



## Tiny Toones Annual Report 2011

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## Tiny Toones vision and mission

Since 2005, Tiny Toones has been inspiring and educating children and young people from the poorest neighborhoods of Phnom Penh.

The vision of Tiny Toones is for all youth in Cambodia and beyond to live healthy lives free of HIV and drugs, realize their full potential through educational and creative opportunities; to pursue their dreams and become positive leaders of tomorrow.

Tiny Toones' students are aged 5-24 and are particularly vulnerable to low educational engagement and achievement, drug and substance abuse, sexual and labor exploitation, domestic violence, gang involvement and HIV/AIDS. Tiny Toones channels their energy and creativity into hip-hop arts and a range of education opportunities, from English and computer skills to healthy living and HIV awareness.

Tiny Toones provides a safe environment in which these children and young people can enjoy learning, explore their creativity and develop a positive sense of identity and community. It promotes active lifestyles and positive life choices among some of the poorest children and young people in Cambodia.

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#154, St 369  
Sangkat Chba Ampov 2  
Khan Chamkarmorn  
Phnom Penh, Cambodia

For further information visit [www.tinytoones.org](http://www.tinytoones.org).

## Message from Tuy Sobil (‘KK’)

Founder and Executive Director

2011 was another great year for Tiny Toones and began with a performance at the prestigious ‘TEDx’ event. This was the first time the dancers and rappers had performed in one play together and the first time they had choreographed their own dance routines to tell their personal stories on stage. TEDx was a special experience and it was great to see them learn how to really express themselves and grow, both as people and as artists.

Another first for Tiny Toones – and in fact for Cambodia – was a series of ‘flash mob dances,’ getting hip-hop out onto the streets in a special and unique way. The range of Tiny Toones dancers could be seen in their contemporary performance at the Chenla theatre guided by French choreographer Nabil.



2011 also saw Tiny Toones launch our first ever album – ‘Generation Z’ – to a great response at Meta House. The rappers and singers often play second-string to the dancers so it was great to see them in the limelight expressing themselves through song, rap and beats and making their dreams a reality. I am especially proud of this album as all of the writing, recording and production was by Tiny Toones performers and took place at the Tiny Toones center.

Our home at the Stop Bokor Center provided more space this year for classes and a dance-floor stage outside. The extra space meant we were able to separate the DJ and music production rooms to run simultaneous classes. The education program for the children and teenagers continued and we added English classes for all our staff who enthusiastically participated.

A small number of staff left this year and were mostly replaced from within the Tiny Toones family. It was particularly great to be able to hire and promote a number of former students and further support their growth and learning. We also had a number of volunteers help out, of all different ages and nationalities. Each of them brought something special and many returned within the year or plan on returning, which is a real tribute to all of our staff and students.

2011 has been a busy and strong year with a number of firsts but we’re planning even bigger things for 2012 and beyond. We are preparing a tour of Melbourne, Australia, for January 2012, just before we move to a brand new and much larger center where we expect Tiny Toones to continue to grow and improve.

Handwritten signature of Tuy Sobil.

10 April 2012

## Creativity

Tiny Toones Creative Program uses the culture of hip-hop and its various art forms as a vehicle to reach vulnerable young people and as a means of self-expression. The popularity of hip-hop among Cambodian youth gives Tiny Toones its unique appeal. During 2011 the Creative Program provided over 200 hours of lessons in break-dancing, DJing, lyric writing and art every month.



The program is run by a dedicated team of 16 teachers overseen by the Creative Program Coordinator. They are all ex-Tiny Toones students who have demonstrated both talent and an ability to reflect on their own learning and to lead others in doing so. As they share similar backgrounds to the children they work with they are uniquely well placed to build strong relationships and act as positive role models.

The Creative Program dance students are recognized as a hugely talented break-dancing team. Key performances last year included a nationally televised dance contest on Cambodia's Channel Five (which they won) and the TEDx event in Phnom Penh ([www.ted.com](http://www.ted.com)). In amongst these landmark moments were a series of performances that generated income, raised awareness and – most importantly – gave Tiny Toones students an outlet for their creativity and a chance to perform in public. At a rate of almost two performances a month, Tiny Toones turned up in commercials, car launches and weddings.



### Key figures for 2011

- Over 2,750 hours of creative classes
- An average of 24 students attended each class
- 26 public performances to over 1,300 total audience members.

Tiny Toones music students launched their album at an event that brought together the full array of Tiny Toones arts – dance, music and visual – and also produced two new music videos (both available at Tiny Toones website).



Throughout the Creative Program you can see the confidence and enthusiasm that come from self-expression and growing as an artist. Their achievements show the younger generation of students and prospective students just what is possible with commitment and dedication.

### **Diamond's story**

*"Tiny Toones saved my life. I was so lonely on the street. When kids get sick, they have their parents to take care of them. When I was sick, I had no-one."*

Following the death of her father and a breakdown in relationship with her mother Diamond went to live on the street. She had to support herself which led her to selling noodles, selling chicken and even security jobs.

Then she found Tiny Toones. She had been dancing since she was little and could hardly believe there was someone teaching street kids how to break-dance. Her ability and hard work led her to become the first female peer teacher at Tiny Toones.

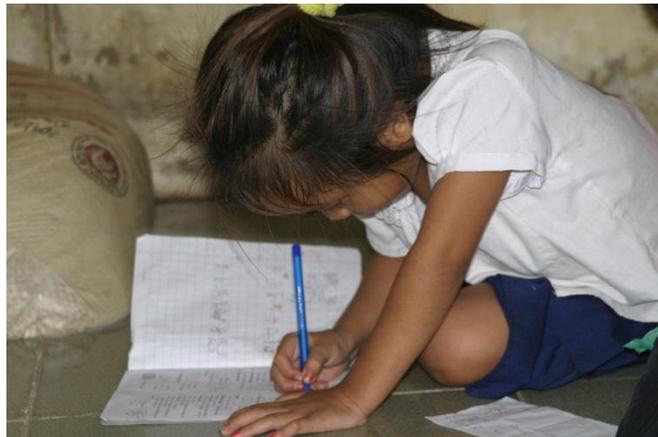
She now runs the break-dancing class for girls, the introduction of which has resulted in more girls than ever before taking part in Tiny Toones' Creative Program.

*"I teach these kids how to dance. But I also teach them to be strong. Even though their lives are hard, I tell them they can each find their own way. For my future? When I was a kid, my dream was to teach dance. This is my future. Because of Tiny Toones I am living my dream."*



## Education

Tiny Toones unique approach utilizes the popularity of hip-hop amongst young Cambodians to reach those who are most excluded from education. The Education Program helps them to build positive learning experiences, key skills, and the confidence and communication skills necessary to improve their eventual employability and life chances.



During 2011 the Education Program provided over 570 hours of lessons in English, Khmer, math and computer skills every month. The Education Program teachers received training on interactive teaching methodology and classroom measurement from Bridges Across Borders Cambodia ([www.babcambodia.org](http://www.babcambodia.org)) to help them to deliver engaging high quality lessons.

An average of 287 children and young people attended each month with the numbers increasing over the course of the year. In a country where females are particularly disadvantaged in accessing education it was notable that 40% were girls and young women. A total of 3,606 tests were taken during the year, 82% of which were passed (the pass rate also increased as the year progressed). A survey in early 2012 found that:

- 183 students said that they come to Tiny Toones everyday (90% of respondents)
- 192 felt more confident as a result of coming to Tiny Toones (95%)
- 178 were able to communicate better (88%)
- 178 had improved their Khmer (88%)
- 158 had improved their English (78%)
- 132 had improved at math (65%)



### Key figures for 2011

- Over 6,900 hours of education classes provided
- An average of 287 children and young people attended Tiny Toones center each month
- 94% reported improvement in at least one of Khmer, English or math (82% reported improvement in two and 55% in all three).

Through building key skills, confidence and self-esteem, the Tiny Toones Education Program is building the capacity of some of the poorest young children in Phnom Penh to take control of their futures. Tiny Toones supports children to access mainstream schooling whenever possible and during 2011 there were five notable cases of students who overcame significant substance misuse issues to return to public school.



#### **Beaver's story**

*"Before I came to Tiny Toones I was always rebelling against my family and getting into fights and into trouble. I even dropped out of school at the beginning of grade 12."*

Beaver used to associate with a bad crowd and was increasingly getting into trouble until he was drawn to Tiny Toones by his love of rap music. He initially studied in the DJ class before progressing to writing lyrics and rapping.

*"It gave me a focus and a different outlet. In Cambodia we are taught to suppress our feelings and never talk about things, we keep it all inside until we feel like we are going crazy. That's what happened to me before I learnt to use lyric writing and rapping as a way of expressing myself."*

Inspired by the hip-hop he loves, Beaver has been learning English and even incorporates English into his rapping. He is now studying a first year University course in English with a scholarship from Tiny Toones. He came top of his class during his first semester and intends to continue in the same way.

*"I want to be a positive role model for other children and show how music can empower people to strive for a better future."*

## Outreach

The Outreach Program operates in eight neighborhoods and enables Tiny Toones to reach beyond the walls of the main center and provide access to services for children from all over Phnom Penh. The primary focus is on raising awareness of healthy living, hygiene and HIV issues but it also runs taster sessions of our other classes and serves as a route into the Education and Creative Programs.



The Outreach Program extended to two new communities in 2011 and now operates in Ra, Thai Bun Rong, Samaki, Takouy, Doeum Sleng, Russey Keo CTN, Phoum 17 and Chba Ampov areas as well as providing healthy living and harm reduction classes at the main Tiny Toones center. Throughout 2011 two Outreach Program classes took place everyday from Monday to Friday, keeping a regular timetable in each location to encourage repeat attendance.

The Outreach Program team leader, staff and volunteers also visit specific children and their families, particularly when children stopped attending classes at Tiny Toones center. Through understanding and encouragement they have successfully found solutions that have led to children returning to the center throughout the year. Tiny Toones own 'tuk tuk' provides transportation for those who want to attend classes but live far away.



### Key figures for 2011

- 1,202 children and young people taught basic hygiene (including washing hands, brushing teeth, and hygiene at home)
- 3,375 'firstkids' packs distributed (containing toothbrushes, shampoo, pencils and notepads, information on HIV & AIDS, and Tiny Toones promotional materials)
- 436 wounds were cleaned in either the center or the community.

During 2011 the Outreach Program was enhanced through a partnership with KHANA ([www.khana.org.kh](http://www.khana.org.kh)). KHANA is the largest local non-governmental organization implementing HIV/AIDS programs in Cambodia and provides support to partners to implement prevention, treatment, care and support programs. KHANA provided training sessions to Tiny Toones Outreach team ensuring they had the skills and knowledge to effectively educate those from poor communities about HIV awareness and prevention.

The Outreach Program is at the forefront of Tiny Toones work to engage children from diverse poor communities and to improve health and wellbeing.



#### **Homeland's story**

*"I came to Tiny Toones to study English and Computing in 2008. I liked being around the kids and joined the Outreach team because they work closely with children in the community. There is a lot of poverty in Phnom Penh and many of the children don't understand about education so we advise them on going back to school and encourage them to come to Tiny Toones main center."*

*"The best moments happen when we visit a family to find out why we haven't seen a particular child recently and find out they have returned to school. When the community is happy I feel happy. We share in their problems. It is a big responsibility but I love to see the lives of children getting better."*

## Scholarships

Tiny Toones operates a Scholarship Program for students who are committed to furthering their education but who are prevented from doing so by financial barriers.

13 young people received direct financial support from Tiny Toones in 2011, more than ever before. Remarkably, given the background and circumstances of most Tiny Toones students, six of them were receiving scholarship support to attend further education. The other seven are now successfully going to high school. It was also notable that six of the scholarships went to young women, as females are particularly excluded from education in Cambodia.

Given the myriad barriers to educational progress that the children and young people at Tiny Toones face, every single person that goes on to higher education must be seen as an individual whose life has been transformed; their prospects, their options and their personal capacity are all greater than they could have ever been without Tiny Toones involvement.

In 2011, three of the scholarships enabled former street kids to begin university. This was not only a big moment for those three but for their families also. They were the first members of their respective families to receive a university education and so begin to break their family's poverty cycle and challenge the ingrained Cambodian class structure.

Tiny Toones now has a waiting list for scholarship places and will continue to offer more opportunities to committed and dedicated young people who desperately want an education as resources allow.

### Key figures for 2011

- 13 young people receiving scholarships from Tiny Toones
- Seven are going to University (three of whom were formerly street kids)
- Six female students are now on scholarships.



## Special thanks to our supporters

Tiny Toones' achievements are made possible by the backing and support of numerous organisations and individuals. We would particularly like to thank the following for their help during 2011:



**Australia Volunteers International** ([www.australianvolunteers.com](http://www.australianvolunteers.com)) supported Tiny Toones Outreach Program and overall organisational development through both financial support and the placement of Tiny Toones General Manager/Management Advisor.

## ENTRANCE HRM INTERIM

**Entrance** ([www.entrance.nl](http://www.entrance.nl)) sponsored Tiny Toones Scholarship Program. Entrance is a Dutch based consultancy firm which specialises in Human Resource Management.



**The Global Fund for Children** ([www.globalfundforchildren.org](http://www.globalfundforchildren.org)) supported Tiny Toones Education and Outreach Programs in addition to supporting fundraising activities, the development of new monitoring and evaluation systems and a new website.

## THE MCKNIGHT FOUNDATION

**The McKnight Foundation** ([www.mcknight.org](http://www.mcknight.org)) supported Tiny Toones Creative and Education Programs in addition to supporting the establishment and strengthening of financial and strategic management and further organisational capacity building.



**Women's Network Unity** ([www.wnu.womynsagenda.org](http://www.wnu.womynsagenda.org)) supported Tiny Toones Outreach Program and represents Phnom Penh based Sex Workers.

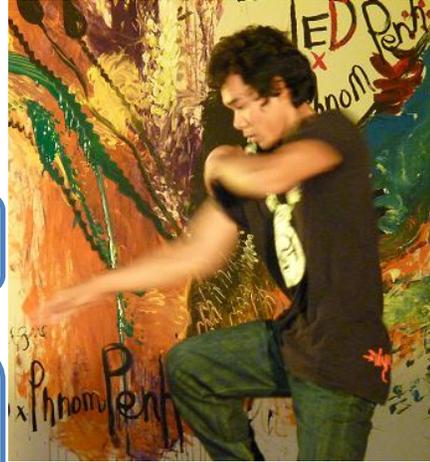
**Freedom to Create** ([www.freedomtcreate.com](http://www.freedomtcreate.com)) supported Tiny Toones Creative Program and supports programs and projects around the world that unleash people's creativity.

**The Toyota Foundation** ([www.toyotafound.or.jp](http://www.toyotafound.or.jp)) supported Tiny Toones Creative and Education Programs, particularly with regards to female engagement and empowerment.

Invaluable support and assistance, in the form of volunteer time, expertise and guidance was also received and greatly valued from **Accountants for International Development** ([www.afid.org.uk](http://www.afid.org.uk)) and **Bridges Across Borders Cambodia** ([www.babcambodia.org](http://www.babcambodia.org)).

## Tiny Toones performances 2011

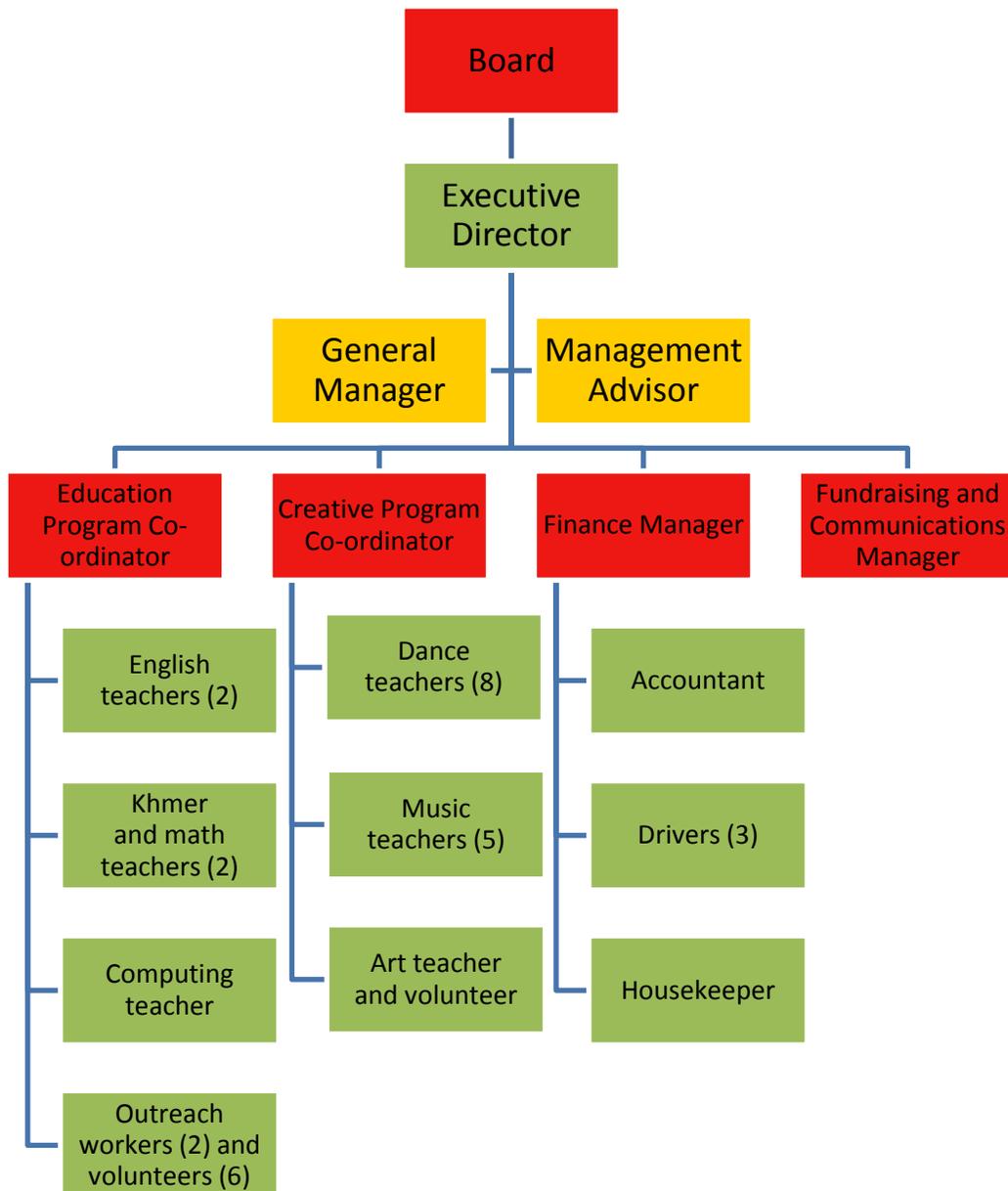
Jan	<ul style="list-style-type: none"> <li>•Beeline Party at Sparks Club</li> <li>•Pontoon Club Grand Opening</li> <li>•Cambodiana Hotel Performance</li> </ul>
Feb	<ul style="list-style-type: none"> <li>•TEDx in Phnom Penh</li> <li>•Centre Culturel Français (CCF) annual dance festival</li> </ul>
Mar	<ul style="list-style-type: none"> <li>•Workshop and performance for the International School of Phnom Penh</li> <li>•Televised performance for InDevelopment</li> <li>•Music performance for AZI</li> <li>•Ford Fiesta launch event</li> <li>•Tiny Toones Album Launch</li> </ul>
Apr	<ul style="list-style-type: none"> <li>•Blackberry corporate event at Nagaworld</li> <li>•Chenla theatre dance performance for CCF</li> </ul>
May	<ul style="list-style-type: none"> <li>•Nokia dance performance</li> <li>•Rapping and dancing at Score bar event</li> </ul>
Jun	<ul style="list-style-type: none"> <li>•Cellcard commercial</li> </ul>
Jul	<ul style="list-style-type: none"> <li>•Dance and music performance with Klapyahandz at Element Club</li> </ul>
Aug	<ul style="list-style-type: none"> <li>•Dance performance at Tiger Translate event</li> <li>•Winners of TV5 dance competition</li> </ul>
Sep	<ul style="list-style-type: none"> <li>•'Mobdance' for Hello</li> <li>•Dance performance at Bridges Across Borders Cambodia fundraiser</li> <li>•Dance performance for Bell</li> </ul>
Oct	<ul style="list-style-type: none"> <li>•ANZ bank event</li> </ul>
Nov	<ul style="list-style-type: none"> <li>•Music performance at Angkor Art Expo in Siem Riep</li> </ul>
Dec	<ul style="list-style-type: none"> <li>•Dance performance for Hello</li> <li>•Performance at second Tiger Translate</li> <li>•Performance at local school</li> </ul>



## Organisation structure

As of the end of 2011 the organisation's make up and structure was as follows:

	Total	Male	Female	Under 30	Full-time	Part-time	Volunteer
Staff	33	30	3	22	31	2	7
Board	6	3	3				



Tiny Toones board members during this period were:

### Family name

Otto  
Pitcaithly  
Roberts

### First name

Michael  
Lee-Anne  
Jenne

### Family name

Sok  
Stevens  
Tuy

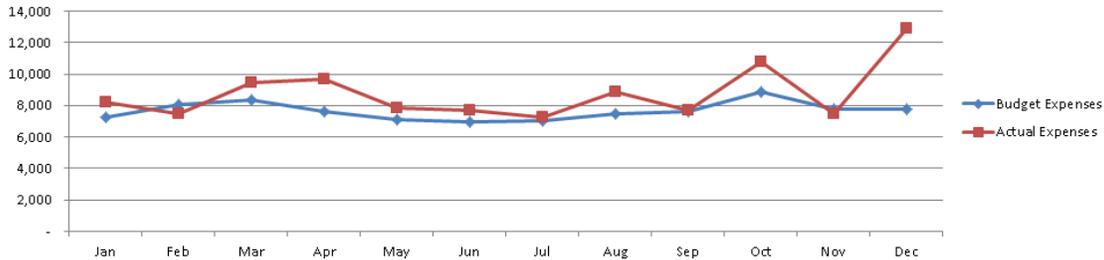
### First name

Visal (Cream)  
Hannah  
Sobil (KK)

# Financial information

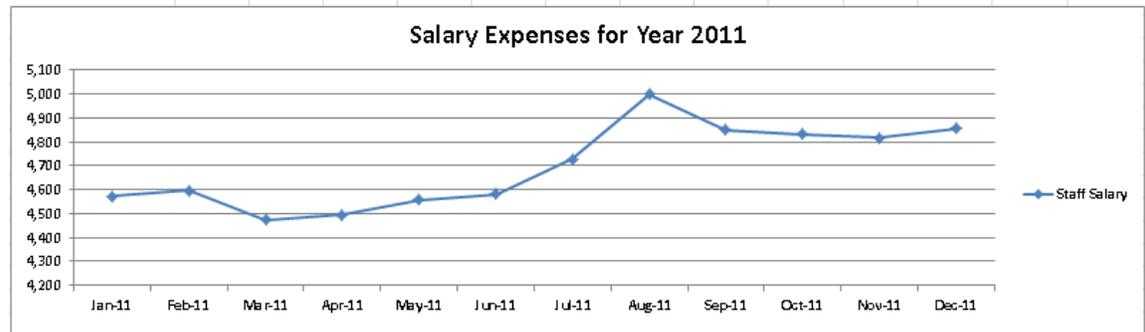
Monthly Expenditures												For Year 2011	
Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	TOTAL
<b>Budget Expenses</b>	7,267	8,044	8,329	7,594	7,104	6,994	7,034	7,505	7,646	8,856	7,796	7,756	91,925
<b>Actual Expenses</b>	8,238	7,442	9,454	9,680	7,821	7,678	7,253	8,890	7,686	10,745	7,481	12,915	105,283
<b>Variance</b>	(971)	602	(1,125)	(2,086)	(717)	(684)	(219)	(1,385)	(40)	(1,889)	315	(5,159)	(13,358)

Monthly Expenses for the Year 2011



1. The Total Budget Expenses vary from Total Actual Expenses in amount \$13,358 as a result of increased material and supply costs, particularly with regards to office supplies, school supplies, art supplies, outreach supplies, teacher salaries and transportation.
2. The Actual Expenses in March increased as a result of performer payments arising from an income generating performance, amount \$1,040.
3. The Actual Expenses in April increased as a result of an Outreach Training Course, amount \$2,500 from restricted funding.
4. The Actual Expenses in October increased as a result of purchasing a new TukTuk, amount \$1,050 from restricted funding obtained after original budget was set.
5. The Actual Expenses in December increased as result of royalty payments to performers amount \$4,000. We also purchased dance supplies in advance of 2012 Australia tour out of donations received for this purpose.

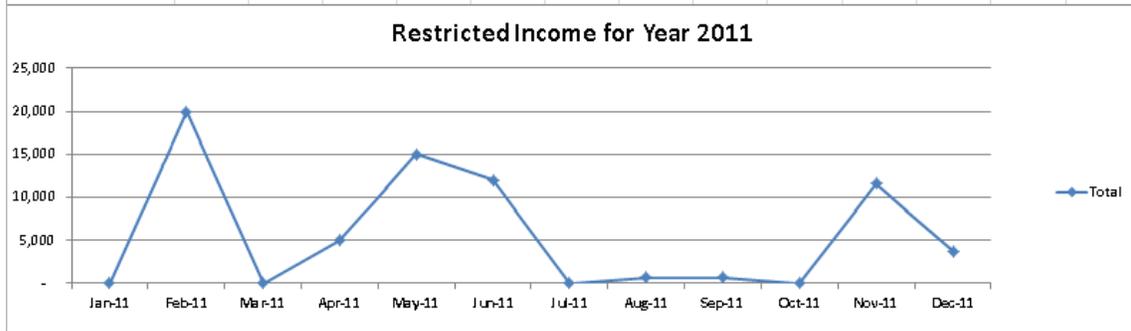
Salary Expenses													
Month	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	TOTAL
<b>Staff Salary</b>	4,574	4,598	4,474	4,494	4,558	4,583	4,728	4,998	4,849	4,833	4,818	4,855	56,362



1. Salary costs increased from August as three staff transferred from WNU to Tiny Toones payroll (WNU continued to provide Tiny Toones with funding to cover these salaries).
2. Salary costs decreased from September as the Fundraising and Communications Manager post was vacant from September to December

**Restricted Income for Year 2011**

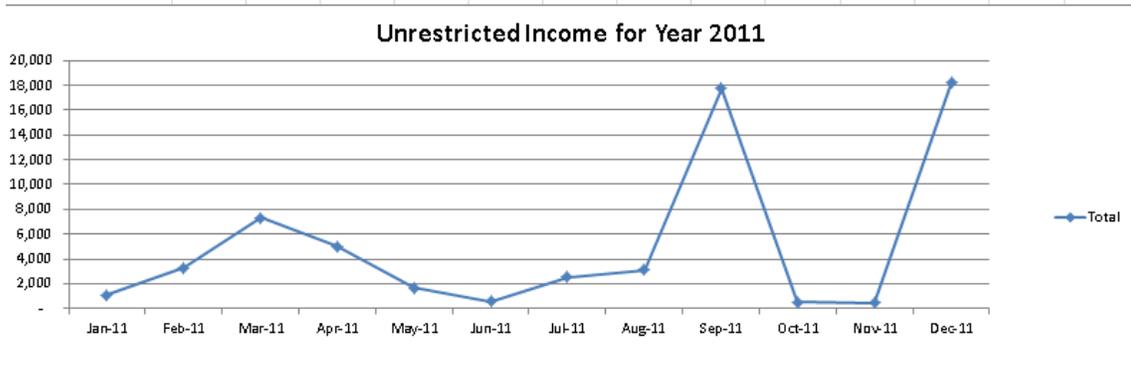
Restricted Income	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	TOTAL
<b>Total</b>		20,000		5,000	15,000	12,000		640	640		11,613	3,718	68,611



1. Restricted funds also included \$23,530 carried forward from 2010 received from AVI (\$6,675), BABC (-\$10), FTC (-\$3,897), GFC (\$4,473), Mcknight Foundation (\$14,021), and private donors towards scholarship fund (\$2,269).
2. In the year of 2011, TTO received funds from Entrance (\$3,078), FTC (\$25,000), GFC (\$12,000), Mcknight Foundation (\$15,000), Toyota Foundation (\$13,320) and WNU (\$3,200).
3. Restricted funds remaining at end of year 2011 came to \$19,868 received from Entrance (\$2,752), GFC (\$7,998), Mcknight Foundation (\$223), Toyota Foundation (\$8,785) and WNU (\$110).

**Unrestricted Income for Year 2011**

Unrestricted Income	Jan-11	Feb-11	Mar-11	Apr-11	May-11	Jun-11	Jul-11	Aug-11	Sep-11	Oct-11	Nov-11	Dec-11	TOTAL
<b>Total</b>	1,075	3,261	7,329	4,989	1,669	594	2,555	3,124	17,737	500	435	18,213	61,481



1. Unrestricted income comes from donations, merchandise purchases, training fees, performance fees and scholarship repayments.
2. In September, TTO received a significant donation, amount \$16,041.
3. In December, TTO received donation amount \$16,225 to cover costs of Australia tour.
4. TTO plans to have Australia Performance in January 2012.

