Table of Contents

3 Who we are
4 Message from the Chair
5 Vision, Mission and Values
6 WRC team
7 Counseling Support & Referrals
8 WRC Workshops
12 Major Successes
14 Our Challenges
15 Our Lesson Learned
16 Advocacy
17 Making WRC sustainable
18 WRC Team Recognition
19 Volunteers
20 Financial Reports
22 Thank you
Who We Are

The Women’s Resource Center (WRC) is a local organization, planned and developed by women. It was established on January 15, 2008 to provide a much needed service to women. WRC started operating to serve in-house services in December 10, 2010 which based in Siem Reap, Cambodia.

Women’s Resource Center provides women and girls in Cambodia with emotional support, referral services, and informal education so they can be empowered to make informed decisions about their lives.

We advocate for women and collaborate with other organizations in and around Siem Reap. In order to do this we have established a safe and confidential drop-in center for women to obtain essential information and support services in all social aspects of life.

A team of Khmer staff carry out the WRC programs; which are all designed to support and empower women in the community. WRC is an organization with an innovative structure and management. The Managing Director is responsible for day-to-day management. The team includes all of the staff and the Board of Directors (BOD). This team makes decisions about the program, evaluates current activities, develops new activities as needs are recognized while maintaining close relationships with others in the community.
The Women’s Resource Center is a huge part of who I am and what I stand for – the empowerment of women, the well being of families and the equality of all human beings. WRC’s work is dedicated to improving and ensuring these facets in the communities we are able to reach.

Since opening our doors in 2010, WRC has established ourselves in the community of Siem Reap and beyond. WRC’s work is not only important, it is also unique. WRC offers vital counseling services to women in need, as well as popular workshops on positive parenting, reproductive health, domestic violence, and financial literacy. Our workshops welcome both women and men, so that we can all work together to eliminate violence against women and ensure equality and safety for women and their families.

WRC’s work includes outreach workshops and presentations to young girls and boys in schools, helping them learn about gender equality, domestic violence and alcohol awareness. We have also collaborated with community leaders such as commune chiefs, village chiefs and various ministries to ensure that the issues Cambodian women encounter are visible and supported by their local communities.

2014 was a huge year for the Women’s Resource Center. We were able to secure a generous grant to help us establish workshops, hire additional staff and improve our services for the future. We also moved into a larger office with more space to hold our ever expanding workshops, library and counseling area. I am also proud to say that WRC was represented at the Vatican by our manager, Pisey, and advisor, Sally, during a global conference on human trafficking where they also had the amazing opportunity to meet the Pope himself. I hope that 2015 will bring with it even more success for WRC.

I want to thank everyone who has supported WRC over the years – all donors, volunteers, staff and board members. Without your continual support we would not be where we are today, helping women and young girls to access essential services and programs vital to their empowerment, safety and well-being.

Bouny Te
About WRC

Vision
We envision Cambodia to be a fair and safe society with equal rights for all. Women and girls will be empowered, educated, respected and able to make decisions about their lives.

Mission
Women’s Resource Center provides women and girls in Cambodia with emotional support, referral services, and informal education so they can be empowered to make informed decisions about their lives.

Values
Confidentiality, Accountability and Transparency, Empowerment, Upholding human rights and Advocacy, Professionalism, Partnership, Neutral and equality, Non-judgmental and empathy, Respect and value others
women helping women

WRC Team

Pisey, Managing Director

Kimsan, Health Workshop Facilitator

Sophal, Legal Aid Workshop Facilitator

Serey, Admin and Accountant

Sally, Advisor

Savun, Outreach Health Facilitator
Counseling Support & Referrals

Drop in Center is WRC’s main program which is open to provide emotional support to women and girls.

Counseling is a new concept for Cambodia so some people are reluctant to seek out counseling when they have problems or concerns, and believe that strong and healthy people should be able to resolve all their issues on their own. Others believe that talking with a counselor is about the same as talking with a good friend. But there are many good reasons for seeing a counselor when life becomes especially difficult.

WRC provides a drop in center as a safe, comfortable place away from home for women and girls drop in to talk about any concerns or problems in their daily lives. The client has rights to share their stories as much as they want. They need empowerment, empathy and someone to listen to them.

Many clients said that:

“I feel a lot better because there is someone to listen to me, I feel valued, respected and empathized with”
Women’s Health Workshops

A small group of women and girls discussed about how a woman’s body works. Each week for 2 hours session they come to participate and learn different topics related to women. The topics are: Reproductive Health, STIs, Family Planning, Safe Motherhood and Safe Abortion. This is very important information for women and girls to discuss in a private and safe environment because most families do not talk openly about these subjects.

Legal Aid Workshop

Engaging men and women is an important part to raise gender equality and equity. Women and men should be aware of their rights, roles and responsibilities in their family, communities and society. Understanding all of the above will reduce domestic violence in families.
Parent Talks Workshop

“Becoming a parent is very easy but becoming a good parent is not easy”.
A lot of mothers and fathers are willing to learn about the meaning of this sentence through discussing and understanding children development, positive parenting and discipline.

PhotoForward Workshop

*Through Our Lens* is a partnership with PhotoForward that started in January 2014 and reaches a group of dedicated women who are learning to connect with the digital age through photography, video, storytelling, and community research. In Cambodia, few adult women have the opportunity to learn about the digital media and the long-term goal is for this team to become the community advocates for adults and youth in our programs. We also hope to use these new tools across our workshops and community programs.
Financial Literacy Workshop “Riel Change”
Riel Change is a program of financial literacy which helps self employed women to learn about tracking their income and expenses. This very basic knowledge aims to support women through building their confidence, saving strategies, setting goals, and recording their money and budgeting.

School Workshop
Children are the future of our society so we want to see the children who we work with at Wat Chork Secondary School have more life skills information in addition to their knowledge from the school curriculum. WRC promoted gender roles, domestic violence awareness and alcohol awareness to these young grade 9 children. In the future they can play better roles in their family, community and society.
Pilot Test workshop in Kok Krasang Village

WRC provided a session to people from 20 families to discuss the issues of domestic violence which is happening to many villagers. This is the biggest issue which was identified by village chiefs and villagers through our research survey in 2013.

We shared this important knowledge to the family representatives because we believe that they are the key people in each family to continue leading and being roles model to the children. Their future children will have a better chance of leading a healthier life—physically, emotionally and mentally—without the impact of domestic violence. Their parents have time to earn and send their children to school properly and women especially feel more confident to seek support from authorities or NGOs which exist around their communities.

“Empowering people = empowering community”
2014 Major Successes

DROP IN CENTRE

Seeking support...
In 2014, WRC welcomed 51 women and girls to our drop in center. We provide a comfortable counseling room and strict confidentiality. There were 15 cases of domestic violence, 12 cases of health, 5 cases of rape, 2 cases of trafficking and 17 cases of seeking information and job opportunities. There were 8 cases referred to get legal support, 2 cases referred to clinics. All cases had follow up to client and partners after referrals. WRC continued research potential referral partners to ensure that our clients receive the services available and match their needs.

OUTREACH WORKSHOP—WAT CHORK SECONDARY SCHOOL

The outcome results at school...
WRC provided informal educational workshops to 88 students; 52 boys and 36 girls in grade 9 (boys and girls) in 2014. They all enjoyed it and want to continue to learn again in the future, which is our mission to keep following up with them. WRC wants to see boys and girls discussing openly about the impact of domestic violence. In the year of 2015, will be include more topic on gender roles which is also the most important for boys and girls to discuss about it.
2014 Major Successes

WORKSHOP PROGRAMS IN CENTER

Graduated participants...
After attending the program from 6-8 sessions with WRC educational program, participants leave with a happy face holding the certificate of completion with the words “I want to come back…”

The outcome results...
In 2014, WRC provided 15 groups with informal educational workshops in its center to 188 women and men. In center participants were 87% women, 13% men.

- Workshops include:
  - Legal Aid and Domestic Violence
  - Riel Change
  - Positive Parenting
  - Media class
  - Women’s Health
Our Challenges in 2014

INTERNAL CHALLENGES

- Number of operational staff and human resources is small
- Manager plays multiple roles in the organization
- Number of board members are small and roles unclear
- Financial management and control procedures in development
- Limited of Strategic planning process
- Guidelines for workshops, materials for programs, and manuals for staff in development
- Staff requires additional English language training
- Process of Monitoring and Evaluation is in development
- Staff knowledge about project and program management is limited and additional professional skills development is needed

EXTERNAL CHALLENGES

- Lack collaboration from the authorities and chiefs
- Service providers are inadequate for client referrals
- Communities are still not used to seeking resources and support is still limited for issues like sex, mental health and abuses
- Government curriculum and schedule for student had changed
- Infrastructure in Cambodia is unreliable (electricity, internet, flooding, etc.)
- Funding resources limited and insecure
Our Lesson Learned

LESSONS LEARNED: INTERNAL CHALLENGES
- Establish short and long term strategic plan
- More staff needed to achieve org goals
- Clarify management structure, roles and responsibilities
- More effective program monitoring and evaluation
- Capacity building for staff including professional development and skills training
- Improvements needed in financial management and control
- Establish and clarify program procedures and guidelines

LESSONS LEARNED: EXTERNAL CHALLENGES
- Engage the communities, improve communication and enhance the presence
- Services available for client recognize the limitation and adjusting our approach based on the quantity and quality of resources available in the community
- We cannot change the infrastructure problem in Cambodia but we can build in our planning extra time that give us the opportunity to adjust and problem solve with the issue arrives
- Investing more human resource time in sustainable fundraising and financial planning

Based on the lesson learned from the past year we have implemented the following:
In 2014, we initiated our first strategic planning process as an organization. It has been a challenging but valuable learning experience for our entire team. The process is helping us to address many of the challenges and lessons learned over the past year including where we work and who we serve. It is also helping us to clarify roles, improve financial management and control, and better prepare our staff to meet their responsibilities. We are also reaching out to the community through public events and strategic partnerships to increase the visibility and reach of our projects. Our goal for 2015 is to develop new evaluation strategies to monitor the impact and effectiveness of our work.

Most importantly, we are expanding our staff, so we can improve the management and quality of our work and better support the clients and community. With our expanded staff and improved impact reporting we hope to be equipped to develop short and long-term funding strategies.

We also recognize that there are external challenges specific to Cambodia that we cannot always control but through our improved, advance planning we hope to be better prepared when difficulties come up.
Advocacy

International Day of the Girls.
Speaking to 60 youths by collaborating with Salarin Kampuchea organisation about the importance of educating girls and gender equality between men and women/ boys and girls on International Day of the Girls.

Campaign for women’s rights...
by collaborating with Shinta Mani Hotel we organized an event to raise awareness of International Day for the Elimination of Violence against Women. We got involved with 32 Chiefs, commune polices from Sangkat Svay Dangkum and Kok Chork and the Department of Women's Affairs to Say NO to Violence Against Women.
Making our program sustainable

Beside the regular programs in the center and outreach, WRC provided fee based services to NGOs and businesses in the local community to support those without sufficient income can afford to receive free program services at WRC. This mean to sustain our program, WRC provides consulting workshop to others to make small income to support clients.
Pisey invited by The Global Freedom Network to attend symposium on “Young people against prostitution and human trafficking: The greatest violence against women” in Vatican city, Italy. WRC will be target trafficked people as own rightholder in 2015 http://www.globalfreedomnetwork.org

Pisey, Managing Director and young Khmer ladies attended the Symposium in Phnom Penh which organized by Humanitarian Affair. Web : www.humanitarianaffairs.org www.universityscholars.org.uk

Kiman, first travel to attend the STIs Conference in Bangkok. www.iusti2014bangkok.com

Sally, WRC Adviser interviewed with The Mornington Peninsula magazine in Australia about her long term commitment to support WRC.
Thank You to our short term and long term volunteer who spending such really valued-time with WRC. WRC couldn't be where we are without the support of our past and present volunteers who donate their time, expertise and hearts to build our capacity as individuals and an organisation. Benefit from skilled volunteers, WRC staff be able to get more knowledge and share to our clients and participants in the center and outside of the WRC center.
## INCOME

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January – December 2014
Financial Report

January – December 2014

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THANK YOU!

In addition to the support, we wish to thank the following foundations and donors for their continued collaboration and financial support:

- **diakonia**
- **HEINRICH BÖLL STIFTUNG**
- **THE FUND FOR WOMEN IN ASIA**
- **globalgiving**
Thank YOU

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