Mlup Baitong
Annual Report
2013
Contents

Word from the Executive Director 1
Message from the Chairperson of the Board of Directors 1
Mlup Baitong’s profile 2
The Way Mlup Baitong Works 3
Mlup Baitong’s Programs 4
Mlup Baitong’s Staff 6
Livelihood Improvement Through SHG 8
Community Forestry Management 10
Community Environmental Improvement 12
Community Based Eco-Tourism (CBET) 13
Resilience Farming to Climate Change 14
Environmental Awareness and Access to Information 15
Project Beneficiaries 17
Institutional Achievement 18
Organizational Structure 20
Projects and Funds 21
Board of Directors of Mlup Baitong 22
Mlup Baitong’s Donors in 2013 23
Mlup Baitong’s Implementation Partners in 2013 23
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</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>Climate Change</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>CEPF</td>
<td>Critical Ecosystem Partnership Fund</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>Cambodia Japan 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>ERC, M &amp; C</td>
<td>Environmental 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>ITB</td>
<td>International Tourism Boerse</td>
</tr>
<tr>
<td>JEEF</td>
<td>Japan Environmental Education Forum</td>
</tr>
<tr>
<td>MB</td>
<td>Miup Baitong</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>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>VEIP</td>
<td>Village Environmental Improvement Plan</td>
</tr>
<tr>
<td>VRA</td>
<td>Vulnerable Reduction Assessment</td>
</tr>
<tr>
<td>WE</td>
<td>We Effect</td>
</tr>
</tbody>
</table>
Word from the Executive Director

2013 marks the start of Mlup Baitong’s three-year Operational Program Plan 2013-2015 which is the final part of its six-year Strategic Plan 2010-2015. Lessons learned from good and bad practices from all aspects of our works during the implementation of the Operational Program Plan 2010-2012 have been instrumental in the making of this second phase operational program plan designed to improve institutional performance and program and project implementation. In addition, past and current political, social, economic and environmental contexts and their future trends at both national and international levels have been carefully analyzed to identify the most realistic strategies to achieving Mlup Baitong’s visions and responding to the needs of our target beneficiaries without sacrificing our core values.

To achieve its vision, Mlup Baitong has worked closely and constructively with all concerned stakeholders including target communities, relevant government institutions, NGOs, private sectors, and donors to protect our environment and alleviate poverty. As a result of these efforts, we have successfully accomplished all of our works in 2013 and Mlup Baitong has become steadily stronger and well known. We are proud of having produced clear and realistic work performance strategies, and most importantly of our highly committed staff and our generous donors. We owe our success to their hard work, participation, contribution, and supports.

Message from the Chairperson of the Board of Directors

The Board of Directors met four times in 2013 to provide guidance and support to the management committee of Mlup Baitong and to receive updated progress and development of the organization. The Board of Directors acknowledges and appreciates the great efforts of Mlup Baitong’s staff in contributing to the success of its works and in starting its three-year Operational Program Plan 2013-2015. We strongly support the continuation and expansion of Mlup Baitong’s programs/projects which focus on environmental awareness raising, community-based natural resources management, and community livelihood improvement and environmental protection. The Board of Directors also strongly supports the implementation of its new projects related to climate change adaptation and good governance. The combination of these thematic areas have guided Mlup Baitong toward achieving its vision, mission and goal.

As the Chairman of the Board of Directors I am very pleased 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 great cooperation.
Miup 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 the conservation of natural resources. Miup Baitong has grown mature over the 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 2013 Miup Baitong employed approximately 70 Khmer staff at its main office in Phnom Penh and several field offices in Kampong Speu, Kampong Thom, Stung Treng, Kampot, Siem Reap, Kampong Chhnang, Pursat, and Battambang provinces. Besides, MB was also supported by an expatriate advisor for capacity building and by several Cambodian and international volunteers and interns.

<table>
<thead>
<tr>
<th>Management staff</th>
<th>Total</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>Project staff</td>
<td>45</td>
<td>14</td>
<td>31</td>
</tr>
<tr>
<td>Administration &amp; Support staff</td>
<td>12</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
<td>21</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>100%</td>
<td>32%</td>
<td>68%</td>
</tr>
</tbody>
</table>

Miup Baitong staff attending Annual Planning Workshop 2013

Miup 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 among its people. The country's natural resources continue to be threatened by large commercial enterprises, forest land encroachment committed by powerful or rich people, and unsustainable exploitation committed by local community members. With the continuing growth of the population and the expansion of economic land concession, the pressure on land and forestland is increasing further and so is poverty. 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 on new climate resilient agricultural techniques, or off farming businesses for livelihood improvement. Access to public information and services are still limited. These problems have consolidated into poverty cycle. The local governments are still weak on addressing the problems and need supports from experienced NGOs like MB.

Target groups

A major part of Mlup Baitong's work is therefore aimed at poor villagers in rural communities, particularly women and youth. In its operation at community level, Mlup Baitong's staff always work in close cooperation with local authorities including Village Chiefs and Commune Council members and relevant technical institutions such as Forest Administration, Department of Environment, and schools. Mlup Baitong has facilitated key actors such as school teachers and students, CBOs as well as villagers in getting actively involved in the implementation of its various projects.

Approaches

To carry out its mission, Mlup Baitong applies a number of complementary strategies in its projects. The rights-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 an individuals and as a group member, 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 in and benefit equally from the development activities. The integrated approach interlinks all development components such as livelihood improvement, Community-based Forestry Management, Community-Based Eco-Tourism and Community Environment Improvement, climate change adaptation and mitigation, and good governance 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 protection projects.

Decision making

Mlup Baitong manages its work using highly participatory approaches through staff meeting, Management Team meeting and Board of Directors meeting. MB regularly conducts bimonthly staff meeting, monthly management team meeting and quarterly Board of Directors meeting. All staff-related issues such as policy change/improvement are proposed by the staff or the Management Team and are decided by the Board of Directors. Mlup Baitong regularly reports the progress of its project implementation and organizational development to the members of the Board.
Mlup Baitong’s Programs

The overall goal of MB is “To contribute to the poverty alleviation of Cambodia through rights based empowerment of rural communities to manage their natural resources sustainably while obtaining improved livelihoods”. In 2013, to contribute to achieving this goal, six program objectives were set up and six projects and one unit have been implemented in eight provinces to focus on seven thematic areas. An organizational objective was also defined to strengthen the institutional development.

Program Objective
1. Improved livelihoods of disadvantaged forest-dependent communities, especially women, through Self-Help Groups (SHGs)
2. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Forestry (CF)
3. Improved community environment and sustainable management of natural resources by rural communities through Community Environmental Action Teams (CEATs)
4. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Based Eco-Tourism (CBET)
5. Empowered rural communities understand threats of climate change and actively contribute to mitigation of and adaptation to climate change (CC)
6. Increased environmental awareness and access to related information on natural resource management to the public through Environmental Resource Center, Media and Consultancy (ERC, M&C) program

Organizational Objective
Strengthened organization is capable of implementing the program effectively and efficiently

Project/Unit
1. Community Forestry Management and Livelihood Improvement (CFMLI) Project
2. Sustainable Forest Management (SFM) Project
3. Empowerment of Small Scale Farmer (ESSF) Project.
4. Increasing Access to Public Information (IAPI) Project
5. Community Livelihood Development in Support of Sarus Crane Conservation (CLDSSCC) Project
6. Promotion of Adaptive Farming to Climate Change (PAFCC) Project.
7. Environmental Resource Center, Media, and Consultancy (ERC-M&C) Unit

Thematic Areas
1. Community livelihood improvement
2. Community forestry management
3. Community Environmental improvement
4. Community based ecotourism development
5. Environmental awareness, media and consultancy
6. Increasing access to public information
7. Resilience farming to climate change
Target Provinces
1. Kampong Speu
2. Kampong Chhnang
3. Pursat
4. Battambang
5. Siem Reap
6. Kampong Thom
7. Stung Treng
8. Kampot

Project Location

- Kampong Thom: Community Forestry Management and Livelihood Improvement (CFMLI-KT) Project
- Kampong Chhnang: Sustainable Forest Management (SFM) project
- Pursat: Sustainable Forest Management (SFM) project
- Kampong Thom: Community Livelihood Development in Support of Sarus Crane Conservation, Kampong Trach, (CLDSSCC) project
- Battambang: Sustainable Forest Management (SFM) project
- Stung Treng: Community Forestry Management and Livelihood Improvement (CFMLI-ST) Project, Empowerment of Small Scale Farmers (ESSF) project
- Phnom Penh (Nation wide): Environmental Resource Center, Media & Consultancy (ERC, M & C) unit
- Kampong Speu: Community Forest Management and Livelihood Improvement (CFMLI-KS) project which includes Chambok Community Based Eco-Tourism (Chambok CBT)
- Kampong Speu: Increasing Access to Public Information (IAPI) project, Promotion of Adaptive Farming to Climate Change (PAFCC) project
Miup Baitong's Staff

Executive Management Team
- Va Moeurn: Executive Director
- Hay Ly: Program Manager
- Om Sophana: Organizational Manager
- Albert Weidemann: Capacity Building Adviser

Monitoring Section
- Prak Thearith: Assistant Program Manager
- Ut Bunchhom: Program Monitoring Officer
- Duong Sittha: Senior Finance Officer

Finance and Accounting Section
- Phul Sophak: Finance Officer
- Ngot Rath: Finance Assistant
- Sso Sochean: Finance Assistant

Admin Section
- Srey Samnang: Admin Officer
- Khem Huy Sromng: Admin Assistant
- Yem Ra: Driver
- Nom Sokoeun: Driver

Program Coordinator
- Oung Sophe: Kompang Speu
- Chhun Vethisom: Kompang Thom
- Long Dim: Stung Treng

Project Officer
- Hout Sylvie: ERC, MC
- Chea Sreysothea: Presentee/Reporter
- Nom Chanta: CPMLI-KS
- Chan Buthan: SFM-KS
- Koy Chunlany: IAPI-KS
- Chheal Phalin: IAPI-KS
- An Dany: PAFCC-KS
- Eav Sam An: CPMLI-KT 1
- Seang Sory: CPMLI-KT 2
- Kong Phaloe: CPMLI-SR
- Vanh Chhorn: IACP-ST
- Vong Sary: BFN-K.Chihbra
- Moey Kun: BFN-K.Khun
- Sin Dara: PAFCC-KS
Mlup Baitong's Staff

Project Officer
- Pich Dana
  SFM-Pursat
- In Sokhea
  SFM-BAT

Project Assistant
- Brak Borin
  CPFLLI-KS
- Ly Rathea
  CPFLLI-KS
- Bou Chanthorn
  SFM-KS
- Deum Pheanun
  SFM-KS
- Sam Riem
  SFM-KS
- Loeak Sevanrith
  SFM-KS
- Yav Rady
  IAPI-KS

- Hoy Sokun
  IAPI-KS
- San Sokha
  IAPI-KS
- Wann Chinda
  PAPCC-KS
- Soem Sineng
  PAPCC-KS
- Seang Saldeng
  CPFLLI-KT 1
- Sith Khemra
  CPFLLI-KT 2
- Ith Sokhean
  CPFLLI-KT 2

- Hel Yuntby
  CPFLLI-KT 2
- Seng Ravd
  CPFLLI-SR
- Chheak Songhat
  ESSF-ST
- Oem Vebol
  ESSF-ST
- Kat Sorya
  ESSF-ST
- Chhom Pich
  SFM-K.Chhnang
- Kong Sason
  SFM-K.Chhnang

- Dok Rany
  SFM-K.Chhnang
- Samrith March
  SFM-Pursat
- Sang Vutha
  SFM-Pursat
- Tap Chancophat
  SFM-Pursat
- Kun Ratthy
  SFM-BAT
- Loeang Songkun
  SFM-BAT
- Norn Navin
  SFM-BAT

- Heng Hoc
  CLS55CC
1. Livelihood Improvement Through SHG

MB has assisted its poor target communities to improve their livelihoods through SHG approach including the establishment of saving and revolving funds and the development of micro-business/enterprises. SHG approach is an effective mechanism for enabling community livelihood improvements, especially for the poor and women in MB’s target areas. The SHG revolving funds have significantly provided opportunities to poor community members to access small loans for their urgent needs and micro-enterprise development with low interests. As a result, SHG revolving funds have significantly contributed to reducing debts from high interest loans of private financial institutions and to increasing household incomes of community members through the development of micro-enterprises. 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 their members.

SHG Development

By the end of 2013 MB has facilitated the establishment and management of 200 SHGs located in five provinces including K. Speu, K. Thom, Stung Treng, Kampot, and Siem Reap provinces consisting of 3,100 members of whom 1994 (64%) are women. The total revolving funds accumulate to an amount of USD290,540 with an average of USD1,453 of revolving fund per group, a minimum of USD34, a maximum of USD43,139 and mode from USD300 to USD1,200.

Realizing that shareholder saving approach is more appropriate in terms of simple record keeping, fair and equitable benefit sharing among members, and speedy increase of revolving funds which enables the SHGs to provide more loans to their members, Mlup Baitong, since 2013, has facilitated the transformation of almost all SHGs from other type of saving approaches including voluntary saving and equal saving to shareholder saving.
Micro-Business/Enterprise Implementation

In 2013, 1,609 loans from SHG revolving funds have been provided to their members for establishing micro-businesses. A survey on yearly household incomes conducted in late 2013 in the whole MB target areas covering 364 households of SHG members showed that in average 8% of their household incomes came from their micro-businesses funded by SHG revolving funds.

<table>
<thead>
<tr>
<th>SHGs and micro enterprises for income generation, 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>2013</td>
</tr>
<tr>
<td>Numbers of SHGs</td>
</tr>
<tr>
<td>Numbers of SHG members</td>
</tr>
<tr>
<td>Amount of revolving fund (USD)</td>
</tr>
<tr>
<td>Numbers of Micro-business/enterprises</td>
</tr>
</tbody>
</table>

Case Study: importance of small-scale irrigation systems for improving livelihoods (Micro Business)

Small-scale irrigation systems such as ponds and deep wells are very important to ensure there is sufficient water for SRI, CD and IFS cultivation in times of droughts and water shortages and allow cultivation in areas and times with not sufficient water. The project provided mobile pumps to enable the farmers to distribute the water to their fields. These low-cost systems are economically feasible, when they are used by group of farmers (FFS members). They can be easily constructed, maintained, and operated by the farmers. Motor pump management groups are managing the water pumps effectively and decide and prepare operational plans for its use to ensure that all members are benefitting.

After harvesting rice, she continued to use the pond to plant vegetable and generated extra income of US$ 97. Then she planted a third crop (cucumber, Water convolvulus, and chilli) and made an income of another US$ 112. Totally, she generated income of US$ 1,088m while she generated in 2012 US$ 675 from one crop of rice cultivation only. So the small scale irrigation system is a good way to reduce the impact of extreme events (drought), to increase family income and enhance food security.
2. Community Forestry Management

Forests in Cambodia are observed to have gradually degraded and been transformed from seas of forest to become islands of forests. This means that, in the future, the forest sites will remain only where they are protected by the local communities through the establishment of Community Forestry (CF) or Community Protect Areas (CPA) and besides those areas, the forest will be cleared for plantations or other purposes. From this point of view, the FA senior officers promised to simplify and speed up the process and procedures of CF establishment, especially CF Management Plan (CFMP) development so that it can achieve the target milestone of 75 CF sites which will be annually approved on their CFMPs.

MB has significantly contributed to achieving this target milestone through supporting communities to establish and manage 83 CF sites and 2 CPA sites with the total of 18,449 household members and covering 47,806 hectares of forestland. The process of CF establishment consists of 11 steps. Step 7 which is the most important step, is the signing of agreement between the FA and the CFMC. Step 8, which is composed of 8 sub-steps from 8.1 to 8.8, is the development of CF Management plan (CFMP). This mainly focuses on conducting forest inventory which is the most complex, technical and time-consuming step. As a result of our efforts, all CFs/CPAs have completed at least the first four steps, and six CFs/CPAs were working on Step 8.8 in which 388 forest inventory plots have been set up. The table below shows the CF/CPA achievements.

<table>
<thead>
<tr>
<th>Achieved CF/CPA step</th>
<th>Step/Area</th>
<th># CF/CPA</th>
<th>K. Speu</th>
<th>K. Thom</th>
<th>St. Treng</th>
<th>Siem Reap</th>
<th>Battambang</th>
<th>Pursat</th>
<th>K. Chhnang</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Step 4</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 5</td>
<td>3</td>
<td></td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 6</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 7</td>
<td>23</td>
<td>9</td>
<td>4</td>
<td>2</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 8.1</td>
<td>7</td>
<td></td>
<td>6</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 8.2</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 8.4</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Step 8.5</td>
<td>6</td>
<td></td>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Step 8.6</td>
<td>13</td>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>Step 8.7</td>
<td>17</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Step 8.8</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>85</td>
<td>28</td>
<td>26</td>
<td>3</td>
<td>9</td>
<td>5</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td>Surface Area</td>
<td>47,806</td>
<td>10,295</td>
<td>26,206</td>
<td>1,300</td>
<td>3,929</td>
<td>2,514</td>
<td>2,452</td>
<td>1,110</td>
</tr>
</tbody>
</table>
In general, almost all CFMC/CPAMC and CF/CPA members have strongly exerted their rights in the forest management activities, such as patrolling CF/CPA sites, and advocating for the protection of their forest against illegal logging, forestland encroachment, and overlapping economic land concessions. Almost all CF/CPA management activities have been integrated into Commune Development Plans (CDP). An outstanding achievement is that Kraing Serey CF in K. Speu was awarded the first prize for Sustainable Community Forestry Management in Cambodia.

However, some CF activities which require participation from FA officers or local authorities in the implementation or approving were delayed. For instance, all singing ceremony on CF agreements between Cantonment of FA and CFMCs, which were planned to be conducted in 2013, were delayed until 2014. Moreover, illegal activity related to forestland encroachment, logging and timber transportation, were still happening in some big CF sites, especially during the election campaign period, because most of the local authorities and FA officers who were involved in the campaign tried to please villagers to get their votes. The political deadlock after the election has also provided opportunities to the offenders to do illegal logging and forest encroachment in some CF areas although the CFMCs/CPAMCs have tried their best to conduct CF/CPA patrols.

Case Study: Community Forest Improves livelihood of Chhuon Vorn and her family
Mrs. Chhuon Vorn and her husband are poor farmers in Kraing Serey village in Kampong Speu Province. They plant rice and sugar cane, but the income and food is often not sufficient to care for their eight children. Since she was a young girl, she used to collect in the nearby forest with other women of the community wild vegetables, herbs and mushrooms to complement her meager income from farming. However, because of illegal logging, extensive firewood collection and charcoal production for sales, the forest area had been reduced and the forest degenerated dramatically, so that she could no more find sufficient forest products. Therefore, in 2006 she joined other community members to establish the Kraing Serey Community forest and participated in activities such as regular patrols to protect her forest.

Meanwhile, the Kraing Serey community has established and is managing successfully its Community forests (CF). All 65 families of the community (335 persons, 196 women) are active members of the CF. The 93-hectare CF has been officially recognized and approved by the Forest Administration in 2010. Presently the CF Management Committee and the members are in the process to develop a sustainable Community Forestry Management Plan. Illegal logging has been completely stopped and forest fires prevented by regular patrols. As a result, the formerly degenerated forest is recovering quickly. The forest cover is improving and wild animal such as boar, deer and rabbits are returning. Wild growing vegetable and mushrooms are increasing and women get extra income from its sale.

"Through the successful protection of our community forest has recovered and many vegetable, herbs and mushrooms are growing again", Mrs. Chhuon Vorn explains proudly, sitting in front of her house, and continues: "During the rainy season, I pick them. We eat them and they are highly demanded by customers, even in Phnom Penh. During the harvest time in the rainy season I can make 10 USD per day through vegetable sales and up to 30 USD through mushroom sales!" This additional income helps me a lot to care for my children*.

Mlup Baitong facilitated the successful establishment of the Kraing Serei CF with support of the EU/Oxfam funded "Community Empowerment and Livelihood Project (2010-2012)" and afterwards continued to support the establishment and implementation of a Community Forestry Management Plan through the EU/Bread for the World funded "Community Forestry Management and Livelihood Improvement Project (2013-2017)".
3. Community Environmental Improvement

Community environmental improvement was conducted through Community Environmental Action Team (CEAT) which is composed of two components including School Eco-Clubs (SEC) and Village Environment Action Teams (VEAT). In 2013, due to funding constraint, MB continued supporting only 2 SECs (in Stung Treng) consisting of 6 school teachers and 80 eco-club students to improve their school environment and facilities. The project also supported 8 VEATs consisting of 24 members to improve their home environment including home yard, toilet, and hygiene etc. to be a model for replication to other households.

SECs

The two SECs have impressively improved their school environment. School eco-club students, who received environmental improvement knowledge and directly and actively got involved in school environment improvement activities, have shared their environmental knowledge and skills with their fellow students and family members. As a result, 11 (3 females) school teachers and 674 (376 females) school children, who were indirectly involved with the project, have also benefited from it by receiving improved knowledge and having better environment at their schools, villages, and communities.

VEAT

The 24 VEAT members have improved their home environment condition through the construction of latrines, the use of clean water, the regular collection of garbage, the production of composts, and the cleaning of their home compound. Furthermore, the VEAT members were supported to construct and manage 16 kilns for waste incineration, and to organize community environmental awareness raising and two community environmental campaign with a participation of 615 (492 females) villagers.

As a result, the two schools’ environment and facilities and home environment of all VEAT members have been significantly improved. In addition to the improvement of SEC environment and VEAT member’s home environment, we observed that in general the community environment has also improved and noteworthy many non-VEAT members have also improved their home environment. The two SECs and eight VEATs were graduated. MB withdrew its support by the end of 2013.
4. Community Based Eco-Tourism (CBET)

The main purpose of the CBET is to sustainably manage natural resources and improve community livelihoods. In 2013, MB continued supporting three CBET sites (Chambok in K. Speu, Preah Rumkel in Stung Treng, and Kampong Trach in Kampot) to manage their tourism activities. In order to achieve this purpose, the CBET members actively participate in identifying illegal or inappropriate forest resource exploitation activities such as illegal logging, forestland encroachment and wildlife hunting by closely cooperating with other stakeholders. The majority of the people who were involved in implementing the CBET activities, especially tourist service providing, were women.

In 2013, 7,340 domestic and 2,660 foreign visitors (for a total of 10,000) visited Chambok CBET and USD40,700 was generated from all tourism services which contributed to around 13% of the average total annual household income of 350 household members. In Preah Rumkel, 14,405 domestic and 4,247 foreign visitors (total 18,652) came to visit the tourist site. This generated USD 9,831 as income from all tourism services. The number of tourists visiting Kampong Trach and the generated income from these tourism services are still very limited.

Chambok is the strongest and most successful among the three CBETs and still stands as a role model in Cambodia. It can manage its activities by itself and is fully self-supported in terms of finance and decision making. Besides managing its tourism activities, the Chambok CBETMC has played a significant role in protecting the natural resources in the CBET site and as a community development actor.

For the Preah Rumkel CBET, the CBETMC still needs further supports from MB in terms of management, tourism facility development/improvement, and advertisement. However, due to the shortage of fund, in 2013 MB only supported the CBETMC to review its management structure and bylaw, and on the election of the CBETMC chief.

The CBET in Kampong Trach, which was only a small component of a Sarus Crane Conservation Project, still has a weak management and income generation for self-support. MB developed another project proposal and submitted to several potential donors such as CEPF, JEEP for further funding from 2014.

An outstanding achievement of the CBET supported by Mlup Baitong is that the Chambok CBET won the prestigious TO DO! 2013 Award of the International Contest for Socially Responsible Tourism on March 5, 2014 at the International Tourism Boerse (ITB), the world’s biggest International Tourism Fair, in Berlin, Germany. Among 35 applicants to this contest this year, three winners from Cambodia, Mexico and Iran were selected by the organizer.
5. Resilience Farming to Climate Change

In 2013, MB implemented a project namely "Promotion of Adaptive Farming to Climate Change (PAFCC)" in 14 villages within 5 communes in Samrong Tong and Phnom Srouch districts, K. Speu province. The project was funded by CCCA-UNDP/GEF. The overall project objective is "adapting traditional farming systems to climate change in order to reduce vulnerability and improve livelihoods", and the project's specific objective is "Famer Field School members effectively use drought resilient farming systems to reduce drought vulnerability, increase income and enhance food security."

After conducting baseline survey among pilot farmers about climate change vulnerability, income and food security and Vulnerable Reduction Assessment (VRA) on climate change and raising awareness about causes and effects of and adaptation strategies to climate change, the PAFCC project introduced Farmer Field School (FFS) concept to the target community members and selected 140 community members to join the FFS project. The project then identified and selected 20 sub-projects for FFS, which were suitable for each target group. As per technical supports, the project provided training on compost making to the FFS members and assisted them in preparing actual compost. The project then provided further training on Crop Diversification techniques to its 5 members, on Integrated Farming System (IFS) to its other 5 members; on SRI techniques to its last 10 members in order to enable all FFS members to implement their demonstration trials. The project also supported the FFS members with tools, equipment and small scale irrigation systems including ponds, wells, and pumps to enable them to implement their pilot projects.

For SRI, the average yield was 5.014 tons per hectare (minimum 3.791 ton per hectare, maximum 6.142 per hectare). The average additional income from SRI is USD81 per farmer (each of the 10 farmers applied SRI only in a small piece of land), from CD is USD418 per farmer, and from IFS is USD710 per farmer. In average, for all three sources the income is USD323 per farmer. This income is surely higher than 10% of their household income which showed the success of the introduced drought resilient farming system. All FFS members indicated their commitments to applying and replicating these techniques on their owns in following year.
6-Environmental Awareness & Access to Information

Environmental Awareness

In 2013, Mrup Baitong has increased its environmental awareness raising to the publics through Environmental Resource Center, Media & Consultancy (ERC-M&C) Unit. The ERC-M&C is composed of an environmental radio program, an environmental library, and an environment-related consultancy services. Besides raising awareness on environment issues, the ERC-M&C has its other mission of raising funds through providing services to other projects or organizations. These funds can be used to complement external funding of the program, to fund extra activities without the needs for external funds or to be kept as reserve fund.

In 2013, the ERC-M&C provided supporting services such as the productions of CF education sign boards and CF maps to other projects, trainings on Community Forest Management Plan, environmental knowledge, and bookkeeping and administration, and surveys on household incomes related to SHG and satisfaction of CF members on CF establishment. Moreover, the ERC-M&C developed a radio program on environment related issues such as the production of scripts on climate change and access to public information, and their broadcasting or live talk shows through Radio FM 93.5MHz in Phnom Penh.

In 2013, the EERC-M&C also provided four consultancy services to customers for income generation to support organizational needs. These include providing training on environmental knowledge to ICC, facilitating Japanese delegates to organize Cambodia Japan Heart to Heart Day (CJHHD), facilitating the construction of 66 wells given by a Japanese charity, and conducting project evaluation for Khmer Youth and Social Development (KYSO) organization. Our customers were very satisfied with our services.

A good environment starts from the individual but can only be achieved with participation of all!
Increasing Access to Public Information

Through the implementation of Increasing Access to Public Information (IAPI) project, Mlup Baitong, in partnership with several other NGOs and government units, institutions and local authorities, has supported the publics to demand increased access to public information and local authorities and government institutions to disclose information to the publics, which is a basis for good governance. In 2013, Mlup Baitong started to implement the IAPI project in 20 communes of Phnom Srouch and Samrong Tong districts of K. Speu province. The IAPI project is funded by the EU for a three-years period of 2013 to 2015. The project’s overall objective is “to contribute to poverty reduction and equity among vulnerable groups through improved governance at sub-national level” while its specific objective is “to increase access to information for both the publics and sub-national authorities as fundamental to effective participation and accountability in sub-national governance”.

The IAPI project has supported the 20 target commune councils to improve their awareness and capacities on Access to Public Information and assisted them to improve their Information Management System. The project provided capacity building through providing training-workshops to commune councillors, clerks, village chiefs, CBO members, NGO staff, district and provincial councillors. Trainings on “how to advocate” were provided to CBOs and NGOs, on “the importance of Access to Information” to all participants above, and on “information management” to commune and district councillors. The IAPI project also provided technical and financial supports to 20 communes to further deliver dissemination of the concepts of Access to Information, Importance and Advantages of Access to Information, and Roles and Responsibilities of Sub-national Authorities.

In addition, mechanisms for information disclosures including information boards and cabinets were installed in all 20 commune offices, and public forums at commune and district level were conducted in all 20 communes and two districts. Moreover, the project also conducted dissemination workshop on information disclosure at K. Speu province in which most relevant technical provincial department officers participated. In the public forums participants raised their concerns focusing on forest management, environment, fishery, hygiene, sanitation, disaster, agriculture, domestic violence, fee for ID card, dweller record registration, Commune Development Plans (e.g. CDP/CIP preparation, monitoring and evaluation) and District Development Plan, related guideline, regulation, laws, migration, employment and so on. In each forum, participants actively voiced their concerns and proposed solutions or suggestions and recommendations to speakers and concerned authorities. The involved authorities recorded all the concerns to be discussed with the relevant authorities and institutions for finding solutions. Then the commune councils started to disclose more public information to the publics.
## 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>
<tbody>
<tr>
<td>1-Community Forestry Management and Livelihood Improvement Project (CFMLI)</td>
<td>34,483</td>
<td>83,322</td>
<td>- Direct beneficiaries are villagers who are members of SHGs and members of families registered as CF members.</td>
</tr>
<tr>
<td></td>
<td>17,827</td>
<td>42,111</td>
<td>- Total beneficiaries are all villagers living inside of the CF catchment areas.</td>
</tr>
<tr>
<td>2- Sustainable Forest Management (SPM)</td>
<td>18,690 (2,816 overlap with CFMLI)</td>
<td>50,973 (7,770 overlap with CFMLI)</td>
<td>- Direct beneficiaries are villagers who are members of families registered as CF members.</td>
</tr>
<tr>
<td></td>
<td>8,306 (1,490 overlap with CFMLI)</td>
<td>27,504 (3,966 overlap with CFMLI)</td>
<td>- Total beneficiaries are all villagers living inside of the CF catchment areas.</td>
</tr>
<tr>
<td>3-Empowerment of Small-Scale Farmers in Preah Rumkel (ESSF)</td>
<td>436</td>
<td>7,972</td>
<td>- Direct beneficiaries are members of CEAT, SHGs, and CF who attended the trainings or meetings.</td>
</tr>
<tr>
<td></td>
<td>230</td>
<td>4,124</td>
<td>- Total beneficiaries are all villagers living in the project target area.</td>
</tr>
<tr>
<td>4- Increasing Access to Public Information (IAPI)</td>
<td>2,633 (975 overlap with CFMLI)</td>
<td>195,387 (70,673 overlap with CFMLI)</td>
<td>- Direct beneficiaries are the participants who attend the trainings or forums conducted by the project.</td>
</tr>
<tr>
<td></td>
<td>1,155 (390 overlap with CFMLI)</td>
<td>99,034 (34,748 overlap with CFMLI)</td>
<td>- Total beneficiaries are villagers living in the 20 target communes.</td>
</tr>
<tr>
<td>5-Community Livelihood Development in Support of Sarus Crane Conservation (CLDSSCC)</td>
<td>129</td>
<td>16,468</td>
<td>- Direct beneficiaries are the SHG and CLDMC members who are directly involved in the project activities.</td>
</tr>
<tr>
<td></td>
<td>63</td>
<td>8,433</td>
<td>- Total beneficiaries are villagers living in the target areas.</td>
</tr>
<tr>
<td>6-Promotion of Adaptive Farming to Climate Change (PAFCC)</td>
<td>485 (335 overlap with CFMLI)</td>
<td>8,427 (4,436 overlap with CFMLI)</td>
<td>- Direct beneficiaries are household representatives participating in drought awareness raising or project activities.</td>
</tr>
<tr>
<td></td>
<td>330 (228 overlap with CFMLI)</td>
<td>4,614 (2,523 overlap with CFMLI)</td>
<td>- Total beneficiaries are villagers living in the 14 target villages.</td>
</tr>
<tr>
<td>7-Environmental Resource Centre, Media &amp; Consultation (ERC-M&amp;C)</td>
<td>N/A</td>
<td>N/A</td>
<td>- The numbers of direct and total beneficiaries of ERC-M&amp;C are not available.</td>
</tr>
<tr>
<td></td>
<td>N/A</td>
<td>N/A</td>
<td>- The total number of direct beneficiaries is the sum of the total direct beneficiaries of all projects with subtraction of the indicated overlaps with CFMLI.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>N/A</td>
<td>- The total number of beneficiaries are the sum of the total beneficiaries of all projects with subtraction of the indicated overlaps with CFMLI.</td>
</tr>
<tr>
<td>Total</td>
<td>52,730</td>
<td>279,670</td>
<td></td>
</tr>
<tr>
<td></td>
<td>25,803</td>
<td>144,583</td>
<td></td>
</tr>
</tbody>
</table>
8- Institutional Achievement

In strengthening the organization to improve the effectiveness and efficiency of the program, MB has concentrated on five main aspects which include 1) Management systems which refer to organisational structure, administration procedures, monitoring and evaluation, and financial management and reporting, 2) Human resources which refer to staff numbers, staff experience, staff skills, human resources development, and volunteers, 3) Financial resources which refer to total financial resources, diversity of funding sources, fundraising capacity, sustainability strategy, and organisational profile, 4) Strategic planning which refer to governance, mission statement, strategic plan, relevance of projects, and accountability to stakeholders, 5) Delivery which refer to scale of on-going projects, relevance of projects to NRM, delivery of project outputs, geographical reach, collaboration.

Management system

The existing organisational structure was analysed and reviewed. Based on the organization’s work scope, one new position called Assistant Program Manager was created and its job description was designed. A new organisational structure consisting of all projects and supporting units was produced. For administrative procedures, mechanism to monitor the use of all supplies and vehicles were in place and used; equipment inventory was regularly updated; procurement policy, leave/holiday policy, travel expenses policy, disciplinary and complaints procedures were strictly applied.

For monitoring and evaluation, thematic-based project monitoring tools were reviewed and updated and two Project Implementation Manuals including SHG Implementation Manual and CF Implementation Manual, were set up in order to increase its effectiveness and efficiency. Monitoring and internal evaluation for each project has been frequently done through field visits, management team meeting and staff meeting. The results of the evaluations were used to guide the management and design of future projects and were disseminated to relevant staffs for further improvement. Progress reports were prepared and submitted to donors regularly.

For financial management, records of expenditure were kept for all projects and the expenses of all individual line items were regularly reviewed in the aim of remaining within 15% of the agreed budget. Financial reports and statements were completed and delivered on time to relevant staffs, Management Team, the Boards and donors accordingly. One global and four project financial audits for 2013 were conducted in early 2014. In addition most recommendation were implemented.

Human resources

In 2013, MB employed 66 fulltime staffs, with the combined work experiences of 391 years, and 19 volunteers which were sufficient to operate its organisation’s mission. Twenty three new staffs were recruited to fulfil its needs. All skilled staffs have significantly increased their related capacities to deliver the organization’s mission and 68% of them were project staffs. Regarding staff capacity building, training need assessment was conducted in early 2013. Then staff capacity building plan was established and staff capacity building was gradually conducted in various kinds, especially through in house training. There were 91 training days provided with the total of 408 trainee-days. Staff performance appraisal were conducted in late December 2013 by their direct supervisors or by the Executive Management Team for special cases.
Financial resources

In 2013, the total funds needed for the effective delivery of the organization's mission was USD1,000,000. The needed funds were fully secured and came from 11 donors with a minimum share of 0.5% and a maximum of 40% of the total budget. As a result of qualified project proposals and suitable fundraising strategy, one project was funded for up to five years (2013-2017) covering 40% of the total financial needs. This shows that MB has responded to the requirements of the donors and built trusts with them and other stakeholders.

Strategic planning

MB has been governed by a Board of Directors which is composed of high ranking officers from NGOs (majority), government, and private sectors. They provide strategic direction and supervise on organizational functioning toward achieving its mission according to the organizational bylaw, policy, six-year strategic plan (ST) for 2010-2015 and three-year Operational Program Plan (OPP) for 2013-2016 through organizing of four annual Board Meetings.

All MB projects were designed to respond to the strategic objectives which are clearly written in its ST and OPP. Funding opportunities are systematically screened against the organization's mission and strategic plan, and only pursued if they are in line with them. Regarding the Accountability to stakeholders, during the design and implementation of the projects, stakeholders are systematically consulted.

Delivery

Scale of on-going projects in terms of budgets delivered were ranging from $15,930 to $247,151 and with the total organisational expenditure of $911,779. Objectives, outcomes, outputs, and activities for each project were clearly defined and progresses towards them were also regularly monitored. The delivery of project activities and outputs were mostly successful but the delivery of activity based on work-plans were often rescheduled.

To ensure effective and efficient project activity delivery in each province, MB set up at least one field office directed by a Program Coordinator (PC) or project officer (PO) who coordinates several CBOs networks such as CFMCs, SHGs, CBETs, or CEATs and actively participates in several NGOs networks such as Indigenous People (IP) network, CF network, REDD+ Consultation Group etc. In addition, MB has collaborated with several national and international NGOs including, RECOFTC, BirdLife International, WWF, API, Oxfam Italy, in energizing their efforts for the successful implementation of its projects.
# Projects and Funds

<table>
<thead>
<tr>
<th>No</th>
<th>Project Title</th>
<th>Expenditures in 2013 (USD)</th>
<th>Project Period</th>
<th>Total Project Cost (USD)</th>
<th>Sources of funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Community Forest Management and Livelihood Improvement (CFMLI) Project</td>
<td>247,151</td>
<td>2013-2017</td>
<td>1,471,500</td>
<td>Funded by the EU 85.04% &amp; co-funded by Oxfam Novib and Bread for the World (BfdW)</td>
</tr>
<tr>
<td>2</td>
<td>Sustainable Forest Management (SFM)</td>
<td>208,259</td>
<td>2012-2015</td>
<td>592,300</td>
<td>Funded by UNDP</td>
</tr>
<tr>
<td>3</td>
<td>Empowerment of Small Scale Farmers (ESSF) Project</td>
<td>83,896</td>
<td>2010-2013</td>
<td>288,200</td>
<td>Funded by We Effect (WE)</td>
</tr>
<tr>
<td>4</td>
<td>Community Livelihood Development in Support of Sarus Crane Conservation (CLDSSCC) Project</td>
<td>15,930</td>
<td>2010-2013</td>
<td>89,900</td>
<td>Funded by Critical Ecosystem Partnership Fund (CEPF)</td>
</tr>
<tr>
<td>5</td>
<td>Increase Access to Public Information (IAPI) Project</td>
<td>82,107</td>
<td>2013-2015</td>
<td>319,000</td>
<td>Funded by EU 80% &amp; co-funded by Oxfam Novib, and The Albert Kunstatter Family Foundation (AKFF)</td>
</tr>
<tr>
<td>6</td>
<td>Promote Adaptive Farming to Climate Change (PAFCC) Project</td>
<td>105,483</td>
<td>2013-2014</td>
<td>150,000</td>
<td>Funded by Cambodia Climate Change Alliance (CCCA)</td>
</tr>
<tr>
<td>7</td>
<td>Environment Resource Center, Media and Consultation (ERC-M&amp;C) Unit</td>
<td>86,235</td>
<td></td>
<td></td>
<td>Service revenues</td>
</tr>
<tr>
<td></td>
<td>Well Construction Project</td>
<td>16,928</td>
<td></td>
<td></td>
<td>Funded by ARC-Japan</td>
</tr>
<tr>
<td>8</td>
<td>Others/Overhead</td>
<td>56,043</td>
<td></td>
<td></td>
<td>Funded by Oxfam Novib &amp; Other sources</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>902,032</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Fund Contribution by Donors 2013**

- **ARC-Japan (Well Construction)**: 1.88%
- **CEPF-CI**: 1.77%
- **JEFF**: 0.44%
- **AKFF**: 0.41%
- **UNDP-Recoffs**: 23.09%
- **CECA**: 11.69%
- **CCCA**: 11.69%
- **Oxfam Novib**: 15.21%
- **EU**: 18.20%
- **Mb Revenue & Others**: 8.49%
- **We Effect**: 9.24%

**Expenditure by Project 2013**

- **ARC-Japan (Well Construction)**: 2%
- **Overhead (OVH) & Others**: 6%
- **IAPI**: 9%
- **ESSF**: 9%
- **ERC-M&C**: 10%
- **PAFCC**: 12%
- **CFMLI**: 27%
- **SFM**: 23%
- **CLDSSCC**: 2%
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 2013 the following persons were seated on the Board:

Chhum Sovanny (Chairperson)

Mr. Chhum Sovanny joined the Mlup Baitong Board of Directors on June 21, 2013 and became the Chairperson of the Board from January 1, 2014. He is a Programme Analyst on Biodiversity and Sustainable Land Management, Environment and Energy Cluster in UNDP Cambodia. He has extensive working experience in the implementation of programme strategies and quality control through oversight functions to all projects under biodiversity and land/forestry portfolio, and creation of strategic partnerships and implementation of the resource mobilization strategy.

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.

Sam Inn (Member)

Dr. Sam Inn joined the Board of Directors in December 2006. He is the Executive Director of Life With Dignity (LWD) organization. LWD is active in Kampong Speu and cooperation between LWD 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.

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 environmental issues in Cambodia and helps Mlup Baitong to strengthen its work in this field.

Dennis McMahon (Member)

Likewise Dennis McMahon joined the Board member 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 organizations.

Sokkheng Novin (Member)

Mr. Novin Sokkheng has become a member of Mlup Baitong board since 2009. He is employed at 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.

Eufemia Felisa Pinto (Member)

Ms. Feni (Pillipino) joined as a 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 skills and competencies in strategic and program management, program development, grants and partnership management, networking and so on.
Mlup Baitong’s Donors in 2013

Mlup Baitong would like to express its sincere thanks to all donors who have supported the work of the organization in 2013.

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.

Mlup Baitong’s Implementation Partners in 2013
A good environment starts from the individual but can only be achieved with participation of all!