



YOUTH STAR CAMBODIA
ANNUAL REPORT
2015



Volunteers who served in 2015



Youth Star Vision, Mission and Values

Vision

Our vision is that all young Cambodians will:

- have the education and ability to participate meaningfully in the development of their country;
- possess the values, skills, and inspiration to be leaders for the common good, and; contribute to eradicating illiteracy and poverty in marginalized communities.

Mission

Youth Star Cambodia's aim is to empower Cambodian youth as volunteers to improve the quality of life in vulnerable communities through education and civic participation.

Culture

Our value statement reflects the civic values that underpin Youth Star and reminds us of the motivation that guides our work.

Values

- * We believe that active, engaged and informed citizens and innovative civic leadership are the heart of a strong, dynamic and responsive democracy.
- * We believe in the power of young people to effect positive, lasting social change.
- * We believe that service is a powerful way to unite individuals and strengthen communities.
- * We value innovation and creativity inspired by idealism and shared endeavor.
- * We value diversity, tolerance and mutual understanding.
- * We value partnership based on respect, trust and reciprocity.
- * We value openness to learning and striving for excellence.

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Message from the Executive Director



It gives me great pleasure to report on Youth Star's achievements in 2015. In many respects 2015 was an important year of renewal for Youth Star. It was a year for the Board and staff to reflect on how far we've come and where we are going, a year to refocus our work, to refresh our brand and messages so that we can better tell the story of what we do, and what a profound impact one year of volunteer service makes on the volunteers themselves and especially on the children in marginalized communities. Together we fine-tuned Youth Star's mission and vision, and improved the tools we use to ensure that we are more efficient, more effective, and have a greater impact on the communities we serve.

Faced with an increasingly challenging volunteer recruitment environment, we adjusted our recruitment strategies, strengthened university partnerships, and deployed a more strategic use of social media in order to reach more graduates. Our volunteer numbers are once again up and rising and we are proud of the twenty-five committed and talented university graduates who have responded to the call to serve in 2015. They remain our main source of inspiration.

In 2015 Youth Star's program focused on improving educational standards in the marginalized communities in which we work, resulting in improved literacy, numeracy and in school participation levels. The importance of these activities is reflected in a project agreement between the Ministry of Education Youth and Sport of the Kingdom of Cambodia and Youth Star, entitled *Promotion of Volunteerism in Cambodia and Undertaking of Non-Formal Education in Marginalized Rural Communities*. This agreement helps facilitate our recruitment of volunteers and helps us identify the communities in most need of educational assistance. Similarly, expanding our collaboration with NGOs in the Youth and Educations sectors enabled us to reach more vulnerable children with education support.

In August 2015 Youth Star received, for the second time, the Cambodian Governance and Professional Practice (GPP) certification, thus distinguishing our organization as a role model of good governance and professional practice. While fundraising remained a challenge throughout the year, the establishment of a Trust Fund, a successful Youth Star GALA, and new partnerships made it possible for us to achieve our goals for the year.

Finally, may I thank all Youth Star staff, volunteers, Board Directors partners and friends of Youth Star whose contributions, moral and financial, enabled Youth Star to make a difference? I hope that you will enjoy reading the rest of the report.

**Mora Gibbings,
Executive Director**



A focal activity of Youth Star volunteers in 2015 was to support and encourage the enrolment of students in school activities. Volunteers actively promoted the value and importance of education in their communities, encouraging parents to enroll their children and send them to school. The establishment of a MoU between Youth Star and the Ministry of Education in May 2015 enabled volunteers to align their work more closely with local school authorities and to conduct school enrolment campaigns in their communities.

In 2015 Youth Star volunteers helped to organize seven school enrolment campaigns involving 2,814 community participants including children, students, teachers, Commune Councils, School Support Committees, monks and local authorities. The campaigns had a significant impact on improving school attendance. For example, 110 'out of school children' in Kampong Thom Province returned to school as a result of encouragement from 12 Youth Star volunteers, parents, local authorities and the local school directors.

The following illustrate some of the Youth Star volunteer initiatives to improve literacy standards in the rural communities in which they worked in 2015:



“The children like reading more and more and their performance at school is getting better”, said Mr. Born Tieng, Leuk Cheah primary school principal.

- * 1,648 children in eight different communes in Kampong Thom Province improved their English, Khmer and mathematics skills due to free tutoring offered by the volunteers and youth club members;
- * 10 youth/children’s club, with a total of 285 members (175 female), are functioning in eight communes—‘small teachers’ in these clubs tutor more vulnerable students and operate a mobile library;
- * The mobile library visited 11 communities reaching 323 readers, of which 216 were girls;
- * Youth Star volunteers were introduced into 10 new communities—two in Prey Veng Province and eight in Kampong Thom Province;
- * 10 Youth Star volunteers in Prey Veng and Kratie provinces gained skills in mobile library management from a training course offered by SIPAR.
- * 10 volunteers armed with backpack libraries circulated and facilitated 70 reading sessions in Prey Veng and Kratie target communities;
- * Kratie province saw five new youth clubs established with a total of 158 members, of which 114 are female. A children’s rights campaign organized in Kratie attracted 150 community participants.





Uch Sithea: From working with vulnerable Children to meeting Michelle Obama

As a Youth Star volunteer, Sithea served in Krang Veng Village, Krang Veng Commune, Kampong Trakek District, Prey Veng Province. As a very active Youth Star volunteer she brought about a number of changes in the community she served. When Sithea found out her community was challenged with health and education issues she lost no time in devising ways to inspire children and young people to attend school, and to participate actively in youth club activities. As members of the club the children and young people organized campaigns in the village to raise awareness about the importance of school enrolment, and were successful in raising school registration numbers. Sithea's work proved that young women like her can be change-makers in the communities. She provides an outstanding role model for other young female graduates through her commitment and enthusiasm.

For Sithea volunteer service has opened some amazing opportunities. "Thanks to my volunteer service and work with young girls, she said, I recently had the privilege to meet the U.S. first Lady Michelle Obama when she visited Siem Reap. What a very moving experience that was. I am grateful to have had the opportunity to serve as a volunteer. It has transformed my life and the lives of others less fortunate than me."

"I am grateful to have had the opportunity to serve as a volunteer. It has transformed my life and the lives of others less fortunate than me."



Case Study—How Youth Star changed Bosba’s life

by Chhun Voeun

My journey began the moment after I graduated. I felt nervous and lacked confidence about my future career because although I had an education I had no practical work experience. Youth Star Cambodia got me started by giving me an opportunity to learn by doing through community service. I served in a community I had never known before in Prey Veng province. I was responsible to help the community overcome a number of education challenges ranging from school enrolment issues, to high drop rates, and poor school attendance among others. I would like to share the story of Bosba whose life I helped to transform through my volunteer service.



Bosba is the last child among her five siblings. When taking up my work in the community I was saddened to learn that Bosba was an orphan living with two of her siblings while the other two were working in Phnom Penh. Before a Youth Star volunteer came to her community she was very reserved, lacking in confidence and shy - but very gentle. As she was busy with housework and earning money to survive, she could not perform well at school. And being malnourished, lacking in personal care and hygiene, she was often sick with typhoid and diarrhea, and often felt dizzy and powerless. Bosba ranked 33rd out of 40 students in her class. She had no parents or relatives to encourage her to continue her studies.



As a Youth Star volunteer, my first assignment involved learning about the community through community mapping, collecting data and statistics, and visiting the villagers’ households to understand their situations and to identify children not enrolled in school. I became particularly interested in Bosba’s family and frequently visited them to encourage them. As was the case with other children in the village, Bosba enjoyed interacting with the Youth Star volunteer and became interested in studying Khmer literature and English. I tutored Bosba and other children not only in Khmer literature and English but also dispensed lessons in sanitation, which includes clean water and clean housing.

After becoming a member of the children’s club, Bosba participated in extra classes taught by older students in the club and became actively involved in reading activities (using the Mobile Library) and in the club’s campaigns to raise awareness about the rights of children. Gradually I saw Bosba being transformed from a despairing young girl to an empowered, active and outstanding student, and I am proud to have played a part in that. She is now ranked sixth in her class of 40 students. All her teachers praise her and highly appreciate her hard work. From a girl who knew no English, Bosba can now read and speak basic English. She has become much healthier and is more committed to school; she does not want to quit school any more.

2015 was a year of growth and renewal for Youth Star. The organization was strengthened in a number of ways:

- * The establishment of a YOUTH STAR TRUST FUND allows for greater predictability, stability and sustainability in Youth Star's financial operations.
- * A Staff retreat created the space to reflect on lessons learned and to integrate them in Youth Star's action plan for the remainder of the year. Quarterly reviews against the plan helped to ensure that Youth Star would reach its annual goals and objectives.
- * A bit of house cleaning contributes to greater efficiency in Youth Star's work: the central filing system has been updated, and all unnecessary documents and photos deleted. An electronic central filing system safeguards all official documents and offers easy access to staff.
- * A Monitoring and Evaluation Framework and tools, closely aligned with program goals and objectives has been developed and put into practice. Youth Star can now better measure the impact of its work and assess whether or not the organization is reaching its goals.
- * A project agreement between the Ministry of Education, Youth and Sport of the Kingdom of Cambodia and Youth Star Cambodia (the 'MOEYS MoU') entitled: *The Promotion of Volunteerism in Cambodia and Undertaking of Non-Formal Education in Marginalised Rural Communities* was signed on October 01 2015. This agreement aligns Youth Star's work with the goals of the MOEYS, facilitates collaboration with local education authorities, and helps Youth Star better target under-served communities.
- * A Partnership Agreement between SIPAR and Youth Star signed in May 2015 allowed Youth Star to expand its work of promoting reading and tutoring of disadvantaged children in mathematics and Khmer.
- * Youth Star welcomed three talented young staff to the team in 2015: a communications officer, a program officer and an administration assistant.
- * Staff had the opportunity to enhance their English proficiency through on-going training at the Australian Centre for Education (ACE).

"Seeing how much the children enjoy learning and reading is my great motivation to stay in the community and to successfully complete my volunteer service", said volunteer Chen Sopheng.



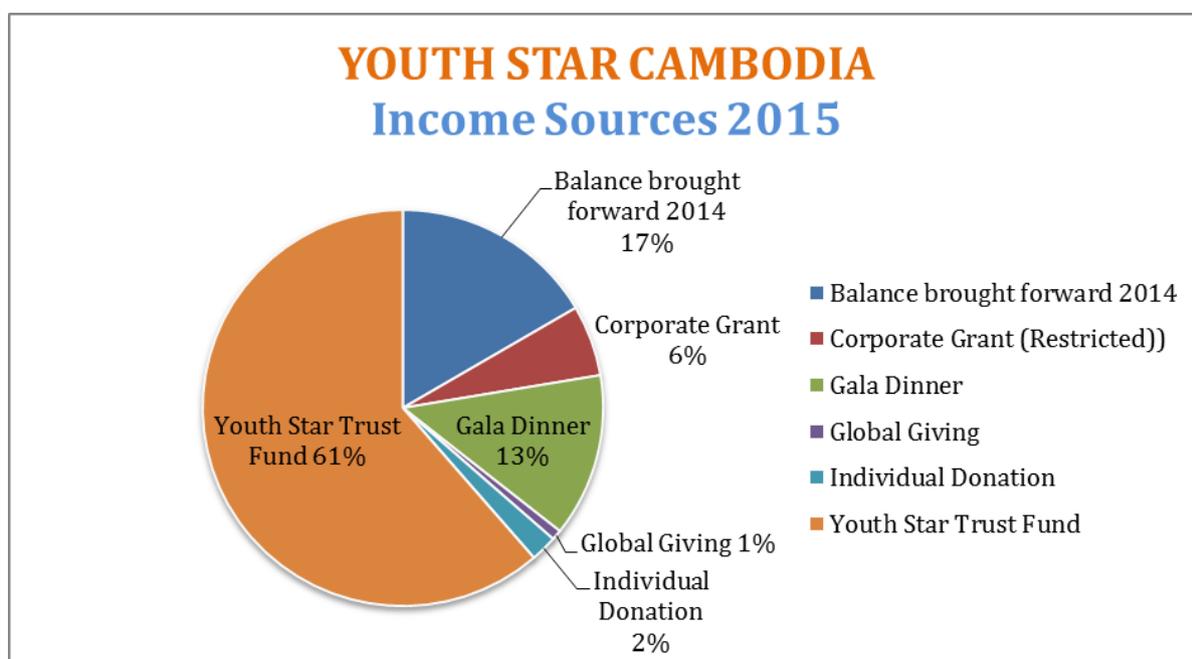
FINANCE AND RESOURCE MOBILIZATION

An independent audit of financial accounts was successfully completed and the Audit Report for the Year ended December 31, 2015 was shared with Youth Star’s Board of Directors, donors and partners.

In 2015 Youth Star Cambodia’s total income for the fiscal year was US\$306,312 against a total expenditure of US\$195,060. The table below indicates the sources of funding. Another successful Youth Star GALA contributed 13 % to the budget.

In kind donations in the form of training expertise, library books, backpacks and equipment to help volunteers settle in their communities are deeply valued. Youth Star wishes to thank its super stars for these invaluable contributions; they are SIPAR, IDP Education (Cambodia) Ltd, and American Intercon Institute (All).

After many years of financial ups and downs and insecurity, a Youth Star Trust Fund, newly established in 2015, makes a significant contribution towards operational costs and ensures Youth Star of greater sustainability, stability, and independence over the next decade.



2015 GALA DINNER

Gala Committee

Ms. Patricia Baars
 Ms. Catherine Cecil
 Mr. Chan Sophal
 Mr. Chrin Sothy
 Ms. Christine Gauthier
 Mr. Em Sorany
 Mr. Keo Lundi
 Ms. Beth Ann Lopez
 Ms. Ratanak Azizah
 Ms. Rachel Sené
 Ms. Sor Sotheaom
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 HE Ms. Eva Mysliwicz
 Mr. Greg Polk & Ms. Rebecca Black
 HE Mr. Sok Chenda
 Sok Siphana & Associates
 Ms. Sharon Wilkinson



Sapphire Sponsor



Special Thanks to Cambodia Beverage Company Ltd (Coca-Cola), Ms. Geraldine Gibbings, Ms. Ixana Hyun-Sac, Phnom Penh Post, Mr. Michael Souvanthalisit.

Lucky Draw Sponsors

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 Hola Travel
 House Boutique Hotel
 IDP/ACE
 InterContinental Hotel
 Il Nodo
 InFocus & Polaris Mobile

K1 Factory
 Khema Cafe and Boutique
 Khmer Nokorwat / Mr. Sit Down
 Khmer World Food Court
 Knai Bang Chatt
 Lotus Silk
 Oknha Dr. Mengly J. Quach
 Open Book
 RS Residence Bedding & Furniture
 Malis Restaurant



Board of Directors

Ms. Eva MYSLIWIEC <i>Chairperson</i>	Social Entrepreneur, Bamako, MALI Youth Star Cambodia Founder
H.R.H. SISOWATH Pheanuroth	ITC Focal Point in Cambodia Project Coordinator Sector- Wide Silk Project
H.E. Oknha Dr. Mengly J. QUACH	Founder, Chairman, and CEO of the Mengly J. Quach Education
Ms. Patricia BAARS	Senior Development Advisor, EWMI, USA
Mrs Sharon WILKINSON	Manager Australia Scholarship Awards, IDP Cambodia
Mrs Socheat CHI	Executive Director, Population Service Khmer (PSK)
Mr. Sreng MAO	Country Director of IDP Cambodia
Mrs. Mora GIBBINGS	Executive Director, Youth Star Cambodia

Staff

Mrs. Mora GIBBINGS	Executive Director
Mr. LUY Tech Chheng	Program Coordinator
Mr. NIN Kosalramet	Program Officer
Ms. KAO Sokun Pharady	Program Officer
Ms. SOR Sothearom	Finance/Admin Officer
Ms. RIN Sophearum	Admin Assistant
Mr. LEAV Kimlay	Communications Officer
Mr. SAK Ravuth	IT intern
Mr. SEAK Narong	IT intern
Mr. CHY Pech (Sen)	Driver
Mr. EN Thou	Guard
Ms. MORN Sreyneth	Housekeeper

HOW TO GET INVOLVED

Partner with Youth Star in bringing transformation to the lives of our interns and the communities where they work.

Sponsor a Volunteer

Sponsoring a volunteer gives you a closer connection to the volunteer experience. Your volunteer will keep you updated from time to time on their activities and volunteer development. This will help you see how your contribution makes a huge impact in each community. It costs US\$3,000 for each volunteer per year, excluding core organisation costs. This covers the cost of training, supervising and supporting one volunteer for a year of service.

Be Our Corporate Partner

As the private sector in Cambodia grows, corporate social responsibility values are gaining attention. Youth Star Cambodia seeks partners to help us explore solutions to help develop Cambodia and benefit all sectors, including business. Our corporate partners understand that Youth Star Cambodia offers a unique opportunity to work with an organisation that stands out in its professionalism and commitment to excellence.

Please contact us to arrange for your contribution:

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Tel: +855 23 900 162/163

Email: admin@youthstarcambodia.org

Website: www.youthstarcambodia.org

Facebook: Youth Star Cambodia

