

People Improvement Organization

2010 Annual Report



Our Vision

is for a world where every child lives in a safe environment, has access to clean food and water, the opportunity to learn to read and write, and can work to their full potential.

Our Mission

is to provide formal education, livelihood training and support to marginalized groups

And

to build the capacity of the local staff in order to nurture and develop future leaders in the community.



Message From Founder and Executive Director

All I wanted to do was give kids a chance for a hopeful future. Much progress has been made, this year we have over 800 children. It is an honor that so many people around the world know me and support PIO. I am so grateful for their generosity and the love they show to the children in Cambodia. Let's make a change and give hope to these poor children together.

During the recent economic crisis PIO faced many difficulties with fund-raising, but we have managed to develop good friendships and are forever grateful to the ongoing financial support of Just World International (JWI) along with Jasmine Charitable Trust and Project Hammer as well as to the technical and personal support from domestic and international volunteers who have given PIO so much of their time and expertise. In addition we are happy that KIDS International has continued their commitment of providing free annual dental care for all the PIO children and are grateful to students from Canadian International School in Singapore who continue to visit bringing donations, and supplies, as well as their enthusiasm year after year.

In 2010 we learned that we need to vacate our 4 room temporary school on the garbage hillside land which we had borrowed from the Government over the past 3 years. This school is used by 150 students and we desperately need somewhere to place them. With no suitable space in the area we have decided to construct a 4 storey building at Stung Mean Chey dumpsite across the road from our existing school. This is an urgent need for the children at Stung Mean Chey. Our budget is \$US169,000 and as of Dec 2010, we have already

raised \$US65,000. We plan to build in stages as we raise more money and our plan is to start construction of the foundation of the school in early February 2011.

Our investment in training our top students in traditional Apsara dancing has also been quite successful. It increases children's confidence as well as discipline and gives them a creative outlet. In addition the dances have become an important element for visiting sponsors and donors. Our dance troupe have been hired to perform at wedding ceremonies and have appeared on national television.

In 2010 we also faced the challenge of declining numbers of students at our Borey Santipheap II School. This is the location of the displaced residents who lived in a slum in central Phnom Penh and were relocated some 32 km away – well away from the city in 2007. This area lacked any infrastructure and PIO was asked by the Commune Chief to set up a school. We obliged and three years later, we are faced with declining numbers. This is mainly due to an increase of faith-based organizations opening in the community and offering full meals and support to families whose children sign up with them. Our challenge will be to offer similar meals at PIO to encourage students to return.

My goals for the next year are to raise awareness of our building project at SMC, to expand the nutrition program for the children to all our schools and to continue our vocational training programs such as dress-making, computer skills and beauty-salon training. PIO will continue its mission to improving the living



conditions of women and children living in poverty. We will continue our work in providing education to those who can least afford it. Our projects include community development programs for women, family planning education and awareness programs, vocational training for youth, human resources development (working alongside the Royal Government) and the promotion of democracy and human rights. Our mission is to empower at-risk children and young women with education and practical skills to optimize their future job prospects. We also continue to utilize our resources to benefit not only PIO students but the entire community.

A million thanks to all supporters, visitors, volunteers and our donors. I hope you all continue to support PIO in 2011 and into the future.

I am grateful for our partners, supporters and volunteers who have helped PIO. I look forward to the future accomplishments we can achieve together.

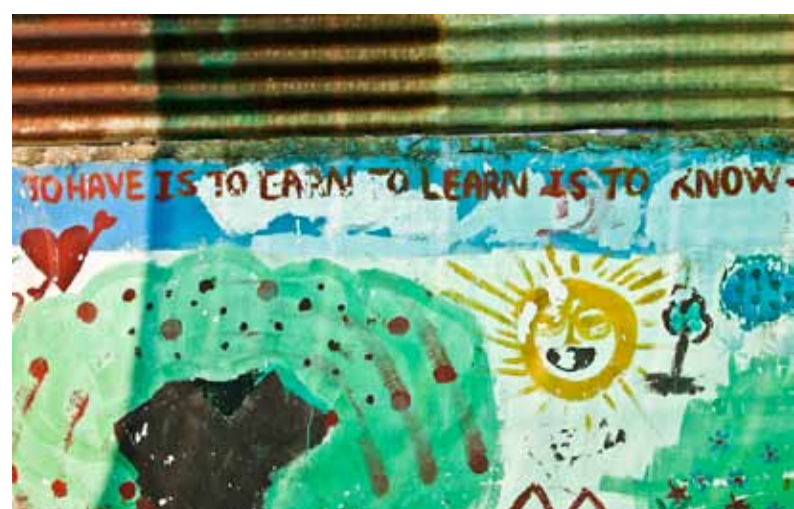
Sincerely Yours,

Phymean Noun
Founder and Executive Director





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People Improvement Organization
 គោលបំណង: លើកស្ទួយជីវភាពរស់នៅ, កម្រិតអប់រំ, សុខភាពសាធារណៈ, សុខុមាលភាព, ភ្នំពេញ
 Tel: (855) 023 993 194/012 530 092/012 899 961/012 912 891
**Serving the Children of the Garbage
 Dump with Education, Health Care and
 Vocational Training**
 E-mail : info@peopleimprovement.org
 www : peopleimprovement.org



Our Achievements in 2010

- Provided formal education to over 800 children daily
- Provided clean drinking water to over 800 children daily
- Provided 50 orphans with accommodation, formal schooling, materials, uniforms, food at our orphanage in the Stung Mean Chey community
- Delivered daily medical care and treatment to almost 300 students on a daily basis. Treated issues like the common cold, fevers and minor injuries
- Administered dental check ups to over 800 children
- Provided rice and snacks such as eggs, multivitamins, bread, milk, fruits and cakes to over 800 children daily
- Promoted good hygiene & sanitation practice through demonstrations to the students and local community
- Trained 111 students in basic computer skills
- Trained 15 girls in vocational skill of running a beauty salon
- Trained 15 girls in vocational skill of sewing and dress making
- Opened a income generating jewelry shop in Phnom Penh's "Russian market" where all profit goes to support PIO
- Distributed 30 kilograms of rice a month to the poorest families whose children are members of the sponsorship program
- Distributed 5 kilograms of rice monthly to 100 of the poorest families in our target areas
- Supported 25 HIV/AIDS families who each received 25 kilograms of rice each month.

Our Governing Body

Board of Directors

Chairman	Mr. Steve Christov	(Canadian)
Vice-Chairman	M. Frank Carney	(Australian)
Advisor	Dr. Benny Widyono	(American)
Member	Mr. Richard Teo	(Malaysian)
Member	Ms. Qiaoling Di-Heil	(Germany)

Executive Committee

Executive Director/Founder	Ms. Noun Phymean
Deputy Director	Ms. Mean Malyda
Project Manager	Mr. Ly Sochan
Administration/Finance Officer	Mr. Hul Hoeun
Vocational Coordinator	Mr. Chea Koeun
Communication/Sponsorship	Ms. Yim Somaly
Social Work Officer	Ms. Hengleap Noun

Our Staff

The strength of PIO as an organization is that it is run by Cambodians, for the poorest of Cambodian communities. PIO staff continue to demonstrate unwavering enthusiasm and commitment to achieving PIO goals and objectives. Our staff members have a strong commitment to the children and community groups we support. Our staff members have a strong commitment to the children and community target groups we serve. PIO has 37 paid staff - 34 full-time and 3 part-time staff (17 women as part of an overall commitment to gender equality).

About PIO

People Improvement Organization was established in 2002 by Ms Phymean Noun, former United Nations worker. PIO is a non-political, non-religious, non-government organization licensed in the Kingdom of Cambodia. We provide education to the poorest of the poor, in communities around Phnom Penh, with no affordable public schooling. Many of our students are street children, and orphans who live in the slum areas of the city. Some families have been affected by HIV/AIDs or other serious health issues. All of them need access to free education and vocational training, clean food and water. So far over 2000 children have attended our outreach centres and schools since 2002.

We strive to develop our workforce and empower local people to become the leaders of the future. We support people in the community to set up their own small businesses and work with local employers to place our graduating students.



"Just because they are poor doesn't mean they shouldn't be able to read and write."

-Phymean Noun
Founder

Our Target Group

We support the poorest families and especially those who despite severe difficulties, want their children to have access to education. If they can study and learn, these children will be able to access work opportunities and be empowered to support themselves and their families in the future, thus breaking the cycle of poverty.

We specifically target:

- **Children who want to participate in the learning process**
- **Children from poor families who can't afford school**
- **Children from families with multiple children**
- **Children who are orphans**
- **Street children**
- **Children whose families are affected by AIDS/HIV**
- **Children who cannot go to school near their homes**
- **Girls from poor families**



Our Outreach Schools



All PIO outreach schools offer children access to the national public school curriculum from kindergarten to grade 9 completely free of charge.

Outreach School Program - Overview

PIO is committed to providing education to the children up to grade 9 and to introduce life skills to improve their self confidence and social and moral values.

PIO follows the national curriculum for grades 1 to 9 and has a Memorandum of Understanding with the Ministry of Education, Youth and Sport. This allows PIO to provide education to some of Cambodia's most vulnerable populations. A child that graduates PIO at any grade will be able to continue at any government school at the appropriate level.

Stung Mean Chey Outreach School

PIO Stung Mean Chey Outreach School at the former garbage dump site was established in June 2004. The subjects taught are Khmer, English, Mathematics, Social Studies, and Science with additional extra curricular activities of art and drawing, songs and life skills. PIO has been working to improve the families capacity for income generation through community development programmes, and a community credit scheme. PIO assists these families to develop plans for their own small business.

Due to overwhelming demand, PIO has operated an annex site just beside the garbage dumpsite since 2008 which houses 4 classrooms and serves over 100 students. This site was on loan from the government but recently has been sold to a private company. PIO has been asked to move but lacks the space to house the 4 classrooms. Since last year we have undergone a fund-raising campaign to raise money to build a 3 story school in the community. We plan to raise funds in stages and begin construction in 2011.

In 2010, PIO served in excess of 320 children who were living within the PIO Stung Mean Chey community, aged 4-18 years old. We had over 100 children on the waiting list in 2010 to attend PIO Stung Mean Chey Outreach School, and were faced with the problem of limited space and classrooms. Our plan is to build a school adjacent to our existing school in the area.

Borey Santipheap II Outreach School

Borey Santipheap II is a recently developed area on the outskirts of the city that is the settlement area for many of the people who have been relocated from a riverside slum in the center of the city. The area is located far from the city center and lacks a proper education facility. The community committee in Borey Santipheap II made a formal request to PIO to open an educational facility. PIO agreed to this request and opened a center with 4 classes and one library in October 2007.

In 2010, PIO served just over 100 students aged from 4-15 years old in 2010. The subjects taught are Khmer, English, Mathematics, Social Studies, and Science.

Borey Keila Outreach School

Located in a slum in Phnom Penh, PIO Borey Keila Outreach School was established in July 2005. The school teaches Kindergarten to Grade 5 and serves children from 4-17 years old. The subjects taught are Khmer, English, Mathematics, Social Studies, and Science. Many of the children have worked to help their parents survive by shining shoes, selling newspapers and magazines, begging and picking through garbage at night.

In 2010 the school served approximately 350 children who were living within the Borey Keila slum.

Community Development



PIO also provides the children and the immediate community with important resources. The combination of education and community support helps convince the parents to settle and invest in their child's future.

Hygiene & Sanitation

Every day, before classes begin, the children are encouraged to wash themselves and brush their teeth. At least two times a week they wash their clothes with the help from our teachers and outreach staff. A water filtration system has been installed at SMC to provide clean drinking water. In 2010, hygiene supplies such as toothpaste, toothbrushes and soap were distributed to children on a regular basis.



Social Worker

A Social Worker regularly visits, meets and chats with the parents and guardians of the underprivileged children. The Social Worker also promotes the importance of personal hygiene, birth spacing, reproductive health, HIV/AIDS prevention and child trafficking protection. PIO works directly with the most desperate people in the community, providing free education to the children and rice to their families.



Community Credit Scheme

This community development scheme was initiated in April 2005 to encourage local community members to save money. The scheme also allows for small loans to be provided to local residents to start small home-based businesses. In 2010, PIO had 100 families saving approximately \$800.



Nutrition

The nutritional needs of the children are looked after by our on-site cook at SMC. We serve a fresh cooked meal for the children which consists of fish or beef, vegetables and rice five days a week. For the children at BK and BSPII we provide a daily snack which consists of bread, milk and fruit. This programs helps parents accept schooling for their children as they will be able to eat at least one meal a day. PIO also distributes 5 kgs of rice monthly to each student to take home to encourage parents to keep their children in school rather than work.



Basic Health Care

An on-site full-time nurse at SMC monitors the health of the students, maintains health records, treats minor cuts, injuries and minor illnesses such as colds, diarrhea, coughs, fevers, stomach aches and sore throats. Each child has a basic check-up at least twice per month. For serious illnesses, PIO works with the Russian hospital in Phnom Penh and private clinics.

2010 was also the third year PIO offered basic dental check-up and treatment working together with KIDS (Kids International Dental Service, kidservices.org). A team of volunteers, led by Dr. Robert Renner and Purobi Phillips provided basic check-up, fluoride and extraction treatment to over 600 kids from SMC, BK, BSPII schools.



Volunteer Perspective - Purobi Phillips of KIDS



Dr. Bob Renner (L), Phymean Noun (M), Purobi Phillips (R)

“No other place in Cambodia gives us as much hope and joy as PIO does. There is no better way to end a grueling and very heart breaking mission than working in PIO.

Everyone feels hopeful, joyous when the children of PIO come with relatively good oral health, speaking some English, thanking us with two hands together against their chest. Some of them have perfect teeth by now. Then the royal end comes.... The Dance.... I just watched everyone’s faces in our team this year with tears in my own eyes. Yes it is possible to make it all happen even in a former dump site in Cambodia. Young girls like Somaly can smile and paint, the children can dance, sing, and think independently.”

Child Sponsorship

Our Sponsorship Program allows people to sponsor a particular child who has been identified by PIO as exceptionally vulnerable. This may include families with only one parent, families with a large number of children, families affected by HIV or children abandoned by their parents.



In 2010, PIO had over 50 sponsored children and distributed 30 kilograms of rice a month to the family of each child with a sponsor.

Sponsor a child today for \$50 per month. Visit peopleimprovement.org/support

Dave and Charlene Sorken: PIO Supporter Profile

November 2010 signals an annual visit from Dave & Charlene Sorken of Edmonton, Canada. This is their sixth visit in the past five years. Through their fund-raising efforts they have been donating schools supplies and rice to PIO every year.

This year Charlene and Dave together with their friends and family, were able to purchase three tons of rice, oranges, as well as many new kitchen and library supplies. "This truly is the best part of our year!!!"



We count on your support!

Visit peopleimprovement.org to find out ways you can help.



"We have an amazing group of friends and family who have always supported our affiliation with PIO. Their generosity and help allows us to continue to support this wonderful organization."

Vocational Training

Vocational Training Programs

One of the toughest challenges at PIO is young people aged from 14-25 years old. At this age, many children and their parents are anxious to find paying work. Losing kids at this age means the likelihood of them returning to school is very slim. We have developed training programs to encourage these students to learn a lifelong income earning skill.

Beauty Salon Training

The Beauty Salon training program was created in January 2007. In this 10 month course we teach skills that allow our girls aged between 14-25 to find decent paying work or to open their own small business.



In 2010, there were 15 students from underprivileged communities who graduated from the PIO beauty salon program.

Dressmaking Training

The dress-making program started in October 2008. In this 10 month course we teach skills that allow our girls to find work in a dressmaking shop or to start their own dressmaking business.



In 2010, there were 18 students from very poor surrounding communities who enrolled and graduated from the PIO dress-making program.

Computer Training

The computer training program, started in September 2002, is a three month course and offers PIO students the opportunity to learn basic computer skills such as MS Word, MS Excel as well as email and internet search. In 2010, there were more than 100 trainees studying computer related IT skills.



Traditional Khmer Dance Training

In 2010, PIO hired a dance teacher to teach 30 students. Most of them are from the poorest families in the Stung Mean Chey area. The children learn the traditional art of Apsara and other forms of dancing two days a week. Traditional dances and songs are an integral part of the cultural values of the Khmer people. Learning traditional dancing fosters pride and establishes their cultural identity. PIO recognizes the important role dancing plays in contributing to the preservation of cultural values and ensures that these Khmer values survive through performances at various local communities and in various forms of media.



Financial Highlights



2010 Financial Highlights Income and Expenses (Cash)

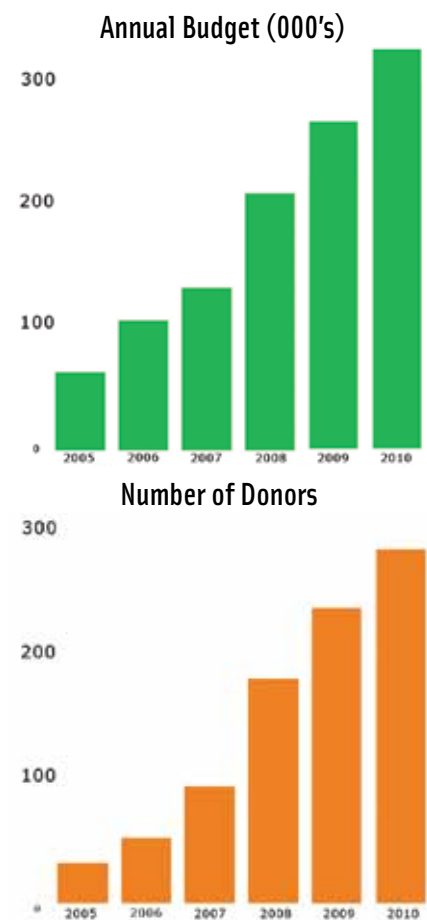
Income

Restricted contributions	\$ 219,614.32
Unrestricted contributions	\$ 124,212.89
TOTAL INCOME	\$ 343,827.23

Expenses

Salaries	\$ 95,670.00
Materials and Supplies	\$ 183,291.39
Facility Costs	\$ 22,260.00
Admin Expenses	\$ 42,605.84
TOTAL EXPENSES	\$ 343,827.23

Copies of full financials are available by contacting PIO at info@peopleimprovement.org



Thank you to all our Child Sponsors

Ms. Qiaoling Di-Heil
 Mrs. Anca Toma and Shawn
 Mrs. Lisa Miller and family
 Mrs. Anna Keown
 Mrs. Cheryl and Scott McCartney
 Mr. Inge Bongers and Jeffry
 Ms. Carolyn L. Jones
 Mrs. Monica Lam and Andrew Kannon
 Ms. Kendra Jones
 Mr. Frank Carney and family
 Ms. Shannon Hale
 Paul D. Pickens II Research Foundation
 Mr. Chantoo Phang
 Mr. Raymond Heath and family
 Mr. Patricia Sauer
 Mr. Eng Alvaro Castilho

Ms. Julie Sonson
 Mr. Forsyth Andrew
 Ms. Shannan Zister
 Ms. Kelly Wilson
 Mrs. Otilie Mason
 Mr. Ben Grundy and family
 Mrs. Kee Seng Yeo
 Ms. Stephanie M Blum
 Ms. Laurel Davis
 Mr. Robert Bell
 Mr. Kork Kong
 Mrs. Jacqueline McCreath
 Mr. Tomoyuki Hiragushi
 Mr. Anthony McLean and family
 Ms. Alison Hindell
 Fidelity Entertainment Coalition LLC

Mr. Brian Anderson
 Ms. Cynthia Jansky
 Ms. Suzanne Anderson
 Mr. Robert M Keller (Michael)
 Ms. Anita Zumbach
 Ms. Susan Wamsley
 Ms. Brenda Slaughter
 Mr. Chad Harper
 Mr. Sachin Kumar
 Mrs. Maria Sederberg
 Ms. Olivia Hilton
 Mrs. Purobi Phillips and Bob
 Ms. Sherrie Green
 Ms. Robinson Barbara
 Ms. Katherine Lee and family
 Mr. Kevin Cohen and Clare Sebenius

Your Support, Our Commitment

- Installed water storage/supply for Stung Mean Chey community with funds from **Richard and Shasha Teo** and **Lydia Dean**
- **\$25,000** in unrestricted funding by **Jasmine Social Investments**
- Art/drawing program funded by **Frank J. Carney** (Australia)
- Installed water filter for the kids at orphanage, funded by **Le Thi McKeon** and **Tom McKeon**
- 2 tonnes of rice and supplies for orphanage donated by **HL Leow**
- PIO's tuk tuk and food for 25 families living with HIV/AIDs funded by **Jiang Rong**
- Field trip for 150 kids to visit Angkor Wat, Siem Reap and a field trip to the beach at Sihanoukville funded by **Mr. Frank Carney** and his wife
- 2 tonnes of rice, bookshelves, materials and sandwiches to children at BSPII donated by **Dave and Charlene Sorken**
- \$2,600 each month to support a dress-making course for the girls funded by **Richard and Shasha Teo** of Malaysia
- Field trip for the children to visit Koh Kong resorts donated by **Queen Monineath Sihanouk** and **King Norodom Sihamoni**
- School supplies, uniforms for children and PIO office supplies donated by **Canadian International School (CIS)** Singapore
- \$3,000 to support PIO orphanage and school supplies donated by **Robert Cheong** and his wife
- \$3,000 for breakfast/snacks and drinks at BSPII donated by **Mr. Tomoyuki Hiragushi** of Japan
- Dental treatment to 600 children (diagnosis, fluoride and extraction) provided by **Dr. Bob Renner** and **Purobi Phillips** of **KIDS (Kids International Dental Services)**
- \$2,000 donated by **United Nation's Women's Guild**
- \$1,250 donated by **Michael Barret (Lotus Lives)**
- A utility van worth \$12,000 donated by **Le Thi McKeon** of Norfolk, VA.
- \$2,260 to support PIO donated by **Ms. Matechuk Larissa**
- Trip for 120 kids to the Zoo funded by **Baggs Kelso William**
- 40 bicycles for the vocational training girls and PIO students as well as sponsorship of an entire family for one year donated by **Kevin Cohen and family**
- JUTON paint for Stung MeanChey school and Borei Santipheap II school donated by **Ingrid Remijn** and **Marc Giesselink**
- \$6,000 donated by **Global Fund for Children**
- Supplies and uniforms donated by **Director of Mitsui O.S.K**
- \$860 for orphans donated by **Mr. Keriann O'Kourke** and family
- \$700 and technical support for the jewelry project donated by **Ms. Carolien Brouwer**
- School supplies, rice, Vital drinking water, cookies, clothes and flip-flops for the kids at Stung Mean Chey donated by **H.E. Hun Mana and family**
- Supplies and clothes for orphans donated by **Ms. Jackie Thai**
- \$500 to orphanage donated by **Richard Trent Churchill**
- \$500 to support school supplies and children donated by **Maria Elinie Liveris**
- \$100/month donated by **Mark Johnston**
- \$20,000 for new school building donated by **Project Hammer**
- 250Kg monthly rice donated by **Lucky Supermarket Group** and **FUJIFILM**
- Field trip to the Tamao Zoo donated by **Marianne and Emma Van Dyk**

Corporate Supporters



Some photos used courtesy of Ian Kydd Miller.