

MCC SALT/YAMEN Service Opportunity

Assignment Title & Partner Organization: SALT/YAMEN: Communications & Fundraising Assistant – Mother’s Heart

Term: August 14, 2019 – July 11, 2020

FTE: 1.0

Location: Phnom Penh, Cambodia (With possible travel to Battambang province)

Date Required: August 14, 2019

Program information and policies can be found at mcc.org/salt or mcc.org/yamen

MCC is an equal opportunity employer, committed to employment equity. MCC values diversity and invites all qualified candidates to apply.

Synopsis:

The SALT/YAMENer will serve alongside the Communications and Fundraising Officer of Mother’s Heart (MHO), assisting with their fundraising strategy and helping to ensure financial targets are met. MHO provides counselling and support to single mothers and their children.

Qualifications:

All MCC workers are expected to exhibit a commitment to: a personal Christian faith and discipleship; active church membership; and nonviolent peacemaking.

An invitation to this assignment is contingent on a successful criminal background check.

- Education and/or experience in non-profit management, administration, marketing, fundraising, or another related field is an asset
- Excellent written and verbal communication skills in English
- Creative and able to take initiative
- Ability to self-direct work and manage independent deadlines
- Meticulous attention to detail
- Strong critical thinking skills
- Familiarity with Microsoft Word, Excel and PowerPoint
- Proven ability to be flexible, adaptable, and self-confident in ambiguous situations.
- Willing to diligently study the local language and live with a local host family
- Willing to take motorcycles and bicycles for travel
- Cooperative spirit and commitment to becoming involved both at MHO and at MCC Cambodia

Assignment Narrative:

MHO provides counselling and support, so no woman experiences an unplanned or unwanted pregnancy alone. They educate women on the choices available, facilitate community mediation, offer support services, and provide medical care throughout the pregnancy. MHO additionally accompanies women to parenthood by empowering them to be autonomous and financially independent.

As the assistant to the Communications and Fundraising Officer, you will gain experience at a unique grassroots non-profit, and have an opportunity to increase your understanding of issues regarding gender, domestic violence and reproductive rights in Cambodia. You will be able to gain entry, exposure, and experience in the nonprofit industry, and network with other for-profit and nonprofit professionals in an open office environment. This is a great opportunity to develop adaptability, multi-tasking and cross-cultural skills.

Cambodia is one of the poorest countries in South-east Asia, and you will be in contact with one of its most vulnerable populations. The conditions you will see are extreme, as the women at MHO live below the poverty line. The MHO team finds strength in knowing that they can make difference in the lives of their beneficiaries, and that their work is vital to single women and to Cambodia.

The Communications and Fundraising Assistant will report to MHO Country Director, Emily Scott, and to the MCC Cambodia Exchange Coordinators.

Holidays for this position will follow the MHO calendar. (Please note this calendar allowance might differ from the MCC Cambodia calendar.) In addition, this position will receive 10 days of vacation, which must be approved in advance by supervisors at MHO and MCC.

For more information about MHO, see: <http://www.mothersheartcambodia.org/>

An important component of the MCC SALT/YAMEN term is life with a host family. During your year in Cambodia, you will be expected to assimilate the life of your host family. This includes engaging with their church, home, and social life. You will be living as an “adult son or daughter” and the goal is for you to be considered as a member of the host family for the assignment.

Duties:

- Assist in event organization (finding sponsors, maintaining contact with partners, booking entertainment, etc.)
- Post on social media platforms and deepen engagement with existing NGO partners on social media (Instagram, Facebook, LinkedIn)
- Manage NGO's profiles on Wix's website to ensure they are updated and accurate
- Promote NGO partners through community-based journalism and other marketing partnerships
- Assist in grant writing
- Update our donor database
- Other duties related to operations and administration
- Special NGO projects as needed on an on-going basis

Location Description:

Cambodia is located in Southeast Asia between Vietnam and Thailand and bordered on the north by Laos. The population is about 15 million, with about 80% living in rural areas.

This country is still emerging from the genocide era of the Khmer Rouge that killed nearly 1.7 million people. The educational, health, and legal systems were all destroyed, along with the general infrastructure within the country. This conflict created an atmosphere of mistrust, fear, and

hopelessness. Open conflict with the last remaining Khmer Rouge faction ended well over a decade ago and Cambodians are thankful for the peace and stability that has reigned throughout the 2000s.

The SALT/YAMENer will be based in Phnom Penh, the capital and largest city in Cambodia with a population estimated at 2 million people. Phnom Penh has numerous busy markets where people buy rice, fruits, vegetables, clothing, DVDs, and housewares. It also has several modern supermarkets where North American foodstuffs are available. Phnom Penh continues to become more cosmopolitan, with new restaurants, stores and coffee shops opening every day, catering to the growing Cambodian middle class and large expatriate community. Recently, the riverside has been renovated into a public promenade, which has become quite a popular hangout for families and young adults in the evenings and weekends.

Homes in the city are often made of cement, lined with tile on the floors and walls, and iron grates cover the doors and windows. Most MCCers in Phnom Penh live in apartments. Electricity in the city is widely prevalent and usually consistent; however, power outages do occur somewhat regularly during the hot season (March-May), though, these usually only last for a few hours at a time. Most homes do not have phone lines; however, MCCers have cell phones.

The Cambodian diet consists primarily of rice, soup, vegetables, fish, meat, and fruit. It can be challenging to find vegan/vegetarian dishes, as almost all dishes contain meat or fish in some form or another. A well-balanced diet will ensure SALT/YAMEN participants stay healthy and strong throughout their MCC terms in Cambodia. Particularly while living with a host family, the expectation is that the SALT/YAMENer will eat the meals that have been provided. Keeping an open-mind and an open-palate while trying new Cambodian dishes and delicacies is advisable.

Daily, scheduled buses travel between Phnom Penh and the provincial capitals throughout the country. Bicycles are the main mode of transport at the disposal of SALT/YAMEN participants. On occasion, SALT/YAMEN participants may need to ride in a tuktuk or on a motodop, both of which are readily available.

95% of Cambodians are Buddhist, 4% are Muslim, and about 1% is Christian. In Phnom Penh, there are a wide variety of Cambodian churches, as well as four major English-language international churches. SALT/YAMENers are expected to go with their host family to church or connect with an alternative Cambodian church. (If the host family is not Christian, the understanding will be that the SALT/YAMENer will regularly attend a local Christian church.)

As mentioned above, there is a large expat population living in Phnom Penh, comprised of development workers, missionaries, businesspeople, government personnel, and long and short-term volunteers.

Medical care is continually improving in Phnom Penh. Recently, two hospitals affiliated with Bangkok Hospital Medical Center have opened in Cambodia. Both branches provide reputable, basic care: one in Phnom Penh and one in Siem Reap. Additionally, there are a number of clinics with expat doctors. In the past, MCC workers have traveled to Thailand for more extensive and specialized treatments. Major health concerns in Cambodia are malaria, dengue fever, typhoid fever and Japanese encephalitis. However, the most common illnesses are from food and water. Bouts of diarrhea may occur occasionally throughout the MCC term. Most prescriptions can be filled in country.

There are many national holidays, which provide plenty of opportunities for visiting and exploring Cambodia. The Temples of Angkor near Siem Reap are a must-see and will give some perspective on the great history of art and culture of Cambodia.

Challenges:

- Living with a host family can be challenging for young adults who have experienced independence. Most host families are very protective of both their biological and host children, particularly daughters. (For example, many host families do not feel comfortable if their host child is out past 8pm.) Patience, understanding, and mutual respect are needed as you navigate your life within a Cambodian family.
- Professional counseling and mental health services are limited. Professional physiotherapy is limited, and reputable chiropractic services are not available. Medical facilities outside of Phnom Penh and Siem Reap are well below international standards and are absolutely not recommended.
- Finding appropriate spiritual support in this context may be a challenge. Some MCCers have found they need to seek additional spiritual nurturing and support outside of regular church attendance. Small groups and house churches are available and can help fill this need.
- MCC service workers have been able to form meaningful relationships with MCC national staff, Cambodian staff at partner organizations, their host family, and other Cambodians in general. These relationships can take time to foster, and in the meantime, you may experience significant periods of time alone. Learning Khmer will help to enrich relationships with Cambodian people and is an important tool for building deeper connections. MCC provides 60 hours of language study at the beginning of your term, and continued study after this is encouraged.
- Significant cultural/religious differences i.e. gender roles, interfaith relations, stereotypes, etc. Generally, perception of LGBTQ+ individuals are negative and more so in Christian communities. An LGBTQ+ Christian may face challenges in feeling supported in this context.
- Modern Phnom Penh, a dense city of 2 million people, is a very dynamic place to live. Everything seems to be changing at a very rapid pace. A common challenge for most MCCers in Phnom Penh is the growing traffic congestion, as more and more people are purchasing cars. At first, traffic in the city seems very chaotic and sometimes feels life-threatening, but quickly you will learn that it does have its own set of unwritten rules and ebb and flow. Developing strong bicycle-riding skills will be imperative to the safety of the SALT/YAMENer, as a bicycle will be the main mode of transport provided for navigating the hectic traffic.
- Corruption is rampant, and can be seen in daily life, but violence in Cambodia is rarely a problem and usually easy to avoid. Within Phnom Penh, there is the occasional mugging or theft, but these are not usually violent. You should be diligent in keeping wallets, cameras, purses, backpacks, etc. under personal control; and, if possible, you should avoid carrying these items with you after dark. Even in an office or house, you should secure your valuable items. (MCC can provide a locked cabinet, if needed, to store valuables).
- Managing frustration when things don't turn out as expected can be hard. While we do our best to determine and outline job responsibilities with our local partners, assignments really come alive based on the passions, skills, and gifts of an individual. Responsibilities may change or be refined over time in communication with supervisors to meet the ongoing changes and needs within a local context. As such, the greatest characteristics a participant can bring to an assignment are adaptability, flexibility, patience, a willingness to get your hands dirty, and humility to complete even mundane tasks.
- For those who are very task oriented, it can be a challenge to recognize the importance of

"being" instead of always "doing" as building healthy relationships and mutually transformative learning is an important part of the participant experience. We hope participants will come with a desire to walk alongside our local partners, rather than see the assignment solely as a way to "get things done".