



ANNUAL REPORT 2019



Yayasan
Stella Anak
Develop. Connect. Succeed.



Stella's
Child
Develop. Connect. Succeed.

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FOUNDERS STATEMENT

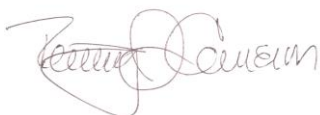
2019 was a pivotal year in the history of Stella's Child. After two financially difficult years in 2017 and 2018, the year began with bright promises for our future through the securitization of a major grant from the Inspirasia Foundation (IF). Our relationship with IF began in 2016 and culminated with the grant award that began 1 January 2019. It was the light that helped us break through. In the early Second Quarter, we received a significant grant from Irish Aid that provided additional financial stability for the organization. Considerable achievements throughout the year led to an approval in the Fourth Quarter from the Australian Volunteers for International Development program which provides us with human resources for 2020. We are truly thankful to these organizations for their support and look forward to a continued relationship with them in 2020.

'Challenges make us stronger - it is all part of lifeworthy learning. We really have only 2 options in life, to be knocked over by the negative things, or to reframe them in a positive light and learn from it. I always choose the latter.'

While our programs and services had already attained a track record of success, there was much work still to be done from an administrative perspective. As you will see in this report, Stella's Child began the work of building the Foundation for the long-term. Systems for human resources, finance, program and strategic planning were established. Fundraising strategies became clearer, and we were positioned to launch a Community Centre in Bali in the upcoming year - our first step in moving to community centric programs and services.

We hope you will enjoy our Annual Report and the stories within to better understand who we are, the results we are achieving, and the people whose lives are changing as a result of our programs and services.

With gratitude and thanks to our Boards of Directors, our Grantors, Sponsors, Volunteers, and Individual Supporters,



Timothy J. Cameron, Founder & Executive Director

OUR PURPOSE

Stella's Child provides a nurturing space that allows young people the freedom to develop self-confidence, creativity and leadership skills under the guidance of mentors. Through a combination of experiences, these talented and motivated youth are enabled to grow their core competencies, find their passion and to follow their own unique journey to self-defined success. Our definition of success lies directly in the outcomes that our graduates are achieving as they transition out of children's homes and orphanages and into the workforce.



Capitalizing on the global community that the Island of Bali provides, Stella's Child is able to connect the youth we serve with talented, compassionate, and skilled mentors from around the world. There is no room for shyness in our programs which our youth have no problem with as they get to share their lives and experiences with others from around the world.

Stella's Child is a Non-Profit Public Charity, a licensed 501(c)3 organization in the USA, and an approved Yayasan by the Indonesian Ministry of Justice.

Mission Statement

The mission of Stella's Child is to enrich lives by facilitating, encouraging, and promoting the delivery of education, care and nurturing to underprivileged children on a global level.

Vision Statement

The vision of Stella's Child is a world without poverty where children are afforded equal opportunities for success.

Values

Stella's Child is a volunteer-driven organization governed and advised by two dynamic volunteer leadership groups (our Board of Directors and our Advisory Council for Asia-Pacific Initiatives) representing a wide cross-section of professional areas and geographic locations. We are centered on the following core values:



OUR PEOPLE

Timothy J. Cameron, Founder & Executive Director



Tim has worked in the non-profit sector for over 25 years with a focus on access to postsecondary education in the United States. He served as Chief of Staff in the United States Department of Education. Tim was inspired to leave corporate life behind and to start an NGO to bring educational opportunities to underprivileged children. He is a strategic, ambitious, results driven executive with core expertise in leadership, relationship building, project management and program operations and development. Energetic, adaptable, detailed oriented with a proven ability to meet strict deadlines, maintain and develop interpersonal relationships, and effectively communicate with executive management, stakeholders, vendors, and front-line staff.

I Komang Andreas, Graduate & Assistant to the Director



Andre has been working full-time with Stella's Child for nearly two-years. He is a talented and creative addition to the team that has demonstrated a keen desire to learn and to help others. He is responsible for a variety of tasks at the foundation including operational administration, creative direction, youth engagement and social media. You can learn more about Andre in the *Our Stories* section.

Boards of Directors

STELLA'S CHILD FOUNDATION

Chair	Candice A. Geary
Vice Chair	Kristie A. Hansen
Treasurer	Holly Woodbury
At Large	Open
At Large	Open

YAYASAN STELLA ANAK

Pembina	Luh Suci Mertaningsih
Pengurus	Nike Angela Adianta
Sekretaris	Wesley Aido Kusnadi
Bendahara	I Wayan Ratna Sarjana
Pengawas	Aryani Dina Miranti

Volunteers & Mentors

In 2019, Stella's Child was supported by a team of 66 international volunteers and mentors to provide our programs and services. They are a most integral part of our Foundation as they primarily serve as the front line of the organization to all of our youth participants.

2019 HIGHLIGHTS

Stella's Child achieved significant strides in its administrative capacity building, financial management, and program planning objectives in 2019. This allows for better management decision making capacity and prioritization with pre-established business strategies and a systematic approach to its operations. We were also successful in transitioning to an online financial management system. In an analogous format, 2019 has begun the metamorphosis of Stella's Child to a premier youth development organization.

During our first five program years, 2014-2018, we have developed a portfolio of programs that has created a formula for success, and our youth outcomes are the proof that the formula works! The administrative focus of 2019 allowed us to reflect on what changes are necessary in order to position us for growth and expansion. We are now positioned us for the next stage of metamorphosis in 2020 and ready to propel Indonesian youth forward to achieve all they are capable of and to affect positive change within their communities and beyond.

Program Development & Delivery Highlights

The Foundation was successful in several areas of program outreach and engagement strategies including:

- **THE HARAPAN PROJECT** - Implemented an expanded Youth Engagement Strategy to engage youth from low economic backgrounds outside of those residing in children's homes and orphanages. A collaborative effort with the Harapan Vocational High School has exposed us to a new demographic of youth with whom have an interest in engaging in our programs and services positioning the Foundation for future growth.
- **CORPORATE SOCIAL RESPONSIBILITY ENGAGEMENTS** - Stella's Child began an expanded partnership growth with international groups travelling to Bali as part of their give-back programs. These programs were an opportunity for our youth to further engage, through fun teambuilding and leadership programs, with global individuals. 2019 introduced program engagements with the Nyah Project and the Cordial Group:
- Continued program expansion with international schools has allowed the Foundation to provide additional engaging learning and growth opportunities for our youth. In 2019, engagements with the **SINGAPORE AMERICAN SCHOOL** and the

CANGGU COMMUNITY SCHOOL provided local youth with exposure to dozens of peers from around the world.

- **PROGRAM DEVELOPMENT** continued to be a key area of focus in 2019. With the changing needs of the youth we serve, as well as the need to begin planning and support for our local communities, the following deliverables were achieved:
 - Development and launch of the Community Action Project Program;
 - The development of the Youth Graduate Internship Program;
 - The development and launch of the Community Based Program plan
 - Life Skills Program
 - English in the village
 - Skype Buddy Program

Administration & Operational Improvements

Recognizing the need for formal systems development to support the administrative capacity and to build operational sustainability for the Foundation, a considerable amount of effort was placed in this area. Accomplishments include:

- Development of a formal 3-year strategic plan;
- Development and management systems for a formal Activity Plan that takes a proactive approach to program planning and execution which led to considerable operational efficiencies;
- Further refinement of our onboarding process for volunteers which led to the successful engagement of 61 volunteers and 4 long-term international interns;
- The initial development and implementation of a Measurement & Evaluation matrix to ensure that program goals and deliverables are being met and to inform future program offerings;
- Execution of a plan to shift from a multi-use site to an independent Community Centre from where our programs are administered and delivered;
- Early development of new communications strategies, including a newsletter, donor retention strategies, and social media:

Dojo Partnership

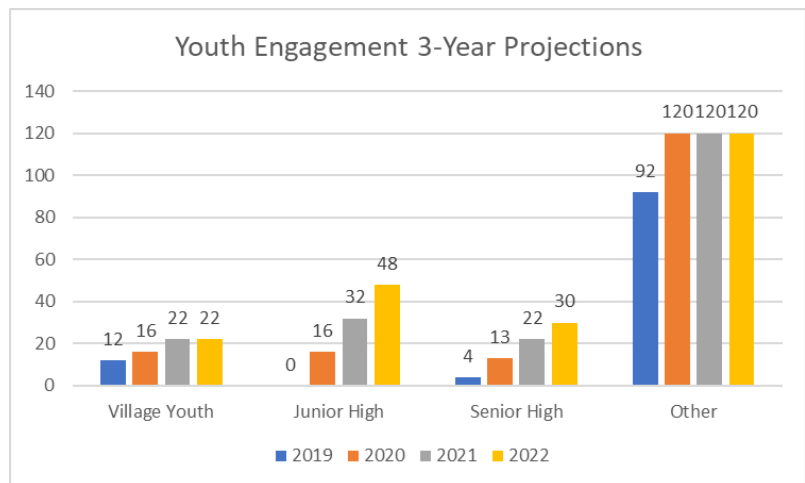


Dojo Bali is a coworking space that is a community of like-minded individuals, exchanging skills and knowledge in the pursuit of better quality of life through work-life balance. Stella's Child is a part of their co-Giving program whereby Dojo facilitates engagement between their talented and creative members and the Stella's Child youth programs. Nearly 30% of our volunteers and mentors come from this partnership. Dojo also assists the

Foundation with fundraising support and administrative tasks such as volunteer engagement strategies and onboarding, communications and the opportunity to participate in Dojo events to promote awareness about the Foundation. In 2019, the relationship was furthered with the donation of in-kind services that allowed our 2019 Graduate Interns to utilize the co-Working space and to engage with members for special events, seminars, and technical skill building.

Summary & A Look Ahead

The successes achieved in 2019 focused on improved administrative systems and operational oversight and have enabled the Foundation to move closer to its sustainability goals in these areas. One of our biggest challenges has been staffing at a senior managerial level and we are pleased to be in a position to onboard an Indonesian professional in a senior management capacity in 2020. This individual will now have the tools required to drive the organizations program and engagement growth for 2020 and beyond. The Foundation is now well prepared to support an increasing number of youths over the course of the next three years.



OUR PROGRAMS

Life Skills Academy

Through teaching key life skills such as critical thinking, financial responsibility, self-awareness, personal responsibility, and self-love, the program aspires to prompt personal growth in students, so that they are equipped to create for themselves the happiest, most fulfilling lives possible. The Life Skills programs are an important prerequisite to longer, more targeted programs such as our Entrepreneurship and Job Training & Placement programs. The Life Skills programs engage mentors from a variety of professional backgrounds to facilitate workshops and seminars related to their field of work or life experience. Youth emerge from the program with a greater sense of self, happiness, and direction. It is where the mind-shift begins!



Entrepreneurship Program



One of our flagship programs, entrepreneurship teaches youth business by doing business. The program engages local volunteers to administer program modules which are developed and supported by corporate and student volunteers from around the world in partnership with local businesses. The youth develop a business from the ground up by learning key business skills in the following subject areas:

- Product Design
- Management
- Marketing
- Branding
- Finance
- Sales

In 2019, the program focused on further developing the prior year's Love Our Earth Brand and was

successful in the implementation of a collaboratively developed product line designed to support the meetings, conferences, and events business. Several prospects for 2020 sales were achieved in this program expansion showing promising signs of success.

Job Training & Internship Program

Finding a job is challenging in any culture. This challenge is only exacerbated for underprivileged children without the means and expertise to navigate the job market. The core JTI Program includes weekly debriefing meeting, personal finance and budgeting skills development as well as English language, report writing and career planning seminars. The 4-month full time program provides hundreds of learning opportunities in the following subject areas:

- Business Communications
- Leadership
- Social Intelligence
- Intercultural Emotional Intelligence



Community Action Program

Designed to implement the skills developed through our Life Skills Academy, Entrepreneurship, and Job Training programs, the Community Action Projects allow the youth further opportunity to develop their leadership, project management, and global citizenship skills. Newly launched in 2019, the program enables youth to utilize their skills through the design and implementation of community programs throughout the island.

The 2019 youth developed projects developed and set for implementation include:

- Anti-Bullying - Island Wide
- Waste Management & Recycling - Melaya
- Health & Wellbeing in Karangasam Regency - Seraya & Sega Villages
- Ecotourism & Preservation of Balinese Culture - Lemukih



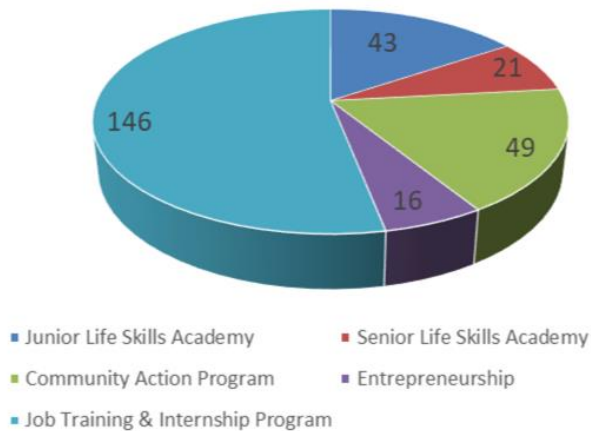
OUR IMPACT

Our Beneficiaries

Stella's Child exists to support Indonesian youths from deeply disadvantaged backgrounds as they prepare to leave children's homes, orphanages and villages to enter the world of work. The youth we serve, primarily aged 10 to 19, come from the poorest families in Bali and neighboring islands. Our voluntary, self-selected programs augment their schooling to provide access to opportunities to which they otherwise would not have available.

Stella's Child provides significant benefits to these youth through its training and education programs. The programs build the self-confidence and self-esteem that these children need to become successful, contributing members of our society. Our experience and research have shown us that children in orphanages graduate from high school unprepared for the 'real world'. Our programs are designed to fill this gap and to equip the children with the tools they need to secure solid employment that will assist them in breaking their cycle of poverty.

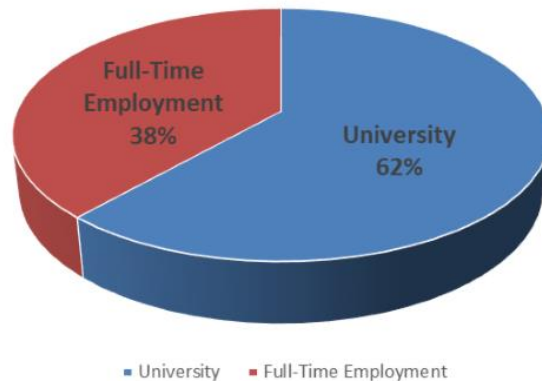
2019 Program Seminars



In 2019, Stella's Child provided 152 unique youth a total of 275 learning experiences



2019 Graduate Outcomes



Leadership in Action

62%

of our graduates in 2019 self-selected involvement in a Community Action Project clearly demonstrating the empathy, leadership and problem-solving capabilities that our programs help develop.

71%

Percentage of youth that, prior to graduation, felt they needed more information to make their career plans.

100%

Percentage of Stella's Child youth that felt that they got the information they needed.

64%

of our youth reported that Stella's Child provided them with higher-level professional skills (i.e. project management, creative thinking, leadership) than their peers received without our programs.

Post-Graduation Career Exposure

- *Fashion Design* • *Social Media*
- *Business Development* • *Finance*

These are the careers where our top 2019 graduates landed paid internship opportunities prior to entering University.

Graduates that were able to qualify for University or secure full-time employment after graduating from our programs:

100%

100%

of our JTI Program Participants reported that the program:

- Provided them with an **advantage** in the job market
- Better **prepared** them for life after high school
- Increased their **self confidence**



"The most important skills I learned at Stella's Child were leadership and time management. It helped me become confident about my career plan!"

Victoria Oti Kosin



"Stella's Child helped me open my mind to thinking and planning for my future."

Ambu Tama Khali



"Stella's Child gave me the support I needed to understand that everyone can be a success!"

Dwi Indrawan Kadek

OUR STORIES

Luh Indah Dewi Sari – 2019 Program Participant

Indah first joined Stella's Child in 2016 at the age of 14. She was a curious girl trying to figure out how she fit-in. As one of the younger members of our Entrepreneurship Program, she was drawn to the Marketing & Communications team where she was often disruptive and a challenge for the teams lead mentor. In 2017, we proposed a move to the Product Design team because, during her initial interviews, she showed signs of an innate interest in exploring her creativity. The decision was met with resistance and tears but she ultimately decided to heed



our guidance and within that program year excelled, became part of the Management Team and her leadership skills were on the rise. Indah engaged in every new opportunity we sent her way with motivation and determination. As a member of the 2019 Job Training Program, she shared her goals and ambitions to be #1 in whatever she did. She demonstrated she had a good handle on 'who' she was, was able to self-identify her talents and weaknesses and we learned that she now has a passion to help end corruption and dishonesty.

Indah remains a solid example to her peers in regard to the power of determination. Indah, now age 17, is still searching for her path and we look forward to helping her in her career planning after she graduates from high school in 2020. The best is yet to come!

Ni Putu Eka Wayhuni – 2019 Program Graduate

When we first met Eka in 2015, at age 16 she showed very early signs of success. She had a dynamic and engaging personality and a strong desire to learn and grow. Eka participated in all of the programs that Stella's Child offered and over the years, we were able to watch her confidence and English language skills grow, her keen sense of business acumen became exposed, and her drive to do what was right, her ability to show empathy, and her creativity enabled her to show us a new approach to business. There are countless examples where Eka's words and actions became instrumental in the growth and development of our programs.

From the beginning, Eka dreamed to become a chef. Her passion for the preservation of Balinese culture soon became apparent as her career aspirations shifted to becoming an international chef that could partner with other cultures to demonstrate fusion cuisines. Upon high school graduation, Eka had her sights on University to further develop her culinary skills. However, during our career planning programs, she informed us that she had come to a decision and that we 'might not be happy' with it! She informed us that she had decided to go to university to study finance. Far from disappointed were we with hearing this news. We informed Eka that we were quite impressed with her foresight and decision-making skills that she employed in reaching her decision. When asked how she arrived at this shifting decision, she stated that she learned in our Life Skills Academy that she was good at math, liked working with numbers; she further deduced that a finance career could afford her the opportunity to build her ultimate dream of becoming a world-travelled international chef.



Eka has consistently been an inspiration to the Foundation, to her peers and to all of the people to whom she has engaged with. Her early successes clearly demonstrate that a mind-shift is possible and that despite coming from a poor family and a challenging background, we all have the capacity to fulfil our dreams. We look forward to watching her continued growth as she continues to engage as a volunteer for the Foundation.

I Komang Andreas – Program Alumni

In 2014, at age 14, the talented Andre was a wallflower and was overlooked for his creative talents. Andre was a typical teenage boy that would rather play with his friends than focus on his studies and his future. Andre's strengths began to show as his confidence and English language skills grew. After graduating from high school in 2017, he was offered an interview with a prestigious global business but withdrew from the competition and we recognized that he had more work to be done on his own self-development. In 2018, life changes and circumstances brought Andre back to Stella's Child and we had the ability to hire him to work side by side with the Executive Director.

Andre has truly become a role model for success, has overcome his fears of public speaking and his self-doubt. He now serves as an English language mentor to younger youth in the program, is leading a Community Action project in his home regency, is learning video storytelling, time and project management skills, as well as further pushing his skills and creative talents in the area of product design and development.

Our favorite story about Andre is when, after a visit to his village, he reported that his mother told him that 'everyone in the village is talking about him' and when asked what they were talking about, she told him that it was about the accomplishments and success he had been achieving with Stella's Child. We asked him how that made him feel, and, with his signature Balinese smile, reported: I feel proud. Really Proud. This is precisely what we hope all of our graduates get to experience as they continue to grow and develop.



Liz Edman - Mentor

Mentors are critical to the success of our programs and services. Youth mentoring is the process of matching mentors with young people who need or want a caring, responsible adult in their lives. Our mentors work as key volunteers to our social development programs and play an integral part in the lives of the kids we serve. They often form long-term bonds, provide nurturing and education to kids that lack this type of role model in their lives. Mentors engage with Stella's Child for both short- and long-term engagements.

Becoming a mentor for Stellas Child was an easy decision. After meeting the Founder at a presentation to the parent support committee at the Cangu Community School, I was instantly engaged by his brilliant communication skills and passion for helping young people get a better 'go' at life. The strong message of encouragement to youth to pursue their dreams, despite their personal circumstances was compelling. I felt as if I would be a good fit for me, I have been living overseas for a number of years in developing countries and understand the challenges teens face. Having two teenage boys myself, I want to help to give youth every possible opportunity so there are never closing doors.



Having worked in the professional field, I know what it is to have access to strong, encouraging and supportive mentors around you. Everyone deserves this opportunity, no matter what your position or placement. I established an amazing rapport with all of the students that I came into contact with and it gave me enormous pleasure to be in their company and support their growth and learning. Their enthusiasm and tenacity were infectious, never ever a dull moment or chore for me!

After nearly 3-years of mentoring, I am still fortunate to stay connected remotely to the work of Stella's Child despite relocating outside of Bali. It's a time that I'll always treasure and made my six years in Bali forever fruitful and memorable.

Singapore American School – Program Partner

Stella's Child has been partnering with youth at the Singapore American School (SAS) for over four years. One of their school services teams, Growing a Future Organization (GAFO), strives to improve the lives of the impoverished in Indonesia by providing support to NGOs working in the region. In 2019, more than 15 compassionate youth at SAS helped support Stella's Child through the of fundraising, advocacy, skype pen pal programs, and helping out with events.

This year, the youth were of special help by supporting us at Art Blast, an event put on by GAFO to advocate for the importance of service learning as well as to raise funds for underprivileged students in a fun way! During the Art Blast, students in grades three through five participated in bubble painting as well as tie-dying. The proceeds from registration went to Stella's Child and were used to support our Indonesian programs.



Love Our Earth



The Love Our Earth brand was originally developed by the youth in our 2016-2018 Entrepreneurship Program. Major clients have included SOPHOS, Estee Lauder, and MAC Cosmetics. The brand is now being positioned as a viable for-profit commercial business to provide funding to Stella's Child for ongoing program support as well as employment opportunities for program graduates.

Love Our Earth has created a customizable line of bespoke gifts to meet any budget for special events or for individual purchase. When you gift your friends and loved ones a gift from Love Our Earth you are creating a deep lasting connection.

Current products include: Beach and sport towels, a body care collection (in collaboration with Ibu Bumi and Republic of Soap, two Bali brands), and original card game, JIWA. By placing on order from Stella's Child consumers will help open doors to experience & opportunities in business, to develop skills, stimulate creativity, and to provide a launchpad to success that these youth may otherwise not have access to.

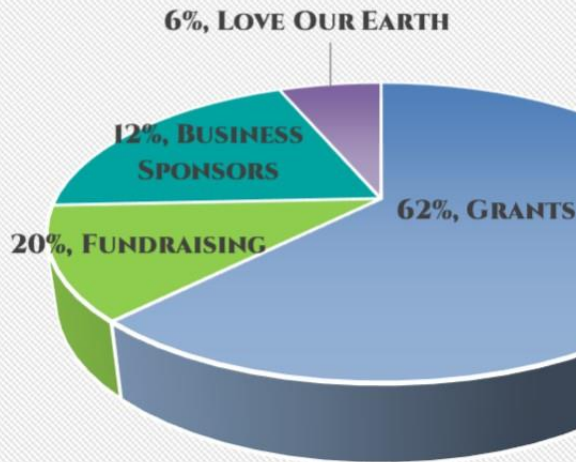


JIWA

JIWA is an exciting card game suitable for all ages. The players are in a race to farm 100 hectare of Bali rice fields, but must resolve the hazards opponents may play to halt farming.

FINANCIAL INFORMATION

Funding Sources



Grants:	IDR 362,442,694
Business Sponsors:	IDR 70,740,000
Fundraising:	IDR 114,196,832
Love Our Earth:	IDR 35,882,250
TOTAL:	IDR 693,251,536

MAJOR DONORS

GRANTORS

Inspirasia
FOUNDATION



BUSINESSES

Bali Buda

bali hotels
and more.com

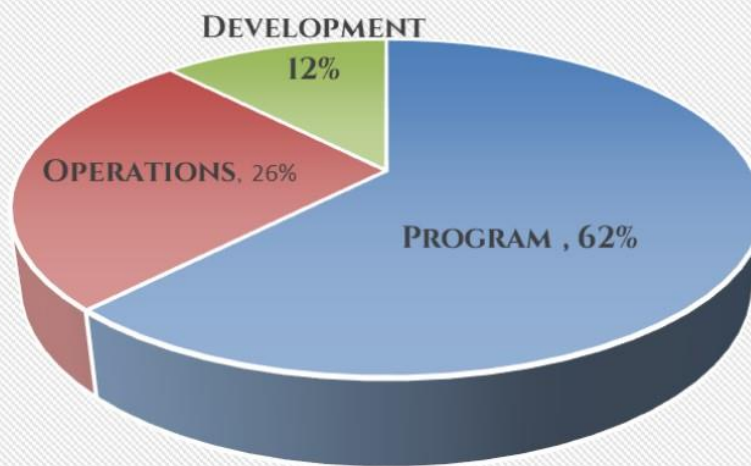
Nº 51 B
POTATO HEAD
Bali

Dojo Bali
COWORKING

INDIVIDUALS

Michael Aberle
Gemma Garcia
Bill & Laurie Lawliss
Michiel Mertes
Robin Wieruch
Holly Woodbury

Expenses



Program Expenses:	IDR 351,305,338
Operational Expenses:	IDR 144,881,122
Development Expenses:	IDR 68,221,100
TOTAL:	IDR 564,407,560

Conclusion

Stella's Child would like to thank all of our donors, supporters, mentors, and youth for an amazing 2019. Collectively we were able to assist youth from disadvantaged backgrounds discover who they are, develop their skills, and to have a positive outlook on their futures. The Foundation, too, experienced this self-discovery in 2019 and our outlook for the future is surely optimistic. We have reflected on our past and visualized our future and with the continued support from our donors and sponsors, the enthusiasm of our mentors and youth, the Foundation will surely continue to grow and increase our impact to more and more individuals and communities throughout Bali. Looking forward to a stellar 2020!