



# Annual Report 2016

# Volunteers who served in 2016

## Cohort 23

Phan Sophal



San Sokunthea



Mao Oun



Ruon Chenda



Phally Sreynin



Song Thary



Eng Sinat



Loem Mary



Pen Sreypov



Ly Sievlong



Net Vibol



Chhum Minea



## Cohort 22

Khom Sikheng



Mean Chanty



Kuoy Sinim



Phal Chamreun



Pov Meng



Saing Sopheak



Sok Leanghor



Sok Nita



Theoung Sithon

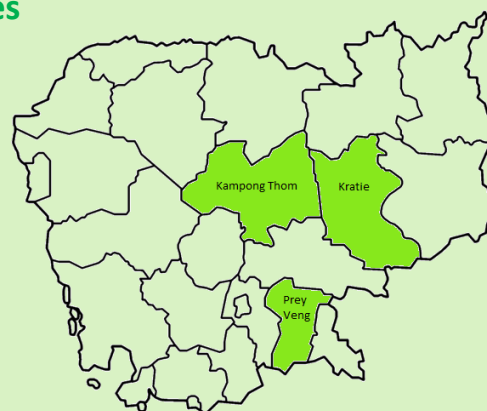


Trang Sidorn



## Program Provinces

Youth Star Volunteers are currently operating Youth Clubs and bringing about sustainable community development in the provinces of Kampong Thom, Kratie, and Prey Veng.



## Mission Statement

**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.

**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.





## MESSAGE FROM OUR PROGRAM DIRECTOR

Page 02



## KEY ACHIEVEMENTS

Page 03



## STORIES OF CHANGE

Page 06

## ORGANIZATIONAL CHANGE

Page 08

## YOUTH STAR PROGRAM

Page 09



## FINANCIAL REPORT

Page 10

## PARTNERSHIPS

Page 11



## BOARD OF DIRECTORS & STAFF

Page 12

## GET INVOLVED

Page 13



# MESSAGE FROM OUR PROGRAM DIRECTOR



2016 has been a year of significant change for Youth Star Cambodia and I believe these changes will strengthen our program and highlight our role as a leader in volunteering and citizen services for Cambodian society.

At the midway point of 2016 I was promoted to Program Director, replacing Executive Director, Ms. Mora Gibbings. The transition has not been without its challenges, but with the help of our strong and dedicated team, Youth Star is going from strength to strength as we enter the new year.

Expanded volunteer recruitment efforts, and strengthened volunteer management and support mechanisms, resulted in Youth Star exceeding our target with 22 new volunteers in the field for a whole year of service. The increasing female proportion of volunteers, from 32% (8/25) in 2015 to 45% (10/22) in 2016, has been very rewarding, and mirrors an increase in the number of community women who serve as our local partners.

This year we were also able to look closer at the cumulative impact of our program in Preah Damrei commune in Kampong Thom; a community with two successive groups of volunteers. When we compared the impact of the second group to that of the first group, we were able to identify greater community ownership and engagement. We hope to see this continue.

In 2016 Youth Star's program was further strengthened through working partnerships with the Ministry of Education Youth and Sport, Aide et Action, and SIPAR. The active involvement of these partners has provided enhanced program training and resources to our volunteers and partners in the field. This enhancement has helped Youth Star achieve school registration of 507 (226 girl) Out of School Children. We have also committed to maintaining the standards of GPP Certification, where 2016 has been the second year of NGO-GPP registration.

In order to better maintain our achievements and impact Youth Star aligned all existing project partners into an integrated and systematic M&E strategy with three interconnected components: Youth Volunteering, Out of School Children Intervention, and Reading Promotion through Mini Mobile Library and Youth Clubs. With improved monitoring and evaluation, we have been able to better collect and understand the impact of our program on volunteers themselves and the communities they serve.

Finally, I would like to express my sincere thanks to our Board of Directors, and partners, for your support of Youth Star throughout our history; and especially for the support I have received since I began my new role this year. Most importantly, I wish to express my sincere appreciation to all Youth Star staff and volunteers for their dedicated support and full cooperation.

A handwritten signature in blue ink, appearing to read 'LTC', with a stylized flourish extending to the right.

**Luy Tech Chheng**  
Program Director

# KEY ACHIEVEMENTS

## PROGRAM

*2016 signaled increased program outputs, boosted through enhanced training in-line with specific program objectives, and enriched by specialist partner involvement.*

### Volunteer:

- Successful recruitment of **22 volunteers** (10 female) for cohorts 22 and 23.
- 2 placements from Cohort 21 in Kampong Thom were extended by a further 6 months.
- 95% (21 of 22) volunteers from cohorts 20 and 21 have found *employment* since successfully completing their service.
- No volunteer's dropped out of service during 2016.



*"I am now standing for commune election because my volunteer service inspired me to be an active citizen and motivated me to engage in public service in my home commune." - Ham Sonita, Cohort 21, Kampong Thom.*

### Training:

- **2x pre-departure training sessions** with enhanced focus on *targeting Out of School Children for school reintegration*. These sessions developed the crucial community mapping, engagement, and support processes that volunteers employ throughout their service.
- **2x post-service training events** for *reflection, evaluation, and employment preparation* (contributing to the 95% employment mentioned above).
- **2x recall and supplementary training sessions** per cohort to enhance volunteer ability in the areas of: proposal writing; tutoring and classroom management; running a mobile library; and successfully facilitating an awareness campaign.

### Out of School Children (OSC):

- Youth Star has actively bridged an **enhanced community of 127 educational actors** to address the OSC problem in communities. This includes commune councils, village chiefs, school principals and teachers, the DoE, and partner organisations.
- The OSC fund grew to provide a further 1080 children the resource and ability to attend school.
- 507 (226 female) Out of School Children have been identified and enrolled in school.
- Youth Star Volunteers have worked with Local Authority to allocate budget lines for OSC in their CIP (training provided from enhanced partnership with AeA).





### Youth Clubs:

- 9 new clubs (31 total) with 750 members (489 female). 10 are CBOs.
- Improvements in the collaboration between the club and local authorities with respect to: community service actions; organizing campaigns and tutoring classes; and, support for fundraising activities.
- Enhanced volunteer training improved their leadership skills, confidence and ability for tutoring, and better organization and planning skills.



### Tutoring Classes:

- ◇ 62 tutoring classes have been established and have served 1,505 children (672 female). They provide support with Khmer, English, and Numeracy.
- ◇ *Adapted to engage OSC. There is a notable improvement to the quality of work of those who attend.*

### Mobile Library:

- ◇ 358 sessions have offered reading opportunities to 3,839 total readers (2,400 female).
- ◇ *Helping to facilitate strong reading habits, improve ability, and reach isolated beneficiaries.*

### Awareness Campaigns:

- ◇ 30 enrolment campaigns with a total participation of 5,096 (3,167 female). The communities contributed 54% of the total cost and resources required.



*The Youth Star Program delivers more than the books and tutors for communities to learn. We develop the confidence and skills needed to participate. 2016 has witnessed fantastic community engagement with increasing numbers able to facilitate the tutoring and reading sessions they previously just participated in. This enhanced belief and ability is what the numbers alone are unable to communicate.*



### Community Engagement:

- Preah Dumrei Youth Club dancers performed at a number of high profile celebrations: pagoda festivals, birthday's, and the International Volunteer Day in Phnom Penh.
- 4 clubs in Kampong Thom have established and are maintaining flower and vegetable gardens. The produce is sold to raise money for the Youth Club activities.

### Organizational

- Established medium-term finance for core activities though the YSC Trust Fund.
- Smooth restructuring of the management team.
- Maintained standard of NGO GPP certification.

## International Volunteers Day 2016

YSC were one again greatly involved in Phnom Penh's International Volunteer Day and the National Forum on Volunteerism. As a member of VolCam, (Cambodian Volunteering Network), Youth Star's communications team became instrumental in the organization committee. Taking place across Friday 2nd and Saturday 3rd of December at the Institute of Technology of Cambodia, the event was opened with a beautiful blessing dance performed by Youth Star's talented Preah Damrei Youth Club Dancers.



In addition to our annual organization stall, the event also welcomed Program Director Mr. Luy Tech Chheng as the sole representative of Cambodian volunteerism organizations to the panel discussion on 'the role of volunteerism in realizing the SDGs in Cambodia'. Youth Star Volunteers Ms. Leoum Mary and Ms. Eng Sinat also took to the stage to highlight the crucial and innovative work of the organization.



## Charity Bike Ride

Former Youth Star volunteers and other citizens undertaking volunteer work gathered together for a bicycle ride on Sunday March 6, 2016 to encourage volunteerism in society. This event was organized by former Youth Star volunteers who have completed their 12-month volunteer service. The ride was aimed at maintaining awareness on the importance of volunteerism for the future development of Cambodia.

The ride departed from Youth Star Cambodia's office and making a number of 'pit stops'. Firstly, cyclists dismounted at the National Library, symbolic of the importance of developing good reading habits. Volunteers then headed to the Royal Palace and the statue of Cambodian Supreme Monk. Samdech Chuon Nath, followed by the statue of the Former King and finally a return to the Youth Star office.

## Cooperation Committee for Cambodia

In 2016, Youth Star worked with the Cooperation Committee for Cambodia (CCC) on Digital Mobile Data Collection and Reporting. The aim was to improve output capture quality and the internal capacity of the organisation to do so. Utilising a multi-platform computerized system, mobile apps and cloud storage, Youth Star were able to learn a great deal for our current strengthening of the M&E system.

# THY KUNTHEA

## A CHANCE FOR SCHOOL



Located in Dong commune, Prasat Balang district, Kompong Thom province, there is a young girl named Thy Kunthea. She was spotted by Youth Star volunteers, Ms. Leoum Mary and Ms. Eng Sinat, when she would appear at their homestay, keeping a low-profile and hoping to watch the other children playing. Noticing that she appeared too shy to join in, Mary and Sinat enquired about her with their host family.

Kunthea lived only two blocks away and belonged to a farmer family of seven members. She has four older brothers who have all completed primary school and either migrated to work in Thailand or stay home to help the family. At ten years of age, she had been diagnosed with a learning difficulty suffered since birth. In demonstrating poor memory and fearfulness her parents decided to keep her away from school. They believed she would otherwise be bullied and get into trouble. Kunthea herself believed she was an abnormal child unfit for school.

After realizing the tragic condition Kunthea found herself in, Ms. Mary and Sinat were determined to help her out. They subsequently paid her family a home visit in order to dispel the misconception that being different at school would make Kunthea a target. In acknowledging the good intentions of the Youth Star volunteers, the family agreed to enroll her in the new semester (November, 2016). In order to help her achieve her potential, Ms. Mary and Sinat provided extra tutoring classes aimed to assist slow learners.

Since Kunthea has taken extra tutoring classes she has started to gain self-confidence. She is no longer afraid to approach other children and make friend with them. Moreover, she has begun to participate in class activities, asking questions and expressing opinions. Enrolled at pre-school level has aided in quick development for Kunthea who is now able to count well beyond 2. A statement that may sound insignificant to the majority of people, but a fantastic achievement in the face of adversity for Kunthea, attending school for the first time at the age of ten.



# STRENGTH AND SUCCESS

## MR. TOLA AND THE YOUTH CLUB OF PREAH DUMREI

Mr. Chheoun Tola, a graduate from the Royal University of Agriculture, has been a Youth Star volunteer since August, 2015. His volunteer placement is in Preah Damrei commune, Stoung district, Kompong Thom province.

To initiate and sustain the Youth Club has not been an easy job. Having opened on October 18<sup>th</sup>, 2015 to around 70 children, the majority drifted away in the following days. In order to address this, Tola began offering extra English tutoring classes. What followed was a strong attendance and participation that spurred the strong foundation growth of the club. This continued success saw the official recognition and foundation within the community during the December of 2015.



Subsequently, regular club members have expanded to approximately 30 children; including five targeted children with learning-difficulties and disabilities. The community outreach to those most disadvantaged is a core determinant of Tola's successful volunteering placement. Every weekday after school members are taught English for two hours, whilst traditional dancing classes provide a chance for the children to take part in a fun part of their culture. Oftentimes the Youth Club and members will participate in local civic services such as cleaning the pagodas and planting trees. These activities are designed to develop important life skills such as leadership, interpersonal communication, teamwork, self-esteem and empathy.

The youth club members are recognized in their community as trustworthy and frequently perform Khmer dance during wedding ceremonies and temple fairs. In testament to their hard work, they were recently invited to perform a blessing dance at the opening of ceremony for the International Volunteer Day 2016 in Phnom Penh. Money earned from event performances can reach in excess of one million riels and is used for running the club and charity work engaging disabled children and orphans.

Emphasis on personnel development and hard work has seen positive changes within the children's school performance. Amongst the most disadvantaged targeted children, three of them were performing at a higher grade in only two months. Members Tuon Tee and Ream Ro moved from 8<sup>th</sup> and 4<sup>th</sup> place to 2<sup>nd</sup> and 1<sup>st</sup> respectively.

In forming the strong foundations of Preah Dumrei's Youth Club, Tola has opted to undertake a further six months of placement to ensure its success continues.

# ORGANIZATIONAL CHANGE

*2016 emerged as a year of organizational restructure, development and prioritization. In formalizing the final phase of Youth Star's successful realignment, we have streamlined focus at the top level.*

**Roles:** There has been an introduction of the 'Program Director' and 'Senior Operations Officer' roles in an overhaul of the previous 'Executive Director' and 'Admin/Finance Officer' roles. This distinction embodies the core organizational mission statement with a primary focus on our innovative program.

**Director:** Having spent three years successfully leading Youth Star through its refocus, it was with great appreciation that Youth Star bid farewell to Executive Director Mora Gibbings. Stepping in to the new Program Director role was Mr. Luy Tech Chheng. A former second-generation Youth Star Volunteer, Chheng has spent 8 years contributing to the development of the organization. Most recently overseeing a successful streamlining of program objectives as Program Coordinator.



## Staff

**Welcoming:** In marking YSC's new chapter, 2016 welcomed several new team members eager to employ their experience and expertise. June got the ball rolling with a new *Administrative Assistant*, Mr. Kamm Prayuth. October introduced a new *Communications Intern*, Ms. Heng Yen, along with an *International Communications Volunteer*, Mr. Michael Renfrew. Finally, November welcomed a new *Program Officer*, Mr. Thang Makara.

**Farewell:** We would like to take this section to pay thanks to all other members of the Youth Star family who perused a new challenge this year. *Program Officer*, Mr. Nin Kosalramet; *Communications Officer*, Mr. LEAV Kimlay; and, *Administrative Assistant*, Ms. Rin Sophearum'.

**Special Mention:** *Senior Operations Officer*, **Mrs. Sor Sothearom**, was promoted to this role in acknowledgement of the tireless and quality nature of her work as Finance and Admin Officer. *Program Officer*, **Ms. Kao Sokunpharady** has been chosen to represent Cambodian Youth at the Economic and Social Council 2017 Youth Forum in New York.

# YOUTH STAR PROGRAM

The focus of Youth Star's service program is to place university graduates as volunteer leaders in marginalized communities for one year, where they act as facilitators, tutors, mentors, and role models to children and young people.

The program focuses on three key learning areas; literacy, numeracy, and life skills. Volunteers work to increase literacy and numeracy at village level as well as equipping young people with the tools to participate meaningfully in improving life in their communities. This work is largely done through children's and youth clubs.

The goal is to identify and register Out-Of-School Children and to prevent children at risk from dropping out of school, to improve learners academic performance and self-esteem, and ultimately to keep them on track to finish basic primary education, and move on to secondary, and tertiary levels according to their ability.





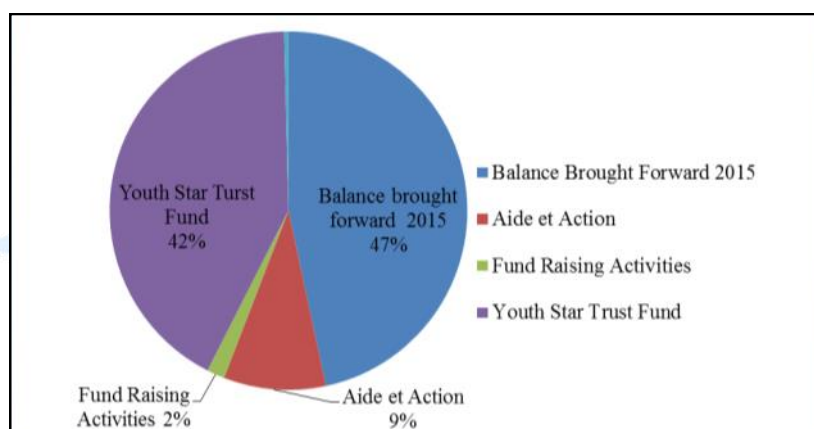
# FINANCIAL REPORT

**Table 1. Percentage of Income Sources 2016**

Youth Star's total income for the 2016 fiscal year was \$252,155(US). This compared to a total expenditure of \$171,144 (US). A balance of \$117,597 was carried forward from 2015<sup>1</sup>.

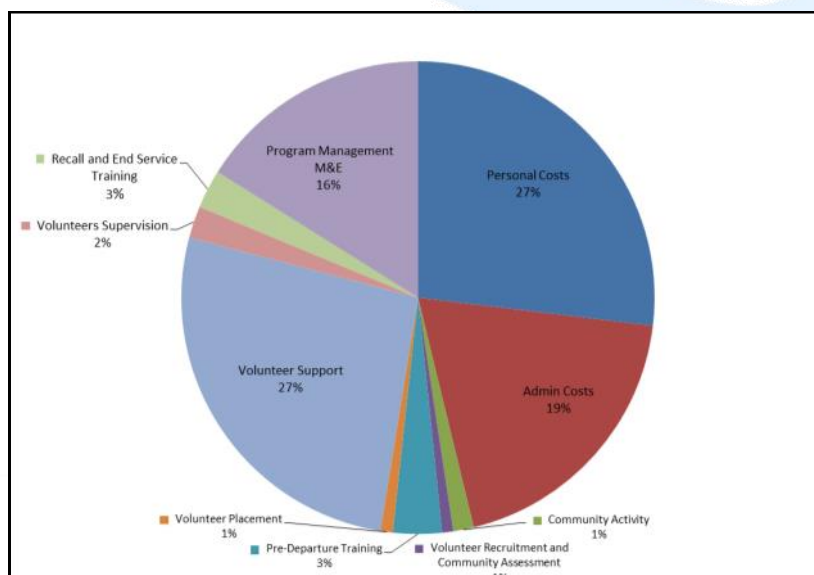
Table 1 indicates the sources of funding. The majority of the revenue stream was generated through the Youth Star Trust Fund (42%) and the balance carried forward (47%). Our partners in Aide et Action funded a further 9%, while fundraising activities from our Global Giving page, and a fundraising event in Melbourne, contributed the final 2%.

In kind donations in the form of training expertise, library books, backpacks and equipment to help volunteers settle in their communities were also crucial to the successfully delivery of the program. Youth Star wishes to thank our generous partners for these invaluable contributions; they are SIPAR, NEP, KAPE and IDP Education (Cambodia) Ltd.



**Table 2. Percentage of Expenditure by Activity**

Youth Star's budget breakdown in terms of activity expenditure is identified below in table 2. The primary expenditure covers Admin, Volunteer, Personal, and Program Management Costs. The rest comprises expenditure upon training, assessment and supervision.



<sup>1</sup>\$100,000 was released from the Trust Fund to the Youth Star account in December 2015 for 2016 operation expenses.

2016 has seen the enhancement and solidification of our core organizational partnerships., including AeA, SIPAR, the Ministry of Education, NEP and KAPE. Furthermore, Youth Star extended relationships with media partner DI and joined the global convention and CamTESOL.

**Aide et Action:** Working together to contribute to a comprehensive Cambodian inclusive education system that caters for every child. AeA provide crucial technical and financial support in developing our volunteers and young people as agents of change in contributing to: gains in functional literacy in rural communities; re-integration of OSCs; and undertaking advocacy and awareness campaigns .

**SIPAR:** A continuing partnership for the ‘Promotion of local voluntarism for community development’. SIPAR collaborates with YSC to provide supplementary technical support to our volunteers for tutoring and the mobile backpack library initiative.

## New for 2016

**SWIM:** Safety When It Matters (SWIM Cambodia) is a new partnership developed across 2016. Focusing on water safety training and delivery, they have built a core network with the iCAN British International School in Phnom Penh and provide Water Safety Education sessions for the purpose of reducing drowning. Courses deliver CPR skills and crucial water safety knowledge to children and Youth Star Volunteers.

Having already attended one session plans are in motion for SWIM trainers to train a new cohort of Youth Star volunteers for 3 days, 20th- 22nd February 2017. These volunteers will go on to deliver water safety education to complement their education development work in the two provinces of Prey Veng and Krachie.



# BOARD OF DIRECTORS

Youth Star Cambodia are fortunate to have a committed and active board from which to draw expertise and experience.

					
<b>Ms. Eva Mysliwiec</b>	<b>Ms. Pat Baars</b>	<b>Ms. Sharon Wilkinson</b>	<b>Ms. Socheat Chi</b>	<b>Mr. Sreng Mao</b>	<b>Ms. Netra Eng</b>
<i>Social Entrepreneur, Bamako, MALI, YSC</i>	<i>Senior Development Advisor, EMMI, USA.</i>	<i>Retired Development Specialist</i>	<i>Executive Director, Population Service</i>	<i>Country Director of IDP Cambodia.</i>	<i>Head of the Governance Unit at CDRI.</i>





Become instrumental in the transformation and development of our volunteers and the underserved communities they serve.

## Sponsor a Volunteer/Donation

Your donation will help Youth Star achieve its mission to empower Cambodian youth as volunteers, to improve the quality of life in marginalized rural communities through education and civic participation. It will enable our youth volunteers to contribute to eradicating illiteracy and poverty in these communities and provide much needed role models.

The table below breaks down the program costs of sending one volunteer on placement for one year

Fund Description	Direct Cost (per volunteer per year)
Living Allowance (12 months)	\$1,440
Volunteer Capacity Building and Training Sessions	\$410
Youth Club and Educational Materials	\$300
Volunteer Monitoring, Management and Support	\$200
Health Insurance and Medical Allowance	\$150
Transportation Allowance	\$100
Youth Club Project Fund	\$100
Material Support (Bicycle, Helmet, and Uniform)	\$70
Volunteer Recruitment and Community Assessment	\$70
Volunteer Placement	\$60
<b>Total</b>	<b>\$2,900</b>



## 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 organization that stands out in its professionalism and commitment to excellence.

### Please contact us to arrange for your contribution:

Address: #1, St 560, Boeung Kak 1, Khan Toul Kork, Phnom Penh.

Tel: +855 23 900 162/163

Email: [admin@youthstarcambodia.org](mailto:admin@youthstarcambodia.org)

Website: [www.youthstarcambodia.org](http://www.youthstarcambodia.org)

Facebook: Youth Star Cambodia