

I. Introduction

Starting in May 1990 Buddhism for Development has been now 14 years old. 2004 can be counted as 3rd historical year: establishment year of BFD, the strategic planning year in 2001, and the organizational development year in 2004.

Many things remarkably happening in 2004 but the most important is the establishment of Board of Trustees in May which marks the completion of work for BFD as a Non-Governmental Organization. Although it takes times up to 13 years to develop but the result is rewarding.

As the very first NGO in Cambodia, BFD has struggled through experiences to fulfill its vision and mission, to cope with change of political situation of Cambodia, to response the needs of the target groups with our dependency- limited resources, and to be creditable in project, financial, and organizational management among the donors. It is not an easy work but now we have passed through.

It has been a big reward for BFD staff in the eight provinces to see changes in the target areas where our projects implemented. These are the results of the villagers' participation, the coordination of the local authorities, the right approach of the projects, the lessons learned from the villagers, and the commitment of BFD staff. The most proud is to see the villagers acknowledge that the activities belong to their communities, and the feeling that they have done by themselves.

This Report is just not only the activities in 2004 for there are a lot of works done in previous years but can see some results at this time. We acknowledge the need of time to decide the impact. Based on the Strategic Plan of 2002-2006 the report will follow the guidance of the five Strategic Aims in describing various activities in the eight offices. Recommendation from the readers and users of the report is very much welcomed.

Buddhism for Development would like to take this opportunity to express thanks and gratitude to Their Majesty the King and the Queen, the Royal Government, and the Buddhist Ecclesiastical Board of Cambodia, Embassy, donors, friends, local authorities, and villagers for graces, facilitations, funds, suggestions, advises, participations, and friendship enable BFD to achieve its Mission and Vision in contribution to an educated, democratic society free from poverty and preventable illness, law abiding, and respectful of human rights and the environment; a moral society with respect for Buddhism and Cambodian culture and traditions whilst being aware of the threats and the opportunities presented by Globalization.

Buddhism for Development is looking for further collaborations from all stakeholders in the socioeconomic development of the northwestern provinces as well as the whole nation.

Thank you,

Heng Monychenda
Executive Director

II. General Information of BFD

History

- Founded in 1 May 1990
- Site 2 Refugee Camp, Cambodian - Thai border
- By Indapañño Bhikkhu and a group of monks who see the value of Buddhism as a tool for :
 - Peace restoration and national reintegration
 - Economic development
 - Social development
 - Mental development
 - Wisdom development
 - Sustaining the balance of individual, society, and the nature

Vision

An educated, democratic society free from poverty and preventable illness, law abiding, and respectful of human rights and the environment; a moral society with respect for Buddhism and Cambodian culture and traditions whilst being aware of the threats and the opportunities presented by Globalization.

Mission Statement

To achieve, through training, advice, and participatory projects the sustainable socioeconomic development of the population of North-West Cambodia

Philosophy

BFD Participatory Projects are designed to meet the needs of target groups, and with the Dharma as a guide, strive to achieve harmony between the individual, society, and the environment. The projects focus on the economic, social, spiritual, and intellectual development, of target groups and aim to guide them, step by step, towards self-reliance and empowerment.

Strategic Aims

1: Social Development

Through training and advice, to raise the awareness and knowledge of BFD target groups regarding: local governance, rule of law, human rights, the role of women in society, and Cambodian culture and traditions.

2: Health

To achieve through advice, training and the dissemination of information, improvements in the health of BFD target groups and to increase their knowledge and awareness of health issues especially HIV/AIDS.

3: Education

To contribute towards reducing illiteracy and improving education, to provide education facilities and to provide vocational training for BFD target groups

4: Economy

To aid the economic development of BFD target groups by introducing small scale savings and credit schemes, income generation projects, and by providing advice, information and technical assistance for small businesses and farmers.

5: BFD Development

To continue to improve the management, administration, accounting and reporting systems in BFD, to increase staff capacity, improve efficiency and work towards sustainability.

Office

First office of BFD was in the Cambodian refugee camp along Thai-Cambodia border. Since 1993 BFD has resettled the office in Battambang Province. Since then until today BFD has a total of one Central Office and 8 Provincial offices.

- | | |
|----------------------------|------------------------|
| 1. Battambang Branch | 5. Siemreap Branch |
| 2. Pailin Branch | 6. Kampong Thom Branch |
| 3. Banteay Meanchey Branch | 7. Preah Vihear Branch |
| 4. Oddor Meanchey Branch | 8. Phnom Penh Branch |

Board of Trustees

Name	Profession	Gender	Position	Years On Board
Venerable Monk Preah Maha Vimaladhamma	Assistant to the Supreme Patriarch of Cambodia	M	Manager of Board of Trustees	1
Tep Darong	Deputy Secretary General of Council of Administrative Reform, Council of Ministry, Cambodian Government	M	1 st Deputy Manager of Board of Trustees	1
Michael Donnelly	Management Consultant	M	2nd Deputy Manager of Board of Trustees	1
Janet Ashby	Cambodia Program Manager Asia Regional Cooperation to Prevent People Trafficking	F	Secretary General	1
Men Neary Sopheak	Director of Communication Cambodia Red Cross	F	Member	1
To be selected		F	Member	1
Dr. Peter Koeppinger	Director Asia Department International Cooperation, Konrad Adenauer Foundation	M	Member	1
Sin Soeup	BFD Branch Manager, Siemreap	M	Member	1
Yok Bunna	BFD Branch Manager, Phnom Penh	M	Member	1

Staff

Staff Ranking	Branches									Total
	1	2	3	4	5	6	7	8	9	
Senior Staff	4	2	1	2	2	1	1	1	1	15
Project Staff	4	15	0	17	10	1	1	4	2	54
Support Staff	7	2	3	4	2	8	2	6	3	37
Part Time Staff	3	6	0	0	0	1	0	0	0	10
Advisor	1	0	0	2	0	0	0	0	0	3
Total	19	25	4	25	14	11	4	11	6	119

Summary of BFD Projects According to Strategic Aims

Strategic Aim	Social Development	Health	Education	Economy and Livelihoods
Branches				
Central Office			<ul style="list-style-type: none"> • Scholarship Program • Kindergarten • Monk Education • School Construction 	
Battambang	<ul style="list-style-type: none"> • Commune Councils Consultation • Institutional Building • Community based Conflict Resolution (PDV, CPMHRV) 	<ul style="list-style-type: none"> • Home Care for PLHA • Orphan Victim of HIV/AIDS Children • Income for PLHA 	<ul style="list-style-type: none"> • Karuna Mother • Youth • Moral Education 	<ul style="list-style-type: none"> • Credit and Saving • Castor Project • Cooperative Project
Banteay Meanchey	<ul style="list-style-type: none"> • Community-based Human Rights and Conflict resolution (PDV, CPMHRV, HRW) • Community Information Center 			<ul style="list-style-type: none"> • Castor Seed Project • Cooperative Project
Oddor Meanchey	<ul style="list-style-type: none"> • Community-based Human Rights and Conflict resolution (PDV, CPMHRV, HRW) • Community Information Center 			<ul style="list-style-type: none"> • Castor Seed Project
Siem Reap	<ul style="list-style-type: none"> • Community Information Center 	<ul style="list-style-type: none"> • Home Care for PLHA 		<ul style="list-style-type: none"> • castor Seed Project
Phnom Penh	<ul style="list-style-type: none"> • Local Government Training for Political Parties 			<ul style="list-style-type: none"> • castor Seed Project
Kampong Thom	<ul style="list-style-type: none"> • Community Information Center • Community based Human Rights and Conflict resolution (CPMHRV) 			<ul style="list-style-type: none"> • castor Seed Project
Pailin	<ul style="list-style-type: none"> • Community Information Center 			<ul style="list-style-type: none"> • castor Seed Project
Preah Vihear	<ul style="list-style-type: none"> • Community Information Center • Democracy Workshop 			

III. Review of Accomplishments

Strategic Aim 1: Social Development

Through training and advice, to raise the awareness and knowledge of BFD target groups regarding: local governance, rule of law, human rights, the role of women in society, and Cambodian culture and traditions.

1. Socially Engaged Buddhism

To engage monks, nuns, and lay people in the contribution to socioeconomic development of Cambodia by using the teaching of Buddhism as main concepts and practices

- **Monks and the People' Quality of Life:** Aiming to introduce monks to socially engaged Buddhism so they can lead and help improving the quality of life of their communities. Training and seminar are offered to improve their capacity. Many monks now involve in the socio-economic development nationwide. Training on good governance and the role of monks in social development in monastery in Battambang and Po Sat Provinces are well accepted. Many pagodas now are involving in the daily life of the villagers throughout the country.
- **Mother Karunà Project:** Aiming to improve the status of women as “MOTHER” of children, society, the world and of peace and development. We believe that when men contain of MOTHERHOOD’ s spirit and act like mother, peace and development will be sustained. The project now is implemented by 28 Buddhist nuns from Sangker District, Battambang, working as volunteer. Activities include: outreach to villages discussing about motherhood; counseling People Living with HIV/AIDS; visiting hospitals; women and domestic violence counseling.
- **Good Friend for Society** To contribute to the recovery of moral and ethical values of Cambodian society a project has been organized every year since 1994 to help strengthening the moral conduct of the children during their closing term, usually from July to September.

The 10th workshop was organized in Battambang with 121 teenagers including 39 girls from Battambang, Banteay Meanchey, Kampong Chhnang, Kandal, and Kampot attend the training. The participants commit to the one month training by ordaining as Buddhist novice and Buddhist nuns for a period of one full month. The experience and the moral training will help them to be alert in the crisis situation of teenagers in today Cambodia: HIV/AIDS, drug, trafficking, and to motivate them for participation in community development based on self-help concepts.

Since 1994 a total of 1313 teenagers including 565 young girls have been educated at BFD Training Center in Battambang.

- **Forest Preservation:** In Oddor Meanchey a distinguished venerable monk is working with his life to preserve a 140 km² left-rich tropical rainforest that is being threat by development and illegal logging. Since 2001 when BFD open its office in Oddor Meanchey the venerable monk has approached BFD to assist his activities. BFD is gladly to back and support the Venerable Monk to achieve his valuable work in keeping this forest for the nature, the wildlife, and the next Khmer generation. Two horses and on

horse-cart were provided so that the monks can patrol the forest and to go to various villages to educate the communities on the forest conservation. There are also two ancient ruined temples that have not yet been discovered were also under the protection of the venerable monks. Plan for community forestry is under development for the areas.

2. Community-Based Human Rights and Conflict Resolution Program (CBHRP)

The overall objective of the program is, with the concept of proximity, to empower and engage ordinary Cambodian and Commune Councils in the promotion of human rights, in the action against human rights abuses, and appropriate conflict resolution at communes and villages level in order to assure the development and sustainable establishment of Human Rights respect in local communities.

The main components of the program are: grassroots institutional building, training, and mass education. Mainly implemented in Battambang, Banteay Meanchey, Oddor Meanchey, and Kampong Thom the program has been well known and accepted that it really reach the needs of the villagers, effective, and replicable.

Peace and Development Volunteers (PDV):

The activity is designed to empower villagers to help themselves in taking care of socioeconomic development. The PDV is to be the representative of the villagers in each village who will be democratically elected by vote. All villagers in each village will be invited for the evening meeting organized by BFD and village leader. A detail of explanation of the PDV will be provided by BFD and the villagers will be asked to be candidate of PDV or/and nominated by villagers. An election with secret vote to elect one PDV will be conducted to find the winner who will be PDV, the representative of that village.

The volunteers is trained to be agent of change with the knowledge of democracy, human rights, women and children rights, land law, court procedure, conflict prevention and resolution, and community development based on self-help. There will be at least 2 five-day training workshops in the first year and 2 five-day training workshops in second year for all PDVs. After the training each PDV will receive a bicycle so that they can go around and organize group meeting. They will also knock the doors of the villagers to discuss about the subjects. The experience shows that each PDV can talk with 5 families at least in a week. A small compensation each year for PDV will be provided to encourage the work, more or less in the first year.

The role of PDVs is to promote the above subjects among their villagers by:

- Visiting every house in the village to discuss in person or in group on the issues of human rights, women and children rights, awareness to trafficking, conflict prevention etc.
- Facilitate in conflict resolution for conflicting parties in the village by integrating traditional and legal approach to ensure that after the conflict the conflicting parties are reconciled and harmoniously neighboring.
- Referral the conflicting parties to the commune level and appropriate institution when the conflict cannot be solved by PDV, or when the case is a criminal and when serious human rights violation happened. The PDV will send the case to Committee to Prevent and Manage Human Rights Violation at Commune level.
- To work with the Watchdog group to contact with NOGs, INGOs, and media to take action against the human rights abuses.

- A source of information of the villagers regarding socioeconomic issues and development and a source where villagers can come to discuss for PDV has his/her network with BFD and other institution.
- Provide civic education on various subjects concerning civil society, human rights, democracy, development, health, and emergency issues that happened in their village one night per month. The activity is designed to furnish the knowledge and function of civil society to the villagers. The village PDV with the assistance of BFD staff conducts civic education sessions by using audio-visual aids in each village during nighttimes from 7:00 to 10:00PM. Video film spots and stories on the issues of health, women and child trafficking, domestic violence, human rights, democracy, environment, and development are shown for the villagers followed by short discussions and questions answers.

The activity helps generating the spirit of voluntarily work and entrusting the villagers that they can do any work due to their own ability and that only their villagers who can truly help in the long term. However, moral, technical, and material supports are necessary to enhance the work. BFD staff in charge of PDV would work closely with PDV in promoting the subjects.

Today there are 277 Peace and Development Volunteers (working in Battambang, Banteay Meanchey, and Oddor Meanchey, although most of them have no longer financial support by BFD, to promote human rights respect in the villages and to provide service of conflict resolution to the villagers. A total of 350 cases happened and 253 cases have been solved by PDV and the rest of the cases were sent to the CPMHRV.

Committee to Prevent and Manage Human Rights Violation (CPMHRV):

The Commune Administration Law states that the Commune Councils and Commune Administrator can set up sub-committees to help improve socio-economic development in the commune. The sub-committees to Prevent and Manage Human Rights Violations is established by the Commune Councils with concept and technical support from BFD.

The reason to use the sub-committee is that the concept of proximity is very important in the rural areas. In the long term, to empower the existing local institutions on the commune level and local groups (such as monks, teachers, etc.) will strengthen the local government which is very important in the development of democracy and the promotion of human rights in Cambodia.

Each sub-committee consisted of 5 members, legally elected by the commune councils (recognized by Prokas), will include one council member and 4 respected villagers in the communes. The Commune Council member would lead the committee.

The CPMHRV is trained by BFD with the knowledge of democracy, human rights, women and children rights, land law, court procedure, conflict prevention and resolution, and community development based on self-help. There will be at least 2 five-day training workshops in the first year and 2 five-day training workshops in second year for all CPMHRV.

The role of the committee is to receive cases from the victims of human rights abuses from PDV and villagers. The first level intervention is for the CPMHRV to provide Alternative

Dispute Resolution and the second level is to help bring the case to court. The general activities are:

- Ensure local justice for the villagers
- Develop Commune Policy for the protection of Human Rights for the Commune Councils and Commune Administration to be implemented in the commune.
- Facilitate in conflict resolution for conflicting parties in the village referral by PDV by integrating traditional and legal approach to ensure that after the conflict the conflicting parties are reconciled and harmoniously neighboring.
- Referral the conflicting parties to the higher level and appropriate institution when the conflict cannot be solved by CPMHRV, or when the case is a criminal and when serious human rights violation happened.
- To work with PDV, NOG, INGOs, and media to take action against the human rights abuses.
- A source of information of the villagers regarding socioeconomic issues and development and a source where villagers can come to discuss on basic law.

54 CPMHRV in Battaacting, Banteay Meanchey, Oddor Meanchey, and Kampong Thom acting on behalf of the Commune Administration to deal with the problem of human rights violation and conflicts. A total of 224 cases happened and 195 cases have been successfully solved.

Local Human Rights Watchdog (HRW):

The project is designed to independently and voluntarily observe the situation in the commune, and to be a liaison entity with other human rights groups and media. The group will be trained by BFD as other groups on human rights issues and how to independently watch the problems. The group consist only the villagers in each commune.

The role of HRW is

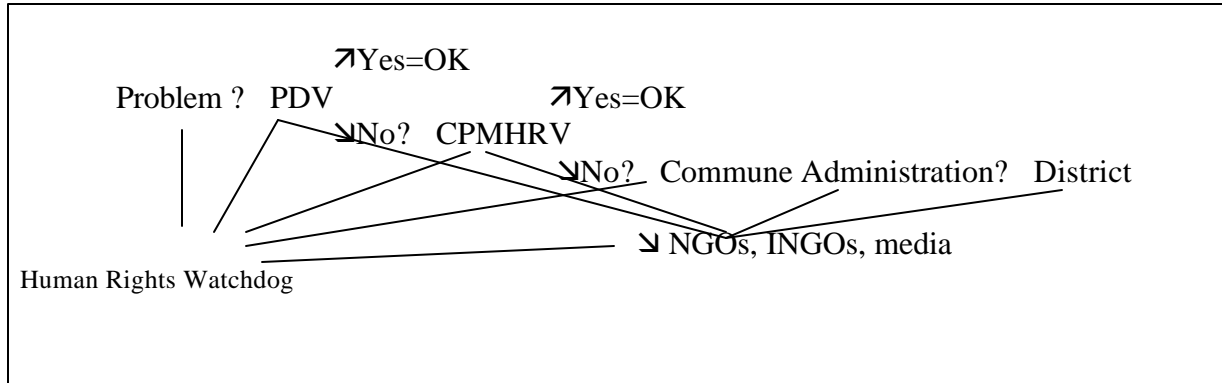
- Observe human rights violation in the commune
- Ensure local justice for the villagers
- To work with PDV, NOG, INGOs, and media to take action against the human rights abuses.
- A source of information of the villagers regarding socioeconomic issues and development and a source where villagers can come to discuss on basic law.

The 29 Human Rights Watchdogs in Banteay Meanchey and Oddor Meanchey also satisfy with their works by help observing, investigating, and reporting 112 cases in this year to CPMHRV.

Though the Community based Human Right Program (CBHRP) lost its major funding from The Asia Foundation, it has still managed to provide minimal support to its target groups by disseminating information to them as well as home visitation. And with the support from Canada Civil Society and Governance Fund, BFD was able to conduct follow-up training to the PDVs in BMC and OMC in the last December of 2003.

With the credibility of the program BFD receives good opportunity in getting a grant from East West Management Institute on Organizational Capacity Building in order to strengthen the skills of its managers on project management and increasing the knowledge and skills of the

Paralegal staff on Human rights issues and conflict resolution so that we can professionally forward this knowledge and skills to the villagers.



Conflict management Diagram

3. Decentralization and Local Governance

In Phnom Penh the capacity Building for Pluralistic Democratic Structure on Commune level in Cambodia has come to the second year. The Training of Trainer for the three main political parties having seats at the Communes of Cambodia has come to an end of Phase 1. 180 Core Members from Cambodian People Party, FUNCINPEC party and Sam Rainsy Party graduated from the 10 serial-training co-conducted by Konrad Adenauer Foundation and Buddhism for Development with the funding from European Commission and Konrad Adenauer Foundation. Additional to the political party 60 staff from each BFD and KID were also graduated from the training.

Phase 2 is being prepared for another TOT focusing on Mobile Training on Local Government to Commune Councils and Administration.

More or less BFD in all eight offices provide consultation to local government in practice BFD Battambang Branch has provided consultation on local government to 10 communes in Sangker and four Communes in Ratanak Mondol District.

4. Community Information Centers (CIC)

Aiming to provide access to information through internet to the people in all levels CIC has also comes to the second year. To this end, the CIC project in the 6 branches has integrated this service to their other projects. It has provided greater access to current news and information through the use of Internet and other reading materials; increased the people's awareness on issues regarding Laws, Human Rights, Democracy, Gender Sensibility, Local Governance, Health, Agricultural Techniques and Economic Development and gave opportunity to individuals from different sectors, to use emails as means for a quick and reliable way of sending and receiving of letters and information.

Five main activities have been developed in the CIC Program:

- 1) Computer Literacy training aims to provide knowledge and skills on the importance and uses of computer-based activities such as: computer basic, word processing, excel and internet/email. A total of 2023 persons are trained in which 604 are women.

- 2) Providing email accounts to some members or users of the CIC to exchange information through the use of the email. The use of email is now the cheapest form of communication. BFD was able to use this as vehicle to disseminate information on Human Rights, and other relevant subjects. A total of 1277 email accounts have been opened at the 6 CIC.
- 3) Provide hard copy, printed from CIC web portal and other Khmer language websites, of news and information on human rights, democracy, socioeconomic development in Cambodia, including topics such as decentralization, health, education, agriculture and other important issues to the relevant constituencies: Committees to Prevent and Manage Human Rights Violations, Human Rights watcher, Peace and Development volunteers, Castor Farmers, Cooperative groups, HIV/AIDS Home Care and Buddhist monasteries. A total of 74 communes in the 6 provinces receive regularly news and information from the CIC centers. In average the information is distributed every 3 days through BFD staff who monitoring other BFD projects. An approximate of 45814 copies of information and news were distributed to 69 communes.
- 4) In the whole year of 2004 there are 24,837 users come to surf of internet and emails at the 6 centers of CIC.
- 5) BFD staff of CIC has also developed four Provincial Website to include only news and information of the four provinces: Pailin, Banteay Meanchey, Siemreap, and Kampong Thom. The other two provincial websites will be developed next year. The provincial websites can be reached at www.khetkrong.info

More and more individuals from all walks of life come to recognize and made use of CIC as a venue for getting and sending information, through Internet, Library, and E-mail services offered. There is an increased awareness of people in the use of computers as means to fast, accurate, and up-to-date process in searching relevant topics, and as a way of reliable and fast communication. Furthermore, there is an increased understanding of individuals on issues regarding Democracy, Laws, Human Rights, Modern Agricultural Techniques, Gender Sensibility, and Socio, Economic, and Political matters.

The followings are some testimonies that the CIC users provided:

"I am very happy that I studied at CIC because it has provided me with information about what is happening in the country. And as a police officer, I need to know what is happening around. I always tell my friends about the CIC all the time and tell them to come to search the information "said Yim Narin, a Police Government Officer in Preah Vihear.

"I found a job announcement in CIC web portal, I applied and I am accepted; thanks to CIC Banteay Meanchey". Mr. Ly Bun, a lecturer at the National Institute of Cambodia.

"I'm very happy that I can get the interest information about the agriculture on how to grow rice properly and I can teach to my family and my neighbors also" *So Phakdey, student in Hun Sen Klar Korn High School, Banteay Meanchey.*

"I usually come and read information from www.cambodiatic.org and also the website of Radio Free Asia. The news helps me to update the current political process of the government of Kingdom of Cambodia and enable me to contact my central office" *Mr. Monh Sarom, a Sam Rainsey party official in Kampong Thom.*

"After three months training by Community Information Center-BFD Oddor Meanchey, I was able to disseminate information such as: the political Situation in Cambodia, agriculture,

Human Rights concept, Socio economic development to my students at LCDI and also I have the opportunity to contact my central office in Phnom Penh and Manila, Philippines. There is no internet café in Oddor Meanchey, thanks to the CIC.” Mr. Say Ranny, Program Manager of Leadership Character Development Institution (LCDI) based in Oddor Meanchey.

Strategic Aim 2: Health

To achieve through advice, training and the dissemination of information, improvements in the health of BFD target groups and to increase their knowledge and awareness of health issues especially HIV/AIDS.

Basic health education and home care for PLHA (People Living with HIV/AIDS) are the two subjects of activities in the strategic aims 2. Basic Health Education is implemented through the various sessions in BFD target groups particularly for teenagers both in Battambang and Siemreap. The focus is on HIV/AIDS awareness.

Home Care for PLHA is implemented by BFD Battambang (Sangker district) and Siemreap (Pouk and Siemreap District). The main activities and results are:

1. Take care 271 PLHA in which 148 are women
2. Assist 48 PLHA to receive ARV in which 25 are women
3. Support 274 Orphan Vulnerable Children (OVC) in which 127 are girls. In this 3 boys and 1 girls are HIV Positive and all of them receive ARV
4. Assist in sending 134 OVC in which 51 are girls to go to school
5. Educate 8,731 risky young couples and teenagers on HIV/AIDS awareness in which 4518 are women. This is done through BFD staff and 78 Village Volunteers including 10 monks, 3 traditional Krou Khmer Doctors, and 4 PLHA.
6. Provide small loan for income generating activities to 36 families of PLHA.
7. Provide Nutrition support to 96 poor OVC families including 26 PLHA. The support is in the form of rice, food oil, and salt and was provided by World Food program with the total amount of 24 tons of polished rice, 819 liters of oil, and 411 iodine salts.

The same project to be implemented in Kampong Thom has been submitted to KHANA in Phnom Penh, and one in Preah Vihear is under discussion with World Vision.

Strategic Aim 3: Education

To contribute towards reducing illiteracy and improving education, to provide education facilities and to provide vocational training for BFD target groups

1. Scholarship for Poor Students

A total of 242 children including 104 girls are now under the scholarship of BFD. 150 children supported by Terre des Homes Netherlands and 92 supported by Enfants Du Mekong, France. 125 are in the primary schools, 85 are in junior high schools, and 32 are in senior high schools.

Children receive school kits, cloth, and pocket money to go to school. This year 1 girl just graduated her senior high school, 22 (11 boys) from their junior high school, and 27 (10 boys) from primary school. BFD is looking for the possibility to continue the young girl for university level.

Twenty one children whose mother or father or both died or has AIDS are being sponsored by this project through funding from ACEF. There are 11 girls and 10 boys in this group. The children are supported both materials and psychological treatment.

The same project to support children whose parents are PLHA in Siemreap has been submitted to TDHN to help 60 poor children to go to school.

In order to improve the Scholarship for Poor Students project, BFD conducted a research on reasons why students in the project drop out school. In this way, BFD can make the necessary adjustments in its intervention.

2. School Construction

School construction aims to help the remote areas where there is no school for the children in the villages. A primary school of three classrooms was built in 2002 and another one was built in 2003 in Kos Krolor District, a newest district of Battambang. A playing room was built to BFD Sakyaputra kindergarten in Anlongvil, Sangker District.

In 2004 a kindergarten of two classrooms was inaugurated in August 2004 in Sangker District to replace another BFD kindergarten which is very old. A three-classroom primary school is being constructed in Ratanak Mondol District, Battambang.

The fund for the construction is mainly from generous Japanese people through Asian Children Educational Fund, a Japanese NGO working in Watt Norea, Battambang.

A school construction proposal was submitted to Give2Asia through TAF for the children of KOUY ethnic minority in Preah Vihear.

Strategic Aim 4: Economy

To aid the economic development of BFD target groups by introducing small scale savings and credit schemes, income generation projects, and by providing advice, information and technical assistance for small businesses and farmers.

1. Castor Project

The project aims to increase income of the farmers by planting additional crop to their traditional rice farming. The crop then will be exported to the world market by BFD.

Today the crop is planted in all the provinces where BFD has office except Preah Vihear for the reason of distance. There is a big growing of castor planting in the areas since BFD started for it provide more income to the villagers. There is a big growing of planting compare to 2003 where castor was planted only 700 hectares and now 1685 hectares in 2004. The total families join in this planting is 1488 families. The castor has been exported

to Thailand since 2002 with a high demand from the market. In 2004 a total of 50 tons of castor was exported.

BFD is being helped by MPDF/IFC to develop a business plan for the extension of the castor planting which will help BFD to extend this product to the rest of Cambodia to help increasing the income of the families.

2. Cooperatives

Although the word cooperative is somehow afraid by most of villagers when they heard due to the bad experience during the Communism of Khmer Rouge, the word has been practically recovered by the Konrad Adenauer and BFD in 2000 and has been reintroduced to Battambang and Banteay Meanchey. This economic oriented cooperative (used to be social oriented cooperative and Party oriented cooperative) has motivated the farmers to hope for a better family economic development through working together.

Through many training and workshops assisted by DGRV Germany some villagers are now understand the concepts and practices and have formed a number of cooperatives. One agricultural cooperative focusing on corn has been formed in one of the former Khmer Rouge area in Battambang, Sampov Loon; one animal raising in Battambang and two in Banteay Meanchey.

A cooperative for water users in Sangker District is being developed to help farmers to have water for agriculture development by pumping water from the Sangker River.

Although the cooperative is still in the early stage but the development is encouraging, especially the high commitment and participation in finance and labor, to continue this economic oriented activities.

IV. Organizational Development

2004 is the year for streamlining BFD to be more effective, efficient, accountability, and transparency according to its Strategic Aim # 5: "To continue to improve the management, administration, accounting and reporting systems in BFD, to increase staff capacity, improve efficiency and work towards sustainability".

Some measures have been established to professionalize the organization: establishment of Board of Trustees, restructuring the organization, revise the by-law, standardize working policy, financial auditing, staff development, public relation, networking, and financial sustainability. This is done according to BFD

1. Establishment of Board of Trustees

The Board of Trustees has been established on May 8, 2004 after nearly one year of research to find the proper model, proper people, and recommendation from our donors. Six Cambodians and three expatriates are agreed in the board: 1 monk, two BFD founding members, and three invited distinguish people that at least 2 are women; three expatriate distinguish friends that one is a woman.

The Board has created two committees in order to fully address the needs of BFD. These are the Finance Management Committee and the Program Management Committee. The

task of the Finance Management Committee is to provide advice and consultation to the Director and the Finance Manager in the management of the finances while the Program Management Committee is tasked to provide consultation related to program development such as new projects, new partnerships and new proposals.

2. Organization Restructuring

A new organizational chart has been set due to the number of offices and the need to strengthen the organization. Three levels of management have been drawn:

Central Office

The Central office is headed by the Director who implements the board's decision to the other levels of the organization. In the implementation, the Director is assisted by Chief Administrator that oversees the material and human resources of the organization and communication between the Central Office, the Branches and other stakeholders. The Finance Manager manages all the finance resources of the organization and provides assistance to the finance officers of the BFD branches. The Program Coordinator's main role is to monitor the various projects by providing advice and consultation to the BFD branches and ensures that all the project implementers fulfill all donors requirements.

The Management at the Central office also strengthens existing partnerships and networks and develops new ones in order to share BFD experiences and also learn from others

Management Team

The Management Team is composed of the Managers and their Assistants in the eight provincial offices and the Senior Staff of the Central office. This is headed by the Director. The role of the Management Team is to discuss and decide collectively issues and concerns of the organization. The meetings also serve as venue for regular updating of activities of the different branches. The Management team is led by BFD Director.

Provincial Office

As the core implementation of the projects the provincial offices headed by a Branch Manager and assisted by one Assistant and one Accountant. Number of staff is according to the size of the project and budget availability. In the past all staff has their job contraction with BFD Director, however, now only the Branch Manager and the Assistant that have to signed contract to the Director. Daily project supervision and responsibilities have been decentralized except the budget that has to go through the Central Office.

3. Revising By-Law

By-Law of BFD has been written by BFD Founder since 1990 and has been registered with the Ministry of Religious Affairs in 1994 and Ministry of Interior in 1999. It is recognized that the By-Law should be reviewed under the authority of Board of Trustees when this highest body established. The By-Law is now under the review of Board of Trustees.

4. Standardize Working Policy

Personnel Manual is also another aspect of strengthening BFD. The manual is now under the review of the Board of Trustees.

5. Financial Auditing

In 2001 BFD started its 1st financial auditing and continue to do so in the following years. Through the result of the auditing many bad things have been removed from our financial system and many financial requirements have been put in the system according to the audit recommendation. A new financial policy is also under the revision of BOT.

6. Staff Development.

BFD is proud that its staff now is becoming expertise in organizational, financial, and project management because of the continuous training provided by donors and the coaching of BFD Management Advisor from VSO. Each office of BFD now is performing well in their challenging tasks.

7. Networking

In order to exchange experiences and to contribute to a strong civil society BFD has joined into some groups:

- Management Committee Member of the Commune Council Support Project (CCSP) a collaborative project of NGO Forum, Church World Service, Oxfam GB, Lutheran World Federation and KID. The inclusion of BFD to this project is because of BFD's unique contribution and track record on its work on Capacity Building of Local Institutions.
- Health Networks
- Executive Member of Cambodia Inter-religious Councils, a member of World Councils of Religion and Peace WCRP, aiming to work towards harmony and tolerance of all religions in Cambodia

8. Public Relation

The project of Community Information Center in itself is a self-promote for Buddhism for Development not only in the six provinces but also in the whole of Cambodia and Cambodian exiles. The name of the host organization has been well known among the internet users. In addition the provincial website developed and maintained news by BFD makes BFD to be part of the media.

Buddhism for Development owns website is another aspect of international public relation. Many internet surfers have reached BFD through the website.

9. Financial Sustainability

It has been concerned that how a Cambodian NGO would survive when the foreign donors/INGOs no longer support funding. This has been well aware by BFD. Some strategies have been developed to reduce the dependency:

- Local fund raising_ the project of Good Friend for Khmer Society now has been 80% implemented with the money raised locally.
- Castor planting project is designed and planned to raise profits to sustain the agricultural program cost of BFD. Other income crops for export are being studied for the benefit of the farmers and at the same time to get some service fees for its administrative cost.
- The CIC centers are also planned for charging fees for next year so that the fees can support some of its internet cost.
- The idea of involving business sectors in Cambodia in rural economic development which is introduced by TBIRD from Thailand is another practice under consideration of BFD.

However, it may not that the financial sustainability of BFD will be realized soon but the first step of our intention would lead to another step of success.

V. Looking to the Future

May 2005 is the 15th Anniversary of Buddhism for Development. BFD staff is looking forwards to this special event.

2006 is the ending year of BFD 1st Strategic Plan. The second strategic plan should be ready by 2005 to review the 1st plan, to visualize for another 5 years, and to integrate the 1st one with the new vision, mission, and strategy.

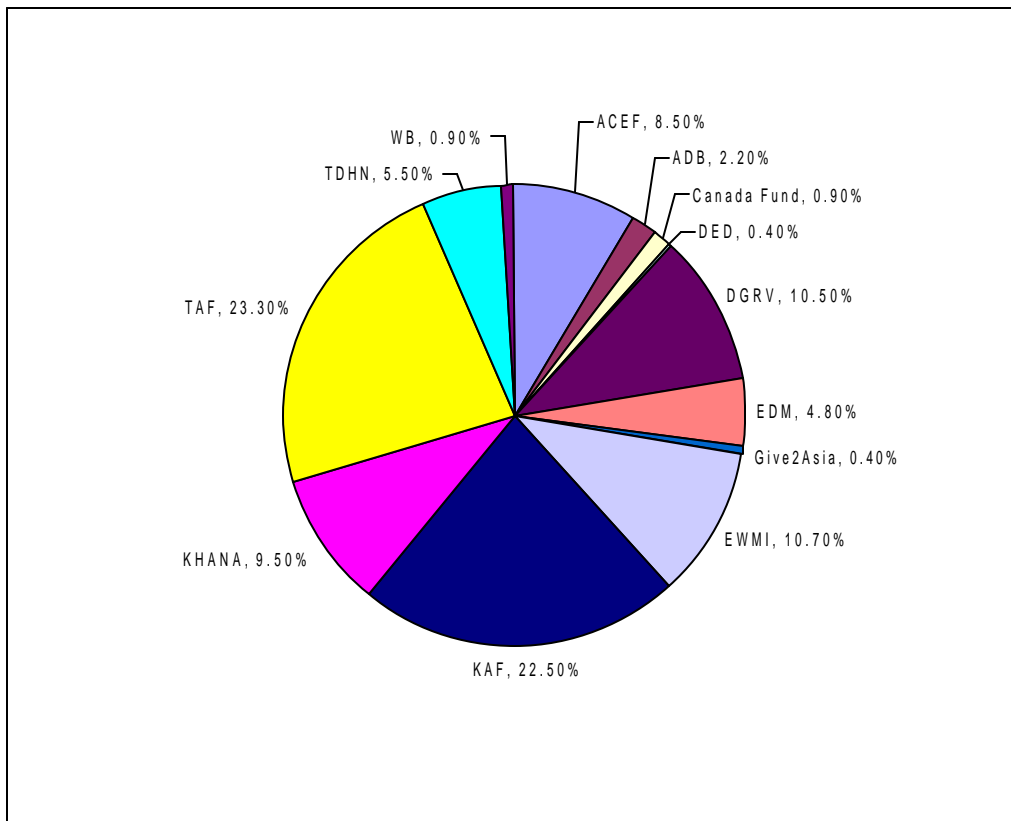
BFD is thinking for a better strategic plan that is beneficiary oriented, community-based participatory project, responds to the factual needs of the target people, result-based activities, structural sustainability, and long term impact. These are very challenging concepts and practices for BFD staff in all levels but the concepts need to be accomplished if we want to see real change in our socioeconomic development. We acknowledge and we accept the challenge for it is the true nature of BFD to challenge the difficult tasks before we deserve happiness!

May all the Living Being be in Peace and Development!

Fund Received from Donors 2003-2004

	Donor's Name By Alphabet	2003 - 2004	
		US\$	%/Total
1	ACEF	47,326	8.5%
2	ADB	12,000	2.2%
3	Canada Fund	5,009	0.9%
4	DED	2,025	0.4%
5	DGRV	58,327	10.5%
6	EDM	26,560	4.8%
7	Give2Asia	2,000	0.4%
8	EWMI	59,226	10.7%
9	KAF	124,892	22.5%
10	KHANA	52,577	9.5%
11	TAF	128,940	23.3%
12	TDHN	30,506	5.5%
13	WB	5,000	0.9%
14	VSO (1 Volunteer)		
15	DED (2 Volunteers)		
Total		554,388	100%

Donor by Percentage



Organizational Chart

