ANNUAL REPORT
Women's Resource Center, Cambodia
All client names and images used in this report have been changed to protect the identity of our participants.
MESSAGE FROM THE EXECUTIVE DIRECTOR

This has been a year of many things, but most profoundly it has been a year of coming together. Though global news throughout 2019 has often been overwhelming, at our busy little center we never lose hope. With volunteers from Cambodia, Australia, Amsterdam and Canada, funding partners in Germany, Sweden, France and Asia, and donations from across the world, WRC has been a small microcosm of international hope and goodwill.

As always, our workshops have provided free and safe spaces for women and their families to come and learn skills to improve their life outcomes.

It has been heartening to see another wave of Cambodians who have improved their parenting skills, financial literacy levels, and their understanding of women’s health and women’s rights.

We have extended our Positive Parenting Workshops to include Parent Talks, a condensed and less formal session for parents who have expressed interest in attending but cannot commit to the timeframe and workload of the workshops. Additionally, our free and confidential social work and counseling services have helped _number of women who have had counselling__ women to get back on their feet when facing hardship.

The burden of achieving gender equality does not only belong to women, but it can be difficult to engage men in a center so focused around women. This year we have taken our Men’s Coffee Talks on the road, with social worker Sreymom traveling out to workplaces to talk to men on their meal breaks about the roles of fathers in creating and sustaining positive family dynamics. This has been a great way of engaging more men in our services, and we have been impressed by the enthusiasm of proud fathers to share their stories with the group.

A personal highlight of 2019 was our 16 Days of Activism against Gender Based Violence Campaign. Whether it be our street clean up, tree planting or meditation for peace, people of all ages and genders came with enthusiasm to participate and an eagerness to learn. In particular, our Soccer Match for Unity was a huge hit, with close to 200 in attendance! I would like to thank my team for their fantastic work in organizing and hosting such a wonderful calendar of events.

I hope you’ve had the opportunity to view our new video, starring two of our program participants who felt compelled to share how WRC had changed their lives and impacted their views and behaviors. We also heard from Rin Kongkea, a psychologist from our referral partner organization Free to Shine. Rin shared about the links between childhood experiences of violence and becoming a perpetrator of violence, underlining the importance of our Positive Parenting Program. This video was produced in-house by our team, and will help us to promote our work across Cambodia and beyond.

I am delighted to present our 2019 Annual Report.

Vanthat Kong
Executive Director
MESSAGE FROM THE BOARD OF DIRECTORS

I have been involved with Women’s Resource Center since it’s early stages in 2009 when we would hold one-off workshops out of other NGO’s office spaces. I’m so proud of what we have evolved into now, with our center’s ten-year anniversary approaching in December 2020. While still holding true to our values and principles of women’s empowerment and capacity building, we have also expanded our reach to ensure that the younger generations and men are able to be part of the conversation and ensure equality as a whole. Though there is still much work to be done, I am inspired by how enthusiastic the community of Siem Reap is in working alongside WRC’s staff; whether by attending our informal workshops, participating in our community events and campaigns or sharing with us their struggles and hopes. We hope to continue our work and build on our impact in the community this decade, and thank all our community partners, village and commune representatives and of course all our amazing staff, board members, donors, and volunteers who have supported us along the way.

I hope you enjoy looking over what we have accomplished in 2019.

With humble thanks,

Bouny Te, MSW
Chair of the Board of Directors
Women’s Resource Center (WRC) believes that providing women with access to information and knowledge is the most effective method of self-empowerment. Since 2010, we have endeavored to change the climate of silence and inaction in Siem Reap and the surrounding communities.

First and foremost, we are a drop-in center where local women can safely ask questions regarding any aspect of their life and their children’s lives. Our trained staff use feminist and rights-based counselling skills to assist these women to best approach their unique situation.

Through our education workshops like women’s health, women’s rights, parenting and financial empowerment, we are able to help women gain the skills and confidence they need to change their lives for the better.

Our network of community ambassadors across Siem Reap allows us to extend our services beyond the reach of the center, and our campaigns bring attention to important issues of gender equality. Through the extension of our outreach programs into schools, we are actively working to build up the next generation of strong and informed female leaders, and involving boys in the fight for equality.

We want to transform the way resources are offered and networked for women. This is why we only create programs we feel are not widely available or have not been introduced elsewhere as yet. In this way, we’re not repeating the great work done by others, but are instead focusing on filling the gap of services and information.

Our drop-in center and referral service is a trusted resource in the community for women seeking aid available through other avenues. By partnering with other agencies in the community, we are able to further expand our target reach.
MEET THE TEAM

...and our dreams!

Vanthat Kong
Executive Director

'I strongly believe that I can lead WRC team and grow WRC to achieve its goals.'

Pisey Khim
Manager

'We offer a safe and confidential place for emotional support and free information. Welcome to all women!'

Kimsan On
Programs Coordinator

'My dream for Cambodian women is to see all women become educated, work, and make family decisions.'

Sreyom Chhoun
Social Worker

'I want to say to all Cambodian women that "Let go to school and get an education because only education can change your life to become the best life". '

Gemma Marshall
Donor Relations Manager

'I dream for Cambodian women to be empowered, to live equally to men in the community, to reach their full potential and raise daughters who reach theirs too.'

Bunnak Leng
Administration

'In the future I want to see a safe and equal society, where opportunities are fair for women. Women will be empowered, educated, respected and able to make decision about their own lives.'

Navy
Administration Assistant

'I am passionate about women’s rights because I want women and men to have equal opportunities and I also want women’s voices to be heard and respected.'

Kunthea Ny
Counselor

'My favorite aspect of working at WRC is the familial work environment that is made up of openhearted, empathetic, and supportive women.'

Och Phlong
Tuk-tuk Driver

'My dream in the future is to see women in the community understand their rights and secure useful skills and knowledge.'

Seyha Ro
Intern

'I am passionate about women’s rights because women want to be free from violence, and I want to help women to feel strong.'

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Social Worker

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2019 SUCCESS HIGHLIGHTS

59 participants have successfully completed four financial management workshops.

61 participants have successfully completed four Women’s Rights and Gender workshop.

44 women have successfully completed Women’s Health Workshops.

80 participants came out to our annual reflection day to discuss what they’ve achieved since the workshops and how the new skills and information has improved their lives.

83 people reached through Ambassador Meetings.

1,172 rural community members were reached through 8 Ambassador Community Talks.

44 women have successfully completed Women’s Health Workshops.

465 youth, including 331 girls and 134 boys, reached through four school forums, covering gender-based violence and alcohol and drug awareness.

39 parents (34 mothers and 5 fathers) joined our new Parent Talks initiative.

986 people participated in our Ending Violence Against Women campaign across 16 days.

121 people received free counseling at our Center.

362 children utilized the day care space to play and learn while their parents attended workshops and counseling services.

Celebrated International Women’s Day with 189 people who attended the event.

47 families participated in our Family Fun Day activity.

Over 100 girls came out to our International Day of the Girl Child event, where they each received a free menstrual hygiene kit.
**CASE STUDY: Rina’s Story**

A young lady, Ms. Rina, said that "before I was very shy and not enough confident to speak to other people because I came from a very poor family with 6 siblings. My father is a construction worker and my mother is a housewife. We sometimes have no food to eat and because I am a oldest sister in the family so I used to want to drop out of school".

But in 2016, Rina joined our Women’s Health workshop program and then she gained a lot of knowledge, information and confidence. She talked to her friends about health around menstruation, personal hygiene and reproductive health. Since 2017, she has been involved in WRC’s Ambassador Program. She received more capacity building such as training on leadership skills, building self-confidence and public speaking, women’s rights and gender.

Rina said “The training was very important to me! I started to value myself and my education!”

**CASE STUDY: Prathna’s Story**

Prathna lives in Siem Reap with his wife and 3 children. Before entering Women’s Resource Center’s programs in 2018, he said that “I didn’t want to go to join the workshop because that’s only for women and girls and it’s not important to me”. His wife registered his name to attend a workshop on Positive Parenting workshop and to his surprise he enjoyed it. When he heard about our workshop on domestic violence awareness and gender equality, he registered by himself!

He said "since I learned information from the workshop, it changed my thinking a lot, and my speaking and behavior toward my wife and my children. I learned to listen to them more and respond with more positive behavior so there is less conflict between me and my wife".

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**KEY PERFORMANCE INDICATORS**

- 65% of female participants and 50% male participants increased their savings and improved their spending habits following the completion of financial literacy workshops.
- 60% of female participants and 80% of male participants reduced their debt following completion of financial literacy workshops.
- Upon the four-month follow up after the end of the women’s health workshops, 61% of respondents had discussed family planning openly with friends and family. No participants had previously done this before the workshop.
- Upon the four-month follow up after the end of the women’s health workshops, 95% of respondents had begun carrying out their own breast-examinations monthly. Only 16% of participants did this at the start of the workshops.
- 100% of male participants in women’s rights and gender workshops said that they share responsibility for household chores with their wives after completion of this workshop.
- Understanding of safe and legal migration procedures increased in female participants by 37%, and by 63% for male participants, following women’s rights and gender workshop completion.
Our drop-in center provides counseling, emotional support and free referrals to legal, local health and other services. We believe that providing women and girls with access to information and knowledge is the most effective method of empowerment. We offer a safe place where women, girls and their families can seek support, share concerns, ask questions and be referred to the many services available in Siem Reap.

In 2019 we provided counseling support to 121 people including 111 women and 10 men. Most clients received more than one counseling session, depending on the issues and service availability. In addition, our social worker followed up and provided ongoing and emergency support to 15 clients to ensure that they received the right services and were on track. Throughout the year we discovered many issues that affected the women we work with and caused them to seek support from WRC, such as:

- 27 women shared that they have been living in an abusive relationship between 3 and 15 years. And 4 women have made their own decision to seek divorce as she doesn’t want to stay in the abusive relationship.
- 29 (27 women, 2 men) looked for emotional support for their stress management, relationship and life challenges.
- 21 (19 women, 2 men) shared about their health concerns such as personal hygiene, sexual relationships, and family planning.
- 41 (37 women, 6 men) looked for employment opportunities and school scholarships for their children.
- 2 families shared about their challenges in raising their children.
- 1 woman raised concerns about her land rights.

• Seven women’s cases required further support and referral services such as food, a place to live, children’s school materials, and health consultations on family planning, contraception and general medical treatment. These sessions were provided by Marie Stopes Cambodia, the local health center, the Provincial Hospital and NGO partners for school materials, such as Friends International, Lotus World and PSE.

• Four divorce cases were referred to the Cambodian Women’s Crisis Center, ADHOC, the Department of Women’s Affairs, the Commune Council for Women and Children, and a private lawyer for consultation and free legal support.

• One case referred to received mental health services and further follow up support.

• Twelve cases referred NGO partners such as JWOC, Friends International, HHA, and VBC to seek a scholarship for their children who can go back to school and receive further support.

• 12 cases referred to National Employment Agency and Future Project, to receive job and vocational training skill for future employment opportunities.

• 17 cases received emergency support such as food packages, living and hygiene supplies from WRC and further follow up and support.
This workshop really helped me to better manage my cash. Before if I had 10,000r I would spend all of them, but after I learned about saving and tracking I spend half of them and save another half and I can set a plan better for my children’s study.

- Phalla, WRC participant

Women’s Rights and Gender workshops empower women with knowledge of their rights. Traditional gender roles in Cambodia can make it difficult for women to see themselves as equal to men. Many women have reported feeling more self-confident and improved self-belief after completing this workshop, and men who attend benefit from learning how to better share responsibilities with their wives.

- Navy, WRC participant

Financial Literacy workshops empower women with knowledge to manage their money through budgeting and saving skills. Increased financial literacy has been shown to improve decision making, saving and spending habits, and reduces susceptibility to economic abuse. Where participants don’t have the capacity to read and write, we teach them basic budgeting skills using drawings instead of numbers. Participants have reported better outcomes for their families when they are better able to allocate their resources across the household.

Women’s Health workshops create a safe and welcoming space to discuss women’s health and self-care, topics which are often neglected due to their taboo nature in Cambodian society. Family planning is an important topic, empowering women by teaching them about their bodies, rights, options and how and where to seek support.

- Phearum, WRC Youth Ambassador

Positive Parenting classes teach parents to raise children through positive reinforcement. Cycles of violence often start at childhood, so it is important to ensure children grow up in a positive, violence-free home. Parents also learn the importance of self-care, and that to look after your family you need to look after yourself. The workshops increase awareness about the implications of parental behaviors and actions, and taught important anger management skills to improve positive parenting outcomes. Participants learned fun activities they can do with their children at home to build stronger relationships with greater communication.

- Thida, WRC participant

Our workshops are at the heart of our program, as education is one of the most effective means of empowerment. Throughout 2019 we have delivered workshops to 244 people, with 179 returning for refresher workshops and 80 contributing to our annual reflection workshop. We are pleased to report that 54% of adult participants at our Women’s Rights and Gender workshops this year were men, as it is important to engage men in these discussions.
School Forums

Breaking cycles of inequality and gender-based violence requires early intervention and education. WRC began the School Outreach program in 2015. After an initial school-based needs assessment WRC approached and was endorsed by the Ministry of Education, Youth and Sport to work with secondary schools in targeted village communities. This endorsement enabled WRC to establish a partnership with the principals at Wat Chork Secondary School and Sandachdek-hou Hun Sen Krous Secondary School to provide gender education to student boys and girls age 14-17 in the two lower secondary schools.

Through these forums we provide informal education workshops covering alcohol awareness, peer pressure, women’s rights and gender equality. We have been fortunate enough to be joined by guest speakers, including police officers and lawyers, who give further insight into the legal ramifications of these topics. This year we have completed four forums, reaching 465 students.

Consulting

Beyond our community workshop and outreach programs, we also educate staff from local businesses through our consulting services. Businesses see the value in creating safer, more positive work environments through educating and empowering their staff with knowledge of women’s rights, health and financial management. The income from our consulting work is an important supplement for our other services. In 2019 we have consulted 12 times for five organizations, reaching 209 participants and generating $2,990.

Ambassador Program

We have held eight ambassador meetings this year to forward plan and build capacity. Together with our ambassadors we host ‘Community Talks’, where we share knowledge with the local community. Across eight Community Talks we have reached 1179 people, including 517 women, 655 men and 7 children in 2019.

I am one of the youth ambassadors for WRC. When I do this role it can build my confidence and bravery; I can stand and speak in front of many people in public. Topics such as gender role and domestic violence can help me to understand more men and women’s roles and the impact of domestic violence. I have shared this knowledge to people in my community.”

- Phearum, WRC Youth Ambassador

Men’s Coffee Talks

Our Men’s Coffee Talks are a valuable addition to our workshops, allowing men who are too busy with work or who feel unsure about attending workshops at a women’s center to come together informally and discuss their experiences as fathers. Social Worker Sreymom facilitates discussions around the role of fathers in creating positive home environments and gives advice as to what can be done to improve their situation. This year we have extended the reach of our coffee talks by hosting them on site at workplaces during lunch breaks. Across four talks we have had 17 very proud fathers actively participate in conversation and share their experiences of fatherhood.
**Anniversary Dinner and Auction**

Pou Kitchen and Café kindly hosted us for this year’s Anniversary Dinner and Auction, which raised a total of $3,249 towards providing the team with additional trained social worker, Sreymom. As always, we received many generous prizes from business sponsors across Asia, which made for a lively auction and raffle. Celebrity singer, Nov Dana joined us from Phnom Penh to sing and share her story, and also attended workshops to encourage and empower participants during her stay. The talented Melissa Lingo also lent her singing support to the event. It was a fun night for all involved and we are grateful to everyone who participated.

**International Women’s Day**

On March 8th WRC held a community event to celebrate International Women’s Day, which engaged 169 women, youth, family and community members to understand more about gender equality and rights. A focus of the event was creating a space for participants to learn from others, express feelings and build communication between families and children. Guest speakers shared their stories, knowledge and information to our audiences and group discussions were facilitated.

**Family Fun Day Lunch**

Our Family Lunch attracted close to 60 people from across Siem Reap for a day of family fun. The lunch provided a great opportunity for parents to chat and make new friends from other areas who are going through the same things that they are, encouraging a WRC family network.

**International Day of the Girl Child**

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**Sleigh Bells for the Belles of WRC at the Park Hyatt**

Our annual wine and cheese fundraiser at the Park Hyatt Siem Reap was a fantastic evening, raising $1279. Guests were entertained by a musical performance from Family Circle and enjoyed an excellent array of cheese, charcuterie and wine. Our raffle was filled with prizes generously donated by Siem Reap businesses, and Pisey took the opportunity to spread our message of empowerment and share about all that we do at WRC. An additional $188.25 was raised through the naming of gingerbread houses, which the Park Hyatt continued for us up until New Years’ Eve.
Participant Annual Reflection

In 2019 WRC conducted an annual reflection meeting with 80 participants from our target villages. The objective of the annual reflection meeting was to gather and reflect with the participants from the workshops on what they have learned and how the knowledge can help them for the daily life. After the presentation we ran a group discussion on the activities and took note of what they have learned from the workshops and practice in their daily life.

After the workshops they have increased knowledge and skills for a better understanding of saving, cash management, money tracking and recording income and expenses and improve family relationships. While other participants shared that they understand the benefit of the marriage certificate, family law, domestic violence law and the gender roles at the family level. We also disused about the challenges and lesson learned and how we can improve our services and understanding the role of each party as service provider or duty bearer and right holders with the local authority, and other stakeholders.

Staff Annual Reflection

WRC staff came together over two days in July for our annual reflection. This was an opportunity for team building and planning for the next year, as well as exploring personal and professional development. It was also a chance for staff to discuss any challenges they’re facing and seek advice from management and their peers. A key takeaway from the event was for staff to see their own value and be proud of what they bring to the team.
MEMORABLE MOMENTS

Khmer New Year Blessing

WRC Community Lunch & Family Fun Day

Tree Planting in Svay Leu District

End of Year Staff Trip to Koh Ke Temple

Fundraising event in Canada

CENTER VISITS

Team from Soroptomist International

Bill and Sophal from Southeast Asia Foundation

Team from Heinrich Böll Stiftung

Hugues from Apprentis d’Auteuil

Students from the Australian Center for Education in Siem Reap

Team from Schmitz Foundation

Rebecca from the Australian Department of Foreign Affairs and Trade, who provide us Australian Volunteers
Every year WRC participates in the international campaign of 16 Days of Activism against Gender-based Violence. The campaign begins on the International Day for the Elimination of Violence against Women, November 25, and runs until Human Rights Day, December 10. Throughout this time people and organizations from around the world call for the prevention and elimination of violence against women and girls.

This year we hosted five awareness events, in addition to our Sleigh Bells for Belles fundraising event, which were all met with high attendance and enthusiastic participation.

16 Days Campaign to Eliminate Violence Against Women

Football Match for Unity

Over 200 people came together for a day of friendly sport, kicking off with a demonstration match from two local teams, who played in the name of ending gender-based violence. This was followed by a round robin of youth teams from local partner organizations. The event was a huge success and sent a powerful message about diversity and equality, with youth of all backgrounds, ages and gender identities playing together regardless of their differences.

Clean Up for Equality

Women carry out at least two and a half times more unpaid household and care work than men worldwide (UN Women, 2016). The equal sharing of these responsibilities is crucial to advancing gender equality. In the name of shared responsibility, we hosted a Clean Up for Equality, where we were joined by community members and organizations from across Siem Reap to clean up our home together.

Meditation for Peace

In a promotion of mental health and anger management, we encouraged participants at our Meditatio for Peace to engage in visualizations and self-reflection. We raised awareness of the detrimental effects of anger and our guest speakers educated participants on work-life balance, as well as discussing bullying, harassment and rape.

Alms for Mental Health

We were joined by local school children at Wat Damnak, where we heard from monks about best practices for good mental health. The monks taught us to practice peace within ourselves to create a more peaceful world around us. Afterwards we offered alms to the monks to practice gratitude, good will and kindness.

Tree Planting for the Future

From little things big things grow, and planting trees was a perfect metaphor for creating long term vision and goals when we visited local students. We discussed how starting with the small act of planting the trees, we are working towards ensuring a greener environment for the future, whilst encouraging students to get involved in the campaign to create more positive futures for themselves.
**Menstrual Hygiene Program**

In collaboration with Taksenkangbloung Community Centre we distributed over one hundred free menstrual hygiene kits to girls in the community this year on International Women’s Day. Women’s health is often a taboo subject in Cambodian society, so having the opportunity to talk openly to girls and help prepare them for the next step of their lives is important to their health and empowerment. Especially when we can provide the necessary tools to make it easier.

**International Networking**

In February Pisey was invited to go to France through our partner Apprentis d’Auteuil to participate in a program exchange meeting for all of their international partners. Representatives from Peru, Burkina Faso, the Democratic Republic of Congo, the Philippines, Mali and Cambodia came together to share, cross-learn and support one another, and co-create the implementation of the ‘Via Familliiis’ project.

**Social Service Leader Exchange**

WRC Executive Director Vanthat represented Cambodian social services at the Social Service Leader Exchange Program 2019, held in Singapore. Vanthat had the opportunity share her knowledge and working experiences with 14 other delegates from 12 countries in South East Asia, and to learn about social services in Singapore and other neighboring countries. A focus of the event was collaboration, and Vanthat found it interesting learning about how the government, social workers, private sectors and civil society work together in Singapore to strengthen community and improve social service value.

**Women Deliver**

Women Deliver conference is the world largest conference where all the women leaders, political leaders, young advocates, local and international organizations, businesses, media, and press from many countries gather together to discuss and reflect on the movement of women’s empowerment and development around the globe. Vanthat was a delegate at the program, and was both excited and overwhelmed by the sheer size of the event, with 7-8 thousand delegates!
FUNDRAISING CAMPAIGNS

Little by Little Campaign
In August we had the opportunity to participate in the Little by Little donations matching campaign through our fundraising platform Global Giving. This campaign celebrates strength in numbers, celebrating small donations adding up to big change. Across 2019 we raised a total of $14,500 through Global Giving, around $4,000 of which was raised in matching periods.

Giving Tuesday
Giving Tuesday is a global philanthropic movement occurring on the Tuesday after the U.S. Thanksgiving holiday, and is a time to share the spirit of gratitude and generosity with worthy causes. We participated in Giving Tuesday through Global Giving, raising a total of $1462.13.

Christmas Gifts that keep on giving
At Christmas time we trialed a gifting program, where specific donation amounts could be gifted to loved ones. Donations came with a download link for a gift card that included a cost example of how their gift could impact the lives of Cambodian women. The campaign raised $110. This year we are working on creating a permanent gifting portal on our website, so that our supporters can consider WRC donation gifts for birthdays, Mother’s Day and any other day of significance. Such gifts are waste free, and are the perfect gift for the person who has everything.

End of Year Campaign
Funds raised throughout the end of December were eligible for matched funding and prizes through Global Giving. During this time we raised a total of $6618.72, including funds raised by Executive Director Vanthat and friends of WRC running in the 10k and half marathon distances in the Angkor Wat International Half Marathon.

COMMUNICATION

Our new video!
In launching our Ending Violence Against Women Campaign, we created a new video that showcases how our workshops address the root causes of gendered violence. The video is a resource we can share with visitors to the center, as well as with our online supporters around the world. It was an amazing opportunity to give our participants a voice and create insight into the human lives behind the statistics of our programs. Our video is available on our Facebook page and YouTube.

Website Update
This year we have updated our website, making it faster and easier to use than ever. All of our annual reports from 2014 onwards are now available for download on our website. In early 2020 we are adding a new photo gallery and other exciting areas to our website, including where to purchase WRC merchandise- watch this space!
HANNAH
Australian Volunteers Program (AVP)

At the beginning of April Hannah joined WRC, all the way from Australia to complete a 12 month volunteer contract as a Communications Officer. Hannah brings broad communications experience to the role, having worked in the public and not-for-profit sectors in Australia and internationally. Throughout the year Hannah has updated our website, created promotional videos, photographed events, and kept you all posted through our newsletter, social media channels and reports like these. Hannah is passionate about women’s rights and incredibly grateful for the opportunity to be part of this small but dedicated team for a year.

JESSALYN
Accounting for International Development (AfID)

From August to September we received volunteer assistance from Jessalyn, who came to Cambodia from Amsterdam. Jessalyn reviewed our finance manuals and procedures, identified finance-based training needs, improved our use of QuickBooks and reviewed our budget. On top of this, she was an excellent mentor to Navy and Bunnak, assisting in capacity building and personal development.

“My first day with Women’s Resource Center was this past Monday and after a few days I can just say “wow” - the group of women that run WRC are amazing and the work they do is fantastic.” - Jessalyn in her first week at WRC.

In 2020 we look forward to receiving further assistance from AfID, with Ayesha joining us from Pakistan.

ANIKA
Concordia University

Anika is a Cambodian-Canadian student from Montreal, who joined us for the month of June to assist with communications. She is studying Communications and Cultural Studies at Concordia University and completed a short internship in Yangon, Myanmar in 2018 for Emerging Market Consulting doing some report writing. Her sister, Bouny Te, co-founded WRC and planted an interest in women’s rights in Anika at a young age. Anika enjoyed volunteering with WRC and learning from the women who are fighting every day for gender equality in Cambodia.

CASE STUDY: Leaksmey’s Story

Leaksmey’s story
41 year old client Leaksmey told us “I have been living in an abusive relationship with my husband for 19 years. He abused me in many ways such as blaming me, beating, force for sex and a lot more…but I didn’t know where to find support from the trusted service”.

After she visited our drop in counseling center in mid-2019, and was referred to receive further legal support from her local commune and one of our NGO partners, she felt more confident to make her own decision. “I was very afraid that Women’s Resource Center might look down on me but they didn’t. They treated me as their family and supported my idea until now I live freely from violence”.

AWARDS

We have received recognition from Global Giving for being an effective and top-ranked organization within their platform, who have been vetted and verified through a site visit. We have also been recognized as a staff favorite!
STAFF CAPACITY BUILDING

Our staff are our most important resource. As such we are committed to lifelong learning, and always take opportunities from our partner organizations and other businesses to participate in capacity building workshops. In 2019, our staff completed:

- The Power of Networked Leadership - SEA Foundation training
- Women Deliver Conference
- Social Service Leader Exchange
- Gender Mainstreaming
- Basic Photography
- Flyer design
- Budgeting, reporting, QuickBooks and taxation
- Basic Mental Health Awareness
- Social Work Practise and Case management - Advocacy Leadership
- Child Protection Policy
- Good Governance Training with CCC
- Designing with Canva
- Society of gender professionals
- VBNK on Financial Manuals and Effective Internal Control
- Photography/videography and content creation training with Save the Children (FTC/REACT)
- Navy and Bunnak represented WRC at the Cambodian Labor Law on Seniority meeting, learning about how staff can comply with new labor laws. They learnt about Human Resource Management, including staff appraisals, conflict resolution and performance development cycles.
- Team building retreat in in Koh Ke

FINANCE TRAINING AT SHE INVESTMENTS

ORGANIZATIONAL DEVELOPMENT

Following an audit from NGO Governance and Professional Practice (GPP), WRC received a compliance score of 83%, with high compliance across key areas including areas of good governance, accountability and transparency, sound financial management and human resource management. Although 83% is a good score, NGO GPP standards require at least 92% of compliance to be recommended for their certification program, so they have recommended areas for WRC to fulfil and improve across one year from September 4th 2019 until September 5th 2020.

Women’s Resource Center has submitted necessary documents to the assessment team for NGO Governance and Professional Practice (GPP). The GPP team completed a field assessment with WRC staff and Board of Directors, volunteers, beneficiaries, local authorities, NGO partners and donors in March 2019.

In December 2019 WRC received a scholarship for organizational capacity development and coaching support. The objective is support ten Cambodian NGOs in becoming role models of transparency and accountability by enhancing the internal systems, policies, and implementation. We look forward to this opportunity and for organizational development that will help us achieve GPP certification.
### BUDGET

#### Income

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<tr>
<th>Grant Income</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dakonia</td>
<td>$21,700.00</td>
</tr>
<tr>
<td>Schmitz Foundation</td>
<td>$16,755.00</td>
</tr>
<tr>
<td>Herrich-Boll Foundation</td>
<td>$13,007.00</td>
</tr>
<tr>
<td>SE Asia Foundation</td>
<td>$2,313.00</td>
</tr>
<tr>
<td><strong>Total Grant Income</strong></td>
<td><strong>$53,775.00</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Other Funding Sources</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Giving Online Fundraising</td>
<td>$11,084.91</td>
</tr>
<tr>
<td>Annual Fundraising Event</td>
<td>$2,909.00</td>
</tr>
<tr>
<td>Private Donations</td>
<td>$9,415.91</td>
</tr>
<tr>
<td>In-kind Donations (Volunteer Time)</td>
<td>$4,680.00</td>
</tr>
<tr>
<td>Consulting Workshops</td>
<td>$2,990.00</td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
<td><strong>$31,159.81</strong></td>
</tr>
<tr>
<td><strong>Grand Total Income</strong></td>
<td><strong>$84,934.82</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Staff Cost</strong></td>
<td></td>
</tr>
<tr>
<td>Staff Salary</td>
<td>$59,684.84</td>
</tr>
<tr>
<td>Staff Capacity Building</td>
<td>$5,631.96</td>
</tr>
<tr>
<td>Staff Insurance</td>
<td>$1,801.26</td>
</tr>
<tr>
<td><strong>Total project staff cost</strong></td>
<td><strong>$67,118.06</strong></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Other overhead and Administrative Cost</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office equipment and supplies</td>
<td>$733.02</td>
</tr>
<tr>
<td>Utilities expenses</td>
<td>$5,006.80</td>
</tr>
<tr>
<td>Telephone and Internet</td>
<td>$805.39</td>
</tr>
<tr>
<td>Office Rental and Maintenance</td>
<td>$9,468.82</td>
</tr>
<tr>
<td>Fuel and Tuk Tuk Maintenance</td>
<td>$191.08</td>
</tr>
<tr>
<td>Annual Audit Fee</td>
<td>$2,300.00</td>
</tr>
<tr>
<td>Printing and Photo Copying</td>
<td>$180.03</td>
</tr>
<tr>
<td>Legal Support and Meeting Costs</td>
<td>$1,633.70</td>
</tr>
<tr>
<td><strong>Total administrative cost</strong></td>
<td><strong>$15,868.84</strong></td>
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</table>

<table>
<thead>
<tr>
<th><strong>Grand Total Expenses</strong></th>
<th>$98,408.69</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net Income</strong></td>
<td>-$13,437.87</td>
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#### Marketing, Communication and Fundraising

<table>
<thead>
<tr>
<th>Services</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Google Maintenance Fee and</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Website Renovation</td>
<td></td>
</tr>
<tr>
<td>Khmer Cards design and print</td>
<td>$879.12</td>
</tr>
<tr>
<td>Fundraising Event</td>
<td>$847.97</td>
</tr>
<tr>
<td>Annual Partner Network Meeting</td>
<td>$294.13</td>
</tr>
<tr>
<td><strong>Total communications cost</strong></td>
<td><strong>$3,021.22</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Costs</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counselling and Referral</td>
<td>$1,131.74</td>
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<tr>
<td>Workshops</td>
<td>$3,719.98</td>
</tr>
<tr>
<td>Positive Parenting Training</td>
<td>$1,844.38</td>
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<tr>
<td>Community and School Outreach</td>
<td>$1,213.60</td>
</tr>
<tr>
<td>Ambassador Program</td>
<td>$1,754.59</td>
</tr>
<tr>
<td>Campaign and Fundraising Events</td>
<td>$761.76</td>
</tr>
<tr>
<td><strong>Total program cost</strong></td>
<td><strong>$10,426.05</strong></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Day Care Safe Space</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building the space</td>
<td>$120.50</td>
</tr>
<tr>
<td>Playground equipment</td>
<td>$1,333.13</td>
</tr>
<tr>
<td>Landscaping and Gardening</td>
<td>$401.02</td>
</tr>
<tr>
<td>Educational materials</td>
<td>$102.07</td>
</tr>
<tr>
<td><strong>Total day care cost</strong></td>
<td><strong>$1,956.72</strong></td>
</tr>
</tbody>
</table>

*Please note that following assistance from our ABD volunteers, we have changed our financial reporting system. Any discrepancies between this report and our mid-year report are explained by this change in the way we categorize our finances.*
CHALLENGES AND LESSONS LEARNED

1) Challenge: Workshop participant recruitment and retention

There are ongoing challenges in the recruitment of participants and their retention throughout the entirety of the workshop program. Some participants drop out due to personal reasons, such as relocation, family commitments and changes to working hours.

Lesson Learned: WRC will strengthen our collaboration with commune members and community ambassadors to help identify and mobilize possible participants. WRC will review workshop content and provide a childcare space so that women can bring their children with them. We will continue to support transportation costs and providing our tuk tuk transportation service, which we will emphasize to participants during the sessions.

2) Challenge: Difficulties engaging men in workshops

We have invited both women and men to attend our programs and workshops, but only a few men have signed up to attend. Many men are busy working, and are often also not interested in the workshops and do not value the topics as important life skills.

Lesson Learned: WRC will continue facilitating our men’s coffee talks to engage men in a less formal setting and then inviting men to participate in our program. We will also connect with the men’s network from Banteysrei Organization.

3) Challenge: Withdrawal of some community ambassadors and not enough educational materials and resources for ambassadors to use when educating people in their communities.

WRC has run the ambassador program since 2018. Unfortunately, some of our ambassadors have recently withdrawn from the role, and only 25% of registered ambassadors are actively committed to representing WRC in their communities. We have set a target for our ambassadors to conduct talks and reach more people in their communities. From their experiences, a big challenge in reaching these targets is the lack of resources, such as posters and flyers, which are necessary to overcome literacy barriers with many community people lacking reading and writing skills.

Lesson Learned: WRC is planning to implement small travel and phonecard incentives for the ambassadors when they do activities in the villages, and to provide more capacity building, coaching and mentoring to them. We are also looking to organize an outdoor group trip. The team will design and print some simple educational materials for the ambassadors to use, and will seek opportunities to obtain more IEC materials from our partner organizations.

4) Challenge: Monitoring and Evaluation (M&E) implementation

There are still ongoing challenges for our team in implementing M&E processes to monitor and report on each workshop and training program, due to staff turnover and a lack of knowledge and capacity in M&E. There is not currently an appropriate tracking system in place.

Lesson Learned: In order to ensure best practice implementation of M&E, WRC program team need M&E training. In 2020 WRC will receive support from a volunteer M&E specialist for 12 months through the Australian Volunteers Program, who will provide training and capacity building for the team.

5) Challenge: Lack of childcare staff to run the childcare program.

The Krousar Sammaki childcare center has been built, with playground equipment installed and rooms filled with toys, books and a TV ready to entertain and educate children while their parents attend workshops.

We have opened the space for use whenever we have been able to this year, however we do not have childcare staff responsible for this program. To open the center, staff need to take time out from their work, putting stress on our already limited staffing resources. It is difficult to keep the place tidy and running smoothly without dedicated staff.

Lesson Learned: We have allocated budget for a childcare worker through one of our funding partners, but have been yet to find the right candidate for the role. We will continue to recruit for this position and will extend our platforms where the position is advertised and utilize our networks to find the right person. We are also working on a business plan to expand this center once it is up and running in order to generate income for WRC and make the whole organization more sustainable and self-sufficient.

6) Challenge: Securing funding to continue operations

Securing funding for core costs and keeping the center open is a major issue for WRC, especially in the current economic climate, as we rely entirely upon donors to maintain our operations, and funding from grants rarely includes provisions for staff wages and utilities. Partner funds are essential to ensure all activities run effectively and within set timeframes.

Lesson Learned: WRC will need to review our strategic plan and fundraising strategy to increase our reach with international and local networks and develop a fundraising forecast of our needs.

7) Challenge: Staff members sometimes find it difficult working with male participants.

This year WRC has successfully engaged more men in our workshops and our coffee talks, but WRC does not have any male staff. Female staff don’t feel comfortable working alone with groups of men as their behavior can be dominant and bullying, and harassment is a taboo topic.

Lesson Learned: WRC management team will host further discussions with the Board of Directors about the possibility of hiring a male staff member to join our team and strengthen the capacity of our male community ambassadors, so they can represent and work with other men in their communities.

8) Challenge: The implementation of new NGO law and taxation law.

Since the new NGO law and taxation laws were approved, every NGO needs to make changes to ensure compliance. This requires a lot more paperwork for our staff to submit to the Ministry of Interior and Ministry of Finance, and a monthly tax payment.

Lesson Learned: WRC will send staff to join training programs and a forum with the CCC to ensure they clearly understand their new obligations.
**MOVING FORWARD**

In 2020 we aim to:

Increase the number of local women and families accessing the center by promoting WRC more widely through our networks, social media, local events and campaigns.

- Strengthen our collaboration with referral NGOs, government, funding partners and local service providers to continue to provide quality and holistic support to women.

- Conduct organizational capacity development assessment to enhance the internal systems, policies, and implementation of WRC in practicing accountability and transparency with coaching support from CCC.

- Review the current strategic plan and develop a new five-year strategic plan for 2021-2025

- Increase male engagement for a sustainable change and gender equality and strengthen the program capacity to work with family empowerment building the relationship with both husbands and wives to increase their knowledge and skill to enable them to raise the children with non-violence.

- Develop and run a childcare program to support the women who access our services and create linkages from parents to educational workshops and parenting courses.

- Strengthen the ambassador program to reach more women and men in their own communities and advocate for change.

- Build a good collaboration with volunteer agencies to enhance the volunteer services and work affectively.

- Conduct community outreach program evaluation survey for 2016-2020 to measure the impact of our program implementation in targeted villages.

- Move towards greater financial sustainability of our programs by enhancing our consulting services, engaging with existing donors, attracting new donors and fundraising effort.

**THANK YOU**

We are truly grateful to all our donors who have supported us this year and every year, and who remain committed to support us going forward. These donors consist of foundations, companies, and individuals, and each of them are key champions in making our work possible. We would like to make a special thank you to Schmitz Foundation, Diakonia, Southeast Asia Foundation and Heinrich Böll Stiftung Foundation for their generous ongoing support.

We are also grateful for the assistance of Apprentis D’Auteuil, Soroptomist International, the Australian Volunteers Program, Accounting for International Development, Women’s Fund for Asia and Global Giving.

If you would like to help us to continue to deliver our high standard of quality services, you can donate [here](#) or contact donorrelations@wrccambodia.org to discuss how you can help.
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Sangkat Svay Dangkum
Siem Reap, Cambodia
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E: info@wrccambodia.org