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Word from the Executive Director

2007 was the first year of the implementation of Mlup Baitong's Strategic Plan 2007-2009. As the starting phase of its strategies, lessons learned from the past have been taken into consideration to improve the effectiveness and efficiency of its approaches while strategic reforms and new initiatives have also been formulated and implemented. The strategic reforms which include organizational and program reform were formulated. In these reforms, several projects have been consolidated as new ones and several have been newly established or expanded. At the same time mandates of several positions were reformed, abolished or newly established. The organizational structure was modified to improve the effectiveness of the work and make better use of people's capacities and resources. A staff providence fund which seeks to promote staff motivation was established. Mlup Baitong staff have made a lot of efforts to accomplish their work in order to achieve the objectives set in the strategic plan.

Mlup Baitong believes that success of environmental protection and conservation starts from the individual and can only be achieved with participation of all. In this regard during the project development and implementation, participation of individuals, communities, relevant authorities and other stakeholders have been considered as crucial factors for the success and sustainability of the development. Mlup Baitong is proud to be acknowledged, both nationally and internationally, for its successful approach in environmental protection, especially through community based eco-tourism initiative.

As the Executive Director, I would like to express my greatest thanks to all Mlup Baitong’s staff for their hard and smart work in accomplishing their jobs from concept into reality. Great appreciation also goes to all community members who have strived hard to protect and conserve their natural resources. Extended thanks are dedicated to all project sponsors, both governmental and non-governmental, for their support. Together, we continue to make an impact.

Message from the Chairperson of the Board

As the Chairperson of the Board of Directors of Mlup Baitong, I have seen the organization, Mlup Baitong, and its staff being dynamic and active. As community coordinators, they have successfully accomplished their work in empowering communities in natural resource management while at the same time improving the livelihood of the villagers. The set thematic focus areas related to environmental education, advocacy and community-based natural resource management combined with the creation of alternative livelihood generation has enabled Mlup Baitong to be a reputed organization and one of the leading NGOs in the environment sector in Cambodia. I am pleased to be involved with such a dedicated group of people.

Although the Board of Directors met only several times during the year 2007, we have understood well the progress of Mlup Baitong through reading bimonthly activity reports which have regularly been submitted. Furthermore, we advised Mlup Baitong on several matters and approved the staff provident fund policy which was newly established by Mlup Baitong’s management team.
Mlup Baitong's profile

Mlup Baitong, literally translated as “green shade”, is a dynamic and respected Cambodian NGO. It was first established in 1998 as a project of a British NGO, to address the problem of deforestation in Cambodia with a focus on educating the general public on conservation of natural resources. The organization entered the localization process in 2001 and is officially recognized by the Ministry of Interior since 2003. Mlup Baitong has grown mature over the past years in terms of project 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 2007 Mlup Baitong employed approximately 35 Khmer staff at the main office in Phnom Penh and the field offices in Kampong Speu, Kampong Thom and Stung Treng province, supported by around 10 government and community counterparts, several Cambodian as well as international volunteers plus interns and one expatriate advisor.

**Human Resources (permanent staff) at Mlup Baitong as of 31 December 2007:**

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td>Project staff</td>
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</tr>
<tr>
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<tr>
<td>Total</td>
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Mlup Baitong’s current vision, mission and philosophy in are:

**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.

**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, not only by large commercial enterprises but also by unsustainable exploitation by local communities. This affects especially the 80% of the people from rural areas who generally depend on surrounding natural resources to make a living. With the continuing growth of the population, the pressure on land is further increasing. Many poor families have less than 1 ha of land to farm on and often collect non-timber forest products and other natural resource products in order to survive.

Target groups
A major part of Mlup Baitong’s work is therefore aimed at villagers in rural communities. While operating at community level the project staff always operate in close cooperation with local authorities to achieve sustainable improvements. The education activities of Mlup Baitong which address a wider public often involve representatives of influential local institutions such as pagodas and schools. Environmental awareness raising is also targeting the youth, as they will determine the future of Cambodia.

Approaches
To carry out its mission, Mlup Baitong applies a number of complementary strategies in its projects. Awareness raising is combined with capacity building and advocacy activities. In all projects the organization employs a participatory approach, always striving to achieve a gender balance. Since protection of natural resources often results in limited access to products that would help people to make a living, the community development projects also offer a program for villagers to find alternative sources of income and to start other livelihood activities. With the aim of strengthening ownership and eventually independence on external support, Mlup Baitong applies the micro-project concept to help target groups to address issues by themselves.

Thematic focus areas
Based on its most successful interventions Mlup Baitong has committed itself in its Strategic Plan 2007-2009 to concentrate on three thematic areas:

- Environmental Education
- Community Forestry
- Community Based Eco-tourism

Programs
Programs are grouped according to the location of the projects and based on the relevance of thematic focus areas.

**Environmental Education & Media Program**
- Environmental Education Resource Center
- Community Environmental Education project
- Environment Radio and Advocacy project

**Kampong Speu Program**
- Community Based Eco-tourism project
- Community Based Forestry project

**Kampong Thom Program**
- Community Based Forestry project
- Green Garden project

**Stung Treng Program**
- Community Based Eco-tourism project - O’Russey Kandal
- Community Based Eco-tourism project - Preah Rumkel
# Staff & Structure of Mlup Baitong

## Executive Director

**Karien van Veggel**

## Head Office Management

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>DED Advisor</td>
<td>Karien van Veggel</td>
</tr>
<tr>
<td>Program Development Manager</td>
<td>Heng Bunny</td>
</tr>
<tr>
<td>Organization Development Manager</td>
<td>Om Sophana</td>
</tr>
<tr>
<td>Secretary of Executive Director</td>
<td>Lim Samay</td>
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## Environmental Education & Media Program

<table>
<thead>
<tr>
<th>Program Coordinator</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chea Kosal</td>
<td></td>
</tr>
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</table>

### Preah Rnompel Project

- Sok Lyda
- Yim Borendy

### O’Russey Kandal Project

- Srey Samnang
- Mey Sam Oeurn
- Kean Kim Than
- Yem Dara
- Sin Dara

### Stung Treng Program

- Chheang Kuyhy
- Meas Sophat

### Community Based Eco-Tourism Project

- Prak Thearith

### Green Garden Project

- Sean Prum
- Ke Sothin

### Administration Kampong Thom

- Kho Sengkea

## Environmental Education Resource Center

- Chheang Kuyhy
- Meas Sophat

## Environment Radio and Advocacy Project

- Huot Sylvie
- Lim Pyana

## Kampong Thom Program

- Chea Kosal
- Sov Nial
- Sok Lyda
- Yim Borendy

## Community Based Forestry Project

- Meas Sam Socheat
- Chheang Kuyhy
- Sophat

## Community Based Eco-tourism Project

- Prak Thearith
- Suy Nial
- Chan Ancheely

## Support Staff Phnom Penh

- Sean Prum
- Ke Sothin
- Ket Sothong
- Koe Cheat

## Administration Section

- Srey Samnang
- Yem Dara
- Sin Dara
Environmental Education Resource Center

During 2007, the staff of 4 of the Environmental Education Resource Center (EERC) of Mlup Baitong continued successfully to provide three kinds of services:

1. Operating the library with a broad variety of books and other study materials related to environment and natural resource management;

The library in the head office has collected and/or received environmental documents from relevant institutions. Its operational system has been improved. As a result, in 2007 there were more than 350 visitors who visited the library, this in addition to frequent visits from MB’s own staff. The majority of the external visitors were university students doing their research.

2. Designing of educational and promotion items for raising environmental awareness; and management;

The services of designing educational materials, including environmental education posters, games, pictures and leaflets have been provided to five different (inter)national organisations.

Assistance was given to revising the Khmer language second edition of the Environmental Education Manual in cooperation with NGO’s Save Cambodia’s Wildlife and Osmose. Funding for publication of the manual was received from UNESCO, Tonle Sap Conservation project (UNDP) and Intrepid Travel Company.

3. Providing customized training on topics related to natural resource management, environmental protection and community development skills.

Trainings on environment were provided to nearly 10 schools from Siem Reap and Stung Treng province’s who also received assistance with the formation of their school eco-clubs, with writing of micro-project proposals and with implementing of the micro-projects. Other trainings were provided to teachers from Pursat, Kampot and Kampong Chhnang province.

Support was provided to various Mlup Baitong projects, both in providing trainings, conducting baseline studies as well as producing promotional materials.
Environment Radio and Advocacy project

An important aspect in creating awareness about the environment is disseminating information. By developing attractive radio programs on the understanding of the environment and related topics, it is perceived that the general public will acquire more understanding.

In 2007, the Environment Radio and Advocacy (ERA) project produced 63 radio programmes of 15 minutes broadcast time. These were aired on the Phnom Penh radio stations of FM 95 and FM 102. Though this was slightly less than originally planned, previously produced features with useful information were updated and re-broadcasted instead.

Topics of the various radio programmes were related to general environmental knowledge such as waste management, chemical fertilizers and their impact, climate change, natural resource management, the Tonle Sap, the endangered fresh water dolphins of the Mekong river and new agricultural techniques.

Twelve live talk shows were produced, each lasting one hour long. In these talk shows, various environmental subjects were discussed. Women) joined the programs and answered questions from the presenters. Fifty percent of the participants provided correct answers for which they won various promotional gifts.

A survey of the radio broadcasts of 2007, concluded that information on appropriate agricultural techniques, such as the programs on mushroom production, animal and fish

The talk shows were aired on FM 102. More than 100 listeners (including more than 35 women) had called in to ask questions and gave comments related to the discussed topics of guest speakers.

New to the ERA project was that, in addition to the FM 102 talk shows, monthly live quiz shows were produced and broadcast on the same station. More than 75 callers (including 20
Community Environmental Education project

The previous projects School Environment and Buddhism and Environment were merged in 2007 to form the Community Environmental Education (CEE) project, combining awareness raising among youth with community outreach activities. The target groups of the project in 2007 were 20 schools, 5 pagodas, and 5 villages in Kampong Speu province.

Each school runs an eco-club. From the participating schools the school-principal, a school teacher, and an average of 40 school children were involved. These formed the school eco-club. In the process of capacity building, the involved school staff received a two-day training on environment in the form of a Training of Trainers. In turn, they further conducted two-day trainings on the same topics for 19 school eco-club teachers and principals. Each eco-club teacher was supported to deliver 2 environment education sessions per month to their school eco-club members.

Furthermore, a two-day training on micro-project design and implementation was conducted to the 8 core school staff. An external exposure visit to Mokneak and Wat Bo Primary School in Siem Reap province was organized for the eco-club assistants (teachers and school principles) as well as 4 junior staffs of the Provincial Department of Education. The purpose of the visit was to improve their knowledge and exchange experiences in terms of promoting students and the community to involve in school environment improvement activities. Additionally, an internal exposure visit was conducted for some eco-club staff to visit Chambok Community Based Eco-tourism site in Kampong Speu province in order for them to come into contact with nature and share experiences on environmental protection and community development.

In the process of school environment improvement, the project has encouraged and supported all 20 school eco-clubs to practice eco-club activities such as school gardening and school ground cleaning through micro-project implementation. As a result, 27 micro-project proposals submitted by the eco-club teachers were approved. The micro-projects focused on bio-diversity gardens, tree nurseries, tree planting, traditional medicine gardens, mini-forest, mini-library and flower gardens at the target schools. Consequently, thousands of tree seedlings germinated at the school nurseries have been distributed to villagers in surrounding villages and also planted in school compounds. Cleaning-up of school grounds has been regularly conducted and, in general, most school environments have improved. In addition, all 20 school eco-clubs combined into 5 groups participated in waste clean-up campaigns in 5 different communities nearby the schools.

Fifteen monks from 5 pagodas and 100 villagers from 5 villages were selected and received training on community environmental improvement by focusing on waste management, pesticide use, and water / sanitation issues. Eco-club teachers and students were also involved in developing 3 issues of the environmental newsletter named “My Environment”. The newsletters were printed and distributed to all target schools. These issues were: no. 24 “The beauty of Cambodian Forest”; no. 25 “Plastic and Environment”; and no. 26 “The Needs of Wildlife”.

Eco-club member students maintaining the school garden

'My Environment’ newsletter being read by eco-club students
Community Based Forestry project- Kg. Speu

This project is meant to ensure that local communities themselves are enabled to manage and protect their local forests while simultaneously improving their livelihood. In 2007, the project covered 4 community forests (1245 ha) as well as 1 community protected area (758 ha, which is located within Kirirom National Park). These areas are all located in the south of Kampong Speu province close to the Cardamom Mountains which form part of one of Southeast Asia’s largest undisturbed forests.

Concerning the official approval process, all related activities have been completed and all relevant documents were officially approved and recognized by the Kampong Speu provincial governor in November 2007. Consequently, all these documents were submitted to the Forest Administration of the Ministry of Agriculture Forestry and Fishery. The last step of the process, obtaining approval on ministerial level, is expected to be completed in 2008.

A large part of the support by Mlup Baitong focuses on enhancing the capacity of the local forest management committees. This takes place in a series of meetings, workshops and trainings. The meetings not only take place on village level but on provincial and in some instances on national level. Workshops handled forest laws and regulations. Trainings focused on enhancing the skills of the management committees themselves, for instance facilitation skills, but also on developing practical skills such as nursery management.

As a result, the majority (50%) of forest managers are now confident enough to speak up on behalf of their community members and are able to facilitate village meetings to protect their community interests. Previous trainings have assisted in management groups successfully applying to other donors, notably GERES. Other positive outcomes of the increasing capacity and effectiveness of management committees in dealing with the management and protection of their forests, is that the Chambok committee discovered 7 cases of illegal logging which resulted in the timber being confiscated. From 2006 onwards this project has sought to include livelihood activities. These activities target women self-help groups. By the end of 2007 there were a total of 14 groups consisting of nearly 250 members. Sixteen of the poorest members have received funding to purchase livestock.
Community Based Eco-tourism project – Chambok

Closely related to the Chambok community protected area in Kampong Speu province, this project seeks to enhance the natural environment surrounding Chambok waterfall while, at the same time, increasing returns to the local community in a sustainable manner.

Weekly forest patrols have been conducted regularly by the Chambok management committee. All existing tourism services, facilities and infrastructures have been regularly improved. Additionally, a 380 m² botanical garden was constructed near the Information Center and a water supply system was set up for around 300 families. This includes installing a network of more than 4 km of water pipelines and providing 300 water filters.

Trainings on guiding tourists, home stay management, English and computer skills were part of enhancing the capacity of the management committee and involved villagers in dealing with tourists.

The total number of visitors during 2007 increased by 19% to 15,900 which included more than 750 foreign visitors (a 60% rise). The total net income generated to the community from all tourism services rose by 20% (from 10,000 $US in 2006 to 12,000 $US in 2007).

Cambodia is exemplified by the fact that the management committee chief gave 17 presentations during 2007 on Chambok to visiting delegations. A case study on Chambok was selected by the UNDP Regional Office in Colombo, Sri Lanka as a good practice of community based eco-tourism implementation among 20 good practices from 96 projects, mostly in Asian countries. The case study will appear in an official publication of UNDP in the near future.

The role of Chambok as an example of sustainable community based eco-tourism within
Community Based Eco-tourism projects:
Stung Treng province: O’Russey Kandal & Preah Rumkel

The year 2007 marked the expansion of MB community based eco-tourism thematic focus to Stung Treng province, which is located on the Mekong, south of the border with Lao P.D.R.. One of the two sites where MB has commenced was O’Russey Kandal.

O’Russey Kandal community based eco-tourism project is located in the commune with the same name in Stung Treng province, roughly 25 km’s south of the provincial capital. It comprises, besides 600 ha forest area, of a meandering swift flowing stream. Prior to the start of project in the beginning of 2007 the stream was already visited intensively, mostly by domestic tourists from Stung Treng province. The project seeks to improve livelihoods by combining appropriate and sustainable management of this site with protection of its natural surroundings.

Various capacity building measures were undertaken during 2007 both before and after the official launching of the project in June. These were mostly intended to improve the functioning of the management committee as well as informing local and provincial officials of the underlying concept of community based eco-tourism and environment knowledge in general.

Rules and regulations of the management of the site were formulated and official recognition was sought from commune and provincial officials. A bank account was opened in name of the management committee. Documents were prepared and submitted to provincial authorities to seek recognition as a Forest Protection Area.

Through financing of the Mekong Tourism Development Project by the Ministry of Tourism and ADB, facilities were constructed such as a restaurant, walking trails, picnic areas, a toilet and parking space. The construction of a visitor center has commenced.

Preah Rumkel community based ecotourism was newly established in December 2007. This site is located on the border and comprises an area along the Mekong near the waterfalls of Phamit (or the Khone waterfalls). Besides the natural surroundings and waterfalls, other attractions in the area include a RAMSAR included wetland as well as Irrawaddy dolphin pools.

Activities included a base-line survey in 8 villages. There were also a number of inception meetings. The main purpose of the meetings was to discuss on how to select the management committee, to identify suitable members of the committee and to draft a management structure for the temporary committee. A training on the concept of community based eco-tourism was organized.

It is foreseen that, as well as providing tourism facilities generating income for the local community, enhanced protection of the natural surroundings (both forests as well as the river environment) will result.
Community Based Forestry project - Kg. Thom

The Community Based Forestry (CBF) project in Kampong Thom Province consists of 1 Community Protected Area (CPA) covering 1800 ha of forestland and 6 Community Forestry (CF) areas covering nearly 2,750 ha of forestland. It is perceived that livelihoods are enhanced by villagers’ increasing ability to manage and protect their own local forest resources.

Approaches were similar as in the Kampong Speu forestry component, series of meetings, network meetings, and trainings have been conducted for the members of the community forest management committee and some relevant stakeholders. These included village meetings, dissemination meetings and meetings with commune council members and forest administration officers. Training courses were given on forest management, project management, proposal writing and pig raising.

All MB supported forest areas in Kampong Thom were demarcated with involvement from all relevant stakeholders and documentation has been submitted to the provincial governor and relevant ministries for approval. The community forest documents were in the process of inspection while the community protected area has already been issued with documents by the Ministry of Environment enabling for a handover of management to the community.

Four micro-projects relating to forest protection were approved and implemented. Patrolling inside the protected forest areas was actively organized by the various management committees and as a result, several illegal logging activities and forest land encroachment were found and reported to relevant authorities. For instance, in November 2007, 5 oxcarts transporting illegal timber were confiscated and the offenders were educated, cautioned and fined.

For the community livelihood improvement, similar approaches as in Kampong Speu province have been applied. Thirteen self-help groups were formed and selected members were trained on management issues, micro-project / business development and implementation, and marketing. One exposure visit was organized for representatives of 20 self help groups to visit nearby districts (Kampong Svay and Stung) to learn about the self help group processes and mushroom production from other groups.

Enhancing livelihoods of those living near and/or dependent on the forest by raising fish

Interested villagers receive training on self-help related issues
Green Garden project

The Green Garden project, which is situated in Kampong Thom province seeks to encourage environmentally more sustainable methods of farming as well as stimulating a healthier living environment. The project takes place in 19 villages in two districts. The nearly 400 households are organized in 4 farmer associations.

Besides farming and environmental elements, a major section of the project encourages establishing savings groups as well enhancing the capacity of villagers to manage so-called micro-projects.

In 2007, several trainings on (organic) farming methods were provided. These were in addition to association meetings. Other capacity building measures consisted of opportunities to take part in external network meetings and nearly 20 coaching sessions.

During 2007, more than 40 micro-projects were proposed, in which the project activities focused on vegetable cultivation, household environmental improvement, water supply system enhancement, and tree planting. These proposals were submitted by the farmers to MB for financial support. Of the approved proposals, 94% were implemented successfully.

At the end of 2007, the total amount of cash saved by the 26 savings groups was more than US$7,500. The majority of the loans on the savings have been used to set up micro-businesses or for addressing family emergencies.

Concerning environmental awareness, training sessions were organized in nearly 20 villages with over 1,200 villagers participating. Broadcasts concerning household environment were transmitted on nearly 20 occasions by a provincial FM radio station. Project staff estimated that 60-80% of the household environments were improved.

An external assessment was conducted to evaluate the Green Garden project. Besides overall satisfaction with the project, the evaluators especially praised the micro-project element and the savings element: "It is clearly seen that [implementing] micro-projects provide a high level of ownership to the community. Saving groups and farmers associations were able to write micro-projects proposals by themselves and implementation of the proposals were successfully made with a high level of in-kind and cash contributions. It is observed that [the] impact of this micro-project approach will lead to sustainability as they have capacity to mobilize other funds especially commune funds and [the] capacity to manage and implement micro-projects". Recommendations were made both on organisational improvement as well as on farming issues and the need to expand and/or continue was emphasized.

As a result, more than 70 % of the members produced and used compost and natural pesticide in their crop cultivation. One hundred forty farmers could sell the surplus produce at local markets. Furthermore, home garden areas have significantly increased compared to 2006.
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 2007 the following persons seated on the Board.

**Saoleng Lam (Chairperson)**
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.

**Pamela Keorevatney Huy (Treasurer)**
Ms. Pamela Keorevatney Huy 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.

**Pum Vicheth (Member)**
Ms. Pum Vicheth has worked with the Ministry of Environment since 1993 and also became a member of Mlup Baitong’s Board in July 2002. She has worked on various national environment projects and provides advice to Mlup Baitong on effective cooperation with relevant authorities.

**Sam Inn (Member)**
Dr. Sam Inn joined the Board of Directors in December 2006. He is the Program Manager 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.

**Toby Carson (Member)**
Mr. Toby Carson became a Board member at the beginning of 2005 and works as an advisor at the CBNRM Learning Institute. He came from Canada to Cambodia more than 10 years ago. Toby’s extensive experience in community-based natural resources management and the use of participatory methods are very useful for the improvement of Mlup Baitong’s projects.

**Gaetano Romano (Member)**
Mr. Gaetano Romano is Italian and has been working in Cambodia since 1998. He held several positions with international organizations in charge of institutional and program management. Currently he works for the Istituto per la Cooperazione allo Sviluppo (ICS) which also operates projects in Kampong Thom. He joined Mlup Baitong’s Board in March 2006 and serves as the Vice Chairperson.
Instituational achievements in 2007

In comparison to 2006 when several major events took place to improve the organization, 2007 was a year in which the planned steps of re-organization took place. Notably the projects Buddhism and School environmental projects were combined in the Community Environmental Education project and the NRM Rights project was closed but some of its activities were incorporated in the Community-Based Forestry project in Kampong Thom.

Additionally, 2007 represented the geographic expansion of Mlup Baitong with the two Community Based Eco-tourism projects commencing in the northern Cambodian province of Stung Treng. This implied a new office in the Stung Treng provincial capital was set up, which is headed by a program coordinator.

External evaluation took place of the Green Garden project in Kampong Thom province, which was deemed satisfactory with praise for certain project components.

Staff turnover in 2007 dropped in comparison to 2006, but at 16% remains relatively high. Some staff left due to project uncertainties at the beginning of 2007 while at the same time in Cambodia’s booming economy, skilled staff is much in demand. Partially to address this issue a Providence Fund was developed and implemented.

As usual a Mid term review was conducted in September and took place in Phnom Penh. The Annual Planning workshop for 2008 was already conducted in November and took place in Siem Reap. There was an End-of-the-Year Review in January and took place in Phnom Penh.

Staff meetings were held every two months and often combined with in-house training. The nine members of the management team came together at least once every month. Board meetings were conducted 2 times in 2007 and management team members were often present as observers.

Besides participating in a number of provincial and national workshops, conferences, some employees participated in international meetings in Thailand, Malaysia, Nepal, and Sri Lanka. In-house trainings were conducted on topics of general environment awareness, Accountability, project planning, project management, project financial management, report writing, gender analysis, communication skill, and micro-project designing and implementation.

The following donors from abroad visited Mlup Baitong’s projects in 2007: FPSC (Spain), Kundstader Family Foundation (USA), McKnight Foundation (USA), and SCIAF (Scotland).
## Financial statement for 2007

### Income

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<td><strong>Total Income</strong></td>
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### Expenditure

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<tbody>
<tr>
<td>Staff Cost</td>
<td>$138,325</td>
</tr>
<tr>
<td>Support Cost</td>
<td>$38,859</td>
</tr>
<tr>
<td>Project Cost</td>
<td>$165,195</td>
</tr>
<tr>
<td>Miscellaneous Costs</td>
<td>$1,080</td>
</tr>
<tr>
<td>Contingencies</td>
<td>$1,333</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>$344,792</strong></td>
</tr>
</tbody>
</table>

### Surplus/(Deficit) for the Year

- **Surplus/(Deficit) for the Year**: $(75,466)

### Fund balance, Jan. 07

- **Fund balance, Jan. 07**: $173,009

### Funds returned to donor

- **Funds returned to donor**: $(1,078)

### Fund balance, Dec. 07

- **Fund balance, Dec. 07**: $96,465

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**Mlup Baitong would like to express its sincere thanks to all donors who have supported the work of the organization in 2007.**

**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!

MLUP BAITONG

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