

ANNUAL REPORT 2023



human
& hope



President & CEO's note





Helene Do
President



Sally Hetherington OAM
CEO & Founder

After Andrew Keene left the position of President, roles shifted, with the CEO and Helene now sharing the chair's leadership, while Najmeh Hassanli assumed the role of Secretary of the Board.

2023 marks our 10th anniversary and a closer collaboration with the team in Cambodia who have hired their first Fundraising Manager, Chanthan Hong.

We are very proud to report growth in all areas of our fundraising efforts despite the challenging environment. We maintain our stance on ethical tourism and volunteering by raising awareness and restricting access to foreign visitors/volunteers at HHA's community centre.

We have redefined our objectives and priorities, aligned with our partner HHA in Cambodia' goals for sustainability:

- Financial sustainability is achieved through a mix of donations, social enterprises, and community support
- Local projects are entirely managed by the Cambodian team
- By 2029, the community will be self-sufficient and HHA's mission will end





Our primary objective

Human and Hope Australia (HHA Inc.) partners with the Human and Hope Association in Cambodia (our sister organisation) to empower families experiencing poverty through education, vocational training and capacity building initiatives. While we actively participate in elements of governance and fundraising, all program decisions are made by the HHA Cambodia team ensuring a local and sustainable approach to community development.

This work wouldn't be possible without the collaboration between HHA Cambodia and the Sambour community centre in Siem Reap, who work hand-in-hand to strengthen families and generate positive social and economic outcomes for local families.



Our three main priorities

Social impact expansion

With our sister organisation, we strengthen our program impact while creating positive outcomes to participants across various dimensions of health and wellbeing.

Sustainable growth

We enhance our resources to address the communities' evolving needs. Our expansion strategy lies in our deep understanding of local contexts and our reliable network of local partners.

Champion local solutions to local needs

We champion local solutions, aligning our projects with the aspirations of communities. We foster an active community participation in program design and measurement, aiming for a transition in our charity's activities by 2029.



Expansion of our help to HHA

We have supported HHA in 2023 by connecting them with potential funding partners, grant writing, and new community fundraisers ideas.

We are very proud of our disciplined financial management that has made it possible to maintain the same level of financial contribution to Cambodia, despite the difficult economic environment.



Highlights 2023

Despite a challenging economic environment, we grew donations for the following activities:

- 10 year anniversary
- Walk to Cambodia
- Bid to Give
- Most successful Christmas appeal
- Expansion of Christmas markets after COVID hiatus

We helped fund new projects and investment such as:

- New sewing machines
- Equipment for the improvement of HHA's office and community centre

We are thrilled to count new supporters:

- Increase in monthly donors
- New corporate partnerships
- Dozens of new community fundraisers
- Increase in social media followers



Impact of your donations in 2023



12 students graduated from the sewing program



200 families created their own home gardens



900 girls received reusable menstrual hygiene kits



234 students studied English, Khmer, and attended preschool



51 children completed the entire Khmer reading and writing class



8 preschool students transitioned to public school

HHA Cambodia's History



2011

Human and Hope Association (HHA) was founded in March 2011 by Cambodian villagers who saw a need for education in their community. They began by teaching English at a pagoda for a small fee.

2012

Sally became the Operations Manager. She introduced new initiatives for long-term sustainability. They launched hygiene workshops, a dedicated library, and ended the foreign volunteer program.

2013

The community enjoyed art classes. Local volunteers became paid employees with the funds raised. They launched a preschool and sewing programs. HHA became a registered NGO with the Ministry of Interior. A staff university program was established. Human & Hope Australia became their partner. HHA began supporting a rural school in Kralanh district.

2014

More staff joined. A sewing business provided income for the graduates. A Khmer language program, family farm program and community workshops were introduced. A US\$20,000 donation from Australia funded a new community centre 4km from the previous location.

2015

Co-Founder Thai San became Managing Director.

2016

Board President Sreylin Chum received the World Relief Australia Local Hero Award. Sally returned to Australia, ensuring Human and Hope Association Cambodia is managed by local staff.

2017

Staff received a pay increase in line with similar NGOs. Thai San received the World Relief Australia Local Hero Award. The first recipient of the staff university scholarship graduated.

2018

The English program achieved its highest pass rate of 94%. Education & Community Manager Salin Loeum was honoured on the Diana Award Honorary Roll, in memory of Princess Diana.

2020

During the pandemic, all staff agreed to a 20% reduction in pay to retain their jobs. Classes were moved online and students with no internet collected their homework in person. Emergency food packs were distributed and HHA's Tuk-Tuk Outreach Project provided 20,000 community members with PPE and official World Health Organization information. A trial Home Food Garden project was established. Sewing Teacher Phalla Yorn was honoured on the Diana Award Honor Roll.

2021

Salaries were reinstated. Education classes reopened temporarily but closed again as COVID-19 cases rose. Emergency food packs continued to be distributed. The Home Food Garden project supported hundreds of families in creating their own food sources. An additional 10,000 school students received PPE.

2022

Co-Founder Salin Loeum started training for the role of Managing Director, mentored by Thai San. HOPE Sewing Enterprise became a registered social enterprise.

2023

A menstrual hygiene project was launched successfully. Salin Loeum was appointed Managing Director. Outgoing Managing Director Thai San became the Treasurer on the board.

Managing Director's note





Salin Loeum
Managing Director

In 2023, I became Managing Director during a challenging year. Despite the difficulties, we continued empowering Cambodians through education, vocational training, and community support for a sustainable future.

With the support of our team and partners, we aim to achieve sustainable community development this year. Our goal is to empower the community to become self-reliant, ensuring parents can provide for their families and children receive consistent support for their education, creating lasting positive change across generations.

Here are some of our key achievements in 2023, made possible with support from our Australian and other donors:

- 234 children attended our education program, with 97% passing their assessments.
- 12 women completed our vocational training, with 92% increasing their income.
- 200 families completed our home garden project, all producing vegetables and 75% selling surplus.
- 900 girls completed our menstrual hygiene project, with 90% using the kits continuously.
- 50 families received rice loans to support their farming during the economic recession.

Lastly, on behalf of the HHA team, I want to extend our profound gratitude to all of you who make our work possible. You are integral members of our community, and together, we've achieved remarkable accomplishments. Thank you for your continued support.

Evaluation Framework



Evaluation Framework

1. Community engagement and expansion

The goal is to improve meaningful consultations between HHA and the communities they support, ensuring an adequate response to their evolving needs. Engagement metrics are the frequency, the nature of the meetings, and the analysis of visits leading to impactful interventions.

Current performance: Based on systematic needs assessments with village chiefs, HHA launched the Tuk-Tuk Hygiene Outreach, Home Food Garden Project, and Rice Loans, benefiting 32,000 people in 2020 and 2021. Community feedback prompted expansion into Pouk District and the introduction of the Menstrual Hygiene Project in partnership with public schools in 2022.

2. Increased number of participants

The goal is to achieve at least 10% year-on-year growth in net enrolments, with the exact percentage varying by program. This target underscores our commitment to expanding reach and impact, ensuring steady growth in program participation over time.

Current performance: The education program saw a decline in student numbers in 2020 and 2021 due to remote learning, but now there is a 10% increase over pre-COVID enrolment levels. A partnership with LEAP in 2021 boosted sewing student numbers by 150%. Additionally, the Menstrual Hygiene Project supported 900 girls in its first year.

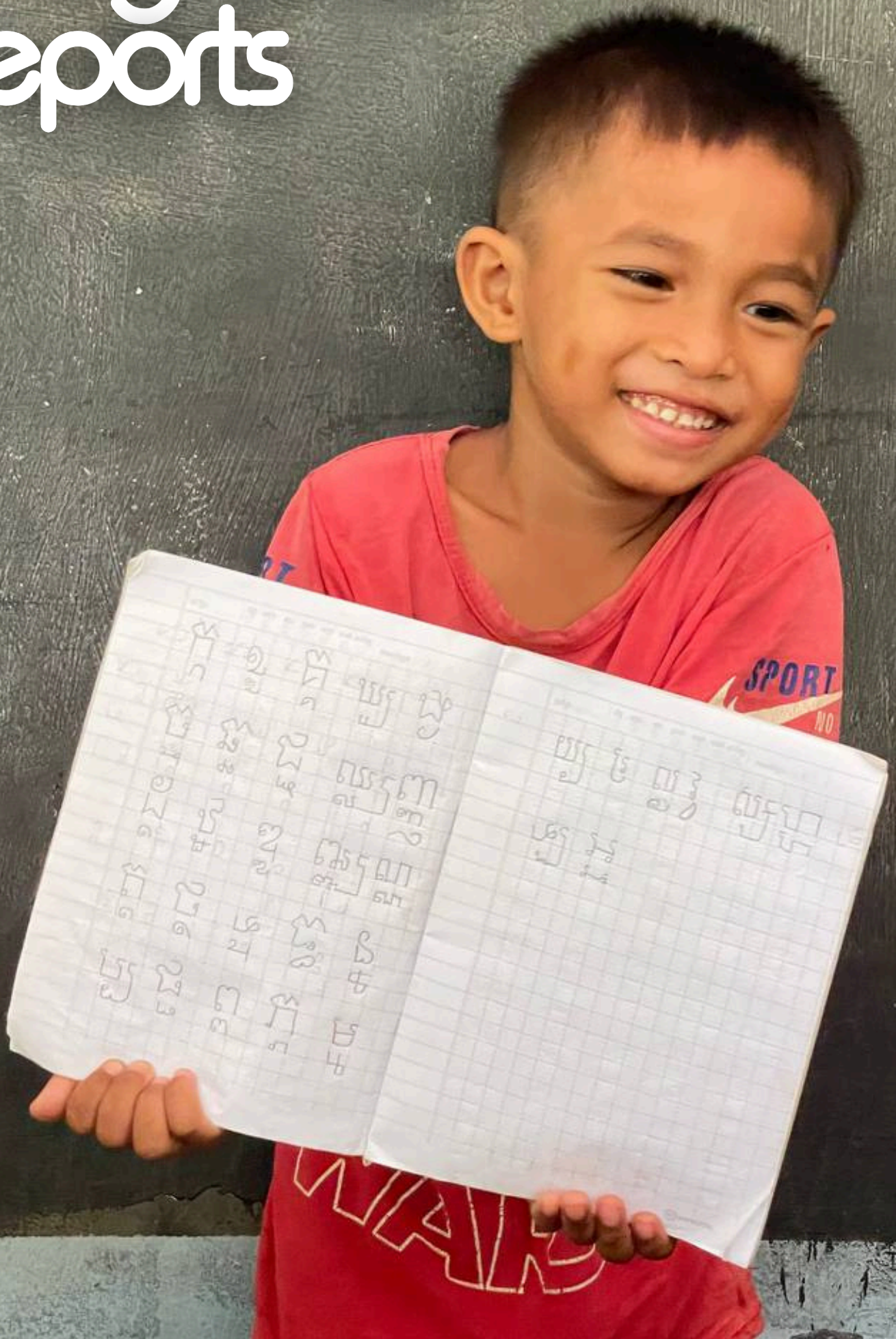
3. Creating lasting social impact changes

The goal is to report on individual and societal changes, along with assessing the achieved wellbeing metrics at the conclusion of the program.

Current performance: 80% of sewing students increase their income and 90% improve their life skills. All preschool students transition to public school, and 90% of language program students pass their courses. Additionally, 100% of home food garden participants grow food for personal consumption, enhancing their nutrition.



Programs reports



Education Impact

Highlight

HHA's education program focuses on early childhood education for children from disadvantaged backgrounds 5 -17 years old, so they can prepare for their future education.

2023 Outcomes

- 234 children attended language and preschool classes
- 8 preschool students transitioned to public school
- 64 children received study supplies and uniforms
- 900 girls participated in menstrual hygiene workshops and received supplies

Sokra's Story

Sokra, is 10 years old and 1 of 3 children and dreams of becoming a nurse. Despite modest beginnings, his dedication to learning and family support propel him forward. Sokra's four years at the Home and Hope Association have played a crucial role in his academic development - his teachers have always made the learning environment engaging, fun and supportive and he now excels in English and Khmer. Sokra's parents speak to how he is now a responsible brother to his younger sister and also helps in the family's vegetable garden.

"In the future, I want to be a nurse. I will try hard to study and read a lot of books in the library."

The proposition for expansion in 2024

- Funding to provide teachers with salary increases in line with public schools
- New supplies for classrooms and libraries
- Laptops for teachers to replace the current ones which are 12 years old



Vocational Training Impact

Highlight

HHA's vocational training empowers low-income women and girls through sewing, soft skill development, mentoring, and home-based businesses, to earn a stable income and lead independent lives.

2023 Outcome

- 12 women graduated from the sewing program
- 92% of students are earning an income through sewing

Siv's Story

Siv, now 31, was forced to drop out of school at 17 and find work in construction after the untimely death of both her parents. Now married with two sons, she juggles irregular cleaning jobs earning only \$2.5/day to supplement her husband's income. Siv dreams of finding stable work.

Joining HHA's sewing program after a six-month wait, Siv struggled to follow the lessons. However, her determination and with her family's encouragement, Siv has become one of the program's top students. "I really want to learn sewing because I love it and it can help me to have a stable job so that I can support my family and continue supporting my kids to school."

The proposition for expansion in 2024

This program changes the lives of women and their families. Demand for the program far outweighs supply – with support from donors, we can make more spots available for local women to move out of poverty and into stable and sustainable employment. We are seeking sponsorship to cover the whole sewing class of 12 women.



Community Support Impact

Highlight

HHA's community development empowers people by providing resources, knowledge, and skills to address pressing needs, which in turn, ensures access to basic necessities and services.

2023 Outcomes

- 200 families created their own Home Food Gardens
- 25 families received rice loans
- 234 children participated in hygiene workshops
- 50 entrepreneurs expanded their farms

Kin's Story

Kin and her husband rely on rice farming, vegetable cultivation, and raising cows to support their three children through university. They sell surplus rice for extra income and budget earnings from their vegetable farm. Despite their efforts, the daily income of 30,000 to 45,000 riels just isn't enough to make ends meet. After witnessing the positive outcomes of the previous HHA SEF (Supporting Entrepreneurs Framers) project, the couple enrolled. They now earn an average of 40,000 to 55,000 Riels per day. They are grateful to the project and eager to expand their farms sustainably.

"This project has been helpful, especially the mentoring. We didn't go through any kind of formal education or training. We just do what we have always done. The project taught us new sustainable ways of growing vegetables and helped reduce buying new farming equipment and seeds."

The proposition for expansion in 2024

- Support for further cohorts of the menstrual hygiene project
- Rice loans, due to demand from word of mouth
- Funding for further cohorts of the Home Food Garden Project



Our supporter's spotlight

Rosa Sok





WALK TO CAMBODIA

Rosa Sok

Community Ambassador

What led you to choose Human & Hope for your donation when you sold your first home as a real estate agent?

It was my first partial commission from a co-op listing for helping to sell a home. I look forward to donating more when I receive a full commission. I chose to donate to Human & Hope because I believe strongly in the organisation's impact in rural Cambodia. Their programs are providing families with opportunities for a better life.

What is your connection to Cambodia?

My parents survived the war and work camps under the Pol Pot regime in Cambodia as refugees. I was born in California and have been fortunate to receive excellent education and career opportunities. I am immensely grateful for this, which is why giving back to communities in need in Cambodia is so important to me.

How did you inspire and mobilise your team to raise funds for the Walk to Cambodia?

I motivated my team by keeping them informed, sending motivational messages, creating team shirts, and reminding them of the purpose behind our efforts. I also encouraged them to participate in the walk for their health.

What would you say to our supporters to make them donate regularly?

I often remind supporters that even the smallest contribution can make a huge difference to communities in need. I emphasise that every dollar counts. I also highlight that the education and job training opportunities we have in the US, which we may sometimes take for granted, are invaluable gifts to these communities.

I am so grateful and blessed to be a continuous supporter!!



Auditor's
report

Financial
reports



Human and Hope Association Inc.

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

Financial Year 2023

Human and Hope Association Incorporated is a small charity. It is registered with the Australian Charities and Not for Profits Commission.

My review is appropriate to the small 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 31 December 2023.

Based on my review, I am of the opinion that the financial statements are properly drawn up to present fairly the financial state of Human and Hope Association Inc. as at 31 December 2023 and present fairly the results of its activities for year ended 31 December 2023.

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



Brian Thomas
Fellow CPA Australia,

29 February 2024

Profit and Loss

Human and Hope Association Incorporated

For the year ended 31 December 2023

Account	2023	Full Year 2022
Trading Income		
Book Sales	53	185
Donations - Monthly	24,285	31,360
Donations - One-Off	25,482	11,381
Fundraising Income	42,576	49,675
Grants	29,143	37,424
Hope Handicraft Sales	4,221	11,081
Other Revenue	0	10
Partnerships	18,929	1,399
Reimbursement for postage	267	0
Speaking	1,250	1,050
Total Trading Income	146,206	143,565
Cost of Sales		
Cost of Goods Sold	1,582	2,359
Hope Handicraft Materials	0	257
Total Cost of Sales	1,582	2,616
Gross Profit	144,624	140,948
Other Income		
In-Kind Donation	1,319	584
Total Other Income	1,319	584
Operating Expenses		
Advertising	5,569	531
Bank Fees	95	51
Books for resale	36	0
Contribution to HHA Cambodia - Funding Agreement	40,678	43,730
Contributions to Cambodia - Other	7,443	0
Fundraising Expenses	396	841
Give Now Platform Fees	375	510
In-kind donation expenses	1,319	584
Insurance	2,604	2,259
IT Expenses	941	743
Legal expenses	78	0
Office Expenses	0	1,171
Other Expenses	337	0
Other Fees	5	2
Postage, Printing & Stationery	560	828
Shopify Fees	19	36
Stripe Fees	3,208	2,969
Subscriptions	1,085	942
Superannuation	6,927	7,653
Travel - National	134	852
Wages and Salaries	64,680	74,620
Total Operating Expenses	136,488	138,321
Net Profit	9,455	3,211



Balance Sheet

Human and Hope Association Incorporated
As at 31 December 2023

Account	LY Submission	
	31 Dec 2023	31 Dec 2022
Assets		
Bank		
AUD PayPal	1,329	1,793
HHA Main Account	41,230	35,330
Total Bank	42,560	37,123
Current Assets		
Accounts Receivable	826	776
Inventory	2,828	4,382
Inventory (handicrafts and books)	1,863	1,927
Total Current Assets	5,516	7,084
Total Assets	48,076	44,207
Liabilities		
Current Liabilities		
Accounts Payable	67	97
PAYG Withholdings Payable	-572	4,225
Superannuation Payable	3,254	4,013
Suspense	13	13
Total Current Liabilities	2,762	8,348
Total Liabilities	2,762	8,348
Net Assets	45,314	35,859
Equity		
Current Year Earnings	9,455	-11,256
Retained Earnings	35,859	47,115
Total Equity	45,314	35,859



Our Board of Directors



Helene Do
President



Sally Hetherington OAM
CEO & Founder



Najmeh Hassanli
Secretary



Jason Yap
Treasurer



Bonnie Faulkner
Non Executive Director

Human and Hope Association Incorporated (Human & Hope) is registered with the Australian Charities and Not-for-Profit Commission (ACNC) and is a Public Benevolent Institution (PBI).

Our program partner, HHA Cambodia, upholds good governance principles, ensuring financial accountability, quality improvement, risk management, strategic planning, and evaluation. They meticulously monitor and evaluate program success, publicly reporting the impact on participants' lives and the local community.

Our Board ensures that our processes, activities and relationships comply with ACNC governance standards. You can read about our specific governance and accountability mechanisms at <https://humanandhope.org/governance>



THANK YOU!

