



Human and Hope Association Incorporated

ANNUAL REPORT 2018-19

Empowering communities to reduce inequalities

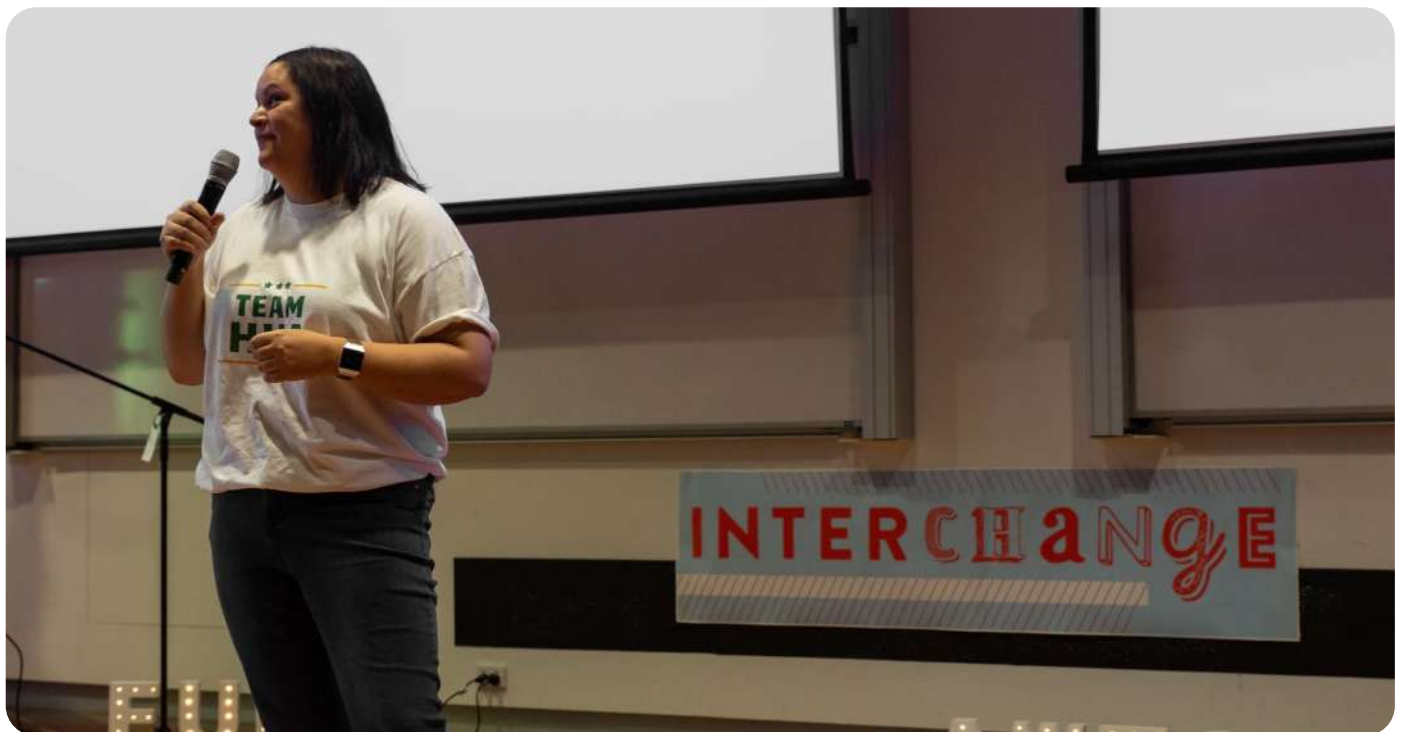
Table of contents

| | |
|--|-----------|
| Lay's Story | 4 |
| Preface | 5 |
| Sustainable Development Goals | 6 |
| President's note | 10 |
| A note from Cambodia | 12 |
| It's Not About Me | 14 |
| Governance | 15 |
| Finances | |
| Auditor's report | 16 |
| Statement of Financial Performance | 17 |
| Statement of Financial Position | 19 |
| Statement of Financial Position (WRA) | 20 |
| Impact Snapshot | 21 |
| Board of Directors | 23 |
| Ambassadors | 24 |
| Programs Overview | 25 |
| Education | |
| <i>English and Living Values</i> | 26 |
| <i>Khmer</i> | 27 |
| <i>Preschool</i> | 28 |
| <i>Library & Art</i> | 29 |
| Vocational Training | |
| <i>Sewing Program</i> | 30 |
| <i>Home Sewing Business</i> | 31 |
| Community Support | |
| <i>Workshops</i> | 32 |
| <i>Outreach and opportunity scholarships</i> | 34 |
| <i>Family Farm</i> | 35 |
| Programs needing funding | |
| <i>Mushroom Farm</i> | 36 |
| <i>Student Development Program</i> | 37 |
| <i>Expansion of the English language program</i> | 38 |



Table of contents (continued)

| | |
|---------------|----|
| Partners | 39 |
| Savin's Story | 40 |
| Sokha's Story | 41 |
| How to Help | 42 |
| Thank you | 43 |



Lay's Story



Lay's father died when he was young. Living with his mother and step-father with a big family of 9 people, he worked hard on a farm and studied at the same time. Due to his family's financial problems, Lay eventually had to stop studying to work as a security guard in the evenings.

Working as a security guard was not easy as he worked the night shift. One day, through our staff community outreach, we met Lay at home. When we told him about the free sewing classes at Human and Hope Association, he was so happy and decided to join the program as he liked this skill so much.

Lay was very committed to his study and did a great job, although he was the only male in the class. After three months, Lay applied for our sewing machine loan, so he could practice his skill at home and earned some income through fixing clothes for his neighbors.

Through his willingness and commitment, he successfully completed our 10-month sewing and life skill courses. After he graduated, Lay was introduced by his friends to work at a sewing shop. His job was challenging for him at first, but after a few months, he was doing a great job. He now earns around USD\$200 per month and has the evenings free to relax with his family and friends.

Preface



It has been six years since Human and Hope Association Incorporated (HHA Inc) came into being. Three years since our CEO, Sally Hetherington, realised her dream of making herself redundant from her Operations Manager role with our Cambodian partner organisation, Human and Hope Association (HHA). Six years of support that HHA Inc has provided to projects in Cambodia and awareness raising about true sustainable and ethical development programs. Throughout this 2018-19 Annual Report, you will read about the various fundraising and advocacy projects that HHA Inc has been involved in over the last year, as we generated funds to support projects in Cambodia and raised awareness of the true impacts of the voluntourism industry. You will also read about the work that our partner, HHA, is doing in Cambodia to help their communities break out of the cycle of poverty.

The start of HHA Inc's journey in 2013 was just two years before the United Nations' (UN) adoption of the Sustainable Development Goals (SDGs), a set of 17 goals which aim to provide a better and more sustainable future for all by the year 2030. These goals seek to address the urgent environmental, political and economic challenges that face all of humanity. The SDGs provide a clear vision and direction for international development programs, and we are proud to say that through our fundraising and advocacy, HHA Inc actively contributes to the direct attainment of a number of these goals. To preface our 2018-19 Annual Report, we have chosen to explore four SDGs that we see as being closely aligned to the core values of HHA Inc. We hope you enjoy reading about the following SDGs: **Goal 1: No Poverty**, **Goal 4: Quality Education**, **Goal 5: Gender Equality**, and **Goal 8: Decent Work and Economic Growth**. We encourage you to seek out more information about the SDGs through the United Nations website.



Sustainable Development Goals

SDG 1: No poverty

The UN SDG 1 is to eradicate poverty in all its forms by 2030. The work of our primary beneficiary, Human and Hope Association, is focused on contributing to this global goal through the projects that it runs in a number of Siem Reap's communities which target rural poverty. This is evidenced by the impact on the individual lives of Cambodians engaged in HHA's programs, as well as on their families and the wider community in which they live.

HHA's sewing program for example provides sewing graduates with highly employable vocational skills and the opportunity to secure their own stable income through the sewing microfinance initiative. Additionally, the various educational programs that HHA operates assist young children aged five and up to achieve to their best ability in the Cambodian education system, greatly increasing their future employment opportunities and in turn potential financial stability. Another example is the hygiene education program, which teaches young Cambodians the importance of hygiene practices that are often taken for granted in many parts of the world. The significant increase in hygiene knowledge gained due to attending these classes assists in a reduction of vulnerability to disease and ill health, allowing Cambodian families to invest their time and money in more sustainable pursuits rather than trying to manage preventable family illnesses.

It will take just one percent of the combined income of the world's wealthiest countries to eradicate poverty for good (UN, 2019), and every dollar raised by HHA Inc contributes towards this achievable goal.



Sustainable Development Goals

SDG 4: Quality education

The UN SDG 4 is the attainment of Quality Education for all. This includes ensuring a high standard of education that is inclusive and promotes lifelong learning. The work of HHA focuses on providing equitable supplementary education to children aged between five and 18 in Siem Reap communities, run by teams of trained Cambodian staff who are dedicated to equipping their future leaders. HHA's education programs include art, English, Khmer, hygiene, living values, pre-school, library classes and a staff development program.

The UN highlighted in their 2019 SDG Report that “globally, an estimated 617 million children and adolescents of primary and lower secondary school age - more than 55 per cent of the global total - lacked minimum proficiency in reading and mathematics in 2015” (UN, 2019). Of these 617 million, one-third were not attending school at all, and two-thirds were attending school without becoming proficient in their studies. Since 2013, HHA's pre-school program has prepared and successfully transitioned over 50 children into the Cambodian primary school system, with 98 per cent of students still enrolled in education. The classes, which run two hours a day, engage children in Khmer language lessons, teamwork activities, arts and crafts, life lessons and other learnings. By raising funds that go towards this early learning program, HHA Inc is contributing directly towards the global goal of ensuring quality education for all, which the UN sees as “one of the strongest determinants of a child's readiness for school, in both high-income and low-income countries” (UN, 2019).



Sustainable Development Goals

SDG 5: Gender equality

While there has been substantial progress towards the attainment of SDG 5, which is to ensure gender equality and empowerment of all girls and women, extensive barriers and harmful realities continues to stand between achieving true gender equality across the globe. HHA plays an active role in assisting local communities to address the inequalities between men and women that exist in Cambodian society. In Cambodia, 21 per-cent of women experience lifetime physical and/or sexual intimate partner violence (UN Women, 2015). By holding regular domestic violence community workshops, HHA provides families with education regarding the impacts of intimate partner violence, while empowering women in the community with knowledge about their rights and engaging perpetrators of violence in lessons aimed at changing their behaviour. These workshops are one of six community workshops run by HHA for local community members, with others including child safety, budgeting, road safety, parenting and health workshops. Engaging women in these workshops equips them with informed decision-making powers in their homes and in the wider community.

HHA's education programs is critical to ensuring gender equality, notably in that young women have the access to quality education like their male peers. This is to address the fact that almost 25 per-cent of female Cambodians over the age of 15 are illiterate, compared to the 13 per-cent of males (UNESCO, 2015). Furthermore, HHA's emphasis on gender equality ensures that girls are empowered from an early age to continue with their schooling, and address the disproportionate rate of boys transitioning from primary to secondary school compared to girls, often due to gendered responsibilities within the family. In the upcoming new year, HHA will also be expanding their education programs by introducing a leadership initiative which focuses on providing quality mentoring to Cambodia's youth. One of the key components of this initiative will be to empower young Cambodian girls, notably students with outstanding academic records, quiet achievers or students demonstrating leadership potential. This will boost female leadership and enhance their ability to access further education and employment opportunities equitably, whilst instilling the necessary skills to combat negative gender stereotypes.



Sustainable Development Goals

SDG 8: Decent work and economic growth

UN SDG 8 of Decent Work and Economic Growth is one that, if achieved, has positive implications for individuals, families and the community at large. HHA recognises that by empowering local Cambodians to obtain decent employment and financial stability, the organisation is able to provide a truly sustainable and replicable form of local development.

HHA contributes towards this goal through a range of vocational programs, which provide participants with the ability to generate an income for themselves and their families. The microfinance scheme, sewing program, sewing cooperative and home sewing business program work together to provide the training, financial assistance and ongoing support to vulnerable families across Siem Reap. Through these programs, over 50 women have gained employment or have set up their own sewing business. In doing so, these women are empowered with the confidence, independence and skills to support themselves and their families.

By providing funds that contribute towards programs such as these, through which Cambodian's are taking control of their vocational future and equipping themselves with decent employment prospects, HHA Inc. is able to contribute directly towards the attainment of the SDGs of decent work and economic growth in Siem Reap communities.



President's note



This past year has seen Human and Hope Association Inc. presented with some incredible opportunities that has allowed us to build our brand, presence and fundraising reach.

In April, we held our inaugural Purpose and Philanthropy Field Trip to Cambodia, that saw our travellers immersed in the Cambodian culture, learning about the innovative approaches that NGOs and social enterprises are taking to overcome poverty and social issues. As part of this socially responsible tour, our travellers had dinner with the local Human and Hope Association team in Cambodia and were able to form lasting relationships that have cemented their support for Human and Hope Association Inc.

We sponsored Human and Hope Association Cambodia's Managing Director, Thai, to visit Australia. This was a fantastic opportunity for him to meet our partners, gain an understanding of the Australian culture, and learn from subject-matter experts. Thai and myself spoke with post-graduate students at the UTS Business School about the pitfalls of voluntourism and how we can engage Australian donors to support HHA Inc. We were also proud to be guest speakers for the Macquarie University Global Leadership Program's Foreign Affairs Speaker Series, where we reflected on the voluntourism industry and discussed best practices for empowering communities in low to lower-middle income countries.

Our inaugural 'Walk to Cambodia' was organised by our volunteer Events Manager, Katherine Ducker, and raised just shy of \$5,000, which will provide education to 41 Cambodian children for a year. This event involved 32 participants from across the world who laced up their joggers and collectively walked the distance from Sydney to Siem Reap throughout the month of April. The feedback we received was overwhelmingly positive, as participants said they formed a healthy habit that continued past the month of April.

Additionally, I proudly launched my book, 'It's Not About Me', which was published by Elephant House Press earlier this year. This manifesto details my five years living in Cambodia, and discovering that voluntourism is a problem, not a solution. The launch was hosted by Rabobank in Sydney CBD, and attended by 60 people, a mixture of our past, current and future supporters. I am grateful to Melissa Abu-Gazaleh for MC'ing the event, and our Ambassador, Amanda Webb, for moderating the panel.

As a result of the book launch, we have had some great media coverage, appearing in publications including the Daily Telegraph and Good Magazine. We were also represented on ABC Radio and the World Nomads podcast, spreading the message of the importance of empowering communities to address inequalities.



President's note

In June this year, I was incredibly honoured to receive a Medal of the Order of Australia for my contribution to the international community. I couldn't achieve what I have without the people who have supported our unique vision of advocating for local empowerment in countries like Cambodia. I share this honour with the team at Human and Hope Association in Cambodia who prove every day that the local approach is the best approach when it comes to international development.

Our volunteer team has been growing, and I am thrilled that we have a group of people who are utilising their skills to help us raise funds and awareness for the work we support in Cambodia, whether that be through IT, public relations, fundraising, events or strategy.

In April, I also visited Cambodia and conducted our annual monitoring visit, as part of our governance process. I am pleased to report that Human and Hope Association continues to thrive, is respected by their local community, and remains transparent and accountable with the funds that we raise for them. Many of the staff at Human and Hope Association have worked there for at least four years, supporting the message that a local approach to development is an empowering and sustainable method.

And to end on a positive note on our development. As some of you may know, I have been President of Human and Hope Association Inc. for six years, always in a volunteer capacity. Our board has identified that for our sustainability, and for us to support the growth of Human and Hope Association Cambodia, we needed a paid role on our team. Next financial year I will be moving into the role of CEO so I can focus all my energy on building a community of supporters so we can continue to address inequalities faced by people in Cambodia. This is an exciting time for Human and Hope Association Inc., and I am thrilled to have you join us on this journey.

Respectfully,

Sally Hetherington OAM



A note from Cambodia



Hello from Cambodia!

We are always delighted to update you of what we have achieved from our work.

This past year, more than 300 people participated in our programs. 240 children have joined our English classes with 90.5% of them passed their final exam, 10 children graduated from our preschool class with all of them transitioned to public school, 11 women graduated from our sewing program with 64% of them earned more than \$60 a month, and 105 villagers attended our community workshops, with 95% of them learned new knowledge.

It has been three years that HHA is entirely run by our local team. We are proud that we can play the important role to change our community. This year, we would like to give a huge congratulations to our Education and Community Manager, Salin Loeum, on winning a 2019 Diana Award for his tireless work to educate Cambodian children so they can break the cycle of poverty, and our HHA Inc. board president, Sally Hetherington, on winning a Medal of the Order of Australia (OAM) award for service to the international community through charitable initiatives. They both are well deserved.

We had a new vote for a new president of our governing Khmer board after Sreylin, our former board president had been on the position for five years, with Dara Huot, the CEO of Phare Performing Social Enterprise was selected. However, Sreylin still joins our board as an honoree member.



A note from Cambodia

Last year, we started our first community fundraising event, which we invited friends and villagers to join. As a result, it was a successful event that we raised \$1,500. A special thanks to Battambang theatre and Phare Performing Social Enterprise for supported the event through offering a free educated forum theatre.

We received 32% of our income through our self-generated income, which increased to 6% compared to last year.

We also faced some challenges with our work as well, which we have learned to improve next year. The first issue was that we had expanded our curriculum in order for our students to gain more English ability, however, after the trial, it didn't work well because of their attendance, and so we decided to discontinue the classes. Also, our team have identified some ways to better our education curriculum, so next year, they are going to work together again to improve the curriculum and this time with the support from some experts in the field. And the second issue was that through the feedback from the graduate sewing students, a few of them were not really confident to use their skill. We found out that, during learning in class, they didn't have much time to practice the lessons. Due to this, we decided to cut some lessons in the sewing curriculum and let the students practice the most important lessons a few more times to build their expertise as well as their confidence.

Next year, in order to improve our existing programs, we plan to have sewing mentoring sessions, student leadership program and improving our education curriculum.

Lastly, our team in Cambodia would like to give a profound thanks to Human and Hope Association Inc. for your hard work on raising funds to support us. Also thank you so much to everyone who has supported us. It is part of your contributions, so you should feel proud of these achievements.

Best wishes,

Thai San



It's Not About Me



Development is intrinsically human, so much so that every aspect of development involves human lives. “It’s Not About Me” is a book that itself is wholly about being human, and one that highlights the humanity that is right at the centre of development work. This book is the self-authored memoirs of Sally Hetherington, HHA Inc’s CEO, squeezed into 322 pages of informative, emotional and inspiring reflections of Sally’s personal journey to discovering that “voluntourism is a problem not a solution”.

For Sally, this journey started at the age of 25, when she purchased a one-way ticket to Cambodia, determined to make a difference. The first few chapters of “It’s Not About Me” introduces us to the struggles Sally faced as she came to grips with the disconnect between her and the reality of her actions. Sally writes about the history of Cambodia, including the traumatic events of the Khmer Rouge, and reflects on what she had to learn to be able to begin down the path of true sustainable development.

As Sally writes of her efforts to close the gap between good intentions and good development practice, readers are introduced to a grassroots Cambodian community organisation named Human and Hope Association. Sally’s introduction to HHA sparks a challenging yet rewarding journey for her, one that contrasts the positive power of locally-led development with the dangers of the global ‘voluntourism’ trend. Chapter nine for example details how Sally worked alongside HHA to end the organisation’s foreign volunteering program, with the last foreign volunteer coming to HHA in 2014. The chapter goes on to discuss orphanages in Cambodia, the ethics of dark tourism and the stances taken by HHA to protect their communities and young people. Here, and throughout the whole book, Sally’s unrelenting challenge is that good intentions are simply not enough.

“It’s Not About Me” highlights Sally’s thorough working knowledge of how to progress human rights from theoretical concepts to tangible, real life outcomes. She discusses the challenges involved in reaching her goal of making herself redundant from HHA, something she proudly achieved on 6 July 2016. HHA Inc is proud to see our CEO’s story available for everyone to learn from in this 21-chapter journey, and we consider it a major achievement for Sally to author such inspiring and high quality work. This is a simply written and easy to read book, which adds to how difficult it is to put down once you get started. It is highly recommended for anyone who wants to travel, anyone who is interested in helping others, and those who want to be a part of positive changes in this world through true sustainable development practices.

Buy a copy at itsnotaboutmebook.com



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'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. HHA is committed to good governance, including financial accountability, quality improvement, risk management, strategic planning and evaluation. We monitor and evaluate the success of our 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:

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



Finances

Auditor's Report

Human and Hope Association Inc.

**Independent Auditor's Report for an Association
incorporated under the Associations Incorporation
Act 1985 of South Australia**

Financial Year 2018/19

The scope of my audit 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 2019.

In my opinion the financial statements are properly drawn up to present fairly the financial state of Human and Hope Association Inc. as at 30 June 2019 and also present fairly the results of its activities for year ended 30 June 2019.

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

The Association is not a prescribed association for the purposes of the Act.



Brian Thomas FCPA,

14 September 2019



Finances

Statement of Financial Performance

Income

| | |
|-----------------------------|------------------|
| Book sales | 2,936.13 |
| Donations - Monthly | 3,750.00 |
| Donations - One-Off | 2,307.74 |
| Fundraising Income | 4,646.58 |
| Hope Handicrafts Sales | 8,660.71 |
| Other Revenue | 818.35 |
| Purpose & Philanthropy Tour | 9,050.00 |
| Speaking | 235.94 |
| Sponsorship | 400.00 |
| Total Income | 32,805.45 |

Cost of Sales

| | |
|----------------------------|---------------|
| Hope Handicrafts Materials | 605.49 |
| Total Cost of Sales | 605.49 |

Gross Profit

32,199.96

Operating Expenses

| | |
|--------------------------------------|------------------|
| Advertising | 147.27 |
| Bank Fees | 60.25 |
| Contribution to HHA Cambodia | 3,200.00 |
| Contractor Fees | 14,800.00 |
| Freight & Courier (International) | 429.98 |
| Fundraising Expenses | 1,436.63 |
| Insurance | 835.25 |
| Inventory Revaluation | 2,828.56 |
| Inventory Shrinkage | 277.40 |
| IT Expenses | 991.23 |
| Office Expenses | 25.99 |
| Purpose & Philanthropy Tour Expenses | 3,987.21 |
| PayPal Fees | 170.72 |
| Postage, Printing and Stationery | 1,142.00 |
| Subscriptions | 50.00 |
| Travel - International | 2,002.95 |
| Travel - National | 257.60 |
| Total Operating Expenses | 32,643.04 |

Net Profit

(443.08)



Notes to the Profit and Loss Statement

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 moneys are paid to HHA Cambodia through World Relief Australia. In 2018/19 these donations totalled \$38,424.89.

Finances

Statement of Financial Position

Assets

Bank

| | |
|-------------------|-----------------|
| AUD PayPal | 706.63 |
| HHA Main Account | 3,332.64 |
| P&P Tour | 1,000.79 |
| Total Bank | 5,040.06 |

Current Assets

| | |
|-----------------------------------|------------------|
| Inventory (handicrafts and books) | 10,156.54 |
| Total Current Assets | 10,156.54 |

Total Assets **15,196.60**

Net Assets **15,196.60**

Equity

| | |
|-----------------------|------------------|
| Current Year Earnings | (443.08) |
| Retained Earnings | 15,639.68 |
| Total Equity | 15,196.60 |



Finances

Statement of Financial Performance (WRA)

Revenue

| | |
|----------------------|------------------|
| Donations (cash) | 37,162.99 |
| Total Revenue | 37,162.99 |

Expenses

| | |
|-----------------------------|------------------|
| Transfers to HHA Cambodia | 38,424.89 |
| Administration fees | 154.62 |
| Project management expenses | 3,711.30 |
| Code of conduct fee | 100.00 |
| Total expenses | 42,390.81 |

| | |
|-------------------|------------------|
| Net Income | -5,227.82 |
|-------------------|------------------|

Note 1: The above figures have not been included in our audited financials. The funds are collected and audited as per our agreement with World Relief Australia. The funding transferred to HHA Cambodia is referenced in Note 1 of the profit and loss statement.

Note 2: Net income is negative this year because the transfers made to Cambodia include both current year donations and some additional amounts carried forward from the prior year.



Impact Snapshot

The funds raised in 2018/19 have enabled:



10 students to study in preschool



200 children to study English



70 children to study Khmer



11 women to graduate from sewing



85 children to be supported by scholarships



300 villagers to attend community workshops



6 villagers to participate in farming training



200 children to access a library



14 microfinance loans to be provided

Impact Snapshot

This has resulted in:



10 students transitioning to public school



A 90% pass rate in English



70 children becoming literate in Khmer



7 women securing jobs and 4 setting up businesses



85 children accessing quality education



An 80% reduction in domestic violence



6 villagers setting up their own farms



Improved literacy and teamwork skills



A 100% repayment rate on microfinance loans

Board of Directors



President - Sally Hetherington OAM

Sally is the former Operations Manager at Human and Hope Association in Cambodia and worked tirelessly to train the staff and initiate projects to ensure their sustainability. Sally is passionate about helping people realise their abilities. As a result, she left Human and Hope Association in July 2016 to be entirely Khmer operated.

Sally holds a BBus in Management and Human Resources from the University of Newcastle.



Treasurer - Paige Thompson

Paige believes strongly in empowering individuals and providing access to education and training in order to alleviate poverty. She has experience in both financial and operational roles across a range of organisations.

Paige holds a Bachelor of Commerce (Accounting) and is currently studying a Master of Business Administration (Not-for-Profit Management/Project Management).



Secretary - Jessica Nguyen

Jessica is passionate about working towards an equal and fair world for all. As an Australian-Vietnamese, she is humbled by the life of her parents and is often engaged in discussions of race, identity and privilege. She has worked in the fields of migration, gender and child protection, and recently worked at the Royal Commission into Child Sexual Abuse.

Jessica holds a Masters in Human Rights Law and Policy from the University of New South Wales. She also volunteers as our Research Coordinator.



Non-Executive Director - Simon Matuzelski

Simon is a keen advocate for human rights and is passionate about enabling those around him to reach their full potential in making our world a better place for all. He believes in the power of dialogue and connection and is on a professional, academic and personal journey regarding the positive power of communication and compassion.

Simon holds a number of bachelor and post-graduate degrees and recently completed his Masters in Human Rights.



Ambassadors



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 throughout the 2018-19 financial year, which have assisted them to run a range of educational and vocational programs for the most vulnerable Cambodians in their local communities. 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 by HHA Inc. include:

Education Programs: HHA's education programs are designed to supplement the public-school learnings of children aged between five and 18. HHA provides classes that include art, English and Khmer language, pre-school, living values 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's primary vocational training program is a ten 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 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, a family farm program and access to educational scholarships.



Education

English and Living Values

For the past two and a half years, the English language program has maintained a 90% pass rate, incorporating reading, writing, speaking and listening skills. Whilst this is an excellent result, the education team has decided they want to achieve more practical results, ensuring that the students can confidently read, write and speak in English, which will improve their future job opportunities.

For several months in 2019, the education team met with subject matter experts in their field where they conducted an analysis of the program and had numerous meetings to decide on the best outcomes for the students and how to achieve that. This has resulted in a complete overhaul of the English language program, which will include a mixture of HHA's own textbooks, external textbooks, games, art and meditation.

The living values curriculum has been expanded to include additional topics on the environment, and the education team report that the behaviour of their students is improving consistently.



Education

Khmer



Approximately one-third of the students who study at HHA also study in the Khmer language class. These students have struggled to grasp their native language, as public school classes consist of up to 60 students in a room with one teacher.

This past year, the education team began testing their students reading and writing skills in order to track their progress. The results also allowed the teachers to adjust their methods so their students could learn in the most effective way.

The pass rate for these exams was previously 55% and increased to 58% in 2018-19. Most students are able to graduate from the program within one year, though the students who have learning difficulties remain in the class to receive dedicated help from HHA's university graduate teachers.



Education

Preschool

In October 2018, 10 preschool students graduated and transitioned to public school. They continue to study at HHA, to improve their Khmer and learn basic mathematics. Once they are confident, they will move into the English language program.

A new class of 10 students began once the former class graduated, with Salin, the teacher responsible for the program, saying, "On the first day of school, the students had no Khmer knowledge and their behaviour was rude. However, after studying with us for eight months now, all the students have improved their knowledge and attitude noticeably. They have learnt how to read and write the Khmer alphabet, children's songs, arts and crafts, fun activities, colouring and basic mathematics. As for their attitudes, they now know how to respect their friends and the elders, play happily with each other, take care of their health, rubbish control and so forth."



Education

Library & Art



Over the past year, an average of 150 students have been joining 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.

After a successful trial, the home borrowing program was rolled up, enabling students to borrow the library books and use them to improve their reading at home. It is believed that this has been a primary reason for the increase in library attendance.

Art class has remained consistent, with 10-25 students joining each week. They have been learning mostly with recycled materials, enabling them to also create crafts at their homes.

The art teacher, Phylom, says, "We have seen the improvement of our students' creativity as most of them can use their own ideas to create new arts and crafts with minimal support from their teacher."



Vocational Training

Sewing Program

Over the past year, all students that were studying in the program graduated. The majority secured employment working for sewing shops or an ethical factory. The remainder set up businesses at their home, with one graduate being hired as Human and Hope Association's seamstress.

14 sewing machine microfinance loans were provided, with Human and Hope Association continuing to maintain a 100% repayment rate.

After identifying some points of improvement for the program, the curriculum was updated, and extended to 12 months to accommodate the numerous public holidays in Cambodia.

This year, a mentoring program was launched, whereby the students are mentored by the sewing team one-on-one so they can set goals, be accountable for their progress and learn how to address problems. This mentoring program will also improve their confidence to gain and sustain employment.



Vocational Training

Home Sewing Business



The home sewing business was founded in 2014 with the aim of providing part-time employment to sewing graduates searching for full-time employment, whilst creating a sustainable income for HHA.

HHA's Vocational Training Manager, Savdy, has done a fantastic job developing the customer base over the past, with new wholesale buyers and consignment shops in Cambodia coming on board. This has enabled HHA to hire a recent sewing graduate as a seamstress, who is now being trained in product design.

A new eco-product range is also in development, which will include bamboo straws with portable carry bags, vegetable bags, doggy-bag dispensers with biodegradable plastic bags and reusable hygiene products. This new range will be sold through Cambodia and Australia, reducing our environmental impact, creating employment opportunities for Cambodian women and providing education to children with the profits.



Community Support

Workshops

HHA Inc. continues to support HHA by equipping them with training and resources to facilitate a range of community workshops. These workshops 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. These past twelve months eight community workshops were held to cover the issues of domestic violence, child protection, parenting, health, hygiene and road safety. 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.

Domestic Violence: These workshops raise community awareness about the impact of domestic violence, teaching participants that domestic violence can be sexual, emotional, economic, or psychological actions or threats of actions. Participants are made aware of their rights, empowered to take safe actions against violence they might be subject to, and provided tools to create safe and respective family environments. This year 124 participants engaged in these programs, with 93% increasing their knowledge about domestic violence and how to seek help, and 80% of students in our sewing program reporting a reduction or elimination in domestic violence.



Community Support

Workshops (continued)

Child Protection: Having reached 185 children over the last year, these workshops focus on 'Good Touch, Bad Touch', children's rights, types of abuse and relationship safety. Children leave these workshops empowered to identify their rights and what is inappropriate, meaning that the community is made safer and children are made stronger.

Parenting: These workshops are provided to the parents of HHA's scholarship recipients, and to the wider community connected to HHA. They provide parents with the opportunity to learn about positive parenting methods, meaning they are equipped to move beyond the mistakes of their own parents and to assist their children in making future focused life choices. Forty-two parents attended parenting workshops over the last year, and 88% reported that their knowledge of parenting had improved.

Hygiene: Hygiene workshops are held at the beginning of each semester. They educate HHA students in behaviours that reduce illnesses and disease in their communities. Students receive a soap bar courtesy of Eco-Soap Bank, and results have shown an increase in hygiene practices of those who attend the workshops.



Community Support

Outreach and opportunity scholarships

HHA Inc. is committed to ensuring that we provide funds for programs that promote sustainable development, and that refrain from creating a relationship of dependence between community members and program providers. With this in mind, we also recognise the importance for development programs to reach those experiencing the greatest need in their communities. This is why we have continued to support HHA's Community Outreach and Opportunity Scholarship program throughout the 2018-19 financial year.

This program sees HHA staff travelling into communities to provide educational programs to the most disadvantaged community members, and provides study supplies and scholarships to assist these children in accessing educational programs that others are more easily able to engage in. These students are provided with a school bag, handmade by one of HHA's sewing graduates each year, along with an ample supply of notebooks, pens and pencils.

The Community Outreach and Opportunity Scholarship also works alongside the parents of these children, teaching them the importance of education for themselves and their families. The program requires parents to enter into a contract with HHA, where they commit to allowing their children to engage in regular study with HHA along with agreeing to attend parenting workshops. The program is also able to meet with families to find solutions to challenges that they might be facing regarding the attendance of their children in HHA education programs.



Community Support

Family Farm



HHA's Family Farm Program is a great example of a sustainable development program that is tied directly to the lives of participants. The program provides training, knowledge and resources to equip participants to grow chemical-free food for their families to eat and sell as an income source. Lessons include land preparation, how to make compost fertiliser and safe use of insect pesticide. As participants are provided with resources through the Family Farm program, HHA requires them to pay back the cost of these resources over the duration of the program, encouraging accountability and keeping with the organisation's mission to promote independence rather than a reliance on direct aid.

Over the past year, six villagers have completed the family farm program, with 83% of participants growing vegetables after their studies for personal use, and committing to not using chemicals.



Programs needing funding

Mushroom Farm

Following on from the success of HHA's Family Farm Program that teaches families chemical-free farming techniques to improve their nutrition and standard of living, we wish to support them to initiate a trial Mushroom Farming Program.

32% of Cambodian children under the age of five experience stunting (UNICEF, 2017). Of the 35% of Cambodia's population who live in multi-dimensional poverty, 40% live in rural poverty (UNDP, 2018). This program will address malnutrition and stunting rates, and provide an income for the families who take part. Due to the costs involved in setting up a mushroom farm, this is not a competitive market and instead aims to improve the outcomes for the participants involved.

The expected outcomes of this program are:

- Participants will generate an income of USD\$2,400 a year by growing and selling their mushrooms, which will move them out of the poverty bracket.
- The standard of living for five families will improve with the income generated.
- Nutrition will increase for five families through the health benefits of mushrooms and the income created.
- Domestic violence will decrease as a direct result of the increase in income and ongoing support from HHA, as already demonstrated by our sewing program where the income and support has resulted in 72% of students reporting a reduction or elimination of domestic violence.
- Children are more likely to remain in public school education due to the increased income, as opposed to dropping out of school to help their family, whereby 21% of Cambodian children between the ages of seven and 14 are engaged in child labour (World Bank, 2012).
- HHA will receive an income of USD\$2,400 each year through the establishment of their own mushroom farm, which will be used to empower further community members to break the cycle of poverty.

The cost of the trial and implementation for five families in the program is AUD\$30,662. To see a full proposal, please contact us directly.



Programs needing funding

Student Development Program

The Student Development Program will build on the results of HHA's existing education program, and will include education scholarships, a mentoring program, youth leadership training, immersive excursions and the implementation of the 'Leader of the Year' awards. This program will address the lack of educational opportunities for disadvantaged youth in Cambodia, helping to break the cycle of poverty for them and their families.

There are numerous benefits that stem from the student development program at HHA:

- increase in students' confidence and knowledge as a result of having deeper connections with and understanding of people and society
- offering females the opportunity to develop leadership skills
- increase in students' ability to manage their own lives and achieve goals in an ethical way, as a result of participating in leadership training and mentoring
- greater likelihood that students will maintain their education due to their understanding of the importance of their learning and having clear goals in life
- increase in students' employment opportunities as a result of mentoring, volunteering experience and a supportive network, combined with their newfound passion to reach their goals
- increase in students' problem-solving skills as a direct result of problem-solving training and mentoring
- students are able to work as a team more effectively, opening up future opportunities to collaborate on community projects.
- students will act as role models for their peers and impart their knowledge and experiences, commencing the cycle of sustainability.

In a society where change from the top is difficult, HHA will create future leaders and influencers through a grassroots approach. Students will become positive role models for others in their families and local communities.

Parents or relatives of the students are also invited to join HHA's community workshops on topics such as parenting, domestic violence, health, safety issues and chemical free farming. These workshops will help them to address social issues affecting their families and overall improve their wellbeing.

The cost to implement this program that will reach over 160 students is AUD\$8,643. To see a full proposal, please contact us directly.



Programs needing funding

Expansion of the English language program

HHA's English language program transforms the lives of some of the poorest and most socially disadvantaged children in rural communities around rural Siem Reap. English skills are essential for gaining a well-paid job in the tourism sector, which provides most of the employment opportunities for locals, with over six million tourists visiting Siem Reap each year. Without a knowledge of English, children are likely to follow in the footsteps of their parents who struggle to survive day-to-day as farmers, builders and rubbish collectors.

The English program is run by Cambodian staff who are university graduates. Classes cover general English, creative writing and conversational English. HHA has developed culturally appropriate textbooks and students also learn through games, reading, singing and visual aids. Once a week they study in the library, using a range of English reading materials.

Students also study Living Values, introduced in response to the difficult home lives of many students. They study topics such as children's rights, hygiene and safety, and learn about values of respect, punctuality, patience and cooperation. These classes have improved the behaviour and attitudes of our students, making them into role models in their families and local communities.

HHA currently has a waiting list for their English language program. To adapt to an increase in enrolments from 180 students to 230 students, HHA needs to hire an additional language teacher. HHA has already demonstrated the success of the program in improving students' English, life skills and behaviours. The success of the program to date can be shown from the fact that, on average, 90% of students pass their six-monthly exams. Other outcomes we have seen from the program include:

- improvement in student behaviour as a result of studying under the guidance of positive Cambodian role models, which then spreads out into the community
- children develop a love for learning, increasing the likelihood of them staying on at public school
- increased participation in social and cultural events such as circus shows and film festivals, broadening students' horizons
- improvement in the wellbeing of whole families, through parents and relatives attending HHA workshops on issues affecting them.

It costs AUD\$7,550.40 to support one local teacher for a year. This will, in turn, provide an additional 50 children with English language education. To see a full proposal, please contact us directly.



Partners

Financial Partners



Probono Partners



Savin's Story



Like so many other young Cambodians, Savin had no choice but to stop her year five studies in order to stay home and look after her ill mother. She never returned to school and as she grew older she went on to have five sons. Without an education, her only source of income was to grow vegetables in her garden. This meant she was always reliant on her husband for support, who earned an unstable income as a tuk-tuk driver.

Savin always had an interest in sewing, so she reached out to a friend for help. Her friend was happy to teach her, however after a couple of weeks she fell seriously ill and was unable to help Savin anymore.

Savin didn't let this stop her, and she started asking her neighbours if they knew about any free sewing classes. As luck would have it, one of Savin's neighbours had recently graduated from the sewing program at Human and Hope Association. Her friend's positive words encouraged her to join the program, and Savin bravely decided to return to formal study for the first time since year five.

Savin came immediately to register with HHA, and she thrived in class. She took out a sewing machine microfinance loan so she could practice what she was learning at home, and soon began to earn an income fixing clothes for her neighbours. With her willingness and commitment to learn, Savin graduated from her sewing class in January 2019, empowered with a full set of sewing skills and life skill lessons.

Savin has now achieved her dream of opening a sewing shop at home, and for the first time in her life, is earning a stable income that supports her and her family. *"When I decided to join sewing class, I wanted to set up a shop at home and now my dream came true. Thank so much HHA for giving me this opportunity."* - Savin



Sokha's Story



*Sokha's mother is a graduate from the sewing program who wanted a better life for her family. When Sokha turned five, she was enrolled in the preschool program at Human and Hope Association. At first, Sokha was a quiet and shy girl who didn't like to interact with other children.

Sokha's parents, having been involved with Human and Hope Association for a few years, understood the importance of education. They attended the meetings and parenting workshops, and learnt how to educate Sokha at home. They worked collaboratively with the team to track Sokha's improvement.

After joining the preschool for one year, Sokha graduated and progressed to the Khmer language class, then English class.

Sokha's knowledge, attitude and behaviour has improved dramatically. She came top of her class at public school, and second in her English class at HHA. In just two short years, Sokha has come out of her shell and matured. She is talkative and plays with her friends. She can read and write in Khmer children book very well, and spends her spare time reading book with her friends in our library.

"I was very sorry that I didn't have the opportunity to study, so I couldn't help my daughter with her reading and writing. When I joined the workshops at HHA, I learnt how to help her at home despite my illiteracy. I always asked her about her study and my husband teaches her at home. I am very proud of Sokha because she received a good grade for her studies, she respects me and helps me with some of my housework as well." - Sokha's mother



How to Help



Are you feeling inspired after reading this annual report? We hope you are! Here are several ways you can help us to support Human and Hope Association to alleviate poverty in their community and create a sustainable future for hundreds of families.

Visit Siem Reap

This ethical, inspiring, socially responsible **Purpose and Philanthropy Field Trip** will see you form connections with local Khmers who have overcome adversity to move forward with their lives. You will be immersed in the Cambodian culture and learn about the innovative approaches that NGOs and social enterprises are taking to overcome poverty and social issues. Join our public tours or contact us to create a bespoke trip for 8-10 participants.

Volunteer

If you are interested in using your skills to help Human and Hope Association Inc. achieve our fundraising goals, please get in contact with us at australianboard@humanandhopeassociation.org. We are in need of advocate speakers, event coordinators and volunteers to hold market stalls within Australia.

Donate

Sign up to be a monthly donor for a tax-deductible donation of \$10 a month, and educate a child! You can change a life here: <http://bit.ly/DonateHHA>

Buy our Hope Handicrafts

Our **Hope Handicrafts** are made by Human and Hope Association's sewing graduates. Not only do these handicrafts create a livelihood for the women who make them, the profits support Human and Hope Association's education programs. Buy your presents here: <https://hopehandicrafts.com>



Thank You

The final words of our 2018-19 annual report are to thank all those who have supported HHA Inc. in our fundraising and awareness raising efforts over the last year. This includes our 15 volunteers who have given us their time, the wonderfully generous donors who have contributed their finances, and every other person, organisation and company that has assist us over the last twelve months. Every hour, every dollar, every social media post and every conversation in support of the cause of sustainable development has increased our ability to provide backing to HHA Cambodia, equipping them to continue important work in Cambodian communities.

With your help, we have been able to support HHA Cambodia in taking the steps towards achieving the United Nations Sustainable Development Goals, including: **SDG 1: No Poverty, SDG 4: Quality Education, SDG 5: Gender Equality, and SDG 8: Decent Work and Economic Growth.** Thanks to you, HHA Cambodia has been able to equip their local communities to take the necessary steps to break the cycle of poverty in their families for good.

Sally Hetherington, Paige Thompson, Jessica Nguyen and Simon Matuzelski
Human and Hope Association Inc. Board of Directors

