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Word from the Executive Director

2009 is the last year of Mlup Baitong’s three-year strategic plan. Therefore, an external evaluation was conducted to assess the effectiveness and efficiency and to find out the weak and strong points of the organization and the program implementation. The results of the assessment were used as main inputs for the formulation of the next Six-year Strategic Plan 2010-2015. During this exercise Mlup Baitong reviewed its Vision, Mission, Goal, and Philosophy and defined its new framework and direction for the next phase. Mlup Baitong also updated all its organizational policies to be in line with the current situation. The organization structure was modified to improve the effectiveness of our work and to respond to the organizational work scope which was remarkably expanded.

Mlup Baitong is a learning organization. We all have learnt from our experience, other people, documents, our successes, and also our failures to improve our work performances. We all could accomplish our work successfully, and the target milestones stated in the Strategic Plan 2007-2009 have mostly been achieved. Mlup Baitong has become steadily stronger due to its highly committed staff and clear and realistic work performance strategy. However, we are always careful and look to minimize our weaknesses.

Mlup Baitong has worked closely and constructively with all concern stakeholders including the target communities, related government institutions, national and international NGOs, private sectors, and donors to protect our environment and alleviate the poverty. 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 2009 to provide guidance and support to the management and received regular monitoring reports to keep up-to-date with the progress and development of the organization. We really appreciate the great efforts of MB staff to contribute to sustainable Community Based Natural Resource Management and poverty reduction.

Mlup Baitong successfully completed its three year strategic plan 2007 to 2009, which was also acknowledged in an external evaluation. The Board of Directors strongly supports the new Strategic Plan 2010-2015 of Mlup Baitong, which continues and extends its successful Community Based Natural Resource Management and Eco-Tourism Projects while strengthening its livelihood component and addressing new challenges of Global Warming. Mlup Baitong will adopt Empowerment and Right Based Approaches to make its program more effective and sustainable.

The Board of Directors also supports the move of the management to change the organization’s structure and revise some policies to respond to organizational needs and emerging context. 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 for their hard work and strong commitment. My sincere thanks also go to the donors and other partners for their kind support and good cooperation. I am looking forward for continued good work for the sake of the poor forest-dependent communities in Cambodia.
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 2009 Mlup Baitong employed approximately 33 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.

Human Resources (permanent staff) at Mlup Baitong as of 31 December 2009:

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management staff</td>
<td>5</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Project staff</td>
<td>20</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Administration &amp; Support staff</td>
<td>8</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>33</td>
<td>10</td>
<td>23</td>
</tr>
</tbody>
</table>

Mlup Baitong’s current vision, mission and philosophy 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.

**Overall Goal** (as stated in 2009):
To contribute to poverty alleviation of Cambodia through rights based empowerment of rural communities to manage their natural resources sustainably while obtaining improved livelihoods.
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 Management
- 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 & Media project
Community Environmental Education project

Kampong Speu Program
Community Based Eco-tourism project
Community Based Forestry project
Community Empowerment Service project

Kampong Thom Program
Community Based Forestry 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
Va Moeurn

Head office management
Program Development Manager
(vacant)
Organization Development Manager
Om Sophana

Environmental Education and Media Program
Program Coordinator
(vacant)
Environment Education Resource Center and Media project
Srun Chinda
Buth Chanmeta
Kem Sophois
Community Environment Protection project
Seang Sorya
Chhun Vanthoeurn
Huy
Dul Sambath
Kampong Speu Program

Head Office Support Staff
Finance and Accounting Section
Duong Sitha
Huot Sylvie
Srey Samnang
Dara
Mey Sam Sokourn
Deurn
Nom

Administration
Lach Sreypich

Auxiliary Staff Phnom Penh
Section
Yem Dara
Sin
Environmental Education Resource Center and Media project (EERC&M)

The Environmental Education Resource Center and Media (EERC&M) project seeks to support other Mlup Baitong projects as well as providing other services to other organisations in the field of environmental awareness raising and media.

During 2009, EERC&M provided the following services:

1. For Mlup Baitong projects, three issues of the Community Environment Education Newsletter ("My Environment"), designing and producing signboards for a number of projects, trainings on micro-business and micro projects for several communities in Kampong Thom province as well as number of training / promotional materials for Mlup Baitong projects.

2. For other organisations (INGO’s such as BirdLife International, Wildlife Alliance and national ministries). These services included trainings on natural resource management laws, financial management and food preparation, publication support as well as other services to the Ministry of Interior and the Ministry of Environment.

3. In 2009, the radio component of EERC&M produced more than 80 new radio program of 15 minutes broadcast time. These were aired on local FM stations in Phnom Penh, Kratie, Rattanakiri and Stung Treng provinces. In Phnom Penh monthly talk shows and quiz shows were produced.

An evaluation undertaken in late 2009 found that 53% of the respondents were identified as listeners to the Mlup Baitong environmental radio program (2007: 58%, 2008: 61%). This drop is attributed to increasing competition by other media and other programs. Despite this the Mlup Baitong environmental radio program is recognized as one of the most popular radio programs.

More than half of the listeners of the environment radio program confirmed that the program improved their knowledge on environmental issues, while more than a quarter of the listeners shared their knowledge to neighbours.
Community Environmental Education project (CEE)  
Kampong Speu province

The Community Environmental Education (CEE) project combines awareness raising among youth with community outreach activities. The target groups of the project in 2009 were 20 primary schools, 5 pagodas, and 5 villages, all located in Kampong Speu province.

Each school involved, runs an eco-club. From the participating schools the school-principal, a school teacher, and an average of 30-40 school children were involved. These formed the school eco-club. School teachers and directors receive trainings on the environment and teaching methodologies, how to run the eco-clubs and set up micro-projects and manage the school environment. Through classes, more than 600 children learnt about important aspects of the environment and the need for environment protection.

Together with school administrators new teachers to the program undertook an exposure visit to Champa Primary school which is considered as the best school eco-club. The objective was to observe how this school implemented practices designed to improve the school environment.

Furthermore all involved teachers and education staff visited examples of good environmental practice in Sihanoukville province.

Each school initiated at least one micro-project. These included setting up tree nurseries, establishing (vegetable) gardens, waste burners, garbage bins, establishing small libraries on the environment and installing environmental education signs. Eco-club teachers and students were involved in developing three issues of the environmental newsletter named “My Environment”. Most articles were written by the teachers and students themselves. Of each issue 2,000 copies were printed and distributed to the 20 schools involved, as well as to the 5 pagoda’s, 5 villages and some other relevant and / or interested institutions.

In 2009, 16 of the 20 schools have been awarded the projects’ “Clean School” status.

The director of the Kampong Speu Provincial Office of Education personally commended the CEE project and requested Mlup Baitong to expand the project to all other schools in the province.
The 5 pagoda’s involved in the CEE project have through training and practice improved their environments. The trained monks disseminate their knowledge within the pagoda’s to other monks and to villagers. Some of the villagers in each pagoda contribute significantly to the improvement of the community environment though it was observed that in comparison to teachers the capacity of monks to become trainers was slightly beyond expectations.

Due to one of the monks participating in a Mlup Baitong radio program, a Provincial Education official from Stung Treng province requested Mlup Baitong to initiate the project in this province. It was decided that the CEE project would expand to Stung Treng and Kampong Thom provinces in 2010 through the establishment of the Community Environment Action Team comprising of a village component and an eco-club.

During 2009 an external evaluation took place of the CEE project. One of the principle findings was that almost all stakeholders expressed their high satisfaction about the usefulness of the eco-club activities. It was established that on average each eco-club member has shared his / her knowledge to nine persons, including peers, friends, relatives and neighbours. The evaluation concluded that the CEE project:

“In the last three years the CEE program has reached 34 schools involving at least 2,100 students.

Expansion of the program will require more support especially in the field of curriculum development.

During 2009 an external evaluation took place of the CEE project. One of the principle findings was that almost all stakeholders expressed their high satisfaction about the usefulness of the eco-club activities. It was established that on average each eco-club member has shared his / her knowledge to nine persons, including peers, friends, relatives and neighbours. The evaluation concluded that the CEE project:

“promoted good environmental practices and attracted strong community participation”.

Training on Environmental concept

Home gardening in Chhba Morn

Compost making by farmer in Chhba Morn
Civil Society Pro-Poor Market project (CSPPM)  
Kampong Speu province

The Civil Society Pro-Poor Market (CSPPM) project formerly Community Empowerment Service (CES) is implemented in the province of Kampong Speu, based around a number of community forests in the Phnom Sruich district. Established since mid 2008, it envisions to facilitate communities in forming community based organisations (CBO). Additionally it builds and strengthens the capacity of the management committees of these newly formed community based organisations as well as that of existing organisations. The CBO’s are a tool for local empowerment helping communities to develop and implement micro-project proposals, voice concerns and to market their local products.

In 2009, Mlup Baitong facilitated 20 CBO’s to develop 33 project proposals related to capacity building on natural resource management, voicing their concerns related to Commune Development Plans and improving their livelihoods. Of these 33 proposals funding was approved by the Catholic Relief Service (CRS) for 22 activities of which 3 concerned livelihood improvement, natural resource management and another 10 for capacity building on Community Development Plans.

These activities are complementary to other Mlup Baitong projects in the same area, in terms of capacity building on development issues and human rights.
Closely related to the Chambok Community Protected Area (CPA) in Kampong Speu province, this project seeks to enhance the natural environment surrounding Chambok waterfall while at the same time, increasing returns from visitors to the local community in a sustainable manner. Following 2008’s expansion of the Community Based Eco-tourism (CBET) area to Peam Levea, intensive discussions where held with all village level stakeholders. Documentation was reviewed and updated and procedures put in place to assist correct management. Income generating and tourist facilitation were overhauled and put into place. The frequency of forest patrols in the CBET site were increased. As a consequence less charcoal production and illegal logging took place. Cooperation in forest protection was established with Wildlife Alliance who have established a local office. Much was done to keep the adverse effects of tourism to a minimum and to ensure the stream’s other functions (e.g. drinking water) were not affected. Increasingly, the Chambok CBET project is seen in Cambodia as an important and influential example of a community run tourism project with significant safeguards to not only protect the site but also to sustain the role of forests in general. As such, Chambok CBET was visited by no less than 13 different organisations in 2009, amongst them IUCN, JICA, the Asia Foundation and many others including students and researchers. In most cases the Management Committee is called upon to clarify the CBET concept organisation of the project in the community.

Local service providers extended their capacity in many aspects so as to manage and serve visitors better. Besides extensive English classes, coaching was provided on other aspects which included providing home stays, food preparation, financial management and communication issues.
As a result of an internal Chambok CBET review, it was decided to increases entrance fees for both Cambodian and international guests. The increase in entrance fees would enable the CBET organisation to raise wages as well as to initiate small scale infrastructure improvements.

Despite all good intentions the total number of visitors dropped by 5% (see table 1). This was attributed to the overall weakening economy which meant less foreigners visited Cambodia as well as less nationals were in the position to visit Chambok.

Overall income generated improved by 9% which can mostly be attributed to higher entrance fees and to a lesser degree to higher visitor expenditure for additional services.

The revenue generated provides income directly to some 300 families. The extra income amounts to an average of 8.5% of each families overall income.

Chambok CBET was one of the six winners of the “Hidden Treasures Cambodia” initiative which seeks to heighten the awareness concerning secondary tourist destinations in Cambodia. The initiative was organized by Micro, Small and Medium Enterprise project, an USAID funded project.

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Khmer Tourists</td>
<td>14,209</td>
<td>14,790</td>
<td>14,074</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td>+ 4%</td>
<td>- 5%</td>
<td></td>
</tr>
<tr>
<td>Foreign Tourists</td>
<td>537</td>
<td>1,069</td>
<td>924</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td>+ 99%</td>
<td>- 14%</td>
<td></td>
</tr>
<tr>
<td>Total Tourists</td>
<td>14,746</td>
<td>15,859</td>
<td>14,997</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td>+ 8%</td>
<td>- 5%</td>
<td></td>
</tr>
<tr>
<td>Income ($ US)</td>
<td>10,000</td>
<td>18,025</td>
<td>19,707</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td>+ 80%</td>
<td>+ 9%</td>
<td></td>
</tr>
</tbody>
</table>

Table 1.: Chambok CBET Visitors and Income 2007-2009.
Community Based Forestry Management projects (CBFM)  
Kampong Speu & Kampong Thom provinces

The Community Based Forestry Management (CBF) projects in Kampong Speu and Kampong Thom are intended to assist local communities in managing and protecting their forests while simultaneously improving the communities livelihoods. The Kampong Speu areas are all located in the south of the province close to the Cardamom Mountains which form part of one of Southeast Asia’s largest undisturbed forests. In Kampong Thom the forests are located in Prasat Sambor and Sandan districts.

In 2009, 14 community forests and 1 community protected area were part of the Kampong Speu province component, covering a new protected area of more than 3,000 ha. During 2009, in Kampong Thom province the CBF project was greatly expanded after Mlup Baitong was requested to take on assisting the management of no less than 19 community forests. The total amount of forests in Kampong Thom receiving assistance lies above 20,000 ha. Mlup Baitong now assists in managing 40 sites in the two provinces Kampong Thom and Kampong Speu (see table 2).

An important aspect of protecting community forests is the demarcation of the forests and seeking official recognition of the forests. In 2009 the number of sites having official recognition raised to 13 of the 40 Mlup Baitong assisted sites, all in Kampong Thom province. These sites were amongst the first Community Forest sites in Cambodia to be officially recognized. The remaining sites in Kampong Thom are in various stages of seeking recognition. The sole Community Protected Area still awaits development of guidelines by the Ministry of Environment.

<table>
<thead>
<tr>
<th></th>
<th>Kampong Speu</th>
<th>Kampong Thom</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of CBF’s</td>
<td>14</td>
<td>24</td>
<td>38</td>
</tr>
<tr>
<td>(new)</td>
<td>(7)</td>
<td>(19)</td>
<td>(26)</td>
</tr>
<tr>
<td>CBF Area</td>
<td>3,050 ha</td>
<td>21,597 ha</td>
<td>24,647 ha</td>
</tr>
<tr>
<td>(new)</td>
<td>(1,770 ha)</td>
<td>(20,698 ha)</td>
<td>(22,468 ha)</td>
</tr>
<tr>
<td>No. of CBF’s officially recognized</td>
<td>0</td>
<td>13</td>
<td>13 (33%)</td>
</tr>
<tr>
<td>No. of CPA’s</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>CPA Area</td>
<td>754 ha</td>
<td>1,805 ha</td>
<td>2,559 ha</td>
</tr>
</tbody>
</table>

Table 2: Number and Area of Mlup Baitong Assisted Community Based Forests (CF) and Community Protected Areas (CPA).
In Kampong Speu province, 3 sites have been officially demarcated while 4 sites temporarily demarcated.

From 2006 onwards this project has sought to include livelihood activities. These activities target (women) self-help groups. By the end of 2009, there were a total of 180 groups (including groups from the newly assisted community forests) consisting of 2700 members. They are operating revolving funds and help setting up micro-businesses. The main activities of the micro-businesses included a rice bank, cow bank, pig raising, livestock raising and home gardening. Most of these activities are supported through specific trainings and / or general trainings such as on bookkeeping, minute writing and group facilitation.

The evaluation of CBF projects highlighted the “significant progress in building the capacity of the community members as well as enhancing the level of community participation”.

CBF projects will remain one of Mlup Baitongs pillars in the next Strategic period (2010-2016) with the focus on increasing the communities ability to manage the forests themselves while this ability is officially recognized.
Community Based Eco-tourism project (CBET-ST-ORK)

O’Russey Kandal Community Based Eco-tourism (CBET) project was initiated in the beginning of 2007. The site encompasses a rivulet and a number of swimming holes and rapids, located in a forest just north of the border with Kratie province. Located not far from the National Highway, the site attracts many local visitors during national holidays and in the weekend. Managing these guests while maintaining the site and conserving the natural surroundings are the main objectives of the project.

Despite official recognition by provincial authorities not yet obtained, forest patrols have been undertaken so as to monitor illegal activities. The difficulties concerning the recognition of the over 5,000 ha forest are partially due to the fact that the to-be-protected forest lies in 2 different provinces.

As a result of improvement in waste management facilities, waste contamination is now minimal.

Existing facilities were improved and expanded, though additional measures are still required.

Capacity building measures mostly focused on measures to improve the management committee members skills and the overall functioning of the committee. Training subjects were amongst others bookkeeping, leadership, facilitation skills, English, first aid, and tourist guiding. A selected group of committee members went on study tours to other CBET projects, locally and nationally.

Despite significantly lower numbers of visitors the income generated through the CBET project was $2,500 (2008: $2,100) most of which is disbursed to the CBET O’Russey Kandal service providers, while the remainder deposited in the community fund.

The Mlup Baitong Program Evaluation concluded:

“The Community Based Eco-tourism project in Stung Treng has also promoted significant improvement in natural resource management, communities livelihood and social asset”.

Local food served to visitors.
Community Based Eco-tourism project (CBET-ST-PRk)
Preah Rumkel – Stung Treng province

As was the case for O’Russey Kandal Community Based Eco-tourism (CBET), this project was supported by Mlup Baitong starting in December 2007. Likewise located in Stung Treng province, the tourism related activities focus on the western most part of the massive Mekong Falls which are located on the border with Lao P.D.R. This part of the falls are named Salaphet falls and in the rainy season the Mekong drops 20-30m over a kilometers wide area. In the dry season, the falls are more concentrated on a number of channels.

Besides the falls, there is also a pod of dolphins located near the falls which in the dry season are quite easily to be seen near the Cambodian shoreline. The commune of Preah Rumkel lies adjacent to a RAMSAR included wetland of seasonally flooded forest located in and along the Mekong.

Project activities for 2009 revolved around expanding the capacity of the community to manage both the protection of the sites (and dolphins) as well as to serve the visitors. Trainings were organised on subjects such as bookkeeping, administration, management and facilitation, English language, tourist guiding, waste management, home stays and food preparation. Two study tours were undertaken together with O’Russey Kandal CBET Management Committee members to the Mlup Baitong project in Chambok and to a project in Siem Reap.
Infrastructure measures included construction of restaurants, a dolphin viewing platform, a toilet as well as repairing trails.

Procedures have been put in place concerning waste management, while waste clearance drives were initiated after the main Cambodian holidays. Much has been invested in raising awareness concerning environmental and natural resource conservation through meetings, trainings and practice.

From the figures presented in table 3, one is lead to believe that visitor numbers expanded considerably during 2009, however the current recording system was only set up in 2008 and it is believed that the records for 2008 were understated. It is clear though that the amount of foreign visitors is significantly higher than Cambodian nationals and that the spending and thus income per visitor is significantly higher than in other Mlup Baitong CBET projects.

Forest demarcation (of 2,700 ha) has proceeded but is not yet completed. Official recognition beyond the commune level is still required.

A major issue which needs to be addressed is that of access; most current tourism originates from Lao P.D.R., which lies on the other side of the Mekong. Nevertheless considering the progress made and the proven active participation of the community, assisting the development further remains a prominent part of Mlup Baitong’s upcoming strategy.

<table>
<thead>
<tr>
<th></th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Khmer Tourists</td>
<td>1,000</td>
<td>2,000</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td></td>
<td>+ 100%</td>
</tr>
<tr>
<td>Foreign Tourists</td>
<td>4,000</td>
<td>5,500</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td></td>
<td>+ 38%</td>
</tr>
<tr>
<td>Total Tourists</td>
<td>5,000</td>
<td>7,500</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td></td>
<td>+ 50%</td>
</tr>
<tr>
<td>Income ($ US)</td>
<td>5,000</td>
<td>12,590</td>
</tr>
<tr>
<td>Annual Change (%)</td>
<td></td>
<td>+152%</td>
</tr>
</tbody>
</table>

Table 3.: Preah Rumkel CBET Visitors and Income 2008-2009
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 2009 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.

Karien van Veggel (Vice Chairperson)
Ms. Karien van Veggel commenced as Board member in 2008. She is advisor for DED, German Development Service and was previously management advisor for Mlup Baitong. Dutch by nationality she brings with her management and advisory skills gained through working in Nepal, Laos and Cambodia for more than 10 years.

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.

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.

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.
Institutional achievements in 2009

In the year 2009 ended the planning and implementation period of the Strategic Plan 2007 to 2009. Therefore in June 2009 an external evaluation was conducted. The evaluation concluded “that MB programs are responsive and relevant to the current socio economic and environmental situation in Cambodia. Over the last 3 years, Mlup Baitong has managed to achieve most of its set objectives and indicators. Its projects have responded effectively to the needs of the communities, especially its beneficiaries and answered to the vision set by Mlup Baitong”. The evaluation recommended that Mlup Baitong continues its mission to support the protection of the environment in Cambodia by increasing awareness and promoting sustainable use of natural resources while improving people’s livelihoods and that it carries out an organizational analysis to identify areas for optimizing and strengthening the organization.

In July, Mlup Baitong conducted a participatory Strategic Planning Workshop attended by all Mlup Baitong staff in order to develop a new Strategic Plan for 2010 to 2015. Mlup Baitong followed the recommendation of the external evaluation to continue with its vision and mission and formulated five strategic objectives:

1. Improved livelihoods of disadvantaged forest-dependent communities, especially women, through Self Help Groups
2. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Forestry Projects
3. Improved community environment and sustainable management of natural resources by rural communities through Community Environment Action Teams
4. Empowered rural communities understand and exert their land rights and actively participate in planning and implementation of Community Based Eco-Tourism
5. Increased environmental awareness and access to information on natural resource management services to the public.

Mlup Baitong decided to adopt an integrated and people-centered empowerment and rights-based approach in order to implement these programs effectively and sustainably. Mlup Baitong will continue and extend its program in Kampong Speu, Kampong Thom and Steng Treng Provinces and continue its Environmental Education Resource Center, Media and Consultation Program in Phnom Penh.

In order to achieve its programmatic objectives, Mlup Baitong formulated the strategic organizational objective “Strengthened organization capable to implement the program effectively and efficiently”.

The Strategic Plan was operationalized into a 3-year Operational Program Plan for 2010 to 2012, which forms the basis for annual program planning, organizational development and funding proposals. In the second half of 2009, Mlup Baitong succeeded to assure 90% funding for this 3-year Operational Program Plan and started to revise and strengthening its organizational structure by recruiting a new Human Resource Development and Planning and Monitoring Officer and to start to revise/develop various organizational and program guidelines/policies.

The Board of Directors continued in 2009 to provide competent guidance to the management. The Executive Director organized various management team and staff meetings. In absence of a Program Manager during most part of the year, he took over the extra tasks of managing the program with support of the Organization Manager.

Mlub Baitong provided opportunities to 17 staff to attend oversea training/meetings and conducted various staff in-house training and opportunities for external training in Cambodia.
## Project Beneficiaries

<table>
<thead>
<tr>
<th>Project</th>
<th>Total</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Environmental Education</td>
<td>2,000</td>
<td>1,100</td>
</tr>
<tr>
<td>Environmental Education Resource Centre and Media</td>
<td>92,000</td>
<td>46,500</td>
</tr>
<tr>
<td>Community Based Forest Management Kampong Speu</td>
<td>10,200</td>
<td>4,400</td>
</tr>
<tr>
<td>Community Based Eco-tourism Chambok, Kampong Speu</td>
<td>3,200</td>
<td>1,700</td>
</tr>
<tr>
<td>Civil Society Pro-Poor Market (CSPPM) Kampong Speu</td>
<td>10,200</td>
<td>5,500</td>
</tr>
<tr>
<td>Community Based Forest Kampong Thom</td>
<td>15,200</td>
<td>7,700</td>
</tr>
<tr>
<td>Community Based Eco-tourism O'Russey Kandal, Stung Treng</td>
<td>1,500</td>
<td>800</td>
</tr>
<tr>
<td>Community Based Eco-tourism Preah Rumkel, Stung Treng</td>
<td>2,500</td>
<td>1,300</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>123,400</strong></td>
<td><strong>62,900</strong></td>
</tr>
</tbody>
</table>

Direct beneficiaries are teachers and students in clubs, monks and nuns joining in the project activities, and villagers who benefit from the environmental education conducted by monks.

Direct beneficiaries are participants in the training, library users, material recipients and listeners to the radio program of Mlup Baitong.

Direct beneficiaries are villagers who are members of the CF. (The number of beneficiaries of CBF Kampong Speu is already subtracted from the total number because it overlaps with CES project in Kampong Speu).

Direct beneficiaries are people living in Chambok community whose income is related to eco-tourism services. (The number of direct beneficiaries of CBET Kampong Speu is already subtracted from the total number because it overlaps with CES project in Kampong Speu).

Direct beneficiaries are villagers in the project target areas who are members of any CSO.

Direct beneficiaries are villagers who are members of the CF.

Direct beneficiaries are people living in O'Russey Kandal community who are members of the project.

Direct beneficiaries are people living in Preah Rumkel community who are members of the project.
Financial statement for 2009

Income
Grants $377,106
Donations $4,995
Other income $28,055

Total Income $410,156

Expenditure by project / unit

<table>
<thead>
<tr>
<th>Project</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overhead (OVH)</td>
<td>$103,616</td>
</tr>
<tr>
<td>EERC&amp;M</td>
<td>$42,847</td>
</tr>
<tr>
<td>CEE</td>
<td>$25,059</td>
</tr>
<tr>
<td>CSPPM</td>
<td>$34,362</td>
</tr>
<tr>
<td>CBET-Chambok</td>
<td>$17,890</td>
</tr>
<tr>
<td>CBFM</td>
<td></td>
</tr>
<tr>
<td>CBFM-KS</td>
<td>$13,547</td>
</tr>
<tr>
<td>CBFM-KTI</td>
<td>$12,017</td>
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<tr>
<td>CBFM-KTII</td>
<td>$24,487</td>
</tr>
<tr>
<td>CBET-ORK</td>
<td>$76,103</td>
</tr>
<tr>
<td>CBET-PRK</td>
<td>$67,977</td>
</tr>
</tbody>
</table>

Total Expenditures $417,905

(Deficit)/excess of income over expenditure $(7,749)
Fund balance, Jan. 09 $100,357

Fund balance, Dec. 09 $92,608

In 2009 Mlup Baitong was supported by:

- The Albert Kunstadter Family Foundation
- BirdLife
- CRITeR Ecosystem Partnership Fund
- CRS
- Deutscher Entwicklungsdienst
- eed Evangelischer Entwicklungsdienst
- HEINRICH BÖLL FOUNDATION
- National Committee of The Netherlands
- IUCN
- ADB
- The World Conservation Union
- Oxfam
- European Union
- Oxfam Novib
- SCIAF
- Werde

Mlup Baitong would like to express its sincere thanks to all donors who have supported the work of the organization in 2009.

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!