

WHOLISTIC DEVELOPMENT ORGANIZATION

SIX-MONTHLY REPORT

JANUARY - JUNE 2007



Living in Hope, Smiling with New Life



Written by

Ome Choeun - Project Manager

Address: Wholistic Development Organization Office
House 81, Street 608, Sangkat Boeng KokII, Khna Toul Kork
Phnom Penh, Cambodia P.O. Box 85, Tel: 023 885243
E-mail: wdo.office@online.com.kh, wdo.director@online.com.kh
Website: www.wholisticdevelopment.org

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LIST OF ACRONYMS AND ABBREVIATION

ARLP	Action Reflection Learning Planning
ASDEEC	Asian School of Development and Cross-Culture Studies
CASA	Capacity Building Self-Assessment
CBU	Cambodia Baptist Union
CCC	Cambodia Cooperation Committee Organization
CCG	Christian Core Group
CDF	Community Development Facilitator
CDC	Community Development Coordinator
PM	Project Manager
CHART	Creative, Holistic, Action-Research for Relationship Transformation
ED	Executive Director
EFC	Evangelical Fellowship Cambodia
FAITH	Food and Income Generation, Training and Health Program
GAD	Gender and Development Organization
ICC	International Cooperation for Cambodia Organization
IGP	Income Generation Program
LMT	Local Management Team
PRA	Participatory Rural Appraisal
SPPA	Skill Promotion for Poverty Alleviation Program
VBNK	Vichasthan Bandosbondal Neakropkrong Kangea Aphivath
WDO	Wholistic Development Organization
WVI-C	World Vision International-Cambodia
CVC	Community Village Chief
VDC	Village Development Committee

A. BASIC INFORMATION

The title of the programme	Wholistic Community Development Project
The name of the Implementing Partner receiving funding	WDO
Implementing Partner contact person details:	Mr. Ome Choeun, Project Manager, WDO #81, Street608, Beung Kork II, Toulkork, Phnom Penh.
Tel	(855-12) 738 392
Fax	(855-23) 885 243
E-mail	wdo.project_manager@online.com.kh
Website	www.wholisticdevelopment.org
The name and role of the person approving the report for the Implementing Partner. This person must be duly authorized.	Mr. Pok Peuvthida Executive Director
The start date of the programme and period covered by the report.	January 1 st – June 30 th , 2007
The date of submission of the report.	June 30 th , 2007

Executive summary:

As Cambodia continues a programme of post-war reconstruction and rehabilitation many challenges remain, particularly in the area of poverty reduction. An estimated 36 percent of the population continues to live below the poverty level. The country ranks low against most international development indices and the problems besetting rural populations, especially in the area of agriculture, education, health and local economics, are particularly severe.

The Wholistic Development Organization (WDO), Wholistic Community Development Project (formerly known as the FAITH Project) seeks to address the physical, social, spiritual and environmental needs of communities, through enabling local Christians to be involved in actively facilitating transformational development within their communities.

WDO is Cambodian faith-based organization (formerly known as the FAITH Project) seeking to address the physical, social, economic, spiritual and environmental needs of poor rural communities, through enabling local Christian to be involved in actively facilitating transformational development within their communities. WDO has become a local faith-base, non-government organization, registered with the Ministry of Interior and a partner agency of the Ministry of Rural Development since 2nd November 2005.

In June 2005 an end of phase project evaluation was conducted and has made the following recommendation: The organization should: i) review, revitalise and renew its future directions; ii) make effort to retain staff through revision of its compensation and benefits package; iii) reach out to other like-minded organizations to learn from their practice and; iv)

should promote the role of the Church in wholistic development. specifically, the project was seen to provide an effective model of development and provide an excellent training opportunity within target villages for Christian NGO's and pastors to gain training in wholistic development.

In August 2005 we have conducted a workshop to do a strategy planning and attended by village representatives, pastors, WDO staff and board members. The three main strategic objectives defined in this document are the product of this consultation, together with a needs assessment on the results of the evaluation and on local knowledge. Community representatives identified food security, low education, and debt, lack of unification, human health and animal disease as amongst their most pressing problems.

B. SITUATION REPORT OF WHOLISTIC DEVELOPMENT ORGANIZATION

Introduction:

The Royal Government of Cambodia has prepared the second election for the commune leader on 1st April 2007, and Prime Minister Election will be hold in 2008. The political situation in Cambodia now is stable, but it is difficult to know what will happen or effect on poverty and employment in Cambodia after the election.

The Royal Government of Cambodia current priorities for poverty reduction focus on: maintaining macro economic stability; improving rural livelihoods because an estimated 36 percent of population continue to live below the poverty level; expanding job opportunities; improving capabilities; strengthening institutions and improving governance; reducing vulnerability and strengthening social inclusion; promoting gender equity, and priority focus on population.

The living standards of people who live in the countryside are now more serious than before because they lack of water to do cultivation and the economy in the country has changed, everything is more expensive and their income is still the same so they need to work harder to support their families or need to migrate to find a job in the city. When people migrate to work in the city, they could face so many problems and if they are unfaithful with their wives, they will get HIV/Aids and affect to their families as well.

WDO presently work in five provinces such as Kampong Cham, Svay Rieng, Kandal, Kampong Spue, and Takeo province, and working with 4475 families, including 917 female headed households (20.4% of all families); and 157 families with disabled persons (3.5% total families). The total number of beneficiaries is 18582 persons in 30 villages.

Project components:

1. Wholistic Community development

- Improving water and sanitation by installing irrigation wells, hand pumps, irrigation machines and latrine.
- Setting up rice bank schemes which provide vital food support for vulnerable families.

- Supporting community based training workshop including literacy training, veterinary training, health education and information and raising awareness of human rights.

2. Agriculture:

- Providing agricultural training in vegetable and fruit-tree production, composting, organic pesticide control and seed distribution.
- Facilitating small-animal husbandry, training in fish-raising and basic veterinary skills, including loan provision for animal raising.

3. Income-generation:

- Sponsoring micro loans of US \$50.00, benefiting poor families in setting up small business such as pig raising recycling refuse, renting land for cultivation, etc.

4. Training institute:

- WDO plans to broaden its work by developing a training facility. The training institute will offer basic training in the theory and biblical concept of development.
- Providing students with exposure to transformational development practice. Learners from local organizations, church or individual students will be able to gain first hand experience in the project.

5. Gender:

- Develop a baseline of information against which to measure change in relation to gender and begin to gain a clearer understanding of key issues affecting women.
- Assess the extent to which the current WDO field level activities to be gender sensitive.

Here are some highlights of Wholistic Community Development

During this 6 monthly report the main events/ activities have been achieve as below:

1. General comment:

- Political situation is not so good while preparing second election commune leader because some of the parties are just trying to dissuade people to vote by giving them money, etc.
- In some places different parties work together and having good cooperation but others not.
- A lot of head of the families migrate to earn money at Phnom Penh capital city because their village have no enough water to cultivate soil and now they lack food security to support their families.
- Even their situations are not so well but people in the village still work hard and sent their children for school.
- People in the community appreciate WDO for the assistance to facilitate with physical and spiritual needs, including some head of the family who usually drunk and they came to know Jesus Christ as their personal Lord and Saviour.
- Some people's problem was given a solution because of staff's advice and counselling.

2. Community development:

- There was 520 families received water-filter with their contribution from \$ 2–2.5 USD each family.

- There was 196 families received toilets with their contribution from \$5-7.5 USD each family.
- There was 15 families received 1 clean water-pump with their contribution \$7 USD.
- There was 418 families attended in the villager training (see appendix 4)

3. Agriculture:

- WDO works as partner with 7 villages and we have provided new rice variety to 4 villages because of their option and there was 1280 kg for 130 families and each family got around 10kg.
- WDO have provided fish ponds 4574M3 for 44 families. They were raising fish, also planting vegetable around the pond as well.
- WDO have provided 178 pigs to 110 families in this report period. And all families have received benefit from the agriculture sector with a total of 284 families.

4. Income-generation:

- Income Generation Program (IGP) works with six villages. IGP have provided four villages and there are 176 families (377males and 665 females) during this report.
- People who get loan to generate income by doing cultivation, selling grocery and animal raising.
- IGP provided training to the loaners such as, micro enterprise, record keeping, principle of IGP
- During in this report we have provided loan of 87100000 Riel (\$ 21775 USD) and collect back 34976300 Riel (\$8,744 USD) include with interest. We collect interest from the loaner every month but if they pay the capital we also receive it as well. We also provide capital loan every month too.

5. Training institute:

- Training policy has been developed and need some revision from consultant to finalize it.
- There are 15-trainers attended in Training of Trainer course to build their confidence and trust in deliver the course to the trainees.

6. Gender:

Gender program has been implemented by researching and collecting the data from the people in 4 villages and participated by 12 people (6 women and 6 men) in those villages. The brief summary has shown that

- Increasing economic migration to urban areas particularly of young (15 - 30years), unmarried women, most of them working in the garment industry. Between 20 – 50% of adults were estimated to migrate for work purposes.
- It was assessed by villagers that literacy amongst villagers was 45% female literacy and 50% male literacy amongst adults. These results correspond to national figures for rural literacy rates.
- Men and women's, boys' and girls' productive labour was almost equal. However, men's reproductive activities to supplement rice farming. The majority of small business enterprise was conducted by women.
- Gender-based violence as perceived in focus group discussion was seen as a problem in only a small number of families.

C. PROGRAMME ACHIEVEMENT

Purpose	Planned activities	Achieved Activities	Outputs
1. Strengthen and develop the new organisation (WDO)	1.1.1 Research existing training models.	It has been draft already with the training policy through the research from website and institutions like VBNK and Pannasastra University. It needs to be revised and get more ideas from the consultant. And we will start doing this in August.	The one draft has been completed.
	1.1.2 Develop terms of operation including marketing and promotion	Most of materials of training developed and share some information verbally about training program.	Ministry of community development of Baptist Convention and others NGOs booked on Community Development and Facilitation Skills
	1.1.3 Establish and equip a suitable training venue	A big room which is equipped with the air conditioners, lights, new curtains. There are many chairs and some tables. It is available for conducting the training course and there is enough space for the trainees doing the various activities.	There is a big comfortable room to serve as training area and for rent.
	1.1.4 Curriculum development	It is time to strengthen the capacity of trainers. After finishing Training of Trainers course, we will start to develop it in August.	Course curriculum discussed with all the staff.
	1.1.5 Training of trainer	Building capacity of trainers is very critical for establishing the institute. It means we improve ourselves first. Therefore, Training of Trainers course has been developed for the trainers by the consultant. There are 12 sessions and 3 sessions for practice. This course will be finish in the middle of July. We have done twice a week.	There was 13 staff who has participated the course. They gained much more knowledge, experience, confidence and the truth for delivering the course in WDO training institute.
	1.1.6 Co-ordinator and student recruitment	Criteria to recruit the students produced.	Students' criteria included with training policy.

	1.2.1 Training and coaching of Local Management Team	Developing the leadership and management capacities of the LMT will be continued through in-house mentoring and training opportunities.	2 LMT members have attended workshop training about proposal writing. Executive Director attended course on Advancing Leadership Skills in USA for a month.
	1.2.2 Training of board members	Board meeting on March and June.	Board decided to meet quarterly.
	1.2.3 Development of effective fund-raising strategy	WDO contacted with New donors such as Tear-Nether land	2 LMT members have attended workshop training about grand management and fund-raising
	1.2.4 Development of gender policy and strategy	2 staff and advisor have been finished survey in 4 villages	The survey report compiled.
	1.3.1 Technical training of trainer in IGP, agriculture, environment, gender and health aspects	Training needs was generally identified with all the staff.	We have sent 2 technical staff attended in the conference about agriculture at Chang Mai (Thailand)
	1.3.2 Coaching staff on facilitation skill	All staff reviewed the lesson on facilitation skills during ARLP every quarterly.	2 staff appointed to be facilitators for coaching and review with all the staff on facilitation skills.
	1.3.3 Training all staff on project cycle management and other training needs as identified	Project management cycle echoed to the staff during the meeting every month.	New planning format introduced by executive director.
2. Improve the quality of work (food, education, water, income generation, debt reduction, health, human-	2.1.1 Village level training days	The technical staff and community development facilitator have conducted training for the villager on agriculture and some creative thinking, because we want people to have their own abilities to generate their income supporting their families. Both technical staff and CDF responsible for providing follow-up advice and support.	3half-day trainings conducted for 418 people in 23 communities on development & business. (see appendix4)

rights, environment) in existing programme and facilitate infrastructure as appropriate	2.1.2 Interest groups established and functioning	We have established interest group to have a role in supporting one another, working within a peer-group and providing motivation, sharing experiences and responsibility for a particular development activities.	110 families raised pigs, 0 families raised fish, 0 families grown vegetable, 1 family raised duck, 118 families used new seed rice variety, 0 families grown maize, 176 families created small group loan. (see appendix 4)
	2.1.3 Follow-up activities and monitoring conducted	CCG and both the technical and CDF staff provided follow-up to these activities and monitoring practical outcomes of various activities as well as process and management of activities. The Administration also role in supporting and monitoring bookkeeping aspects such as in village level loans, rice bank etc.	Strength and weakness of program identified with adjusting of operations. New lesson trained to members of the group ARLP used twice with group.
	2.2.1 Local assessment and technical feasibility studies conducted	Need assessment of people have identified	44 irrigation canals facilitated in 3 villages.
	2.2.2 Maintenance and user group agreements implemented	In order to ensure sustainability, the support and maintenance needs of any infrastructure project. 3 formal agreement for maintenance agreed by the people and signed by local authorities.	3 beneficiary groups used by following the policy agreed.
	2.2.3 Follow-up activities and monitoring conducted	Trained the beneficiaries through new lessons. Twice of ARLP conducted with beneficiaries.	strength and weakness identified. Weakness improved and regarded as lesson learnt by the beneficiaries.
3. The CCGs and villagers have the capacity to facilitate the community and	3.1.1 Continued training and coaching programme for CCG members	The CDF continued to provide support and coaching of the CCG through regular facilitation of meetings and learning exercises, and during field visits.	There is no CCG training workshop yet, but we always have meeting with CCG to coach, train them on leadership skills and facilitation skills.

extend to new villages by themselves	3.1.2 Village level planning, monitoring, review system established	To ensure future sustainability of development activities, CDF and technical continued to facilitate activities through involving communities in village level management activities.	CCG and 1-key person identified and showed initiatives with villagers Proposal presented to WDO and other donor. Tend seed technique and PRA tools used to measure the progression of activities.
	3.1.3 Support and facilitation of development activities c/o CDF	Practically the CCG and CDF will be involved in facilitating a number of development projects through the use of seed fund. 19 initiatives of 19 villages implemented by CCG and key person with staff as advisor.	Initiatives of the people identified by the community include: wells for irrigation, hand-pump, latrine, animal raising, rice banks, literacy project, awareness raising concerning gender based violence and human rights, and education on health issues.
	3.2.1 Village assessment	The engagement process involves relationship building with the community and for the CDF to observe practices and listen to people concerning their perception and needs. During this time various participatory information gathering techniques are used including mapping, wealth ranking, root cause analysis and collection of baseline information, Project proposal by communities will be submitted to WDO. This is compiled on the WDO village baseline database. Eleven villages neighbouring the existing target villages will be engaged during the 2 year period	Initiatives of 11 new villages identified with implementing activities and seed fund used.
	3.2.2 Basic foundational level community development training	Conducted training on community development with all the people in 30 villages.	646 people attended training for 2 days. The people in the villages was more understandable on community development.

D. IMPACT AND SUSTAINABILITY OF WDO:

1. General comment:

- Participation and involvement of stakeholders was encouraged during organization strategic planing. Key representative from the current village have been instrumental in drawing up strategic plans and providing input into WDO's review process at it prepares to localise operations.
- In terms of sustaining the benefits of the project, heavy investment in capacity building made in the CCG as the main partners of WDO. This has included facilitating groups to submit applications to granting bodies, such that the CCG are not entirely dependent on the inputs of WDO. Through working partnership the CCG already shouldered much of the responsibility for the work and on phase out of WDO, it is anticipated that transfer of responsibilities should not be problematic for mature CCG.
- Because WDO is a relatively small organization, the management structure is simple and flexible. The LMT has increasingly taken responsibility for the day to day management of operation thereby allowing the director to focus on more strategic organizational issue. Four staff members currently perform management and leadership duties alongside their regular field work.

2. Community development

- With the introduction of productive infrastructure there may be some possibilities of environmental impact, but it is hoped that these would be of a positive and sustainable nature. Should there be concerns regarding the environment, these would be thoroughly addressed through the feasibility study.
- Concerning environmental factors, the project, at the present time WDO trained the people on how to make home clean and protect environment. The agricultural component actively encourages the use composting waste materials, and use of organic, non-toxic fertilizers and pest control methods.
- Regard to values, both Buddhist and Christian villagers would ascribe to personal values of honesty, compassion, peace and living in harmony. However, the attitudes and underlying motivation may differ somewhat. The Christian foundation of WDO however, ensures that the benefits retains bias towards the interests of the poor and marginalized.
- Within the villages there was limitations on the level of contributions that villages was able to make to development activities. Contributions morally made in terms of labour and means of fee charging or other contributions in order to off-set maintenance costs especially of any infrastructure project.
- In terms of social sustainability and cultural factors the all activities came from grass-roots in its design with local villagers as the key players in planning and implementing activities. In this respect the manner in which strategic was introduced and promoted within the villages are in language, and at a level, appropriate to local understanding. Participatory learning methods were commonly used, as opposed to more formal methods of training.
- CCG knew how to run the process of development and they can do by themselves.
- CCG could do the report, setting plan and writing proposal.
- CCG knew how to lead people facilitates meeting and can rise up plan.
- People in the village had a good relationship and help each other.

- People took responsibility to care what we have to be done in the village.

3. Agriculture:

- WDO provided some new rice varieties (10Kg/family) such as Phka Romduol, Raingchey, Phka Romchang, after they applied new rice variety they get more yield than traditional rice variety. Because of high yield, the people around the village interest more to apply the new rice variety. As a result, exchange new rice from family to other family in the village, the rice yield was increased and they wanted to apply forever.

4. Income-generation:

- A group saving are important for living because they can make the money extend than before. This group saving has created some principles to insure group sustainability Moreover, people created the passbook to list the loan and interest to save the money by themselves until the income generation program was finished. Because of income generation improved the standard of living of the people, we saw the people had money to send their children to school, they know how to manage their money, understand the value of using money, know how to develop their business. These indicators we hope that they still continue their progression even though WDO phase out from their community.

5. Training institute:

- To ensure the sustainability of WDO training institute, some activities have been posted as below:
- To develop the training institute policy: The draft one has been completed. And it needs to finalize by getting the ideas from the consultant.
- To build the capacity of the trainers: To ensure the high quality and standard of WDO institute, we have to strengthen ourselves especially the trainers. Training of Trainer course is the best way to meet our needs. Our trainers have already been participated this course for 12 sessions and 3 more sessions for practice. It will be completed in the middle of July. After the completion, all trainers have enough confidence and truth to deliver the courses.
- To develop curriculum: It is developed with the high quality and appropriated all kinds of trainees. It is easy to catch and understand.
- To prepare the training venue: Training rooms are available for delivering the course and for the trainees to participate actively in the courses. It is very comfortable for the training.

E. LESSON LEARNT

1. General comment:

- People in the community were pleased to learn something from the WDO lessons because they knew that after learning they would gain a benefit for their future. What we had learned is telling something before hand about what they would receive from this course. When teaching to the villager in the community, needed follow up from time to time to encourage them to practice it.
- People always want to receive and don't want to contribute so we start to do something in the village; we need to explain them about development process.

2. Community development

- We had prepared procedure process, conducted meeting and facilitated with people to find out what we are going to do for solving people's problem by doing participatory on needs assessment, and let people share their opinion as well.

Finally we found out that hygiene is main problem, and we asked people for giving ideas about solution, so people rise up so many type of solving hygiene problem and then we rank a priority for the best solution. We had discussed about ground rules, contribution, and setting group responsibility (mutual helping group). When we was in the implementation some people ignored it or just keep the toilet material under the house. So what we have learnt is, to strengthen the ground rule, contract, facilitate, observe, follow up and encourage people to get implemented.

- People in the community was very happy and appreciate so much about the water filter because they have clean pure drinking water to drink, also reducing disease, and save money (on expending health protection) as well. But few people almost in every village still didn't care about clean drinking water, they still drinking unclean water as before so they still have health problem issues. So what we have learnt is, needed to motivate people to use and clean it every week, setting people follow up every month, and strengthen water filter ground rule.
- We have experienced that when people taking loan rice from the community rice bank and when the time to repay back they always look for each other and thought whether other people pay this rice or not. So what we learnt is before giving them loan we need to clarify the rice bank ground-rule and setting up group responsibility.

3. Agriculture:

- People in the village was interested with the loan scheme. They wanted to have a small business or income generation. But when they got the money they use it for other reason, so what we have learnt is we needed to follow up the families and check by asking on how they used the money or if they have used it for the right cause.

4. Income-generation:

- People have good relationship and cooperation to each other and good participation in working and we were very happy for that good relationship within and outside.
- When we give loan to people we need to clarify about group responsibility (guaranteed group) and principle of Income Generation Programme.

5. Training institute:

- Training Policy: It's a new work for Training Coordinator, and she has never done it before so she needs more and more ideas about it for developing a new one. Then she got these ideas by researching the Internet and some models from university. It was a little bit difficult but she has got new knowledge and ideas of various training policies.
- Trainers' capacity building: We have built the capacity of trainers through Training of Trainers (TOT) course. They have experienced and gain knowledge on their fields but they didn't have confidence to deliver the courses. Therefore they have to join the TOT course prepared by the consultant to strengthen the confidence and truth.

F. PROPOSED CHANGES TO THE PROGRAMME

1. General comment:

- Trying to persuade or encourage people to participate in the wholistic community development and building ownership and let them does work by themselves.
- Trying to provide basic education to people in the community such as basic health (first aid), how to do hygiene and clean sanitation etc.

2. Community development:

- To provide focus group discussion (village training) to people in the community about what development is, what vision is, what is participation...etc?
- To conduct people meeting to review all activities that project has done every 6 months and reviewing by Action, Reflection, Learning, Planing (ARLP) tools.
- Encourage to Christian Core Group (CCG) to have a fun-time together (all villages) every 2 years by doing exposure visit or having training workshop at the beach or somewhere else.
- Reinforce building relationship and cooperation with other NGOs, local authorities and participated monthly, quarterly annually meeting.

3. Agriculture:

- To provide loan for pig raising and increase amount of loan
- To conduct people a training about new technique of fish raising and how to care it.
- Trying to persuade or encourage people to plant a fruit tree around the pond and to use animal vaccines, and keep animal in the safe place
- To follow up and monitoring to all project activities relate to agriculture sector.

4. Income-generation:

- To improve the quality of policy (conduct more detail) and review policy before release loan to people.
- To increase providing loan scheme and members of the group and need to understand the principle of IGP.
- Follow-up and conduct controlling and monitoring.

5. Training institute:

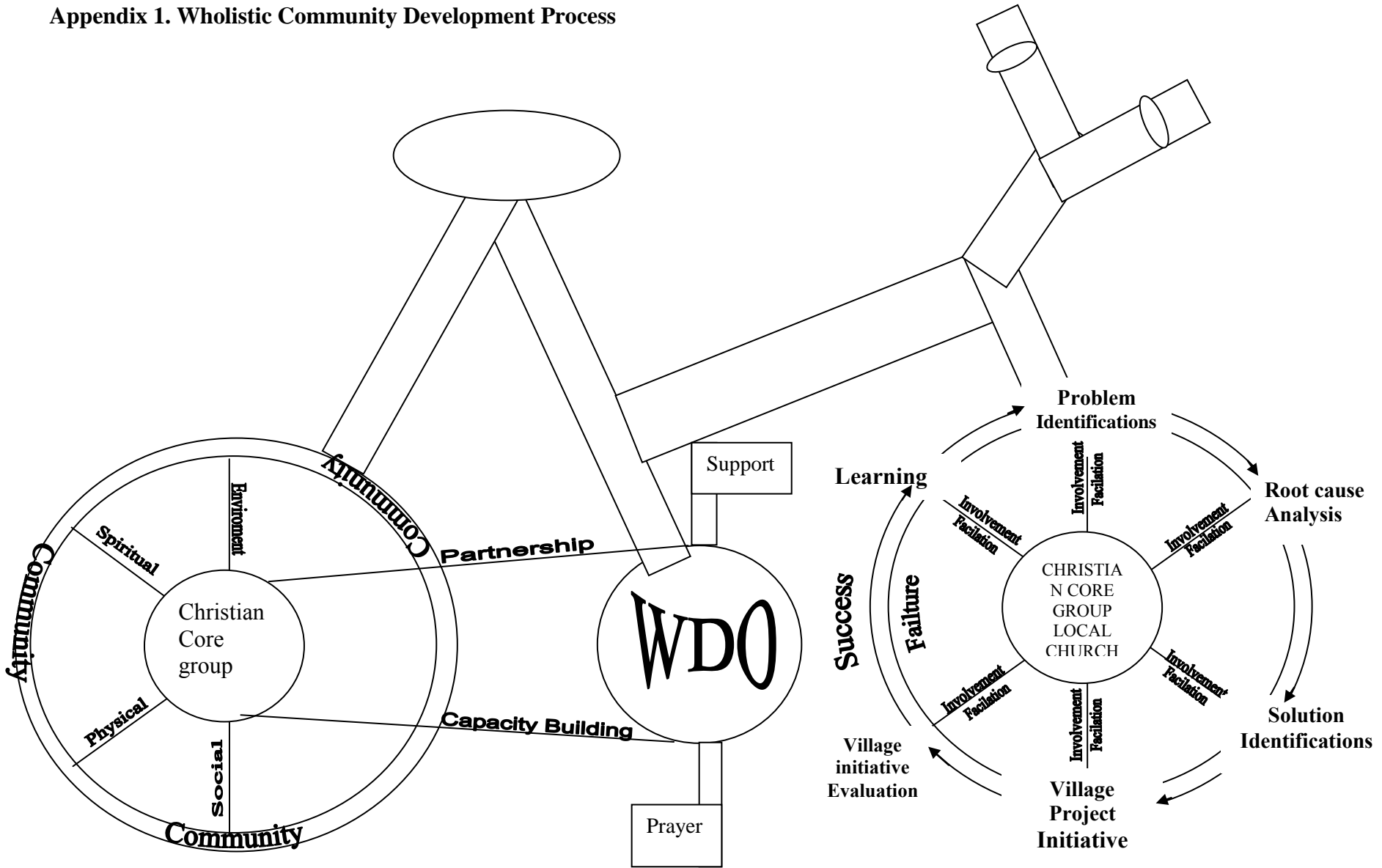
- To produce more handouts to participant
- Practicing delivery to the course

6. Gender

- Assess the extent to which the current WDO field level activities are gender sensitively.
- WDO should include gender program in their activities especially to train the people on gender awareness because the people will know more what is the role of women and men in families and society.

G. APPENDIX

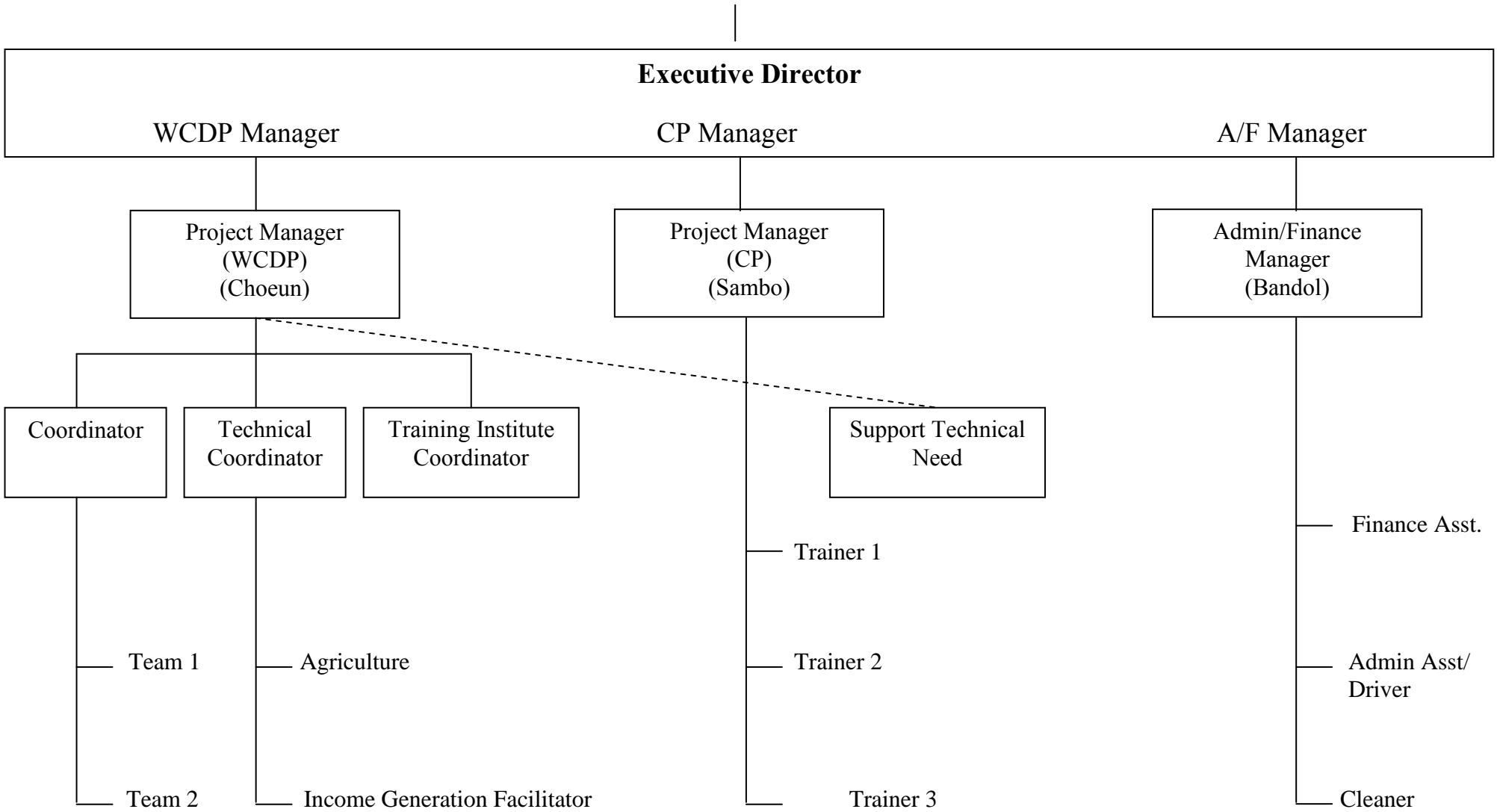
Appendix 1. Wholistic Community Development Process



Jesus became wiser and grew physically. People liked him, and he pleased God. (Luke 2:52)

Appendix 2. WDO ORGANOGRAM





Appendix 3. Action plan for next six months

Objective	Activities	Q1	Q2	Q3	Q4	Output	Expected Outcomes
1. Strengthen and develop the new organization (WDO)	1.1.1 Research existing training models	✓				Model of 7 successful researched. Concept paper developed describing model of WDO training institute.	WDO established as an Wholistic Training Institute
	1.1.2 Develop terms of operation including marketing and promotion		✓			Policy and guideline of Training Institute developed. Brochures of training promoted through Bible school, churches, NGOs, university, other institute and WDO website.	
	1.1.3 Establish and equip a suitable training venue		✓			Training venue reorganized and installed additional equipment.	
	1.1.4 Curriculum development		✓			Lesson plans of trainer, agriculture, micro credit, wholistic community-base development curriculum produced.	
	1.1.5 Training of trainer	✓				13 staff trained in training of trainer course 6 trainers (WDO staff) recruited.	
	1.1.6 Co-ordinator and student recruitment			✓		One coordinator for training institute recruited 15 student attended pilot training course.	
	1.2.1 Training and coaching or local management team	✓	✓	✓	✓	4 LMT members with improved management capacity Lessons learned documented monthly	
	1.2.2 Training of board member		✓		✓	5 board member trained twice/year have increase capacity in fund management. 2 board members participated in annual CASA review.	

	1.2.3 Development of effective fund-raising strategy				✓	Established funding commitment with 5 donors. All major donors visited project by year-end. At least 2 new sources of funding explored. Fund raising strategy review/ revised	
	1.2.4 Development of gender policy/strategy		✓		✓	Gender analysis conducted in 4 villages. Gender policy approved by board. All staff increased gender awareness and practice. Gender disaggregates information available for each village.	
	1.3.1 Technical training of trainer in IGP agriculture, environment, gender and health aspects	✓	✓	✓	✓	4 technical staff studied tour in 3 organizations, and attended 2 training course	Strengthened human resource capacity
	1.3.2 Training all staff on project cycle management and other training need as identified	✓	✓	✓	✓	Reviewed CHART tools with 11 field staff. Staff performance and coaching conducted twice a year. Lessons learned from ARLP documented	
	1.3.3 Training all staff on project cycle management and other training needs as identifies	✓		✓		11 staff trained in project cycle management. Staff coordinator attended course on community development and management. Counselling skill training conducted for all staff.	
2. Improve the quality of work (food,	2.1.1 Village level training days	✓	✓	✓	✓	3 half-days training conducted for 500 people in 30 communities on development, agriculture, business, and health.	Improved quality of technical aspects of the project

education, water, income generation, debt reduction, health, human right, environment) n existing programs and facilitate infrastructure as appropriate.	2.1.2 Interest groups established and function	✓	✓	✓	✓	At least 250 families raised pigs, 210 families raised fish, 210 families grown vegetable, 100 families raised chicken, 210 families used new seed rice variety, 175 families grown maize, 120 families created small loan.	
	2.1.3 Follow-up activities and monitoring conducted	✓	✓	✓	✓	Strength and weakness of program identifies with adjusting of operation. New lessons trained to members of the group ARLP used twice with groups.	
	2.2.1 Local assessment and technical feasibility studies conducted	✓	✓	✓	✓	3 irrigation canals... identify and facilitated in 3 villages.	Productive infrastructure projects facilitated appropriately
	2.2.2 Maintenance and user group agreement implemented	✓	✓	✓	✓	3 maintenance and beneficiary groups signed contracts and used irrigation canals.	
	2.2.3 Follow-up activities and monitoring conducted	✓	✓	✓	✓	Strength and weakness identified with adjustment the operation. New lessons to beneficiaries trained. Twice of ARLP conducted with beneficiaries.	
3. The CCG and villagers have the capacity to facilitate the community and extend to new villages by themselves	3.1.1 Continued training and coaching programme for CCG members	✓	✓	✓	✓	3-days training in leadership and proposal writing for 200 key persons (pastor, local authorities, gatekeepers) and CCG. 16 villages delegate to CCG with advisory support from staff	Old villages (2006 - 2008) reached maturity
	3.1.2 Village level planing, monitor review system established	✓	✓	✓	✓	CCG and key person identified 1 initiative with villagers. Proposals presented to WDO and other donors. Ten Seed Technique and PRA tools used to measure the progression of activities.	
	3.1.3 Support and facilitation of development activities c/o CDF	✓	✓	✓	✓	19 initiatives of 19 villages implemented by CCG and key person with staff as advisor	

	3.2.1 Village assessment	✓	✓	✓	✓	11 initiatives of 11 villages identified with implementing activities and see fund used.	Expended and facilitated initiatives into 11 additional villages (2006-2008)
	3.2.2 Basic foundation level community development training	✓	✓	✓	✓	80 CCG members and key person trained in community development, small project proposal and conflict resolution.	

Appendix 4. Beneficiaries for 30 villages

N	Period January - June 2007	TOTAL			
	Activities have done in 30 villages				
A. Community Development Programme		No	Families	People	Female
1	Making toilets	196	196	938	529
2	Making hand pump	1	15	100	56
3	Making treadle pump	0	0	0	0
4	Irrigation machine	38	151	320	162
5	Providing water filter	520	520	2858	1368
6	Community rice bank building	7	254	1051	667
7	Providing rice (kg)	10900	135	584	253
8	Providing rice loan (kg)	5400	70	420	242
9	Collect rice loan repayment (kg)	7688	96	357	183
10	# Cow raising	0	0	0	0
11	# Duck raising	1	1	5	2
12	# Pig raising	11	11	45	21
13	# Saving group	7	74	339	206
14	# Village meeting	100	1534	2689	1607
15	# Home visit	197	938	2685	1517
16	# CCG/Village Training Days	16	418	646	422
17	# Teachnical Training	0	0	0	0
18	# Interest Group Functioning	72	85	181	88
19	# CCG Bible Study Sessions Conducted	117	227	450	242
20	# CCG Training Workshop	0	0	0	0
B. Agriculture Programme		0	0	0	0
21	# Tree seedling	0	0	0	0
22	# Checken raising	0	0	0	0
23	# Pig raising	110	110	570	315
24	# Fish raising	0	0	0	0
25	# Vegetable seed	0	0	0	0
26	# Rice variety	1280	130	610	343
27	# Canal/ ponds	44	44	206	132
28	# Village meeting	0	0	0	0
29	# Home visit	60	446	1630	880
30	# CCG/Village Training Days	0	0	0	0
31	# Teachnical Training	0	0	0	0
32	# Interest Group Functioning	0	0	0	0
33	# CCG Bible Study Sessions Conducted	0	0	0	0
34	# CCG Training Workshop	0	0	0	0
C. Income Generation Programme		0	0	0	0
35	Loan providing	87100000	176	1042	665
36	Collect loan interest	9732100	360	360	254
37	Collect loan capitals	25244200	360	360	254
38	Group saving	1500000	20	60	45
39	# IGP training	7	419	419	307
40	# Home visit	38	419	419	307
41	# Follow up/control on book record	38	99	97	71
		TOTAL	6172	14174	8356

Appendix 5. Story of change

- People in the village were excited with the development program because it can help to transform their living standard with material to improve their living.
- Most of the people in the village have sent their children to school because they thought that education is very important for their children's future.
- The local community as the poor and vulnerable are now better than before because I have encouraged them to participate for development program.
- Between poor and rich people, they have now good relationship to each other because they came together and discuss about their community problem and sharing their real life and they help each other as well.
- The values, attitude and traditional of people affect by the project such as: Persecute between Non – Christian and we are reducing and most of them cooperate and helped each other.
- People understand about the contribution more than before and they can work together by having no any discrimination and have open-minded and heart to each other.
- The most of people in the project areas have no enough food to eat, but however these community have reducing of loan for middlemen because they have a good chance and borrow from the rice bank or self help groups or saving group.
- Her family had been very poor before the program came into the village. She had a debt and no money for medical care because she has had many children and no job.
- The Income Generation Program started in 2005. Then she also started her small-scale business in 2005 too. She got the loan from WDO. After that her family situation has been improved. She has been able to pay off the debt completely, send her daughters to school and pay the health care; especially she has gain a skill on how to feed the pig and save money for supporting the family.
- Their family has improved very much. We have spent a lot of time with them. We often visit, motivate, and teach them about the needs of their family. We try to facilitate and explain them about the goals and the benefits which they could gain from our program including the knowledge and skills.

Appendix 6. Signs of transformation

My name is Buy Rath, female, 27 years old. I live in Trapaing Kes village, Sendey commune, Samroang Torng district, Kampong Speu province. I would like to describe about my past living as below:



Childhood

I was born in Snaul Chrum village, Sendey commune, Samroang Torng district, Kampong Speu province. When I was 12 years old, I attended the public school and helped my parents to earn money by selling some kinds of cake at school. At that time, I went to school very early for selling the cakes before the class started. When the class started, I left my cakes with other sellers and suggested them to sell the cakes for me, and they agreed to do that for me. During the break times, I always came out to sell the cakes again

and again. I have remembered that I was in grade 3 for 2 years because I had a little time for studying and was busy with earning money for supporting our living.

- **Accountability**

I have had 2 young brothers. I am the oldest daughter in my family. There were many works for me such as studying, selling cakes, taking care of my brothers, carrying water, polishing rice, screening rice, and cooking foods etc.

- **Leaving School**

I was in grade 4 in 1994 and I was 14 years old. I decided to leave school because we had no money to pay school registration - 7,000 riel per year - and my father had a serious illness. He coughed very much until the blood came outside through his throat. And my mother also wanted me to leave school, but I didn't want to stop studying. There was no choice for me. Finally I left school with regret.

- **Adulthood**

Two years after I gave up school, there was someone who would like to marry me. I hesitated about this because I was very young to get married. I had no right to make a decision. It was up to my parents because it is the tradition of Khmer people.

- **Making decision and married life**

Oh my God!! I never thought about getting married before because I was very young. I felt both happy and worried. Then my parents also asked me about this but I could not make my own decision. It meant there was no 'No' answer. In this case there was a very important reason in that my parents needed someone to help them in the house and farms because my father had a serious illness. Finally the wedding happened.

- **Life after getting married**



Three years later, we have had 2 sons, 2 years old and 1 year old. We lived in the old hut made from palm leaves with the torn roof. We were very poor. Then there was violence in my family almost everyday. We encountered serious problems, not enough food, debt and having many young children. So we decided to move to Trapaing Kes village in 1999 to live with my parents-in-law. We still had bad problems, not enough food and no rain for cultivation. Therefore, my husband decided to go outside the village to the forest in Koh Kong province to cut medical vines for earning money. We borrowed the money from other people for doing this. Unfortunately, it was not successful. My

husband got serious malaria and we had much more debt than before. We tried to find ways to treat my husband with both doctor's medicines and traditional medicines, but they didn't work.

- **Life and belief**

At the beginning of 2001, there was a staff of Wholistic Development Organization (WDO), former FAITH project of ICC, Mr. Pok Peuvthida. He came to our village and told the salvation of God to us (my husband and me). First, we didn't believe him. Then Mr. Thida and some other staff came and invited us and some other villagers to listen to God's Words under the big tree in the village. Especially my husband was invited to join the Christmas Day with the Christian Fellowship in Kandal Steung district, Kandal province at the end of 2000. In that occasion, he joined and listened to Mr. Yok Kunthea Sambo preaching the God's Words and then he prayed in his mind, Oh Jesus! Immediately, he felt better and better. After getting home, my husband tried to pray "Oh Jesus, please help me, please make me recovering from the illness". Then he got better and better and has

had strength again. Because of this wonderful thing from the God, we believe Him until now and forever.

- **Self Development and Capacity**

At the beginning of 2001, WDO selected my village as its target area for wholistic development. Blessedly, I have had a choice to work with WDO as a volunteer in Christian Core Group (CCG), to join the activities to develop my village. Besides this, WDO provided a training course on Facilitation Skills to me, which gave me skill, made me brave and hopeful in my life and my work.

- **Role and Changing life**

When I am reminded about my past, it makes me hurt and I wouldn't like it happening again to me. However, it encourages and guides us to find the grace and the kingdom of God. Now we have 5 children, 3 sons, 1 daughter and I am pregnant for 7 months. Today I have some responsibilities to join the village development such as:



- Being a member of CCG.
- Being a member of Village Development Committee (VDC).
- Being a leader of women for Good News of God.

Our living has been improved so much. We have enough food, big new house; especially my husband has changed his behaviour to help me with all the work at home and in the fields. There is no longer violence in my family and we are happy and hopeful in our life.