

People Improvement Organization

2013 Annual Report



Our Vision

To improve the living conditions of under-privileged people, especially girls, women and street children by offering education and vocational skill training.

Our Mission

To provide formal & non-formal education and livelihood training to marginalized groups and ultimately reduce the level of poverty in the area.

and

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

Message from Phymean Noun PIO Founder, CEO & CNN Hero



2013 has brought many gains and also some challenges to PIO.

Educationally the school is strong, providing instruction by dedicated, qualified teachers and volunteers. Expansion of the rolls at Stung Mean Chey and Borey Santipheap 2 has provided greater numbers of children the opportunity to access education and the support which will change their lives.

At Borey Santipheap 2 the introduction of a pre-school class has enabled working mothers to leave their children in safe care as they travel to Phnom Penh each day to earn money for their families. Also increased with students from the Toul Sombo village being transported to the school each day. Toul Sombo is a village of families with AIDS/ HIV. Without PIO the children would not attend school.

An ongoing challenge is the success of PIO means that its services are in increasing demand from the communities it serves. Unfortunately a shortage of classrooms means that the demand remains unsatisfied. Funding is being sought to rebuild the old school as a four storey building to accommodate high school classes and any additional primary classes as well as vocational training classes and space for other activities.

Thank you to all supporters, visitors, volunteers and donors. Especially our main donor Just World International (JWI) for their hard working and support all these poor children.

All the best to everyone,
Phymean Noun

REGISTRATIONS AND ENROLMENTS

By the end of 2013 there were 1,148 enrolments across the three schools. Including 105 senior students (Grades 7 – 12) studying at PIO and the public high school,. The senior students spent 50% of their school day at each institution.

That education has been delivered completely free of charge to all children. It concludes provision of school supplies, uniform, daily meal, clean water, onsite health care and hygiene supplies such as toothbrushes and soap.

School	Enrolments December 2013
Stung Mean Chey	439 (Primary) 105 (Secondary)
Borey Keila	372
Borey Santiheap 2	258
Total	1,174

2013 HIGHLIGHTS

- ♦ January 18 Board AGM
- ♦ October annual JWI visit
- ♦ Regular visits from overseas groups including a number of school from Singapore, Australia, Taiwan & Macao.
- ♦ Participation in the Adobe Youth Voices Project by Grade 7 students
- ♦ Maybank Global Corporate Responsibility day, painting of Stung Mean Chey school and Shelter by 250 Maybank staff.
- ♦ Record number of volunteers - over 200 in 2013 including JWI Ambassadors Nathan Wegbreit
- ♦ Dr Bob and KIDS dental team annual visit. Over 1000 children receive dental assessment and treatment.
- ♦ 100 children receive bicycle helmets
- ♦ Garden and fish pond build in the Stung Mean Chey playground area
- ♦ Public performance during Khmer New Year by the Apsara dancers.
- ♦ Renovation of Shelter - expanded kitchen and additional ablution facilities
- ♦ 97% of Grade 6 students pass entrance examination for public high school
- ♦ 2 PIO students win award for local International Year of the Child competition
- ♦ Renovation of old school building to provide teaching space for senior students
- ♦ Continuation of the Tablet program for junior maths classes
- ♦ Nursing consultations average 550 per month
- ♦ 850 children provided with a daily nutritious lunch
- ♦ 80% of students graduate to the next level of study.
- ♦ Library stock 4,670 books
- ♦ Professional development for school librarian and Borey Santipheap 2, Team Leader and 50 new Kindergarten enrolments in October
- ♦ Number of high school students supported by PIO increases to 85
- ♦ New social worker appointed in August
- ♦ New school nurse appointed in February
- ♦ Appointment of a specialist IT teacher
- ♦ Appointment of teacher to provide extra tuition for high school students.
- ♦ 20 high school students sponsored by Maybank
- ♦ 30 high school students sponsored by Smiling Gecko Foundation
- ♦ Reinstatement of dressmaking classes at Stung Mean Chey



Our Governing Body

BOARD OF DIRECTORS

Chairman Mr. Steve Christov (Canada)
Vice-Chairman Mr. Frank Carney (Australia)
Advisor Dr. Benny Widyono (USA)
Member Mr. Richard Teo (Malaysia)
Member Ms. Qiaoling Di-Heil (Germany)

EXECUTIVE COMMITTEE

Executive Director/Founder
Ms. Noun Phymean
Deputy Director Ms. Mean Malyda
Finance Officer Mr. Hul Hoehn



About PIO

The People Improvement Organization (PIO) was established in 2002 by Mrs Phymean Noun and was officially registered at the Ministry of the Interior the same year.

PIO is a non political, non religious, non government organization. We provide education, vocational training and support to the poorest communities in Cambodia, with a focus on girls, orphans and street children.

Many of these families are living with HIV/AIDs or other serious health issues and are the very poorest communities in Cambodia.

PIO has outreach centers at the former city dumpsite, in the slum areas of Phnom Penh and on the outskirts of the city where the people from the slums are being relocated as the city is redeveloped.

Through education and training, we aim to equip the children and young people to access regular jobs and to become self-supporting, thereby improving their quality of life for them and their families.

Our target group

We support the poorest families and especially those who in spite of their harsh circumstances want their children to have access to education. If they can study and learn, those 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 attend to school
- ♦ 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



STUNG MEAN CHEY OUTREACH SCHOOL

PIO offers children access to free education and supplies students with uniforms, school bags and books. Bicycles and transportation are provided to those some distance from the school. Our schools follow the National Curriculum for Kindergarten to Grade 6, there is a Memorandum of Understanding with the Ministry of Education, Youth and Sport. This allows PIO to provide students national level education and a child that graduates from a PIO school will be able to continue studying at any government school. In addition, PIO sponsors students from grade 7 to grade 12 to study at state run schools as PIO has not yet established resources to provide higher education.

In 2004, PIO built an outreach center in close proximity to the city garbage site in order to aid child garbage pickers. Soon enough, children were reaching for schools bags instead of garbage bags and PIO had to borrow government land in order accommodate more students. However, in 2008 the government land was soon sold to a private company and PIO needed to find a new area to provide to students.

In 2011, with the help of donors and the determination of Noun Phymean, PIO was able to construct a 4 story building to replace the smaller school buildings on top of the garbage dump in the Stung Mean Chey area. The school was built in 8 months being completed in early 2012. It now contains a library, 10 class rooms, kitchen, rooftop dining area and one room for health care.

The old school building has been redecorated , one big computer room, retail shop, classroom and vocational training area. It is planned to rebuild on this site to provide a four story building to provide space for the kids who wait in our waiting list, including high school students, at PIO.

Students begin Khmer taught classes at 7:00 am and break for lunch at 11am and return to learn English at 1pm, they finish at 4:30pm. Integrated into the teaching programm is library time, use of the computer room (both laptops and tablets) and the playground.

In addition to the regular curriculum instruction in life skills, health and nutrition is provided to all students.

PIO students who study part time at high school receive optional instruction in English, Mathematics, Science and IT for the time of the day when they are do not have high school classes.

In 2013 the school provided education to 544 students. and employs 10 full time teachers, a librarian, receptionist, nurse, social worker, cook, cleaner and security staff in addition to the school administrators.

BOREY KEILA OUTREACH SCHOOL

The Borey Keila School opened in 2005 and began to provide for one of the most impoverished communities in Phnom Penh city. Before the school, many children worked as shoe shiners, selling newspapers, picking garbage and beggars. Now they are part of the 351 students attending classes regularly. As with Stung Mean Chey School, Borey Keila School is supported by JWI, providing students with food, uniforms and school supplies. Rice is supplied to families in need.



BOREY SANTIPHEAP 2 OUTREACH SCHOOL

In 2007, due to land issues, families in the Borey Santipheap II who used to live in the riverside slums were forcibly displaced and relocated to an area 20km away from Phnom Penh city. This relocated area lacked any infrastructure and there was no school for miles away. Mrs. Noun Phymean was then asked by the community committee in the area to help build a school to support the children. She immediately agreed and established the Borey Santipheap II School the same year. Currently the school supports 318 students studying Khmer and English in morning and afternoon sessions.

The development of the Borey Santipheap 2 school is an ongoing project. Steps are being taken to ensure that students who enrol remain at the school. The school facilities are being developed with the most recent project being a library project to provide more books and better resources for the library. Development of the library is an important step in raising literacy skills for the children.

A future challenge at this school is being able to meet strong demand and to handle increased



PIO SHELTER

The Shelter provides food, shelter and support for 70 students aged from 5 to 18. There are 35 boys and 35 girls. These children attend Stung Mean Chey school during the day. The older children also attend public high school part-time. Staff provide recreational activities, social support, food and clothing for all the children. At the end of 2013 a number of improvements have been made to the Shelter. Thanks to generous donations from the Smiling Gecko Foundation and other donors the children now all have beds and mattresses. The ablution area has been expanded with new toilets and washing facilities added. The kitchen has been enlarged. The interior and frontage have also been cleaned and repainted by volunteer executives from Malaysia Airlines. PIO is very grateful to the many visitors and supporters who assist the Shelter through gifts of food, toys, educational supplies and cash. The success of the Shelter very much depends on the generous support our donors.



COMMUNITY AND SOCIAL WORK

PIO staff works with disadvantaged families and at-risk children. Experience has shown that effective education requires engaging with families and local communities.

PIO appointed a new social worker in August 2013. regularly visits families in the communities served by PIO schools. In 2013 there were an average of 10 new families visited each month. Approximately 20 other families each month received follow-up support visits.

Providing support, advice and practical assistance in the form of rice and food minimize the likelihood of poor families having to borrow from the bank to make ends meet. Avoiding debt is an important step for families rising out of poverty and ensuring that to keep their children enrolled at school, rather than sending them out to work.

HYGIENE PROGRAM

The hygiene program continues to be effective in teaching students the importance of maintaining cleanliness and good health. The PIO nurse is in charge of setting up the hygiene education program and updating the program regularly with learning activities

Students are taught to be food conscious, to wash their hands, use soap and to brush their teeth's after lunch Teachers have been helping to instruct students and keeping them reminded of the guidelines. Students are regularly supplied with toothbrushes and other hygiene materials. These are provided by a number of donor including JWI, KIDS (dental volunteers) and various individuals

MEDICAL PROGRAM

The nurse employed by PIO left PIO late in 2012 to undertake further study. A replacement was found and has commenced working at PIO from early December. PIO is also most fortunate to have had a 6th year medical student who volunteered from November 2012 to March 2013. He conducted health checks and recommended treatments for a significant proportion of the children at Stung Mean Chey.

The provision of medical care is crucial in ensuring that children have ready access to professional care. Where more specialized help is needed PIO continues to pay for medical or dental treatment as needed. The PIO nurse has a large number of consultations each month with both staff and students. Being able to provide primary healthcare to all students ensures that students remain healthy and that any illnesses can be treated promptly.



LIBRARY

The Stung Mean Chey library now has over 4,800 books. 90% of the books are in English, the remainder in Khmer. During the year a large number of books were donated by children from Singapore. Other donations to the library from volunteers and visitors have further increased the number of educational books available to students.

Classes have one hour per week in which they select books, primarily stories in Khmer with English translations that they read and write about in the class.

The library at Borey Santipheap II has been upgraded to provide more opportunities for students to read books, especially Khmer texts for younger readers.

Librarian Srey Kunneth left in October to take up a teaching position at a private secondary school. She has been replaced by Run Sreyla. Sreyla recently attended a training program in Singapore run by CIS.



VOCATIONAL TRAINING

In October 2013 PIO resumed dressmaking classes at Stung Mean Chey. Computer training is also available at no cost to members of the local community. Once a significant part of what PIO does, lack of funding and staffing changes means that at present Vocational Training opportunities are limited.



SPONSORSHIP

2013 has seen an increase in the number of children sponsored. Some of the sponsorship has come from Volunteers who, having seen at first-hand the work of PIO have chosen to support other sponsorship has come from Maybank and the Smiling Gecko Foundation.

PIO now has a clear emphasis on sponsoring older students to assist them in completing their high school studies. In doing the sponsor has a clear understanding of what will be done with their donation and the students have an enhanced commitment to successfully completing their studies. Maybank have continued with their sponsorship of 20 students attending Chea Sam Sannaki public high school and the Smiling Gecko Foundation is sponsoring a further 30. In addition a few other students are supported in their secondary studies by individual sponsors.

consequently more than half of the PIO high school students are sponsored. The sponsorship covers all of their costs in attending high school. In addition the students sponsored by Maybank receive weekly mentoring and support from Maybank staff.

VOLUNTEERS AND VISITORS

VOLUNTEERS

PIO continues to benefit from the work and support of volunteers, Volunteer work is primarily English teaching but also includes cleaning, painting, IT work, office or library work and assisting at the Shelter.

The volunteer work is mostly at the Stung Mean Chey school with the some placements at Borey Keila and Borey Santipheap 2 . Most volunteers are placed through the Cambodia Volunteer Foundation, AIESEC or Star Kampuchea. Other volunteers come from donor, organization and schools.

Volunteers are supported in their work by the Khmer teachers and by volunteer supervisor John Thompson who co-ordinates volunteer activity and mentors volunteers at PIO. For teaching volunteers a website has been set up which makes the syllabus, lesson plans and teaching resources readily available. The website is updated regularly with new lesson plans and teaching ideas.

In 2013 there were over 200 volunteers from many different countries. A threefold increase from 2012. Most volunteers taught English and the average stay was four weeks. Several has stayed for three months or more. All volunteers develop a strong bond with their classes and quickly realize that volunteering at PIO is a life-changing experience.

The children of PIO benefit greatly from being taught English by native speakers. This is reflected by the excellent spoken English demonstrated by many of the older students.

VISITORS

Meeting and greeting visitors has become an almost daily occurrence. They range from planned visits by donors to school groups and interested individuals. The school groups invariably contribute either financially or through the provision of supplies for the school or Shelter.

Meeting with visitors and sharing the history and vision of PIO is an important part of raising awareness and fostering relationships that will increase the number of supporters and donors for the organization.



Over summer I was placed at PIO (People's Improvement Organisation) in Phnom Pehn, Cambodia teaching a grade three class of 36. The bright walls, cheerful kids and incredible teachers quickly made me fall in love with the place. I taught my class about nouns, adjectives and verbs, we learnt about singular, plural and negative form, occupations, appearances, clothing and directions. Seeing most of the class succeed and grasp these lessons was hugely exciting, while trying to manage to find time to help those who were falling behind was difficult and pushed me to think outside the box.



My highlights over the months are countless, they include seeing the kids faces light up when I brought out stickers, and watching their scheming and creative attempts to try and sneak more. It was discovering that unlike in New Zealand, these students loved to be tested, and it was seeing their marks improve over the month. It was receiving artwork and letters from them, and spending my evenings answering their questions. It was the million high fives I got as I walked up to class each day, and the multiple times I was asked 'what is your name?' and 'are you married?'. It was playing volleyball, yoyo or hacky sack with the boys in their break, and riding home with a few of the girls, or Sombath after school. It was getting to know each child personally, and striving to spend a bit of time talking one on one. It was the class party on my last day, and seeing their smiles when the pizza finally arrived after a week of excited anticipation.



It was coming to class early to play games with Raksa and Makara, and handing over my camera to them to take selfies. It was getting over my hate of 'gangnam style' to dance in sync with the class. It was seeing Chantrea carrying a 'pictures of New Zealand' book soon after starting, and being brought a treat by Eming. It was getting my daily coffee with Raksa, and Makara's cheeky grin. It was Chana's huge smile and massive hugs. It was Chantrea's quiet intelligence, and inquisitive mind. It was both Sey's and Sombath's classclown moments. It was Ngang's, Menghong's and Nasa's determination to improve and dedication to do well. It was Chanty's generosity and kind heart. I could list every name and what I loved about them, but to do so would take more than a page.



For a Country with such a sad and recent history, it was amazing to see the sense of determination to learn, a determination to catch up with the rest of the world and make up for lost time. Given their history it wouldn't have surprised me if Cambodians were cold, hard and broken, but instead in the month I was there I found myself living amongst the most gentle, generous and friendly people I have ever come across. I expected to struggle with leaving, but not as much as I did. I didn't expect them to cry as I left, I didn't expect to still be missing them all two months on. I cannot wait to return. PIO I think you are amazing.

**Love
Rebecca**

**New
Zealand**

**February
2013**



APSARA DANCE

Number of performances continues to increase as it has become standard to honour guests and visitors with a dance performance. The dancers are all from the Shelter and the training and performing the traditional Apsara dance provides many benefits. It provides an artistic, creative expression of their skills, provides a vital link with their culture, so important for those whose family ties are fractured. It enhances self-esteem and confidence with attendant benefits to the physical, emotional and psychological well being.

Performances by this very talented group are a regular occurrence when there are important visitors to the school. Performances range from the relatively informal to fully costumed longer performances. The longer performances involve all dancers in a number of different dances.

Without fail, all who are privileged to watch a performance are impressed by the skill, grace and beauty of the performance.

Major performances in the 2013 have included those for

JWI delegates visit

Khmer New Year celebration at Sovanna

Khmer New Year celebration at Maybank.

Presentation of cycle helmets to children by Maybank

Welcoming of visitor groups to PIO.



FINANCIAL HIGHLIGHTS

2013 INCOME AND EXPENSES (CASH)

INCOME:

Restricted contributions \$ 253,160.90

Unrestricted contributions \$ 69,838.46

TOTAL INCOME: -----
\$ 322,999.36

EXPENSES:

Programs Support \$ 65,360.00

Rice Distribution \$ 21,090.00

Nutrition Program \$ 96,988.80

Salaries \$ 117,120.00

Admin Costs \$ 12,258.08

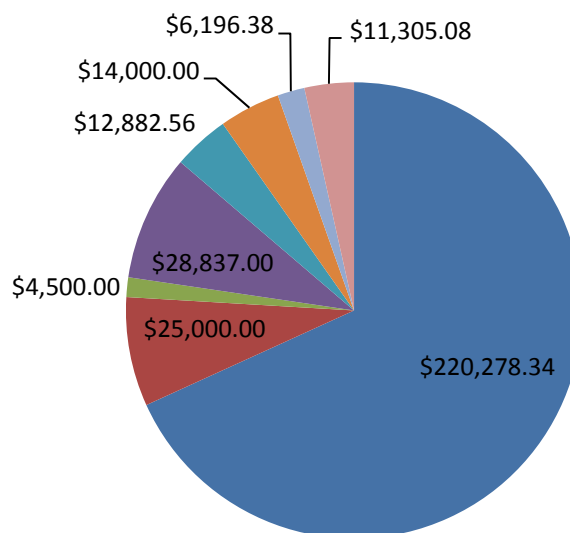
TOTAL EXPENSES: -----
\$ 312,816.88

CASH ON HAND (JAN 2014) \$ **10,182.48**

Administrative overhead %of total expenses 11%

*Copies of full financial statements are available by contacting PIO
 At info@peopleimprovement.org*

2013 PIO income by Donors



- Just World International
- Global Fund For Children
- GO Philanthropic
- Richards Lighting
- CIS
- Maybank
- Smiling Gecko
- Donation In Kinds



DONORS AND SPONSORS

Thank you to the many individuals and organizations who have contributed their time and money to supporting the children at PIO. Your efforts will ensure that the children face a better future through education

Cheryl and Scott MacCartney
 Tomoyuki Hiragushi
 Patricia Perry
 Susan Wamsley
 Purobi Phillips
 Steve Cohn
 O'Rourke Keriann
 Robert M Keller (Michael)
 Chia Vera
 Greg Baker

Robert Bell
 Kendra Jones
 Noi Laing
 Julie Sonson
 Raymond Heath
 Robin Blacklow
 Patricia Sheilds
 Alison Hindell
 William and Helene
 Anca and Shawn

Frank Carney
 Anthony McLean
 Monica Lam
 Cynthia Jansky
 Forsyth Andrew
 Jacqueline McCreath
 Begg Kelso
 Benjamin Grundy
 Eng Alvaro

CONCLUSION

The 2012 / 2013 school year has commenced with every classroom full and a group of senior students enrolled part time at public high school.

An emerging characteristic of PIO is the ability to make incremental changes to better the work of the organization. Commitment to providing quality education for the poor and vulnerable in its communities creates challenges that stretch both its human and physical resources.

The growth in the size of the school has allowed for a steady increase in both student numbers and demand for enrolments. It is a classic example of "success breeding success". The growth has also raised the profile of PIO, allowing it to stand out amongst other NGOs.

There has been a regular supply of volunteers and visitors to assist in the ongoing work of PIO. Those groups, together with established donors and sponsors provide essential support moral, practical and financial, all of which is crucial to the development of PIO.

