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### Abbreviations

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CBET</td>
<td>Community Based Eco-Tourism</td>
</tr>
<tr>
<td>CBETMC</td>
<td>Community Based Eco-Tourism Management Committee</td>
</tr>
<tr>
<td>CC</td>
<td>Commune Council</td>
</tr>
<tr>
<td>CDP</td>
<td>Community Development Plan</td>
</tr>
<tr>
<td>CEAT</td>
<td>Community Environment Action Team</td>
</tr>
<tr>
<td>CELI</td>
<td>Community Environment and Livelihood Improvement</td>
</tr>
<tr>
<td>CF</td>
<td>Community Forestry</td>
</tr>
<tr>
<td>CFMC</td>
<td>Community Forestry Management Committee</td>
</tr>
<tr>
<td>CFMLI</td>
<td>Community Forestry Management and Livelihood Improvement</td>
</tr>
<tr>
<td>CFMP</td>
<td>Community Forestry Management Plan</td>
</tr>
<tr>
<td>CIP</td>
<td>Community Investment Plan</td>
</tr>
<tr>
<td>CJHHD</td>
<td>Cambodian Japanese Heart to Heart Day</td>
</tr>
<tr>
<td>CLDMC</td>
<td>Community Livelihood Development Management Committee</td>
</tr>
<tr>
<td>CLDSSCC</td>
<td>Community Livelihood Development in Support of Sarus Crane Conservation</td>
</tr>
<tr>
<td>CPA</td>
<td>Community Protected Area</td>
</tr>
<tr>
<td>CPAMC</td>
<td>Community Protected Area Management Committee</td>
</tr>
<tr>
<td>EERC, M &amp; C</td>
<td>Environmental Education Resource Center, Media &amp; Consultancy</td>
</tr>
<tr>
<td>ESSF</td>
<td>Empowerment of Small Scale Farmers</td>
</tr>
<tr>
<td>FA</td>
<td>Forest Administration</td>
</tr>
<tr>
<td>I &amp; CPD</td>
<td>Institution &amp; Community Partnership Development</td>
</tr>
<tr>
<td>MoE</td>
<td>Ministry of Environment</td>
</tr>
<tr>
<td>MoT</td>
<td>Ministry of Tourism</td>
</tr>
<tr>
<td>OPP</td>
<td>Operational Program Plan</td>
</tr>
<tr>
<td>PAFCC</td>
<td>Promotion of Adaptive Farming to Climate Change</td>
</tr>
<tr>
<td>PRA</td>
<td>Participatory Rural Appraisal</td>
</tr>
<tr>
<td>SCC</td>
<td>Swedish Cooperative Centre</td>
</tr>
<tr>
<td>SEC</td>
<td>School Eco-Club</td>
</tr>
<tr>
<td>SFM</td>
<td>Sustainable Forest Management</td>
</tr>
<tr>
<td>SHG</td>
<td>Self Help Group</td>
</tr>
<tr>
<td>VEAT</td>
<td>Village Environmental Action Team</td>
</tr>
<tr>
<td>VRA</td>
<td>Vulnerable Reduction Assessment</td>
</tr>
</tbody>
</table>
Word from the Executive Director

2012 is the last year of Mlup Baitong’s first three-year Operational Program Plan 2010-2012. In order to assess the effectiveness, efficiency, relevance, impact and sustainability of its program implementation and to find out the weak and strong points of the organization, an external program and institutional evaluation and organizational financial audit were conducted. In addition, two external project evaluations and two financial audits for two main projects were also separately conducted. Internal/self monitoring and evaluations were regularly organized. The current international and national context and its tendency were carefully analyzed. The results of the assessment were used as main inputs for the formulation of its next three-year Operational Program Plan 2013-2015 and improvement of its project development.

Mlup Baitong has worked closely and constructively with all concern stakeholders including target communities, related government institutions, national and international NGOs, private sectors, and donors to protect our environment and alleviate the poverty. We all have learnt from our experience, other people, documents, our successes, and also our failures to improve our work performances. As a result of these exercises, Mlup Baitong decided to review and update its organizational structure, its strategic objectives, and its organizational bylaw to respond to organizational needs and emerging context. We could accomplish all of our works successfully, and the target milestones stated in its first Operational Program Plan 2010-2012 have mostly been achieved. Mlup Baitong has become steadily stronger due to its highly committed staff and clear and realistic work performance strategy. Great thanks for their kind participation and contribution.

Message from the Chairperson of the Board of Directors

The Board of Directors met four times in 2012 to provide guidance and support to the management committee of Mlup Baitong and to receive updated progress and development of the organization. Mlup Baitong successfully completed its three year Operational Program Plan, which was also acknowledged in an external evaluation. The Board of Directors strongly supports the new three-year Operational Program Plan 2013-2015 of Mlup Baitong, which continues and extends its successful Community Based Natural Resource Management while strengthening its target communities livelihoods and addressing new challenges of Global Warming.

The Board of Directors really appreciates great efforts of MB staff in contributing to sustainable Community Based Natural Resource Management and poverty reduction. As Chairman of the Board of Directors I am delighted about the continuing success and growth of Mlup Baitong and thank the other Board members, management and staff of Mlup Baitong for their hard work and strong commitment. My sincere thanks also go to the donors and other partners for their kind supports and good cooperation.

Unless we change our thinking that nature is not a resource for human to exploit but a partner for human being to live with on earth, we may not be able to conserve it.
Mlup Baitong, literally translated as “Green Shade”, is a dynamic and respected Cambodian NGO. It was first established in 1998 to address the problem of deforestation in Cambodia with a focus on educating the general public on conservation of natural resources. Mlup Baitong has grown mature over the past years in terms of project development and implementation, staff capacity-building and organizational development. The success of a committed team that works together closely with community groups and authorities is acknowledged both within Cambodia and abroad.

During the year 2012 Mlup Baitong employed approximately 56 Khmer staff at the main office in Phnom Penh and the field offices in Kampong Speu, Kampong Thom, Stung Treng, Kam-pot, Siem Reab, Kampong Chhnang, Pursat, and Battambang provinces. Moreover MB was also supported by an expatriate advisor for capacity building and several Cambodian as well

|Mlup Baitong's profile|

<table>
<thead>
<tr>
<th>Management staff</th>
<th>10</th>
<th>3</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project staff</td>
<td>36</td>
<td>7</td>
<td>29</td>
</tr>
<tr>
<td>Administration &amp; Support staff</td>
<td>10</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>56</td>
<td>15</td>
<td>41</td>
</tr>
</tbody>
</table>

Mlup Baitong’s current vision, mission and philosophy

**VISION**
Cambodians will manage and use natural resources in a sustainable & equitable manner for a healthy environment.

**MISSION**
To support the protection of the environment in Cambodia by increasing awareness and promoting sustainable use of natural resources while improving people's livelihood.

**Overall Goal**
To contribute to poverty alleviation of Cambodia through rights based empowerment of rural communities to manage their natural resources sustainably while obtaining improved livelihoods.

**Philosophy**
A good environment starts from the individual and can only be achieved with participation of all.
The way Mlup Baitong works

In Cambodia, there is still limited awareness on the environment. The country's natural resources continue to be threatened by large commercial enterprises, forest land encroachment committed by powerful or reach people and community members, and unsustainable exploitation conducted by local communities. With the continuing growth of the population and economic land concession, the pressure on land and forestland is further increasing and many poor families have become poorer. Poor households do not have enough investment capital for micro-business development and community members do not possess appropriate knowledge and skills on farming businesses, especially new agricultural techniques for climate change resilient, or off farming businesses for livelihood improvement. These problems have consolidated into poverty cycle. The local governments are still weak on addressing the problems and need supports from experienced NGO like MB.

**Target groups**

A major part of Mlup Baitong's work is therefore aimed at poor villagers in rural communities, particularly at women and youth. In its operation at community level the project staff always work in close cooperation with local authorities including Village Chiefs and Commune Councils and relevant technical institutions such as Forest Administration, Department of Environment, and schools. Mlup Baitong was facilitating key actors such as respected monks, schoolteachers and students as well as villagers to actively get involved in the project implementation.

**Approaches**

To carry out its mission, Mlup Baitong applies a number of complementary strategies in its projects. The right-based approach is used to build up human right awareness among the people and enable them to advocate for their rights. The empowerment approach builds people's capacity and competence, both as individuals and as group members, to manage their development including assessing their needs and rights, developing a vision for change and planning, implementing, monitoring and evaluating their projects. A gender-based approach ensures that women participate and benefit equally from the development activities. The integrated approach inter-links all components and projects such as livelihood improvement, Community-based Forestry Management, Community-Based Eco-Tourism and Community Environment Improvement around the needs and rights of the people. The micro-project approach is applied to build people's capacities to develop income generating and environment improving projects.

**Decision making**

Mlup Baitong is strongly managed its work by participatory approach through staff meeting, Management Team meeting and Board of Directors meeting. MB regularly conducts staff meeting every two months, management team meeting every month and Board of Directors meeting every three months. All staff concerns such as policies change/improvement have been proposed by staff or Management Team and decided by Board of Directors. Mlup Baitong regularly report the progress of its project implementation and organizational development to the board members.
Thematic focus areas

Based on its most successful interventions, Mlup Baitong has committed itself in its Strategic Plan 2010-2015 to concentrate on five thematic areas:

- Community livelihood improvement
- Community forestry management
- Community environment improvement
- Community based eco-tourism development
- Environmental awareness, media and consultancy

Program

- Kampong Thom: Community Environment and Livelihood Improvement Project (CELI-KT)
- Stung Treng: Community Environment and Livelihood Improvement Project (CELI-ST), Empowerment of Small Scale Farmers (ESSF)
- Siem Reap: Institution & Community Partnership for Development in Svay Leu (I&CPD)
- Battambang: Sustainable Forest Management (SFM) project
- Pursat: Sustainable Forest Management (SFM) project
- Kampong Chhnang: Sustainable Forest Management (SFM) project
- Phnom Penh (Nation wide): Environmental Education Resource Center, Media & Consultancy (EERC, M&C)
- Kampong Speu: Community Environment and Livelihood Improvement (CELI-KS) project, Community Based Eco-Tourism Cham-bok (CBET-Chambok) project, Sustainable Forest Management (SFM) project
Mlup Baitong’s Staff

Executive Management Team

- Albert Weinmann
- Nay Ly
- Ve Moeurn
- Oeun Sophas

Capacity Building

- Huot Sylvie
  Secretary of ED

- Prak Thearith
  Program Monitoring Officer

- Duong Sitha
  Senior Finance Officer

- Srey Samnang
  Admin Officer

- Nget Ratha
  Admin Section

- Srun Chinda
  Phnom Penh

- Oeung Soratha
  Kampong Speu

- Phol Sopheak
  Finance and Accounting Section

- Mey Sam Geun
  Admin Section

- Yem Ra
  Admin Section

- Nom Sokourn
  Admin Section

- Phnom Thom
  Admin Assistant

- Van Vutha
  Huot Sylvie
  Secretary of ED

Program Coordinator

- Sran Chinda
  Phnom Penh

- Oeung Soratha
  Kampong Speu

- Mao Serenithy
  Kampong Thom

- Long Dim
  Program Coordinator

Project Officer

- An Dany
  Trainer & Presenter

- Seng Sorya
  CLDSSCC

- Vanh Chhorn
  I&CPD

- Srey Chhorn
  CELI

- Phnom Thom
  CELI

- Mom Chantha
  CELI

- Chhun Yantheurn
  CELI

- Srey Samnath
  CELI

- Van Vutha
  Huot Sylvie
  Secretary of ED

Project Assistant

- Heng Huch
  CLDSSCC

- Sin Daray
  SFM

- Sampa tray
  CELI

- Somp Buntheurn
  SFM

- Oem Vibol
  ESSF

- Chhorn Pich
  SFM

- Dori Dary
  SFM

- Kong Sonan
  SFM

- Bou Chanthorn
  SFM

- Sorn Niem
  SFM

- Oeurn Phearun
  SFM

- Luoern Sengkun
  SFM

- Seng Vutha
  SFM

- Tep Chansopha
  SFM

- Chhorn Pich
  SFM

- Bou Chanthorn
  SFM

- Sorn Niem
  SFM

- Oeurn Phearun
  SFM

- Luoern Sengkun
  SFM

- Seng Vutha
  SFM

- Tep Chansopha
  SFM

- Chhorn Pich
  SFM

- Bou Chanthorn
  SFM

- Sorn Niem
  SFM

- Oeurn Phearun
  SFM
1. Community Livelihood Improvement

SHG approaches which include saving and revolving funds and micro-business/enterprise development have become a more and more effective mechanism for enabling community livelihood improvements, especially the poor and women. The SHG revolving funds have significantly provided opportunities to poor community members to access small funds for their urgent needs and micro-enterprise development with low interests. Besides significantly contributing to reducing debts from high interest loans from private financial institutions and to increasing household incomes of community members through the development of micro-enterprises, the SHG revolving funds have contributed to reducing illegal migration of the poor to find jobs in neighboring countries where they face labor exploitation or human trafficking. Concerning the ownership of SHG groups, most SHG management committees argued that they were able to continue SHG activities because they had built up trust, confidence, honesty and solidarity among members.

SHG Development

Up to the end of 2012 MB had facilitated the establishment and management of 194 SHGs consisting of 3,289 members of whom 2,555 (78%) are women. The total revolving funds accumulating to an amount of USD245,957 with an average of USD1,268 of revolving fund per group, a minimum of USD134, a maximum of USD34,094 and a mode of USD519. Furthermore, 63% of SHGs operate an amount of revolving funds ranging from USD300 to USD1,200.

Through more than 10 years of experience MB has identified two critical issues decelerating the progress of the SHG. These include the complexity of recording system (bookkeeping) and benefit sharing which has discouraged prospective members from joining the SHG and the very slow increase of SHG revolving funds which has also de-motivated existing members because their SHG does not have enough fund to provide loans when needed. This problem was found to have been caused by the approaches of saving including voluntary saving and equal saving approach. Lessons learnt showed that shareholder saving approach is more appropriate in terms of simplifying recording system, ensuring fair and equitable benefit sharing among members and speeding up the increase of revolving fund to enable the SHGs to provide more loans to their members. Therefore, in 2012, MB facilitated the transformation of most SHGs from other saving approaches to shareholder approach.
Micro-business/enterprise implementation

After the establishment and capacity building on SHG management and micro-business development, in 2012 MB focused its attention on encouraging SHG members to generate additional incomes through the creation of micro-business by using loans from SHG revolving funds. A survey on yearly household incomes conducted in early 2013 in the whole MB target area found that 1,893 households (58% of the total SHG members) had established 3,218 micro-businesses. The survey shows that in average 10.38% of their household incomes came from their micro-businesses funded by SHG revolving funds. The survey also showed that 83% (96 out of 116) of the micro businesses implemented were successful. The table below shows the achievements by the target provinces.

<table>
<thead>
<tr>
<th>SHGs and micro enterprises for income generation, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
</tr>
<tr>
<td>Numbers of SHGs</td>
</tr>
<tr>
<td>Numbers of SHG members</td>
</tr>
<tr>
<td>Amount of revolving fund</td>
</tr>
<tr>
<td>Numbers of Micro-business/enterprises</td>
</tr>
</tbody>
</table>

Case Study- Carving handicrafts for a better life

Phoy Vanna is 42 years old living in Anlong Svay village, Preah Romkel commune, Steung Teng province. Vanna used to be a poor farmer, struggling to survive. He previously tried to make a living by growing rice and home vegetable on a small plot, but for domestic consumption only. He tried various ways to increase his income. Over the past few years, he took up the challenge to improve the livelihood of his family of 10 members by joining a Self Help Group (SHG) facilitated by Mlup Baitong. After receiving a 15-day training on wood carving, Vanna set up his business plan. With loans of the SHG, he started a micro-enterprise to produce and sell wooden handicrafts for tourists coming to the village to watch the famous Mekong Dolphins. Vanna and his wife set up a small workshop for the production of wooden carvings at their home. They produce 15 to 20 dolphin sculptures per day. His wife, Say Phoeurn, who used to be jobless, now sells the dolphin sculptures as souvenirs to the visitors in the Preah Rumkel Community-based Eco-Tourism site and received a net income of US$525 (2,100,000 RIELS) over the period of 4 months. This is a significant increase of their household income.

Their carving business provides jobs for himself, his wife, 3 daughters, and 4 relatives. His wife is proud of what she has achieved. “This is the first time ever in my life that I have such a big amount of cash in my hands”, said Mrs. Phoeurn proudly with a happy smile. Vanna and his wife are planning to expand the business according to market demands (both local and regional). Vanna and his wife are looking forward to a bright future. “Our life has changed since we started this business”, said Mr. Vanna confidently.
2. Community Forestry Management

The community based forestry management program aims to assist local forestry communities in legalizing their CF establishment, to protect their forest and to establish their CF management plans. Simultaneously it also aims to improve community livelihoods. In this purpose Mlup Baitong supported 42 CFMCs and 2 CPAMCs, located in Kampong Speu, Kampong Thom, and Stung Treng provinces with a total of 8,079 household members, covering an area of 33,903 hectares of forestland, in legalizing their CF sites and developing their CF Management Plans (CFMP). By the end of 2012, 35 CF and 2 CPA sites (5 CF and 2 CPA in 2009, 10 in 2010, 15 in 2011, and 5 in 2012) have been approved by central FA and MoE respectively. However, only 30 CF sites have already conducted signing agreements between the CFMCs and FA officials. The CF members consist of men and women, who have participated in the CF activities. From mid-2012 Mlup Baitong started to support 30 additional CFs in four provinces including Kampong Speu, Kampong Chhnang, Pursat, and Battambang in developing their CFMPs. The CFMC members exerted their rights in the forest management, such as by patrolling CF sites, advocating for the protection of their forest against illegal encroachment and overlapping economic land concessions.

<table>
<thead>
<tr>
<th>Achieved CF/CPA steps</th>
<th>Kg. Speu</th>
<th>Kg. Thom</th>
<th>Stung Treng</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step 1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Step 2</td>
<td>-</td>
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<td>-</td>
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<tr>
<td>Step 3</td>
<td>1</td>
<td>-</td>
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<td>1</td>
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<tr>
<td>Step 4</td>
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<td>-</td>
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<tr>
<td>Step 5</td>
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<td>2</td>
<td>4</td>
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<tr>
<td>Step 6</td>
<td>7</td>
<td>-</td>
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<td>7</td>
</tr>
<tr>
<td>Step 7</td>
<td>9</td>
<td>23</td>
<td>-</td>
<td>32</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
<td>25</td>
<td>2</td>
<td>44</td>
</tr>
</tbody>
</table>

In the process of CF/CPA management plan (CFMP/CPAMP) establishment, a series of activities were accomplished. These include capacity building of CFMC/CPAMC members on conducting Participatory Rural Appraisal (PRA), forest zoning, and forest inventories. These trainings were followed by field practices and related data were collected to compile database and produce reports. Mlup Baitong helps CFMC/CPAMC members to participate in the process of CIP/CDP development. Furthermore, 39 CF plans have been successfully integrated into CDP and have been strongly supported by CC on CF establishment and management.

<table>
<thead>
<tr>
<th>Community Based Forestry Projects</th>
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</thead>
<tbody>
<tr>
<td>2011</td>
</tr>
<tr>
<td>Numbers of CF sites</td>
</tr>
<tr>
<td>CF area/ha</td>
</tr>
<tr>
<td>Numbers of CF sites which signing agreement were conducted</td>
</tr>
<tr>
<td>Numbers of CPAs (Community Protected Area)</td>
</tr>
<tr>
<td>CPA area/ha</td>
</tr>
<tr>
<td>Number of CF plans integrated in to CIP</td>
</tr>
</tbody>
</table>
3. Community Environmental Improvement

The CEAT is composed of three components of School Eco-Clubs (SEC), Village Environment Action Teams (VEAT) and pagodas. In the third year of its implementation it is observed that concrete behavior and practice changes among the project beneficiaries have clearly emerged. The target SECs, VEAT, and pagodas have improved their community environment. Most of them are more regularly cleaning up the wastes in their home/school/pagoda grounds, constructing latrines, drinking boiled water, using soap when cleaning their hands, etc. SEC members have acted as a role model to disseminate clean sanitation and hygiene at their homes and schools. Some VEAT members have increased their participations in NRM protection activities. Moreover, related to the VEAT activities, villagers in some areas have reported a decrease in disease frequency (e.g. malaria, dengue fever, diarrhea etc.), which also created another intangible impact in terms of decreased households expenditures for healthcare. It is envisaged that these positive impacts will increase further in the future. An outstanding impact of their efforts is that SECs were nominated by the MoE and MoEYS to the Asian Eco-School 2012 in Malaysia.

School Eco Clubs (SECs)

Thirty four SECs have been supported with capacity building, finance, and materials for environmental awareness raising and school environmental improvement. Eighty seven Eco-club teachers, including school directors, and 1,207 school children are directly involved in the project. All 34 SECs have improved their school environment, and school eco-club students, who were trained on environmental knowledge and directly and actively involved in school environment improvement, have shared their environment knowledge and skills with their fellow students and family members. Therefore 274 school teachers and 10,000 school children, who were indirectly involved with the project have also benefited from the project by having improved knowledge and better environment at their schools, villages, pagodas, and communities. A highlighted outcome of the project is that two SECs which include Hun Sen Sandan primary school and Treng Trayoeun secondary school received the Asian Eco-School Award 2012 in Malaysia.

<table>
<thead>
<tr>
<th>CEAT’s members in each Target Area</th>
<th>Kg. Speu</th>
<th>Kg. Thom</th>
<th>St. Treng</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>SECs</td>
<td>15</td>
<td>9</td>
<td>10</td>
<td>34</td>
</tr>
<tr>
<td>Eco-Club students</td>
<td>529</td>
<td>315</td>
<td>363</td>
<td>1,207</td>
</tr>
<tr>
<td>Eco-Club teachers</td>
<td>30</td>
<td>27</td>
<td>30</td>
<td>87</td>
</tr>
<tr>
<td>Pagodas</td>
<td>7</td>
<td>6</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>VEATs/Villages</td>
<td>37</td>
<td>28</td>
<td>12</td>
<td>77</td>
</tr>
<tr>
<td>VEAT members</td>
<td>111</td>
<td>84</td>
<td>36</td>
<td>231</td>
</tr>
</tbody>
</table>
Village Environment Action Teams (VEAT)

Mlup Baitong assisted pagodas and villages to set up CEATs in order to improve community environment. In this regard, MB supported 15 pagodas on environmental improvement activities including capacity building and materials supports. As an outcome, all of the participating pagodas have improved their pagoda environment by regularly collecting garbage and cleaning the premises. Moreover the participating monks have provided speeches on environmental awareness to community members during Buddhist holy days or Thng’ey Sil with the support of the project.

Seventy seven VEATs have been supported with capacity building and environment related materials to improve their home environment. As a result, 200 out of 231 (87%) VEAT members have improved their home environment. This includes construction of latrines, using clean water; regular garbage collection, producing composts, and house compound clean up. Furthermore, 64 non-VEAT members were selected and supported to develop and implement 64 micro projects for the improvement of their home environment. And VEAT members organized 31 village meetings to educate other villagers on general environment, especially on waste management and hygiene with participation from 1,241 villagers, of whom 698 are women (56%).

2012 is the third year of its implementation. It is observed that concrete behavior and practice changes among the project beneficiaries have clearly been shown. The target VEATs, and pagodas have improved their community environment. Most of them are more regularly cleaning up the wastes in their home/pagoda grounds, constructing latrines, drinking boiled water, using soap when cleaning their hands, etc. Some VEAT members have increased their participations in NRM protection activities. Moreover, related to the VEAT activities, villagers in some areas have reported a decrease in disease frequency (e.g. malaria, dengue fever, diarrhea etc.), which also created another tangible impact in terms of decreased households expenditures for healthcare. It is envisaged that these positive impacts will increase further in the future.

*A good environment starts from the individual but can only be achieved with participation of all!*
4. Community Based Eco-Tourism Development

Throughout 2012 MB continued supporting 3 CBET sites which consisted of 560 families being directly involved in providing tourism services. The majority of the people who were involved in the implementation of the project, especially the services providers, were women.

During 2012, Chambok CBET (350 households being involved on the rotational basis) generated USD39,670 from all tourism services which contributed to around 13.33% of the total yearly household income estimated to be around USD850. In Preah Rumkel CBET, 160 CBET household members directly participated in providing tourism services. The total income generated from the tourism services, which was registered, was USD 11,840. The household yearly income was estimated to be USD950. Based on these figures, the income generated from the tourism services contributed to 7.8% of their yearly household income. In Boeung Anlung Pring CBET where ecotourism activities have just started with the participation of around 50 household members, tourism generated only USD 180 from entrance fees.

As the impact of the success of MB’s CBET implementation, besides inviting MB’s staff and CBETMC representatives to participate in workshops/meeting and other tourism events and present our good practices, the MoT has supported CBETMC in doing advocacy with relevant institutions and authorities to protect CBET sites. For instance, the MoE indicated in several meetings that Chambok CBET in the CPA of Kirirom National Park is considered as a model CPA in Cambodia. Recently the MoT has strongly supported Chambok CBET Management Committee to do advocacy activities against land encroachment committed by a high ranking military officer.

Regarding the sustainability of the project impacts, for instance, after graduation in June 2010, the Chambok CBETMC has successfully managed its CBET site and protected more than 1200ha of forestland and its resources in the Community Protected Area. Moreover, the CBETMC has played an important role not only in NRM and community livelihood improvement but also in community development by developing and successfully implementing a project namely “Stream Water Use for Community Livelihood Improvement” which was funded by UNDP Small Grant Program. This project is a response to Climate Change Adaptation and significantly contributed to community livelihood improvement.
5. Environmental awareness, media & consultancy

Mlup Baitong has provided environmental awareness raising through environmental radio program, environmental library, and environmental related consultation services. Besides raising awareness on environment related knowledge, the EERC, M & C has its mission to raise funds through providing services to other organizations. These funds can be used to complement external funding of the program, to fund extra activities without need for external funds or to be kept as reserve fund.

In 2012, due to the shortage of funding from donor, the MB Radio Program was able to only produce new scripts and broadcast on 100.5 MHz (Stung Treng province) and FM 93.5 MHz in Phnom Penh for the 1st semester. Then in the second semester, the Radio Program was able to update the previous scripts to broadcast on FM 93.5 MHz in Phnom Penh only. Currently the Radio Program mostly produces only scripts for raising awareness on Climate Change related issues aiming to support other project implementation.

In 2012, the EERC, M&C provided services to three main customers for income generation to support the organization needs. These include Facilitation of Japanese delegation to organize Cambodian Japanese Heart to Heart Day (CJHHD), facilitation of Japanese charities on well construction for 80 wells, and conducting institutional and project evaluation and developing a five year strategic planning for an organization. Our customers were very satisfied with our services. At least two of them continued to buy our services in 2013.
## Project Beneficiaries

<table>
<thead>
<tr>
<th>Project</th>
<th>Direct beneficiaries</th>
<th>Total beneficiaries (Direct and indirect beneficiaries)</th>
<th>Notes</th>
</tr>
</thead>
</table>
| 1-Community Environment and Livelihood Improvement Project (CELI)      | 29,480               | 59,700                                                   | - Direct beneficiaries are villagers who are members of the CF, SHGs & Community Environment Action Team (CEAT).  
- Indirect beneficiaries are villagers living inside the CF areas but who are not CF members and villagers living in the nearby villages. |
| 2-Environmental Education Resource Centre, Media & Consultation (EERC, M&C) | 93,500               | 304,000                                                  | - Direct beneficiaries are participants in the trainings, library users, material recipients and listeners to the radio program of MB.  
- Indirect beneficiaries include students and villagers who attend the training or events organized by MB’s customers and people living in the coverage area of MB’s radio program. |
| 3-Community Based Eco-Tourism (CBET) in Chambok, Kampong Speu          | 3,396                | 32,407                                                   | - Direct beneficiaries are people living in Chambok community whose income is related to eco-tourism services.  
- Indirect beneficiaries are villagers who live in the community in Chambak and visitors. |
| 4-Empowerment of Small-Scale Farmers in Preah Rumkel (ESSF)            | 436                  | 7,972                                                    | - Direct beneficiaries are the participants who attend the trainings conducted by MB project staff such as Community Environment Action Teams (CEAT) & SHG members (CF members are not included because it has not been formed yet).  
- Indirect beneficiaries are villagers who live in the target area and its surrounding villages. |
| 5-Community Livelihood Development in Support of Sarus Crane Conservation at Kampong Trach, Cambodia (CLDSSCC) | 129                  | 16,468                                                   | - Direct beneficiaries are the SHG and CLDMC members who attend the trainings in the project target areas.  
- Indirect beneficiaries are villagers living in the target areas in both communes: Beng Salakhang Tbong and Prek Kreus. |
| 6- Sustainable Forest Management (SFM).                                | 18,804               | 171,667                                                  | - Direct beneficiaries are villagers who are members of the CF.  
- Indirect beneficiaries are villagers living inside the CF areas but who are not CF members and villagers living in the nearby villages. |
| **Total**                                                              | 142,349              | 559,807                                                  | - The total number of direct and indirect beneficiaries is the sum of the total direct and indirect beneficiaries of EERC&M, CELI, CLDSSCC, ESSF & SFM projects. The numbers of direct and indirect beneficiaries of Community Based Eco-Tourism (CBET) in Chambok were not included because they are overlapped with the aforementioned projects. |
Institutional achievements

Since 2012 is the last year of our first three years Operational Program Plan (OPP), an external institutional and program evaluation was conducted to assess the progress, weak points and strong points for further improvement. By combining good practices, bad practices and lessons learnt from our internal monitoring and evaluations with the recommendations from the external evaluator as inputs, the second three year OPP for 2013-2015 was developed and submitted to the Board of Directors for approval. The approved OPP was sent out to relevant donors and potential donors for fundraising and collaboration.

Regarding the improvement of management, Mlup Baitong reviewed its Organizational Chart and decided to establish an Assistant Program Manager (APM) position to respond to the expansion of its work scope to other three more provinces from 2013. The revised organizational chart was approved by the Board of Director in December, 2012. Furthermore a few new financial management guidelines were set up by the Management Team in order to increase its effectiveness and simplify its operations.

Concerning the fundraising mechanisms, since most of the projects or funding agreements with donors were finished within or at the end of 2012, MB developed many project proposals to be submitted to donors for funding. In doing so MB independently developed two main project proposals which include Community Forestry Management and Livelihood Improvement (CFMLI) for 2013-2017 and Promotion of Adaptive Farming to Climate Change (PAFCC) for 2013-2014 to be submitted to the EU and UNDP respectively. In addition MB has established partnership with other NGOs to develop other two main project proposals which include Increasing Access to Public Information (IAPI) for 2013-2015 and Sustainable Forest Management (SFM) for 2012-2015 to be submitted to the EU and UNDP respectively. Fortunately, through our efforts, these four project proposals won the funding. Besides this the SCC who supported the project namely Empowerment of Small Scale Farmers (ESSF) and Oxfam Novib who partially supported the OVH cost and project cost decided to continue their supports for one more year (2013).
### Capacity Building for Mlup Baitong’s Staff

<table>
<thead>
<tr>
<th>No.</th>
<th>Topic for trainings</th>
<th>Venue</th>
<th>#of participants</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Project Development (Project cycle, project management, project implementation and Project evaluation –phase I)</td>
<td>Kampot</td>
<td>42</td>
<td>27/1/2012</td>
</tr>
<tr>
<td>2</td>
<td>Understanding about Project Development &amp; Project Management (phase II)</td>
<td>Phnom Penh Head Office</td>
<td>40</td>
<td>02-04/2/12</td>
</tr>
<tr>
<td>3</td>
<td>Environment, Project &amp; Budget Management</td>
<td>Phnom Penh Head Office</td>
<td>13</td>
<td>17-25/10/12</td>
</tr>
<tr>
<td>4</td>
<td>SFM RFP1</td>
<td>Kampong Chhnang</td>
<td>13</td>
<td>3-7/12/12</td>
</tr>
<tr>
<td>5</td>
<td>Small Farmer Producer Group</td>
<td>Chambok</td>
<td>18</td>
<td>16-20/7/12</td>
</tr>
</tbody>
</table>

#### External Training/Workshop in Cambodia

<table>
<thead>
<tr>
<th>No.</th>
<th>Topic</th>
<th>Venue</th>
<th>#of participants</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Climate Change</td>
<td>Preah Sihanouk</td>
<td>1</td>
<td>9-13/5/12</td>
</tr>
<tr>
<td>2</td>
<td>VRA training</td>
<td>Takeo</td>
<td>1</td>
<td>19-30/6/12</td>
</tr>
<tr>
<td>3</td>
<td>VRA training</td>
<td>UNDP TF_CCCA</td>
<td>2</td>
<td>19-20/12/12</td>
</tr>
</tbody>
</table>

#### External Training/Workshop Oversea

<table>
<thead>
<tr>
<th>No.</th>
<th>Topic</th>
<th>Venue</th>
<th>#of participants</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>PC meeting and training with SCC</td>
<td>Viet Nam</td>
<td>2</td>
<td>13-16/4/12 &amp; 23-28/8/12</td>
</tr>
<tr>
<td>2</td>
<td>The importance of rural projects in tackling youth unemployment, by CONCORDIA</td>
<td>France</td>
<td>1</td>
<td>03-14/8/2012</td>
</tr>
<tr>
<td>3</td>
<td>Pollutant Release and Transfer Register (PRTR) workshop/meeting</td>
<td>Switzerland</td>
<td>1</td>
<td>26-8-29/9/12</td>
</tr>
<tr>
<td>4</td>
<td>Inter-Religious Dialogue on Climate Change</td>
<td>Sri Langka</td>
<td>1</td>
<td>22-28/9/12</td>
</tr>
<tr>
<td>5</td>
<td>Study visit at Dong Thap</td>
<td>Viet Nam</td>
<td>4</td>
<td>26-31/10/12</td>
</tr>
<tr>
<td>6</td>
<td>Study visit and distributing about the information of Crane from Cambodia side to Phumy side</td>
<td>Viet Nam</td>
<td>1</td>
<td>23-25/11/12</td>
</tr>
</tbody>
</table>
Board of Directors of Mlup Baitong

Mlup Baitong’s Board of Directors has 7 members, who bring a diversity of skills and experience to support and guide the organization. In 2011 the following persons were seated on the Board:

**Sam Inn (Chairperson)**
Dr. Sam Inn joined the Board of Directors in December 2006. He is the Deputy Country Representative at the Lutheran World Federation (LWF). This INGO is active in Kampong Speu and cooperation between LWF and MB dates back to 2001. Inn has extensive knowledge on forestry research and natural resources management and also shares his management experience with Mlup Baitong.

**Eufemia Felisa Pinto (Member)**
Ms. Femi (Pilipino) jointed the Board member in November 2011. She is the Country Facilitator Cambodia, Non Timber Forest Products-Exchange Program (NTFP-EP) for South & South East Asia. She brings with her on skills and competencies in strategic and program management, program development, grants and partnership management, networking and so on.

**Pamela Huy Keorevatney (Treasurer)**
Ms. Pamela Huy Keorevatney joined the Mlup Baitong Board in July 2002. She is now the Chief Representative of the Standard Chartered Bank. Her strong background in financial management and accounting helps Mlup Baitong to strengthen these systems and assures the overall sound financial management of the organization.

**Lam Saoleng (Member)**
Ms. Saoleng joined the Board at the beginning of 2006 and is currently working for the National Biodigester Programme. As she used to work as the Environment Program Coordinator for NGO Forum, Saoleng has a very good insight in current environment issues in Cambodia and helps Mlup Baitong to strengthen its work in this field.

**Graham Paul Gardner (Member)**
Mr. Graham Gardner joined the Mlup Baitong Board in May 2011 and is employed as Program Manager for Equal Access Cambodia. Being a Mlup Baitong Board Director, Graham shares his experience on advocacy, journalism, media and environment to improve Mlup Baitong’s projects implementation.

**Sokkheng Novin (Member)**
Mr. Novin Sokkheng has become newest member of Mlup Baitong board joining in 2009. Currently he is employed in the Ministry of Environment’s Department of Nature Conservation and Protection where he gives oversight to national parks and wildlife sanctuaries. In the past he has worked frequently with NGO’s and international projects dealing with conservation efforts.

**Dennis McMahon (Member)**
Likewise Dennis McMahon was a new Board member starting in 2008. A consultant based in Phnom Penh, he has extensive experience in communication and public relation skills with a focus on conflict resolution. He combines this with being employed for over 20 years by a variety of environmental and development related organisations.
Financial statement in 2012

Income
Grants $55,0820
Donations $33,745
Other income $50,621

Total Income $635,186

Expenditure by project/unit
Overhead (OVH) $96,762
CELI $271,131
EERC, M & C $59,894
CLDSSCC-KP-KPT $32,951
ESSF-ST-PRK $102,793
SFM $29,281
Other expenses $7,535

Total Expenditures $600,347

Excess/(Deficit) of income over expenditure $34,839

Fund balance, Jan. 2011 $204,117

Fund returned to donor $(13,000)

Fund balance, Dec. 2012 $225,956

Mlup Baitong’s donors in 2012

Mlup Baitong would like to express its sincere thanks to all donors who have supported the work of the organization in 2012. With your assistance we have further developed our activities. Your contribution has made it possible to help many Cambodians to create a healthier, greener environment and to protect invaluable natural resources.
A good environment starts from the individual but can only be achieved with participation of all!

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