselves.

Vocational Programs: HHA Cambodia's primary vocational training program is a 12-month Sewing Program, which integrates with the Home Sewing Business and Sewing Cooperative. These flagship programs teach participants the basics of sewing through to the skills behind creating elaborate ceremonial tops. Additionally, students also learn about chemical-free farming and life skills as part of a holistic teaching approach to support them in their everyday life. As a result, participants are empowered with the skills and confidence to support themselves and their families.

Community Support Programs: HHA Cambodia also engages in a range of community support programs, which are designed to reach the poorest members of the communities they are active in. These programs are designed to service those within communities who might otherwise be overlooked, and to provide them with opportunities to engage in learnings that they can use to better their situation. They include a community outreach program, regular community workshops and access to educational scholarships.



English and Living Values

After trialling a new curriculum for the English program in 2019, it was permanently adapted in 2020, resulting in quicker learning outcomes and confidence being achieved by the students. The new curriculum includes a mix of HHA Cambodia's own textbooks, external textbooks, games, art and meditation. Meditation is included in all classes due to the research findings that meditation helps children learn better and improves their wellbeing. **The pass rate in the English language program increased from 85% in 2019, to 94% in 2020.**

Friday's Living Values classes had an average 57% attendance rate, which was lower than the 75% average attendance rate for English. This is due to the older students requesting permission to be excused from class so they can complete their required tasks at public school, such as attending extra classes, school gatherings, cleaning and farming.

At the beginning of each semester the students participate in orientation, which covers how to learn effectively, the core student values, the vision, mission and aims of HHA Cambodia. **Student misconduct has decreased by 17.5% as a result of the Living Values classes.**



Khmer



Since the new semester began in October, the 65 students in the Khmer language program have learnt how to read sentences, how to read and confidently answer questions in class, living values lessons including nutrition, rubbish management, the core student values and hygiene and meditation, which they undertake each day before class.

65% of students passed the midterm test. There is an average 92.25% attendance rate across both beginner and advanced Khmer classes. All students in 2019 were able to pass their exams at public school due to support from these supplementary classes. 11 of those students were ranked in the top five of the classes at public school.

With the suspension of in-person learning until November, there may be a delay of the 2020 students being able to progress at public school, as online learning is not an option, due to the students not having access to the internet or electronic devices at their homes.



Preschool

Since the new semester began in October 2019, the 10 students in the preschool program have learnt how to read and write Khmer vowels, counting numbers in Khmer, Living values lessons including the core student values, hand washing, teeth brushing, rubbish management, why violence, bullying and mocking people isn't okay, how to be a good friend and the dangers of playing with sharp objects and fire, how to work independently with less support from their parents and teachers, how to clean the classroom and take care of their environment, being creative through arts and crafts and how to work as a team.

10 students graduated from the program in 2019 and all transitioned to public school. 10 students are currently studying in preschool, though this has been paused due to the COVID-19 closure of schools. Prior to the suspension of classes, there was an average 84% daily attendance rate in class. All current students will be enrolled in public school come October.



Student Leadership Program

The Student Leadership Program was launched this year following a successful trial. This program aims to inspire students aged 8 and upwards to appreciate the environment and become ethical leaders through mentoring and exploring the world around them.

Five female young adult students attended the Youth Leadership Development Program at Possibilities World. This program explored positive and proactive mindsets & attitudes, leadership and initiative development, emotional awareness and intelligence, goal-setting and planning, critical thinking skills and problem-solving and project management. The program included four training sessions of six hours each and an overnight leadership camp out in Tbeng Lech village, at a local forest conservation park.

*"*Srey dreams of being Cambodia's first female pilot. With her natural confidence and thoughtfulness, we saw that she was one of the bravest girls in the program. 'Girls can do anything, just as well as a man', Srey declared during the leadership camp, where she gave a passionate speech on the negative impact of family violence on women and children. We know that you can achieve anything you put your mind to, Srey!"*

- Possibilities World facilitator

130 students participated in immersive excursions, which included environment and wildlife workshops at the Nature Discovery Center, viewing Provincial Documentaries at The Heritage Hub, watching the Jungle Film and Green and Grow Community at Phare Circus, a football match organised by Woman Resource Center, and an internal football match. By immersing our students in hands-on excursions, and encouraging them to solve issues in their community, their environmental literacy will thrive, and our community will be much better off.



Education

10 students were selected for the inaugural Leader of the Year Awards. All students were trained in public speaking, then the most outstanding student from each class made it through to the next round, where they were coached for a full week, learning techniques about public speaking, how to reduce their fear and how to unleash their creativity and confidence by encouraging them to design their own speeches that are able to draw audiences' attention. The students chose their own topics, including "A good child is a great asset to their parents", "The environment is the life of humans", "Drugs are a barrier to education" and "hygiene brings good health".

"The result was very satisfying as all of the students could speak very well in front of over a hundred audiences, including some local authorities and villagers. They have gained the skills of public speaking, confidence, and creativity. I talked to one of the contestant's mother and she said she burst into tears seeing her daughter speaking confidently in front of her and she couldn't believe her own eyes that her daughter can do that,"

- Salin Loeum, Education and Community Manager



Education

Library & Art



Over the past year, an average of 130 children joined the library each day. The schedule developed by the librarian ensures the students have equal time to read and play, resulting in the students becoming more interested in reading. For the seventh year, a creative writing competition was held for the students. Six groups of students participated, with each writing and illustrating their own fiction stories that were inspired by folk tales and real-life stories. The winning story was entitled 'The Monster' and was printed and placed in the library.

Art class was changed from being held on the weekend to weekdays, which enabled more students to take part, **increasing attendance from 15 students each lesson to 45.**

"The students learnt many things such as games, art-crafts, origamis, painting and team-work. As a result, some of our students can understand work with their teammates and can create some things by the own ideas,"
- **Phyrom Phat, Education and Community Coordinator**





Nita teaching her students



Puzzles in preschool



Phyrom explaining the new recycling system to the students



Reading in the library



Participating in a leadership workshop

Vocational Training

Sewing Program

18 students studied in the sewing program over the past year. As the program was temporarily closed due to COVID-19, the curriculum has been pushed back, resulting in six students graduating from the program, instead of the usual twelve. **Out of the six graduates, four secured employment in tailoring shops and two established businesses at their homes.**

Four students in the current advanced class have secured jobs working on the nightshift at Pactics Cambodia, so they can earn an income whilst they are studying part-time. The sewing curriculum has been updated to enable the students to practice their most important lessons twice, giving them the confidence they need.

The students are taken on excursions to Pactics, an ethical factory in Siem Reap where many sewing graduates gain employment, and businesses in Siem Reap town. They learn about what the businesses are looking for in employees and understand their options. This enables them to form connections and transition into employment. They are also supported through a Facebook group run by the program coordinator, who posts job announcements and any necessary updates.

"In addition, we have started our mentoring sessions with our students. They appreciate to join our sessions, because it helps them more on solving their problem in learning, personal and families,"

– Savdy Doeung, Vocational Training Manager.

The sewing teachers, who have been with HHA Cambodia since 2013 and 2016, continue to improve their classroom management skills. They have been provided with new methodology of teaching both in sewing and life skill lessons, and they continue to develop their skills through workshops, internet research and ongoing meetings.

There is a daily average attendance rate of 93% in the classes, 83% of students report an increase in confidence and 100% of students report a reduction or elimination in domestic violence.



Vocational Training

Home Sewing Business



HHA Cambodia's product sales continue to increase year on year. In the last year they sold their products through their wholesale and consignment partners, including Phare the Cambodian Circus, Phare Ponleu Selpak, Journeys Within Tours, Wide Eyed Tour, Very Berry, Xinh Creations, Cambodian Living Arts, Cambodian Creations, Peace Café, Pheakdey Seng Khmer, the Made in Cambodia Markets, Sister Creations and Build Bright University. This work has enabled their seamstresses to move out of the poverty bracket.

Since the COVID-19 pandemic hit, the seamstresses' work has dried up as HHA Cambodia's partners closed their shops. The tuk-tuk hygiene outreach program has enabled the seamstresses to make a small income through facemask production, as has an order from the Women's Resource Center.

We have worked with HHA Cambodia to produce new products for sale in Australia, including produce bags, bamboo straws and book sleeves. Later this year we will introduce bulk food bags and bread bags to our eco-product range.





A sewing student with the masks she made for distribution to community members



Students with vegetables



Sreythom with her children



Sampheas sewing at home



Sewing graduates

Community Support

Workshops

The workshops held by HHA Cambodia help to raise awareness regarding social issues faced by community members, and provide locals with the ability to learn skills that will assist them to overcome these issues in their lives and their family's lives.

Over the past twelve months, 427 community members attended six workshops. These workshops are designed to empower attendees to make positive choices for themselves and their families, and they are a clear example of Cambodian's teaching each other about the rights and responsibilities that come with living in safe and respectful communities.

The following workshops were held, with the knowledge improvements being determined by pre and post workshop surveys:

Safe villages/commune policy: 100% improved knowledge

Health: 100% improved knowledge

Hygiene: 100% improved knowledge

Domestic violence: 100% improved knowledge

Good Touch, Bad Touch: 100% improved knowledge

Parenting: 100% improved knowledge



Community Support

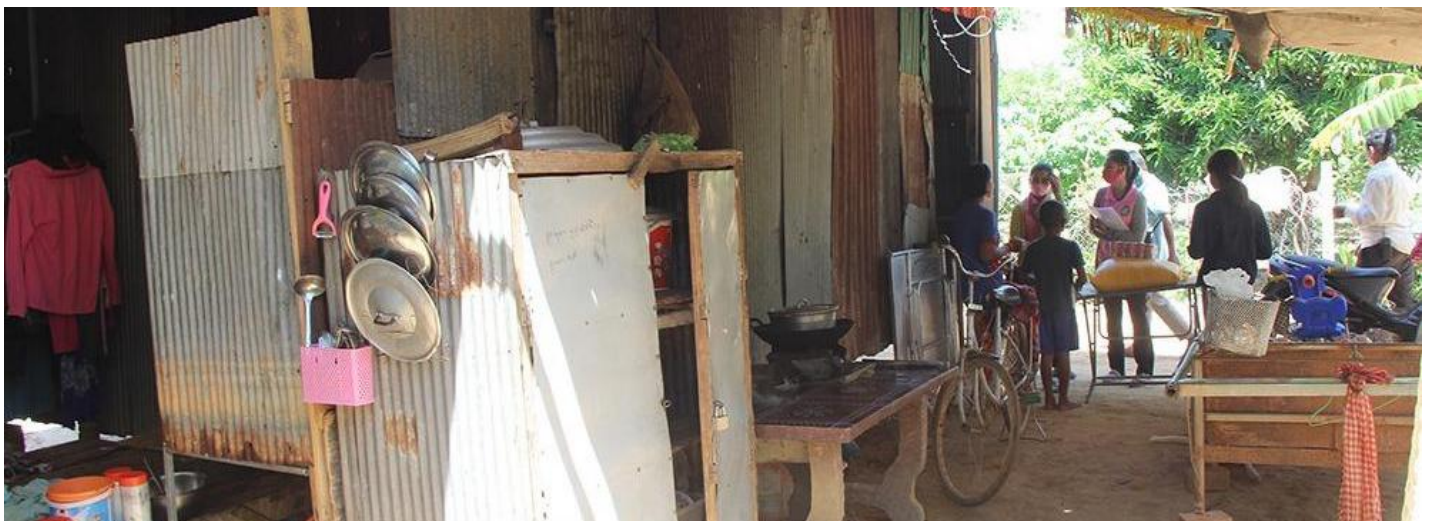
Outreach and opportunity scholarships

The Opportunity Scholarship Program has been running since 2013, and provides free tuition and scholarship packs, including textbooks, notebooks, a bag and stationery items to students who are living below the poverty line. This year the program changed, as the staff were having issues with some students and their families.

"For our new term, we decided to charge small money from the students to gain their commitment. When we give them everything for free, we saw that we had no power to talk to them and influence their behaviour. After conducting a survey with the families, we began charging a fee of USD\$4 a year for those studying Khmer, and USD\$8 a year for those studying English, or both English and Khmer. For scholarship families that are experiencing extreme poverty but have shown their commitment to studying, we will provide them with their scholarship packs and tuition for free,"

- Salin Loem, Education and Community Manager.

The community team continues to conduct outreach to the homes of students who are experiencing issues, to work on these issues and potential solutions. This also provides an opportunity for HHA Cambodia to identify ways that other family members may need support, so that whole families can move out of poverty together.





Children in a 'Good Touch, Bad Touch' workshop.



Parenting workshop



Safe villages workshop



Distributing soap



Domestic violence workshop



Conducting outreach

Programs needing funding

Emergency Food Packs

With Siem Reap's economy to be affected for the foreseeable future, HHA Cambodia is focusing on addressing food insecurity.

Through working with the Chiefs of five target communes in rural Siem Reap, HHA has identified 1,026 families in need of support, which includes upskilling/reskilling, food production and direct food aid.

One emergency food pack lasts a family of five approximately one month, and includes core staples, those being 25kg rice, 20 eggs, 10 cans of fish, 10 packets of noodles and five reusable face masks.

Each food pack is distributed by two staff members from HHA Cambodia, who spend 15 minutes with the family, informally mentoring them and working on their most pressing needs.

Our goal is to support all 1,026 families to receive at least one food pack, which will provide temporary relief while they can work out other options for income generation and food production.

Cost - \$44 per family



Programs needing funding

Home Garden Project

As emergency food packages are a short-term solution, the team at HHA Cambodia have surveyed the families on what support they needed to produce their own food. 68% of families stated that they would like support through training and resources so they could grow their own vegetables using the limited land they have.

The first round of the Home Garden Project will support 50 families most in need in Sambour Commune, with the goal of establishing food production using their existing land. HHA Cambodia's Project Coordinators will conduct hands-on training and mentoring, providing the families with free seeds, fertiliser and resources to launch their own gardens.

The families will be provided with recycled containers and wood to make their own vegetable beds, utilising their limited land. The training course will include the importance of using natural resources to grow vegetables as opposed to dangerous chemicals, choosing the right vegetables for their land, how to grow vegetables and how to make their own fertiliser. The families who are selected will sign a contract as a way of demonstrating their commitment to establishing their home garden.

Following training and mentoring, the Project Coordinators will continue informally mentoring the families for two months, in order to provide support and ensure the success of these gardens in establishing long-term food security.

88% of these families have had at least one family member who lost their job as a result of the downturn of the tourism industry. 67% of the families are in debt, with regular repayments required. 27% of the families have to pay regular medical bills. **This home garden project will help provide food security for these families who are currently struggling to keep up with their bills.**

Cost - \$128 per family



Thida's Story



Thida comes from a family with a long history of violence. After her parents divorced, Thida moved in with her father, who developed a dependence on alcohol. Her father was unemployed, leaving it to Thida and her siblings to find money to feed the family and support her studies.

Despite the hardships Thida faced, she began studying at HHA Cambodia in 2016.

"Thida is clever, brave, talkative, and always laughing. Though she always smiles every time she meets teachers and friends, we can see the difficulties that she has faced and overcome as well as the hope for a better future from her bright eyes. When talking about overcoming obstacles, being patient, and perseverance, Thida is our role model and a great example,"

- Phyrom, Thida's teacher

Thida comes to class late regularly, as she needs to pick her cousin up from school and undertake housework before she can be permitted to study. Her teachers make an exception for Thida, as they know how difficult her circumstances are.

After English class each day, Thida helps her siblings take care of their livestock, harvest rice and grow vegetables to sell at the market. Even with these responsibilities, Thida's academic performance has improved dramatically, with her always getting good grades in her assessments and exams. We are certain that because of Thida's dedication to her studies and challenging life, she will use these experiences to overcome poverty in the future.



Sreythom's Story



Sreythom was born into a family of seven children. When she was in grade seven, Sreythom dropped out of school so she could take up a job as a cleaner, helping to support her family.

Sreythom got married in her early twenties, but was frequently unwell after giving birth to her children. She stayed at home and worked as a housewife, struggling to manage her health issues at the same time.

In 2017, the staff at HHA Cambodia found Sreythom when they were conducting outreach in her village, around 18km from Siem Reap town. As it turned out, Sreythom had always dreamed of studying sewing, but due to her financial constraints, had never been able to.

Sreythom's talent shone through during the 12-month program, and she was hired as a seamstress by HHA Cambodia once she graduated in 2017. Sreythom notes that she has become patient through learning the new skill, and is more confident to try new things. She says her husband is proud of the brave woman she has become.

Sreythom's family has officially moved out of poverty thanks to the income she earns through sewing. In 2021 they will be building a new home.



Key Events

We are committed to building annual, scalable events that will ensure financial sustainability for the programs we support. This past financial year we have seen positive growth with two main events.

Walk to Cambodia

This virtual event challenges individuals and teams to make a commitment to their fitness and their social conscience.

Each day, participants walk as much as they can and record their step count through our online system. Participants have their own fundraising pages and encourage their networks to donate. This year's event was pivoted due to COVID-19, and our fitness partners held online events via Zoom for participants. We are grateful to Project EnKo, Dance Health Alliance, Chris McIntyre, Caitlin Hennessy, Eve White, Meghan Royes, Swear to Growth and Ultivate Training and Development for running these online classes.

Our participants raised over \$13,000 throughout April, a 160% increase on funds raised the prior year. Collectively, our 120 participants walked all the way to Cambodia and halfway back again!

We would like to extend a special thank you to Christian Caltabiano for his work in amplyfying the technical side of this event, which enhanced the user experience greatly.

Corporate Markets

We partner with numerous companies to set up half-day market stalls in their offices and foyers at Christmas. This provides us with an opportunity to discuss our work, promote ethical consumerism and also raise much-needed funds for the programs we support. It also gives companies and their employees a way to supports Corporate Social Responsibility commitments, at no cost to them!

Our Corporate Markets raised over \$13,000 in product sales this financial year, a 160% increase on the year before.

We are grateful to Equiem, Maddocks, Clayton Utz, Rabobank, Tech Data, EY, WeWork, Fishburners and the NSW Treasury for supporting our markets.





Dinner with the staff from Human and Hope Association Cambodia



Temple visit



Artisans Angkor visit



Cooking class



Learning to weave with Rokhak Handicrafts

Hope on Purpose



Our ethical brand, Hope on Purpose, was launched this year to raise funds through ethical shopping, travel and learning. **Funds raised through our high-quality tourism, learning opportunities and handicrafts support our charity.**

Through our various channels, Hope aims to increase awareness of ethical travel as well as support the work of the many members of this changed and transformed community.

Shop on Purpose

Is our handmade products arm where all those inspiring makers who were trained through HHA Cambodia are able to sell their creations and work to support other marginalised members of their community to gain vital training and support to better their lives. Shop: hopeonpurpose.org/shop

Travel on Purpose

Is an ethical travel venture that enables everyday citizens of the world to travel to a culturally significant and marginalised community. Travellers will be immersed in education, learning and experience a new way of travelling with minimal footprint and maximum personal growth. Register your interest: hopeonpurpose.org/travel-on-purpose/

Learn on Purpose

Is a learning opportunity for companies, schools, universities and service clubs. Through it, we aim to find the best ways to help people in low-income countries, and spread the message that Cambodians are resourceful, resilient, innovative and best placed to solve issues in their communities. Learn more: hopeonpurpose.org/learn-on-purpose/



Why Cambodia?

Cambodia is our country of choice as it remains the poorest Association of Southeast Asian Nations (ASEAN) country with 35% still living in multidimensional poverty, despite recent economic growth (UNDP 2018). One of our target areas, Reul Commune, has a poverty rate of 39% (Ministry of Planning, 2015). Children and young people under 19 in Cambodia are generally amongst the poorest and constitute 45% of the total poor (UNDP 2018).

The unequal distribution of economic gains means that many Cambodians, particularly those in rural areas, still have poor health and low levels of education, skills and employment. These ongoing issues make it difficult for families to break the cycle of poverty. Poverty brings with it associated issues such as lack of hygiene, poor health, poor school attendance and high school dropout rates.

Education can and will help empower Cambodians out of poverty and into financial independence.

21% of women have
been abused



One in four women
over the age of 15
are illiterate



35% live in
multidimensional
poverty



Only 37% of girls go to school
at the appropriate age, and
just 12% of females continue
into tertiary education



Thank You

As you will have read in this report, much of the last financial year has been filled with challenges, requiring continual flexibility and growth in the face of global uncertainty. Through all of this, HHA Inc has been able to rely on the ever-present support of our partners, as together we have continued to raise funds to empower Cambodians to break the cycle of poverty. HHA Inc is ever thankful to the amazing group of volunteers who have given their time towards our cause over the last year. Without these volunteers, HHA Inc wouldn't be able to raise the money we do, so thank you for giving your time towards such an important cause.

It seems right that the last words of our 2019-20 annual report are reserved for our generous donors. Once again, your financial support over the last 12 months has provided HHA Cambodia with the resources to engage with their local community and equip them to break the cycle of poverty. Thank you for sticking with us during the challenging second half of this financial year. Your commitment to supporting sustainable, locally led development is the reason that the programs within this report were able to progress. We look forward to the next 12 months, where with your support, we know we can continue to overcome challenges and grow as an organisation, so that together we can continue to support the life changing work of HHA Cambodia.

Sally Hetherington OAM, Simon Matuzelski, Suzannah Mackey, Ann Johnson, Kobie Olsen and Angela Stansfield

Human and Hope Association Inc. Board of Directors





Kim and Simon at the 10 x 10 event



Sally presenting at UTS Build



Simon and Ann at our strategy day



Rabobank staff volunteering at our corporate markets



Attendees at Project EnKo's International Women's Day Zumba fundraiser