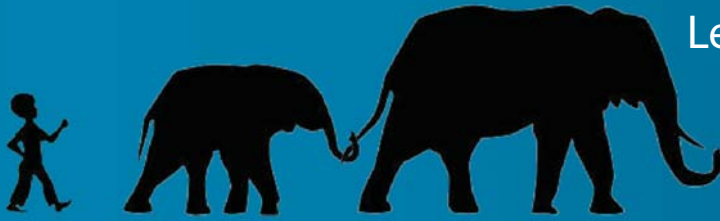


# JOURNEYS WITHIN OUR COMMUNITY

Learning today, Leading tomorrow



## ANNUAL REPORT

# 2015



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# A WARM WELCOME FROM JWOC



In 2015 Journeys Within Our Community (JWOC) continued to empower our community through JWOC's mission of reducing poverty levels, and increasing educational and economic opportunities in Southeast Asia. We have made a positive impact through our Scholarship, Free Classes, Community Support, Microfinance and Clean Water initiatives.

It has been a year of achievement with 19 Scholarship students graduating from university, 850+ students attending our Free Classes, 2,200 beneficiaries in our health and wells projects, 86 active Organic Home Gardens and microloans supporting hundreds of female headed businesses. In addition, JWOC prepared to celebrate its 10th year of devising local solutions for local issues in 2016. As we pass this milestone we have taken the time to reflect on our success and look towards our communities needs for the next ten years.

Cambodia is changing rapidly and so is the environment we work in, therefore we have decided to sharpen our focus on where it is needed most, where we will have the greatest impact and where we have a history of innovation and excellence. We continue to believe education is the key to a better future, this belief is reflected in JWOC's new motto "Learning Today, Leading Tomorrow".

In this annual report, you will find updates on our 2015 goals, highlights from the year, stories from our beneficiaries and summaries of financial reports so that you can see how your support and contributions enabled our programmes and benefited the community around us.

From everyone here at JWOC we thank you for your wonderful and continued support. As we move into our 10th year of serving our community, we invite you to join with us on our journey in 2016 as we aim to build upon our achievements and continue to inspire sustainable social change.

Best wishes  
Kneath Heard  
Managing Director



# HIGHLIGHTS OF 2015

## Combined Graduation Party

On December 6th 2015, new & existing university scholarship students, staff and alumni came together to welcome the new intake of scholarship students and celebrate the graduation of the JWOC scholarship class of 2015. This was a great chance for old and new scholarship students to share experiences, memories and wisdom from JWOC and beyond. It also served as a good example for our current scholarship students, showing them that with a JWOC scholarship they have the opportunities to succeed and improve their community.

The party started with the official JWOC graduation ceremony, where each graduating student was given special recognition of their support and achievements during their four years of JWOC, before sharing their favorite memories, games, food and lots of dancing! All in all, this was a great evening for JWOC past and present to come together and celebrate the achievements of our graduates, current students and strengthen the JWOC family.

## Volunteers

2015 saw numerous volunteers, guests and groups visiting JWOC. From recently graduated high school students to retired business executives, via IT consultants and photography experts, we were delighted to be able to provide both our scholarship students and free classes students with opportunities to interact with a range of nationalities, ethnicities and skill-sets. Overall we welcomed 38 volunteers, including 23 general volunteers and 15 professional volunteers. We received two student groups – Jay Pritzker Academy (Cambodia) and Project Everest (Australia) – as well as welcoming two professional groups too – PhotoForward (Cambodia) and Dream Photo Tours (USA). We look forward to receiving more in 2016!

## Values Training

In preparation for our next decade the JWOC team considered where we are heading and how we will get there. In order to achieve our mission of reducing poverty levels in Southeast Asia by increasing educational and economic opportunities and inspiring sustainable social change we consider not just what we do but how we do it. As a result, we crystallized JWOC's values as shown below:

I am...

- 1. Caring. I am passionate in what I do** and care about making a positive difference in people's lives.
- 2. Courageous. I do not wait for things to happen.** I take the initiative and always find ways to identify solutions to problems.
- 3. Growing. I have hunger for learning** and I always look for better ways of doing things
- 4. Accountable. I do things simply and effectively.** I manage resources smartly and focus on activities that create value
- 5. Respectful.** I treat others the way I want to be treated, with honesty, fairness and respect

With the support of dedicated volunteer Luisa Maio, JWOC's Strategic Planning Director, two workshops were created for the JWOC team to launch our core values and move beyond words to matching actions. This training featured several engaging activities (and fun educational games) that helped to instill an understanding of what it means to be part of JWOC. We will regularly review our actions to ensure they match our daily values as we continue on our journey.

# SCHOLARSHIP PROGRAM



## Our Goals And Achievements

(Program goals in bold, commentary about goal achievements follows, ✓=goal attainment)

### **Maintain 77 scholarship students in Cambodia and support current scholarship students**

At the end of 2015, there were a total of 76 scholarship students who had a JWOC scholarship to attend university (39 male and 37 female). Despite coaching and assistance, two students were unable to fulfill their commitments to volunteering at JWOC. As 19 students graduated from their university and from JWOC, we welcomed 20 new and existing university students into the JWOC family in November. We remain committed to our unique operational model which helps ensure scholarship students develop 21st Century skills, whilst benefiting their local community.

# SCHOLARSHIP PROGRAM

**To maintain 70% to 75% of 3rd year and 4th year students in degree relevant jobs✓**

Following our scholarship student's journey and progression during their degree is important, but it is just as important to follow their development after they have graduated from their university and from JWOC. As part of the JWOC family (current or alumni) we continue to monitor their progression into their chosen career and as they develop into tomorrow's leaders. 82% of 2015 JWOC graduates and 78% of current JWOC students (who will graduate in 2016) now have jobs that are 'relevant' to their degree.

**Develop plan and set up a scholarship alumni advisory board by March✓**

Maintaining an engaged and active JWOC alumni presence/community is vital to inspire and motivate younger students. As well creating a peer-mentoring system for new scholarship students and strengthening our alumni network, a Local Advisory Board (LAB) was initiated so that it's members could share their experience and local expertise as advisors for JWOC's local operations and the Board of Directors. Since its establishment, the LAB has met four times (prior to Board of Director meetings) to discuss a variety of topics relevant to the advancement and efficiency of JWOC.

## Success Story

### Scholarship Success Story

Sean Yeat is a third year scholarship student who moved from his village in Chikreang district to Siem Reap in 2007 to pursue his education. He worked and studied English in a pagoda for 2-5 hours every day for 2 years to improve his chances of attaining higher education. He was accepted as a JWOC student in 2013 to study English Teaching and has not looked back since, volunteering his time in the Free Classes, Community Support and now Communications team. He now uses his excellent English and people/interpersonal skills to meet and show guests the work JWOC is doing as well as educating locals and tourists in his job working at a local conservation organisation.





# COMMUNITY SUPPORT PROGRAM



## Our Goals And Achievements

(Program goals in bold, commentary about goal achievements follows, ✓=goal attainment)

### **Provide 70 Home Gardens in 3 villages around Siem Reap**✓

The Organic Home Gardens program (supported in part by the Collette Foundation) successfully provided 82 gardens in 3 villages in the Siem Reap province. Scholarship student volunteers successfully undertook needs and capacity assessments, before inviting villagers to participate in the training and start their own organic home garden. Training was provided on establishing and maintaining their organic gardens, along with nurturing their crops; this was complimented with Nutrition training for children (202 direct beneficiaries) to increase awareness of the need and benefits of maintaining a healthy, balanced diet with plenty of fresh fruit and vegetables. We focused on teaching organic gardening not only because of the healthy, tasty vegetables such methods produce but also because teaching natural methods of fertilization and pest control offers villagers a low cost way of maintaining their garden. The 82 gardens completed in 2015 impacted 410 beneficiaries in villages across Siem Reap, with a total of 3280kg of vegetables grown. This has resulted in overall savings of \$2460 for beneficiary communities (where they would otherwise have to purchase fruit and vegetables from the local market) and has improved their standard of living and health. The success of this initiative will continue to be explored into 2016, with monitoring and evaluation of gardens and impact reports to follow.

# COMMUNITY SUPPORT PROGRAM

To provide training on basic healthcare and hygiene as part of emergency preparedness to the squatter villages around JWOC✓

Health and hygiene standards are important to maintain a happy and healthy community. As part of the emergency preparedness initiative the Community Support team provided training for 40 people from 3 informal settlements adjacent to JWOC. After the training was completed, 31 of the participants bought filters, nets and soap too. The project was not continued after this initial initiative as it was deemed the community's needs had been met for the time being. There was no requirement for emergency response action in 2015. A review will be undertaken to reassess our emergency response plans in 2016, in order to review and further understand effectiveness and impact on disaster management in our community.

Increase number of liaison actions to an average of 12 per month

Our liaison program provides a vital point of contact and relationship development with other NGOs for those in the local community to come and discuss problems they have and identify potential solutions regarding socio-economic issues. In 2015, Community Support provided advice and assistance to 128 individuals (11/month) on issues such as educational opportunities, health care, vocational training and employment.

We continue to build partnerships and collaboration opportunities with NGOs throughout the Siem Reap province, building/nurturing 13 relationships with other organisations (as well as being part of a local NGO collaboration network) to enhance each other's capacity so we can better serve our community. We regularly post local job openings and possibilities in and outside JWOC's community centre so all have access to information and opportunities.

## Success Story

### Community Support Success Story

Nnam is 69 and lives in Lbeng village, approximately 25km from Siem Reap; he has 6 daughters that have all grown up and live nearby with their families. However, soon after his mother passed away 30 years ago Nnam became deaf and has since lived largely alone with his daughters to help. He was told about the Home Gardens project offered by JWOC's Community Support team and he sent his daughter to receive the training, she then taught him using the training and materials provided.

He has since successfully completed three cycles, producing cucumbers, watermelons, cabbages as well as produce that he and his family eats and trades with villagers. He says "By eating fresh fruit and vegetables, I am able to stay healthier for longer and work hard for my family".





# FREE CLASSES



## Our Goals And Achievements

(Program goals in bold, commentary about goal achievements follows, ✓=goal attainment)

Our Free Classes program is arguably our largest program, with on average 850 students from our local community attending classes in English, Computer skills and Science (amongst others). 2015 was a very successful year for the Free Classes, with significant increases in the numbers of students and classes available, this included opening new classes while maintaining high test scores/pass rates for all classes. These classes included Science, Digital Storytelling, Photoshop tuition and ESL classes for young learners. After evaluation and careful consideration, it was decided that we should end the sewing class as there were many other sewing class opportunities within Siem Reap.

Our Goals and Achievements

**Increase student enrollment by 30% (866 students per term is the baseline metric) ✓**

2015 Average = 1061 (+22.5%) and Term 3 Total = 1061 (+37%)

**Ensure the new Free Classes Program schedule achieves its goals of maximizing learning outcomes, maximizing space, teacher time and classroom capacity✓**

Jan 2015=30 classes (25 English); Dec 2015=44 classes (33 English). 43% increase (32% English)

**Improve pass rate in all English classes to 85% ✓**

Average Pass rate for 2015: 85.7%

# FREE CLASSES

## Improve quality of instruction for Teacher Development ✓

While all of our Free Classes students are our number one priority, it is also important to acknowledge that the scholarship student volunteers who teach our classes are learning new methodologies and teaching practices through monthly workshops. Topics have included 'Classroom Management', 'Using Music and Art in the ESL classroom', 'Alternative Forms of Assessment' and 'Strategies for Creating a 21st Century Classroom'. This helps to build the capacity of our teachers and improve the quality of learning for our students. On top of such training, 2015 saw the start of a 'Peer Mentoring' system, where senior teachers worked with less experienced ones to help them develop their understanding of the dynamics of the classroom, lesson planning and classroom management.

## Work with Community Support and local organizations to better segment and promote JWOC's free classes✓

As well as regular hygiene training both within JWOC and in local villages, the Free Classes team helped the Community Support team to design and deliver an initial round of Positive Parenting surveys. We maintained our great relationship with the Giant Puppet Parade team and created a puppet which the students escorted in the parade. We also sent a team from our Science class to Phnom Penh to represent JWOC at the 1st Cambodian Science and Engineering Festival.

It was also a great year for those with an interest in photography and digital media as our scholarship students attended a series of PhotoForward workshops and then helped the Dream Photos Tour group to train our Free Classes students in the techniques of their trade. We have also established digital storytelling workshops as part of our Free Classes program.

Finally, 2015 also saw the expansion of JWOC's art lessons to include a monthly 'Art in the Community' session where the team takes their lesson to a local Wat (Pagoda) in order to be able to include more children. The Library Team were also responsible for planning and staging our inaugural 'JWOC's Got Talent' variety show, involving 40 acts, more than 90 children and around 300 spectators.

## Success Story

### Free Classes Success Story

Khung Votty is 12 years old; he has two sisters and a brother and has been learning English under the Free Classes program for two years now. When he is older he wants to be an accountant, *"I enjoy playing around with numbers, but I also want to help my mum. I can help her with her finances so our family has more money"*. Coming to JWOC 4 days a week, Votty has excelled in his English, he says *"I do like school, but I also like coming to JWOC, it's a lot of fun and the teachers often have fun lessons planned for us when we arrive! We play lots of games, practice our spelling and learn new grammar each lesson...my English is much better than it was!"*



# MICROFINANCE



## Our Goals And Achievements

(Program goals in bold, commentary about goal achievements follows, ✓=goal attainment)

To loan out to 300 borrowers in 6-7 cycles with repayment rate 99%

Access to affordable, non-collateral based credit via Microfinance plays a very important part in providing opportunities for local borrowers to realise their business and educational goals. Throughout 2015, JWOC facilitated loans to 208 borrowers for both business (188) and education purposes (20), totaling \$10,627 (USD). These loans have had a repayment rate of 96.1%

**Train new scholarship students and make sure they work more effectively with their new role**✓

A JWOC scholarship student was trained as a program assistant and subsequently integrated into the Microfinance program to assist the program manager with meeting and giving business advice to borrowers as well as collecting repayments. The program assistant was also responsible for advertising and providing information on our education loans in local universities.



# MICROFINANCE

## To Reach All Villages Within JWOC's Operating Area✓

We reached out to 19 villages in the Siem Reap province to provide both our business and education loans. Since microfinance loans for business borrowers are readily available in the Siem Reap area, we decided to focus JWOC's lending on educational loans in 2016. As a result, we decided not to extend business loans to new villages, but consolidate and strengthen our current lending footprint so beneficiaries received the best support possible.

### Success Story

#### Microfinance Success Story

Mrs. Pring Chenda has been borrowing from JWOC for her fruit selling business for over two years, and has seen her business expand and become sustainable. After she first attended the business training that JWOC provided, she decided to take out a loan and hasn't looked back since, buying a cart (and then motorbike) to reach more buyers and sell for longer in the day. She is always cooperative and has been able to use the extra income earned to support her family.



# CLEAN WATER



## Our Goals And Achievements

(Program goals in bold, commentary about goal achievements follows, √=goal attainment)

### **Bring clean water to at least 3000 people, three new villages**

A total of 2 villages out of 3 targeted were served by JWOC, providing clean water wells and training to 2274 beneficiaries in Ta Sne and Chroas villages. As part of our programs assessment we decided to cease well installation since other NGOs are offering this service and shift our focus to environment and hygiene education. Our last Clean Water program cycle ended in November 2015, with Clean Water scholarship student volunteers moving to assist in the Free Classes, Community Support and Communications programs. Trainings on Hygiene (and other related topics) was incorporated under Community Support and will continue to be given in villages throughout Siem Reap province.

# CLEAN WATER

Environmental training to be included as part of all hygiene training practice at JWOC; litter pick up in villages after training✓

Efforts were made to research and understand the measurable actions and existing environmental practices regarding villager's attitudes and behaviours towards the environment. Scholarship students were trained before giving previous Clean Water beneficiaries training to improve their awareness of the environment and what they can do to sustain it. Afterwards, litter pick-ups were initiated to show villagers the tangible benefits of looking after their environment.

Include latrine usage and needs in clean water village assessments, research and Collaborate with other NGOs and Government regarding Latrine projects ✓

In the preparation for all Clean Water projects, a step was added to assess the latrine usage and needs of beneficiaries; this allowed us to understand how many there are and how frequently they are being used, managed and cleaned. This research gave a good indication that latrines when available are being used regularly by villagers and will compliment hygiene training. We continue to look to collaborate with other NGOs who focus on latrines and sanitation.

## Success Story

### EmSaren's Clean Water- A Scholarship Student Perspective

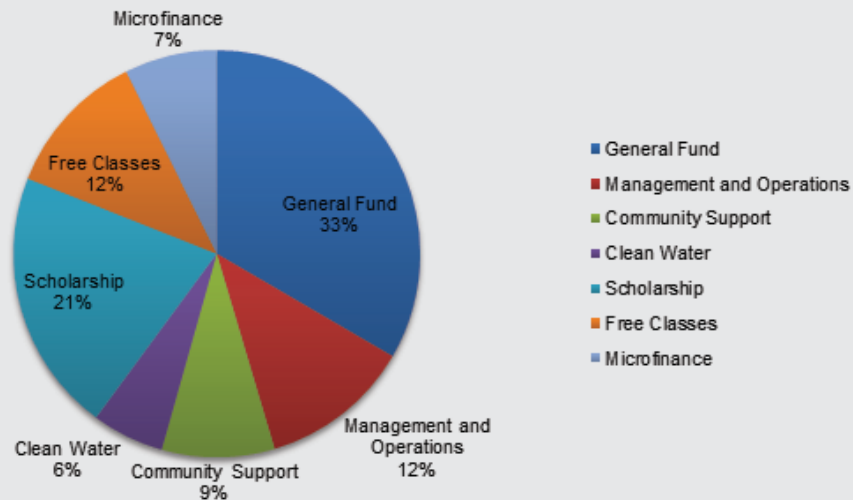
My name is EmSaren, I am a Clean Water scholarship student at JWOC. I really like the program, I go to the village every time I volunteer, we go by motorbike (15 km to 25 km from JWOC) and spend around 5 hours per day with my team (8 members). Working in the Clean water program, we help villagers to use the clean water responsibly after installing wells, for example sharing in the community and using filters. In addition to this, it's very important to encourage hygienic lifestyles; for example, the wells allow villagers to use the water to grow vegetables, so that they don't need to buy from the store. I very much enjoy working with villagers in the rural areas, especially seeing their delight when they have enough water and no longer need to go far to collect water. It's wonderful to see the villager's appreciation of JWOC and how we have been helping to improve access to Clean Water.



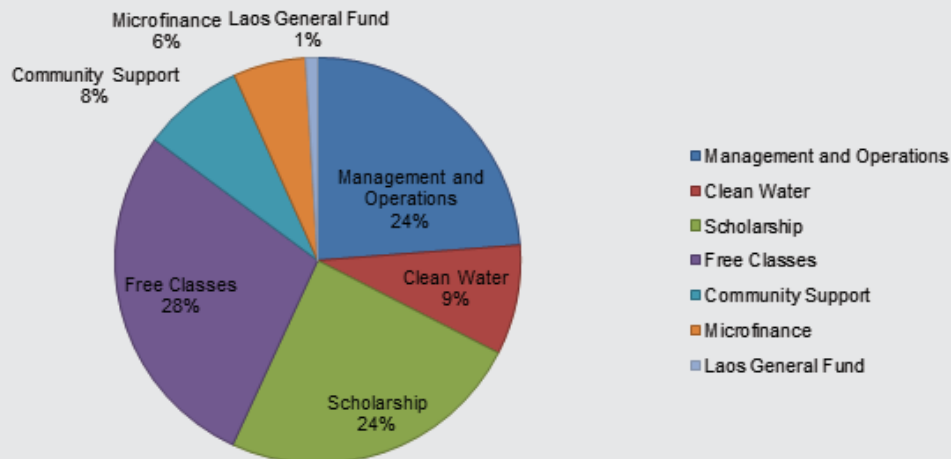


# FINANCIALS

## Revenue Received 2015 = \$154,763



## Expenses in 2015 = \$201,037



JWOC revenue was \$154,763 which included donations of \$129,293 and other revenue of \$25,470, which was mostly accrued through guest service income and interest revenue from our Microfinance programme.

Although expenses were higher than revenue in 2015, this was covered by prior year donations/cash reserves.

JWOC is a tax exempt non-profit charitable organisation under section 501 (c) (3) of the US tax code. Details of information submitted to the IRS can be found at [www.guidestar.org](http://www.guidestar.org)

## HELPING OUR COMMUNITY



It is your continued support and donations that allows us to smoothly plan and implement our programmes throughout the community in which we serve, inspiring young and old to care and contribute to their community.

Make a donation by clicking on the button below and help us to continue to inspire ongoing social change in our next 10 years and beyond!

[Donate now!](#)

Thank you for your heart-felt and generous support of our community. Our new motto reflects our focus on education and capacity building.

‘Learning Today, Leading Tomorrow’

## THANK YOU FROM JWOC

A huge thank you to everyone that has believed in us over the years; every sponsor, friend and volunteer.

Your support have enabled us to achieve so much, and we wouldn't have the opportunity to make a difference in people lives without you.

Thank You!

We look forward to continuing our journey with you in 2016

