

# ANNUAL REPORT

## 2015

A year of building  
CRDT's capacity



**The Cambodian Rural Development Team**

# ABOUT US

## Our Vision

A Cambodia free from poverty and environmental degradation.

## Our Mission

Sustainably improve food security, incomes, and living standards of poor rural communities in support of environmental conservation in Cambodia.

## Our Values

- Neutrality
- Cooperation
- Participation
- Empowerment
- Accountability
- Environmental Conservation
- Transparency

## Who We Are

The Cambodian Rural Development Team (CRDT) is a local development NGO which aims to lift communities out of poverty through participatory community-based approaches. All of our initiatives aim at improving sustainable livelihoods and the well-being of rural subsistence farmers, including marginalized indigenous people. At the same time, we strive to support conservation. Since its inception in 2001, CRDT has been working to improve and diversify sustainable agriculture both to lift people out of poverty and protect natural resources from over-exploitation. Since 2006, CRDT has developed its social enterprise program aiming both to help the organization gradually become self-reliant financially while promoting life-skills and enterprise-based development for its target beneficiaries.

## Our Main Focus



## What We Do

Since 2005, through securing partnerships with large international organizations such as the World Wildlife Fund (WWF) and Wildlife Conservation Society (WCS), CRDT has changed from implementing one-off projects to sustained integrated programs covering a variety of sustainable livelihoods, natural resource management, and community development. These aim to reach the two intertwined goals: (1) to raise rural living standards and (2) to contribute to environmental conservation. To this end, CRDT undertakes integrated community development projects through two programs: Sustainable Livelihood Development and Social Enterprises.



## Sustainable Livelihood Development Program

Starting as the original program of CRDT since 2001, the program involves five components which are usually integrated into a livelihood development project undertaken by a team of experts.

**Food Security:** Supporting livestock, aquaculture and vegetable production, and increasing the yield of rice crops in order to ensure communities have access to a protein-rich and varied diet and to diversify food sources to equip villagers to adapt to a changing climate.

**Income Generation:** Enabling farmers to identify value chains and directly access markets for their produce in order to generate income to raise standards of living. Helping to diversify income through the creation of small agricultural businesses and ecotourism.

**Water and Sanitation:** Constructing water supply systems, open wells and rain water collectors to provide communities with access to cleaner drinking water required for preventing chronic health problems. Building and restoring canals and river hand pumps to provide farmers with access to water for crop irrigation in face of climate change. Constructing toilets to improve hygiene and health of both the villagers and the environment.

**Renewable Energy:** Working to reduce climate change through using solar power to generate electricity. Installing bio-digesters of our own design to capture methane gas from manure which is then used for lighting, cooking fuel, and producing organic fertilizer.

**Environmental Education and Waste Management:** Demonstrating how environmental sustainability links to livelihoods. Enabling communities to value their environment, reduce exploitation, and manage their natural resources responsibly at a time of climatic uncertainty.



## Social Enterprises Program

Since 2006, CRDT has adopted a social enterprise approach in its operations. The purpose of having social enterprises is to diversify funding sources to support CRDT so as to rely less on donors to secure long term intervention with those impoverished and marginalized people who are not yet able to benefit from the development of Cambodia. Some enterprises also help link our beneficiaries to markets sustainably.

### We have three social enterprises:

**Cambodian Rural Development Tours (CRDTours):** specializes in offering unique travel experiences in Cambodia in particular the northeastern provinces of Kratie, Stung Treng and Mondulakiri. All funds generated from the tours directly support community tourism businesses and CRDT. Each tour activity is making a positive contribution to the places tourists visit and the locals they meet.

**Le Tonlé:** is a vocational training center offering local poor and disadvantaged youth a professional training in tourism and hospitality thereby increasing their employment opportunities. With two guesthouses and restaurants open to tourists in 2015, the students put their theoretical learning into practice while generating some profit to support CRDT's activities.

**SHG Finance Plc (formerly Mekong Credit Association):** Using SHGs as a platform, it is a rural credit operator to provide financial solutions for the poor. It aims at supporting women's groups and empowering them to be economically self-reliant through job creation and enterprise development.

OUR TARGET AREAS



Head Office

## FROM THE EXECUTIVE DIRECTOR: MR. OR CHANNY



“2015 has been the year of transformation to healthy and sustainable growth for the long term. We have been strengthening CRDT’s performance through strategizing, planning and better organizing our resources. It has also been a year of capacity building through reviewing and reflecting, followed by re-designing programs and re-defining objectives. Our aim has been to ensure the success of the organization against our strategic goals, best use of resources and greater impact through expansion. We have strengthened our ability to monitor our work, and particularly to evaluate it. Looking backward, reflecting on what has happened and envisioning the future help make our plans more relevant, improve the effectiveness of strategies and utilise our experience to produce better outcomes. The management team has reviewed its 5-year strategic plan for the first time, and from that produced a more realistic and better focused operational plan for 2016.

The review of our strategic plan indicated that CRDT needed to do more in the future on climate change adaptation (such as water systems for agriculture), enhancing farming community groups into agricultural cooperatives, improving the business skills of beneficiaries and environmental education.

The institutional reforms launched in 2013 have now yielded obvious benefits and continue. The structure of CRDT has been changed in 2015 to make it clearer and strengthen the synergy of the various programs. Both the management structure and program structure have been made more effective. The roll out of a single integrated implementation strategy offers more capability from the different programs across the organisation to beneficiaries. The livelihood program works fruitfully with the support of the SHG micro-finance team and other vocational enterprise programs - and vice-versa with great synergy, while beneficiaries receive the complementary support of specific expertise from CRDT’s various program teams.

The most notable achievement of the year remains the significant growth of our social enterprises. The businesses of CRDTours and Le Tonlé have carried on growing strongly; the occupancy rate of guesthouse and restaurant has been high and the tour operation has been busy throughout the year. The signs are the tourism businesses can continue to grow healthily and we plan to double capacity during the next two years. After a successful pilot stage, Mekong Credit Association has eventually been granted a rural credit operator license by the National Bank of Cambodia and is retitling itself SHG Finance plc. SHG Finance will now scale up its lending to a level at which its operations are self-funding. That will require the strengthening of staff capacity, raising loan funds and building up technical systems.

Since 2013, much effort has been invested into strengthening CRDT as an organization: enhancing the quality of the services we provide, professionalizing governance and improving staff competency. This year, CRDT has produced all required documents and reapplied for the NGO Governance & Professional Practices (NGO GPP) Certificate. We have also been granted a rural credit operator license from the National Bank of Cambodia for the social enterprise, SHG Finance plc. We believe that we are moving in the right direction, and transforming at a good pace toward self-sustainability. By recognizing the unavoidable challenges ahead, I hope the organizational strengthening so far will result in the healthy growth of CRDT in following years.

I am very grateful for the support of our Board of Directors, and I am thankful to all CRDT's staff for their tireless work and whole-hearted commitment to CRDT. On behalf of the Management Committee, I would like to particularly thank our Management Advisor, Mr Richard Davis, who joined CRDT as a volunteer through Voluntary Service Overseas, for his supportive attitude and invaluable contribution to CRDT. I would like to also pay my gratitude to our donors, partners and friends for their continued support to CRDT. I am looking forward to cherishing further success with you all the years to come.”



## **FROM THE CHAIR OF THE BOARD: DR. ALEX DIMENT**

“2015 has been another exciting and fulfilling year for CRDT, and has seen continued growth with our partners and beneficiaries, and further development of the organization as a whole.

CRDT continues to deliver substantial benefits to our local community partners; the wealth of information in this report is testament to the achievements and accomplished over the year, which build on over a decade of successful community partnerships in the northeast of Cambodia.

The organization itself also continues to grow and strengthen. Through 2015, we have reaped the benefits of the structural improvements completed last year. The management team, and key technical teams in livelihoods and enterprises, have demonstrated improved management and coordination, enhanced activity implementation, better monitoring of our impacts, and clarity for the relationships between CRDT and it's 'sister' enterprises.

With the support of the Board, the CRDT strategic plan 2015-2019, has allowed CRDT to build a portfolio of activities and supporters, helping it to follow its vision and mission while continuing to expand sustainably. The social enterprises are vital to this long-term future. In addition, the registration of the Mekong Credit Association is an exciting moment in the history of the organization

Major collaborations with new partners and donors have been established during the year, which has helped CRDT continue to shine as a key local actor for partners to work with in north-eastern Cambodia. CRDT now has an enviable reputation as one of the premier development organizations in the country, and one of the few with such close links to environmental sustainability. This year we celebrated 10<sup>th</sup> anniversary of the formal relationship with our two major international conservation partners, the Wildlife Conservation Society and WWF's Greater Mekong program.

We have been sad to say goodbye to some of the long-term staff and founders, but glad that they will still be working for the development of Cambodia, and we wish them well in their future endeavors. This will be my last chairman's message, as I will be completing my term as Chair of the board early in 2016, but I will retain a keen interest and close involvement in the organization. The Board of Directors' and I are proud to be part of CRDT's adventure, and we look ahead with confidence in the bright future that CRDT is making for itself, and the people of the Northeast of Cambodia.”



## Formation of New Community Groups as the Platform for Development

Over the year, we continued to support our **Community Based Organizations (CBO)** and **Self Help Groups (SHG)** and started to integrate the operational, technical and financial capabilities which are the foundations to boost their livelihood outcomes. From 2015 onward, CRDT has introduced a single community organizing model for community groups and an Integrated Implementation Strategy. Group members comprise both on and off farm producers/small businessmen. Regardless of the livelihoods in each community group, saving is a mandatory component.

**In 2015, CRDT supported 220 groups with 4,393 direct beneficiaries (65% women) and 13,741 indirect beneficiaries to improve their livelihoods. 22 of the groups were newly established with 545 members.**

## SUSTAINABLE LIVELIHOODS DEVELOPMENT PROGRAMS

Despite changes to the climate in 2015 — late rainfall and drought - this year **40% of community groups improved their productivity by practising new agricultural techniques** such as System of Rice Intensification (SRI), Integrated Pest Management (IPM) and organic methods of farming which allowed them to produce enough for their own consumption. Another **20% of members were adapted to climate change and had a production surplus to sell regularly or occasionally.** After his family's consumption, a typical well climate change adapted farmer could earn monthly an average income of \$ 38 from chicken raising and \$ 12 from vegetable growing thanks to the changes of using higher resilient seeds, practicing water efficient using techniques, changing the times of planting and harvesting, planting low water-demanding crops, injecting vaccines to reduce disease for livestock.

**Small enterprise development has been a focus introduced to our farmer and non-farmer beneficiaries in target areas.** Skills and techniques introduced and refreshed to our farmers have been livestock raising, crop and vegetable growing, soil improvement, harvesting, processing and skills for community tourism such as bookkeeping, housekeeping, food preparation and waste recycling. Proving the potential to grow further, some of community group members were supported to upgrade their subsistence activities into enterprises. **CRDT built their capacity in life skills** such as group management, business planning, leadership and finance which are the foundation for our beneficiaries to be able to move closer to potential new markets, thereby sustaining their productivity over the long run. In total, **36 enterprises were developed** including 14 individual chicken enterprises, 6 chicken group enterprises, 6 vegetable group enterprises, 1 bamboo processing enterprise, 4 bamboo collection enterprises, 1 community-based ecotourism enterprise, 1 community shop enterprise, and 3 rice group enterprises.

**One hundred farmers have been taught the techniques of Organic Rice Production.** In partnership with **WCS** and **Sansom Mlup Prey (SMP)**, CRDT has expanded to work in a new province —Preah Vihear to support 102 farmers to produce organic rice and sell it at a higher price than the rice they grew before. The special techniques provided include the 12 rules of organic rice production, daily care, internal control system and harvesting. **At the harvest in November, the farmers produced a**

40 % of community groups improved their productivity

In total 36 enterprises were developed

102 farmers produce organic rice

total of **349 tons** of rice and sold it for **USD 130,875** to domestic and international markets.

**Rural indigenous families were provided with water and sanitation facilities.**

A total of **67 rainwater collectors** and **55 toilets** were installed for communities in target areas in Seima Protection Forest in Mondulkiri Province and the Ramsar site in Stung Treng Province. Rainwater collectors are important for storing water in the dry season for family daily use and home-gardening. Toilets helped improved household sanitation and reduce the problems of open defecation which is the main cause of water borne diseases. Better access to water has reduced difficulties significantly among women and young people who used to fetch water from the river/streams, and pay a high cost for water use and medical treatment.

Thanks to loans more children are able to go to school

**Saving activities have been promoted in all community groups so that they have access to loans to improve their businesses.** An additional **USD 134,004** was saved by 30 saving groups. A total of **USD 163,470** was given as loans to the members with **USD 35,526** interest returned. With the loans, new jobs were created in chicken raising, vegetable growing, pig raising, rice farming, small grocery shops in the villages and Eco-tourism activities, and more children were able to go to school.

**16 CBOs in the Stung Treng Ramsar site have made a contribution of 2-5% of their savings interest to support natural resource conservation activities of Community Fishery and Community Forestry.** In 2015, in collaboration with WWF and the Provincial Department of Environment in Stung Treng, the Environmental Education Team worked to raise communities' awareness of the Stung Treng Ramsar Site Management Plan. A meeting evaluation revealed that **70% of the beneficiaries said they had reduced illegal activities with natural resources**, but there was increased illegal activity by outsiders. In addition, **90% of beneficiary families** said they had a more positive perception of the need to prevent the Ramsar site from degradation and all of these beneficiaries had contributed **500 Riel per month (USD 0.125) regularly to the patrolling team.**

70 % reduced illegal activities with natural resources

**Several research projects were conducted around Climate Change Adaptation, Water Resource Management, Agriculture Innovation and Impact Evaluation to strategically guide future interventions of CRDT.** Both best practices and pitfalls were built on in fine-tuning CRDT Strategic Plan 2014-2019. The future most needed interventions for CRDT beneficiaries were water access, climate change adaptation, and market linkages while financial access is a cross cutting need.

### **CASE STORY: on the way to improve capacity to cope with climate change impacts**

Mr. Loem Sokhut, 35 years old, married with 3 children, is a Farmer Promoter recruited by CRDT in 2013. He lives in Bay Samnom village, Kratie province. His main family income comes from agricultural activities.

After getting married in 1999, the couple experienced rough times for a while. Rice growing was the only livelihood activity, and its production was not high enough for a whole year's household consumption. Therefore, Sokhut combined rice with vegetable production, which turned to be a failure mostly because of the lack of water.

In 2013, Mr. Sokhut, was recruited and trained by CRDT as a farmer promoter. He was further trained on techniques for chicken raising and vegetable growing. He engaged in other workshops on climate change and exchanged experiences with his peers in other provinces as well. Now he is a model farmer in climate change adapted agriculture. He often teaches other villagers tricks to properly select seeds, build a more productive vegetable growing calendar, make compost and grow low water-demanding crops. Additionally, he rarely misses meetings and trainings organized by the CRDT staff.



*“Using improved techniques, I could earn at least \$13 per month by selling vegetables and \$38 by selling chicken. With these earnings I support my child’s education and cover the household daily expenses, such as food and medicines. My future plans involve to expand my farmland and to learn more how to grow vegetables that do not need much irrigation.”* said Mr. Sokhut. As a matter of fact, he has recently come up with an easy way to grow vegetables without the need for much irrigation. It consists of growing vegetables in earth-filled sacks, thereby saving in soil as well. All things considered, he is certainly a proactive community development villager.



# SOCIAL ENTERPRISES PROGRAM



## CRDTOURS

Following the successful CRDT Dolphin for Development Project, in November 2011 CRDT founded the tour operator business CRDTours; a social enterprise of CRDT that specializes in offering unique travel experiences in the Northeastern provinces of Cambodia.

In 2015, CRDTours **hosted 1346 tourists**, double the amount from 2014. Tourists visited communities along the Mekong River such as Koh Trong, Koh Phdao, Koh Preah, Koh Tnoat and Preah Romkel and eastward into Ratanakiri and Mondulakiri Provinces. Some tours were also extended to Kampong Cham, Siem Reap and Phnom Penh to visit NGOs and zoos as well. Koh Tnoat Community Based Tourism Site in Damrae village, Sambour district, Kratie province was assisted by CRDTours to start operation from mid-2015.

The tour groups' purposes are a mixture of leisure, community development, and educational experience. From these tours, CRDTours created a **total revenue of \$ 134,803** in 2015, which is a 45 % increase compared to last year. Of all net profit, **\$ 20,000 was reinvested** to upgrade the business while the income retained in the communities was \$ 47,000 which is a 102% increase compared to 2014. The contribution to the environmental conservation was \$ 5,300 (a 44% increase). The number of our tour partnerships increased, with CRDTours collaborating with 6 more companies/NGOs.

In 2015, CRDTours also saw remarkable organizational development. It successfully rolled out its operation manual, updated its policies, set strategy for 2016 and restructured the operation and management functions to make the business work best with 5 staff members.

Visit [www.crdtours.org](http://www.crdtours.org) to learn more

### CASE STORY: Job creation with Community-based ecotourism project in Koh Phdao

Miss Ros Thearong, 30 years old is from Koh Phdoa village, Kratie province. She has two brothers and three sisters. Three of them are still in school while she and two others dropped out in order to help to the family's farming.

In 2014, with encouragement from elders and neighbors, Thearong decided to join the Koh Phdao community based ecotourism (CBET) project as its accountant. In 2015, she earned an income of 3,000,000 Riels (US\$ 750) from the funds of the CBET committee. Thearong used her income to support her family's daily needs such as food, clothes, education of her siblings, and some equipment in her house.



Thearong said *"despite a small income I earned, I am delighted to join the CBET project because I can improve my understanding of how the CBET works in my community and especially I can serve and improve my community. I remember that before having the CBET project there was a lot of rubbish in my village and people lived in a poor environment. Many villagers got sick because of poor sanitation practices and unclean drinking water. After CRDT came in the village, I saw people have more chicken pens, pig pens and water supply was constructed. CBET also allows me to meet and exchange culture with a lot of foreign tourists."*



## LE TONLÉ

Le Tonlé is a training center for hospitality, based in Kratie Town. Le Tonlé provides vocational training to disadvantaged young Cambodians in the northeast region. In line with a training model of ‘Learning by doing’, the training centre runs a fully operational guesthouse and restaurant in which trainees are able to work directly with tourists and put their theoretical knowledge and understanding into daily practice.



The school year 2014–2015 started in October 2014 with **18 vulnerable youths (10 female)** who had passed the entrance exam and been awarded scholarships. With the effectiveness of the program, a network has been built with the private sector, the local and national authorities as well as an international agency. This means that employment has been found for all the students and funding found for more young people to access the training. **On graduation, the students achieved monthly salaries of between 100\$ – 140\$ plus free accommodation and food.**

Thanks to the eleven staff’s hard work and new partnerships with **4 travel agencies**, the guesthouse and restaurant business in 2015 **showed a huge growth with a total revenue of \$130,000 which is a 136% increase.**

Moreover, throughout the year, Le Tonlé maintained its **1<sup>st</sup> rank on Trip Advisor** among both restaurants and guesthouses in Kratie. Unfortunately, the generous support of Fédération Genevoise de Coopération (FGC) was reduced and finished at the end of 2015. To manage the continuing training program, \$15,800 from the profit of Le Tonlé was used, together with additional funds raised from Tourism for Help Switzerland and French. Students were therefore fully supported and able to properly graduate.

In August 2015, the training center in Stung Treng moved to Kratie so that we could improve the training support and the business function of Le Tonlé; tourism in Kratie Province has been much busier than that in Stung Treng.

Visit [www.letonle.org](http://www.letonle.org) to learn more

### CASE STORY: Hospitality training leads to a higher income

Hong and Kimi are former Le Tonlé students. They met when they both joined the school year of 2009-2010 and fell in love. Struggling over a few years with jobs in tourism sector after they graduated, now they own a guesthouse and tour business in Ratanakiri Province.

To support her two sisters to finish secondary school, Hong decided to drop out of school in 2007. She migrated to Stung Treng Province to be a domestic in a family restaurant where she had to do both restaurant work and housework in exchange for a salary of USD 50 per month. Being unable to stand such hard work conditions any longer, she then started a clothes washing business and earned USD 2.5 to 5 a day.

Life was a bit better but she had to find customers every day. One day she heard the announcement by Le Tonlé and she decided to apply, passed the interview, awarded the scholarship and joined the training successfully. After completing the course, Hong and Kimi together decided to start their life careers in Ratanakiri province. Hong was a chef assistant in a restaurant where she earned USD 90 a month. Kimi started a small business as a tour guide and earned around USD 70 a month. After saving a modest amount, in 2012 Hong and Kimi got married and they started their own guesthouse business. The guesthouse has 7 rooms and its price is USD 5-7 per night. The business started in March 2015 and earned around 800 USD a month. It is a good start.

Hong said *“my life has gone through countless hardship, but I am not without hope. I believe that when I have a skill, I can make my life better. Therefore I tried my best to study at Le Tonlé. Le Tonlé trained me not only skills in housekeeping, cooking, hospitality and English, it gave me ideas of what a business is and how to run a successful business in tourism sector. I am very thankful to Le Tonlé, donor and all trainers there.”*



At the end of December 2015, the former Mekong Credit Association was awarded its license by the National Bank of Cambodia as a Rural Credit Operator with the new name of **S.H.G FINANCE PLC**. The main activity of **S.H.G FINANCE PLC** is providing credit through **Self-Help Groups (SHG)**. The initial Self-Help Group (SHG) project started by CRDT in partnership with *Hand in Hand India* and *Asian Institute of Technology (AIT)* finished in 2013 and was a huge success. In 2015, the project has taken significant steps forward in its endeavor to strengthen the existing interventions and to replicate the SHG model to support more needy people. The project has expanded to **four new villages**, one new commune taking the overall coverage to **95 villages, 40 communes and 9 districts** in the provinces of Kratie and Stung Treng.



87 % of members supported are women

20 SHGs were newly formed in 2015 taking the total number to 214 with 2,531 members of which 87% are women. The total savings rose to \$130,813 an increase of 179% over the previous year. **Through the project’s interventions so far 2,260 family based enterprises have been supported, equivalent to 9040 jobs, improving profits in poultry, rice, pig, farming vegetables, fishing, cassava planting and other cash crop production.** In cooperation with the Provincial Department of Agriculture in Kratie the project provided skill training in poultry and piggery raising **to 54 SHGs with 169 members**. The project also provided life skill training in bookkeeping and enterprise motivation **to five new SHGs with 67 members**.

In partnership with *Hand in Hand Cambodia*, in 2016, the project has been incubating S.H.G FINANCE PLC which is a rural credit operator (lender) aimed at supporting the small businesses of rural women. It will not only continue to create “social impact” but also ensure sustainability. Over a 5-year period (2013-2018), it aims to build a portfolio of approximately US\$ 2 million with around 7000 members accessing credit to develop enterprises and increase the income levels of poor families.





## MAJOR CHALLENGES IN 2015

- High impact of climate change: late rainfall caused delay in rice production cycle of many farmers while drought caused difficulties in production of rice, vegetables and livestock raising
- Illegal income opportunities from natural resources are still available in CRDT's target areas which demotivated our farmers to adopt sustainable livelihoods activities on a long term basis
- Water shortage for agriculture activity caused some farmers to return to old methods cultivation and prevented them from increasing number of production cycles.
- Price fluctuation of agricultural products made a relatively low return than expected and discourage our farmers from scaling up their production.
- The slow process to get the official license for our Mekong Credit Association to run legally and give loans to needy people
- Weaknesses in financial management which could not provide accurate and prompt information for management decision
- Shortage of staff capacity in the new skills required by the social enterprises
- Fund shortage put stress on the fundraising team



## FUTURE DEVELOPMENT PLANS FOR 2016

- Roll out the Integrated Implementation Strategy for community groups
- The livelihoods program will focus more on water for irrigation and market linkages for community products to boost their enterprises
- Promote agricultural innovation and technologies to help farmers better cope with the impacts of climate change
- Expand our work in non-agricultural vocational training
- Strengthen collaboration and cooperation with local authorities and get them to support community groups as agricultural marketing cooperatives in long term partnership
- Improve CRDT's financial management system so that financial information can be obtained easier and faster to inform management decisions
- Clarify the relationships between CRDT, the NGO, and its social enterprises through the formation of a 'CRDT Group'
- Upgrade the management structure in order to maintain smooth operation following organizational growth
- Scale up all social enterprises so that CRDT can reduce to some extent the level of dependency on donor funds



Description:	2014	2015
<b>Income</b>		
Fund Received from Donor	431,055.00	366,192.49
Social Enterprise Income	150,978.00	231,782.19
Other Income	16,723.00	90,254.79
<b><u>Total Income</u></b>	<b><u>598,756.00</u></b>	<b><u>688,229.47</u></b>
<b>Expenditure</b>		
Project Activities	282,853.00	283,127.05
Human Resources	257,342.00	278,145.32
Administrative and Operation expenses	81,981.00	57,832.13
Non-Expendable equipment	20,429.00	12,938.45
<b><u>Total Expense</u></b>	<b><u>642,605.00</u></b>	<b><u>632,042.95</u></b>
<b>Deficit/excess of income over expenditure in the year</b>	<b>(43,849.00)</b>	<b>56,186.52</b>
Fund Balance at the beginning of the year	143,836.00	98,096.00
Fund returned to donor	(1,891.00)	(1,991.51)
<b><u>Fund Balance at the end of the year</u></b>	<b><u>98,096.00</u></b>	<b><u>152,291.01</u></b>

The financial statement is as on December 31<sup>st</sup>, 2015

All figures are in US Dollars (\$)



## BOARD OF DIRECTORS

**Dr. Alex Diment** (Chairman), Senior Technical Advisor, Wildlife Conservation Society (WCS) Cambodia

**Mr. Tuy Sereivathana**, Country Director, Fauna & Flora International Cambodia

**Ms. Chun Sothany**, Chief Executive Officer at First Finance Plc Cambodia

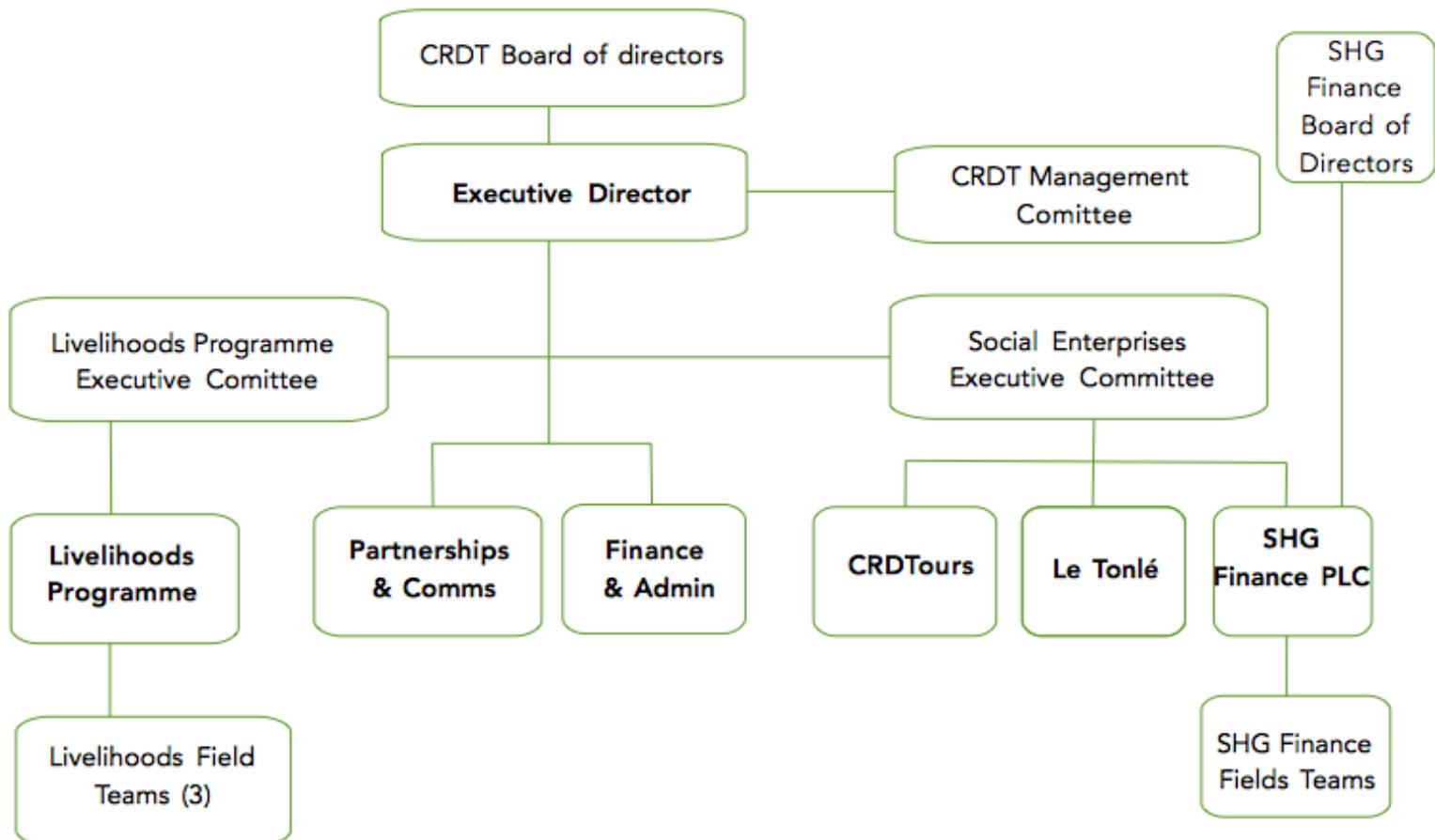
**Mr. Marc Wancer**, Senior Vice President, Financial Institutions Analyst, Aeris® Insight, Inc., USA

**Mr. Leang Rattana**, Country Representative, Ericsson Cambodia and Myanmar

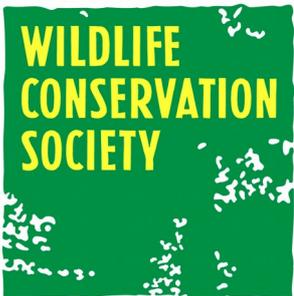
## CURRENT STAFF

CRDT currently has over 40 full time employees including management, technical and supporting staff, volunteers and graduate interns.

## ORGANISATIONAL CHART AS AT 2015



# DONORS & PARTNERS



# GET INVOLVED

## To support a CRDT project

Help 375 rural women and their families in northern Cambodia improve their incomes by creating jobs in sustainable livelihood activities. This will impact these communities' economies and environment and help tackle the local cycle of poverty.

Visit our GlobalGiving page at <http://goto.gg/15360>

To learn more and donate

## To donate directly

If you'd like to support CRDT and contribute to transforming the lives of rural Cambodians you can make a donation by bank transfer to

Account number : 1600 20 179519 1 7

Account name : Cambodian Rural Development Team

Bank Name : ACLEDIA Bank Plc.

SWIFT Code : ACLBKHPP

**To join the team, volunteer your time or ask for more information please get in touch...**



globalgiving

<http://goto.gg/15360>

# GET IN TOUCH

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