



dunamis
FOUNDATION



dunamis
Organization Services



UN Global Compact Communication on Progress 2008 - 2009

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From the Managing Partner

Satyo Fatwan
Managing Partner



Statement of Support

On 8 April 2006, Dunamis Organizational Services became one of the first Indonesian companies to support the UN Global Compact. It has been three years since we joined the UN Global Compact and this Communication on Progress report showcases the implementation of UN Global Compact principles through the policies and practices of our company and the work of the Dunamis Mitra Pertiwi Foundation. It serves also as a baseline report against which we can measure our future accomplishments.

With this publication of this report, Dunamis reaffirms our continued support to the principles of the UN Global Compact, covering human rights, labor rights, protection of the environment and anti-corruption.

Jakarta, April 2010
Satyo Fatwan
Managing Partner

Greatness in the Knowledge Era



Borobudur - an institution respected by all, an institution that has stood the test of time.
an institution that would be missed if it disappeared today.
A Great institution.

Today, all organizations must rise to the challenge of achieving Greatness in the Knowledge Era.

Dunamis Organization Services

Dunamis Organization Services was founded in 1991, it has been the licensee of FranklinCovey a leading global Leadership Development and Execution Practice Firm with offices in 147 countries since 1992.

In Indonesia, Dunamis Organization Services handles a cross section of multinational, national and government institutions across the country.

Dunamis Organization Services also provides world class solutions in the field of Corporate Culture, Knowledge Management, and Human Capital Systems.



Our Mission:

We enable Greatness in people and organizations everywhere

Our Vision:

To be recognized as a world class professional services firm - an OASIS for Indonesia

Our Values: *ROCK*

1. **R**esult Oriented
2. **O**pen Feedback
3. **S**trong **C**haracter
4. **W**orld Class "**K**"ompetence

Dunamis Mitra Pertiwi Foundation

As part of its commitment to continuously contribute to Indonesia's growth and development, Dunamis Organization Services in 2001 founded its not-for-profit Dunamis Mitra Pertiwi Foundation.

The Foundation is now implementing three types of community based-programs: Principle Centered Education, Principle Centered Family and Community Development.

In addition to these regular ongoing programs, the Foundation has also conducted emergency response programs in the form of Frontier Assist "Priyangan" - West Java Earthquake Post-Trauma Assistance in September 2009 and Frontier Assist "Bangkik Basamo" - West Sumatra Post-Trauma Assistance in October 2009



Implementation of UNGC Principles

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Human Rights policies have been incorporated into Dunamis company policy and are abided by in our practices. We respect human rights wherever we operate, and comply with local laws and our own corporate policy. We support human rights consistent with the United Nations Universal Declaration of Human Rights. Our human rights policy is a vital part of maintaining positive relationships with our employees also communities.

❑ *Working Conditions*



Dunamis offers favorable working conditions to its employees. Conditions of employment at Dunamis are outlined by the company regulations document approved in 2003 by the Department of Manpower. The policy under Chapter 1, Article 3(e), states that all employees have the right to equal treatment in line with their Human Rights. It also outlines the company's remuneration standards, working hours as well as employees' rights to holidays and leaves and to practice their faith. The policy also outlines a warning system and disciplinary guidelines which provides employees with protection against unemployment.

Well beyond the minimum standards of employment, staffs at Dunamis are free to enjoy a healthy company-provided lunch on every work day, served at our indoor and outdoor lunchrooms. Staffs not at the office receive a lunch allowance.

Outcomes:

Dunamis staffs enjoy a healthy lunch everyday, by having lunch together the knowledge and information flow run more smoothly. There were no boundaries between employees and the management team.

Implementation of UNGC Principles

❑ *Community Capacity Building*

As part of its Community Capacity Building program, Dunamis Mitra Pertiwi Foundation runs ten (10) Pre School at 5 locations (neighborhood community), which provide pre-elementary education to over 200 children in Pasir Angin village, West Java with ten (10) pre school teachers.

To empower women in the area, we hold a practical skill training (sewing course) every 3 months (April – June 2009). The programs also work in providing livelihood training to youth in the area.

The goal of these projects is in line with the provisions for adequate standard of living as outlined in the UDHR.



Outcomes:

In 2009, Dunamis Foundation ran ten (10) Pre School at 5 locations (neighborhood community). The locations number were decreasing compare to the previous year but the number of the students over the target, it reaches 208 students. We closed one (1) pre school locations since there were no more children in the pre school age to enter the school in that area.

By conducting the sewing course for women in the area, nowadays they can increase their family income by receiving sewing order to make graduation suit for the pre school students.

Future Targets:

In 2010 we plan a foster parents program to improve the pre school students education materials. We'll also continue to held a practical skill training program to empower the women in the area and a leadership training for the youth.

Implementation of UNGC Principles

❑ *Frontier Assist*

In case of emergency, Dunamis Mitra Pertiwi Foundation also conducted emergency response program in form of Frontier Assist. During 2009, two (2) frontier assist program were done. The first one was Frontier Assist “Priyangan” West Java Earthquake Post-Trauma Assistance in September 2009 and the second one was Frontier Assist “Bangkik Basamo” West Sumatra Post-Trauma Assistance in October 2009.

The aim of our Post-Trauma Assistancy Program is to focus on recovering the morale and spirit of those displaced. We wholeheartedly believe that by doing so, the people affected by the earthquake will eventually grow and learn from the experience. Therefore they will be able to rebuild and reestablish their life with utmost gratefulness.

Outcomes:

By doing the frontier assist, we could help recover the morale and spirit of those displaced. The full report of these activities was attached on this report.

Future Targets:

In case of emergency, Dunamis Mitra Pertiwi Foundation will prepare itself in form of the Frontier Assist.



Implementation of UNGC Principles

HUMAN RIGHTS

Principle 2: Ensure that they are not complicit in human right abuses

We seek to ensure that Dunamis's presence fosters sound relationships and avoids conflict wherever we are. Dunamis respects and supports the dignity, well being and rights of employees, our families and the communities in which we live, as well as others affected by the our operations. We ensure that our equipment and facilities are not misused in violation of them.

Dunamis procedures for using security personnel are based on human rights principles and include guidelines and restrictions on the use of force.



❑ *Community Access to Land*

As an act of respect for the rights of the community surrounding Dunamis' training facility in Pasir Angin village, the property remains unfenced, allowing for community access to and from their livelihood. Although this was and still is an uncommon practice in Indonesia, the decision was made not to close-off the property during construction of the facility, when it was recognized that fencing off the property would create a difficulty for the local community who would need to circle the area to get to and from home.

Outcomes:

By not fencing our property, the community around us could easily access to and from their livelihood. By giving them the access, they also help us in securing our property.

Future Targets:

The policy to unfenced the property will remain the same, we will also increase the community involvement in improving our property facilities.

Implementation of UNGC Principles

LABOUR STANDARDS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Dunamis employees have the freedom to associate and the right to collective bargaining following the guidelines provided under the relevant national law.



Media Presence

Dunamis personnel contribute regularly to major Indonesian publications. Each month, around fifteen articles written by Dunamis staff appear in one of leading Indonesian newspapers and magazines.

The articles represent themes that are of our business interest, covering organizational effectiveness and training, as well as wider ranging issues including corporate social responsibility, democracy and social justice. With this activity, while increasing our company's profile, we also become champions of another right presented in the UDHR:

"Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers." -- UDHR, Article

Outcomes:

By having articles in major publications, Dunamis could share our knowledge to the larger public in Indonesia. This activity also unleash Dunamis's employees talent, we recognize their talent by providing the column in the media.

Future Target:

In 2010 we expand the relationship with media; newspapers, magazines and radio. Besides articles, we plan to have a public joint event. We'll also continue the policy to uphold the freedom to associate and the right to collective bargaining following the guidelines provided under the relevant national law.

Implementation of UNGC Principles

LABOUR STANDARDS

Principle 4: The elimination of all forms of forced and compulsory labor

Dunamis employs on the basis of job requirements and does not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion.

All Dunamis employees have chosen their employment freely and have the freedom to leave the company upon due notice, as outlined in the company regulations. Dunamis strives to continue being an employer of choice, through the provision of favorable working conditions elaborated above in this report.

Principle 5: The effective abolition of child labor

Dunamis does not employ child labor, defined ILO Convention No.138 as being children under the age of 15 years. Company regulations set the minimum age for employment at Dunamis as 19 years.

Dunamis has also been involved in organizing a workshop with UNICEF Indonesia on the Elimination of Child Labor.

❑ *Supporting the Abolition of Child Labor*

Dunamis Mitra Pertiwi Foundation also contributes to the abolition of child labor through its community-based programs, which assist in providing access to education for children who would otherwise be out-of-school and/or working. The programs cover:

- Leadership Training for Community Leaders, including teachers and youth group leaders.
- Capacity Building, including establishment and management of schools in Pasir Angin village in West Java, and scholarships for high-performing students.
- Participatory Engagement, in the form of Future Search dialogues designed to assess the needs of the community.

Outcomes:

By improving the children and youth education also leadership, we helped them to increase their practical skill, self-confidence and interdependence ability.

Future Targets:

The policy for our community-based programs will remain the same, we will increase the number of scholarship also the reward for high-performing students.

We plan to help students in Pasir Angin village in preparing themselves for 2010 national examination. We also plan to join cooperation with ministry of education to help improving teachers ability and leadership skill.

Implementation of UNGC Principles

LABOUR STANDARDS

Principle 6: The elimination of discrimination in respect of employment and occupation

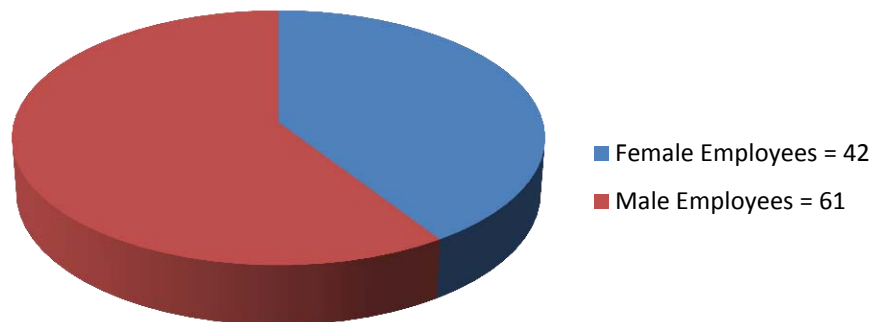
A company with over 40% female staff, Dunamis does not discriminate on the basis of gender with regards to recruitment and employment, nor do we discriminate based on faith, race or political association.

Outcomes:

To improve the employees skill and ability, we continue to give them a regular training. Employees are allowed to take a Personal Development Program (PDP) to develop their working ability.

Future Targets:

Dunamis will continue the non-discrimination policy also keep increasing our member skill and ability.



The chart shows the number of Dunamis employees based on gender

Implementation of UNGC Principles

ENVIRONMENT

Principle 7: Business should support a precautionary approach to environmental challenges

In our everyday business activities, Dunamis encourages environmentally friendly practice. We targeted to reduce 10% in electricity and water usage.

Outcomes:

We succeed in reducing electricity usage by achieving the 10% target. The water usage in 2009 were remained the same as previous year.

Future Targets:

In 2010, we plan to keep reducing 10% of electricity and water usage

Principle 8: Undertake initiatives to promote greater environmental responsibility

Respect for environment sustainability is also showcased in the surroundings of our company's training facility in Pasir Angin village, Central Java. During its construction, it was policy to cut down as few trees as possible, none was removed around the constructed buildings. In fact, vegetation around the property remains well-maintained.

❑ *Tree Planting*

As part of our unique company tradition, tree-planting has been part of the induction process for new staff members. This ritual symbolizes the growth of a new partnership with the company.

The trees used to be planted in our main office in Jakarta but are increasingly being planted in our training facility in Pasir Angin, as part of the new staff's introduction to the facility and Dunamis Mitra Pertiwi Foundation.

Tree planting is also part of the company's annual anniversary activities, both in Jakarta and Pasir Angin.

Outcomes:

In 2009, we failed to plant any tree around our training facility in Pasir Angin village.

Future Targets:

All new employee started from the entrance year 2009 will plant tree in 2010.

Implementation of UNGC Principles

ENVIRONMENT

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

In our everyday business activities, Dunamis encourages environmentally friendly practice. We targeted to reduce 10% in electricity and water usage.

Outcomes:

We succeed in reducing electricity usage by achieving the 10% target. The water usage in 2009 were remained the same as previous year.

Future Targets:

In 2010, we plan to keep reducing 10% of electricity and water usage

ANTI CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Dunamis is actively involved in the promotion of transparency in government and businesses. This view is incorporated in our company regulations, which prohibits bribery and extortion in all its forms.

We sign Integrity Pacts with our major clients, which call for the elimination of all forms of corruption, including bribery and extortion. This is increasingly becoming common practice, especially with our finance industry clients. Starting from this year, Dunamis will seek to design a similar pact to be incorporated with all our Memorandum of Agreements with existing and future clients.

Outcomes:

We maintain to do our business with good corporate governance standards and no bribery was reported during last year.

Future Targets:

Become as a part of Corruption Eradication Commission (KPK) selection panel in 2010













Photo: Article about Dunamis work in a selection panel for the Corruption Eradication Commission

Scorecard


The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2009

Overall performance against target:


 Target exceeded
  Target achieved ($\geq 95\%$)
  On track
  Behind schedule
  Target not achieved

| Target | Performance | | | Target Date |
|--|---|---|--|-------------|
| Activities | Result | Trend' | Commentary | |
| Employee Contribution | | | | |
| Dunamis employee's have to spend 1 day/month working for Dunamis Foundation to do community services |  |  | This year we only achieved 30 per cent from target | On going |
| Speaker's Fee | | | | |
| Dunamis member donate their fees after deliver speech for public audiences |  |  | All Dunamis member consistently donate their fees as a contribution for Dunamis Foundation | On going |
| Media Presence | | | | |
| Dunamis personnel contribute articles regularly in Indonesian newspapers and magazines |  |  | 40 per cent from target achieved. We continue to extend the relationship with major Indonesian newspapers and magazines | On going |
| Leadership Development for Community Leader | | | | |
| Dunamis invites community & youth group leaders to join our Leadership training |  |  | In 2009, we revised our policy by inviting the community leaders only to Public Program held by Dunamis Foundation. This year only 8 institutions joined our Leadership training | On going |
| Pre School Teachers Empowerment | | | | |
| To increase our pre school teacher capability, Dunamis held an empowerment program |  |  | We scheduled a monthly & yearly program by inviting Dunamis member also public speakers to teach the pre school teachers | On going |

Note: Trend from previous year

 improvement

 deterioration
















 no change

Scorecard

The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2009

Overall performance against target:


 Target exceeded
  Target achieved (≥ 95%)
  On track
  Behind schedule
  Target not achieved

| Target | Performance | | | Target Date |
|---|---|---|---|--------------|
| Activities | Result | Trend | Commentary | |
| Scholarships | | |        | |
| To support education in Pasir Angin village we donate a scholarship for high-performing students |  |  | This year we failed to deliver a scholarship. A new policies were made, by July 2010 we held a foster parents program to help student in the area | On going |
| Early Childhood Education | | | | |
| Dunamis provide an early childhood Education around Pasir Angin village to improve the children education |  |  | This year we opened 10 pre school class in 5 location. The students number was 208, over the target for 200 students. | On going |
| Greatness Student Reward | | | | |
| We reward students who shows great progress in their school to support their education |  |  | No greatness student reward were given in 2009 | 30 Dec 2009 |
| Practical Skill Training | | | | |
| To empower woman in Pasir Angin vilage, we held a practical skill training to help them improve the family income |  |  | From March to June we held a sewing course | 30 Dec 2009 |
| Health Program | | | | |
| To help people in Pasir Angin vilage we held a health program by doing free medical check up | Not applicable | Not applicable | We revised the health program policy. Started 2009, we focused on education program | Discontinued |

Note: Trend from previous year

 improvement

 deterioration









 no change

Scorecard

The scorecard below, outlines our performance against our Community, Environment and Labour targets for the financial year 2009

Overall performance against target:


 Target exceeded
  Target achieved ($\geq 95\%$)
  On track
  Behind schedule
  Target not achieved

| Target | Performance | | | Target Date |
|--|---|---|--|-------------|
| Activities | Result | Trend | Commentary | |
| Frontier Assist | | | | |
| Dunamis Foundation always ready to help others in case of national disaster in form of frontier assist |  |  | In 2009, we did Frontier Assist in Tasikmalaya (Priyangan Post Trauma Assistance) and in Padang (Bangkik Basamo Post Trauma Assistance) | 30 Dec 2009 |
| Tree Planting | | | | |
| To reduce global warming, we made policies to plant 1 tree for 1 employee |  |  | In 2009, we hadn't plant any tree. We decided to push the planting for new employee in 2010. | On going |
| Electricity Efficiency | | | | |
| 10 percent reduction in electricity usage |  |  | We succeed to reduce 10% of our electricity usage from previous year | 30 Dec 2009 |
| Anti Corruption | | | | |
| Dunamis policies in doing business based on good corporate governance |  |  | We support the anti corruption by helping selecting the member of Corruption Eradication Commission (KP) and no bribery was reported during the year | On going |

Note: Trend from previous year

 improvement

 deterioration

 no change

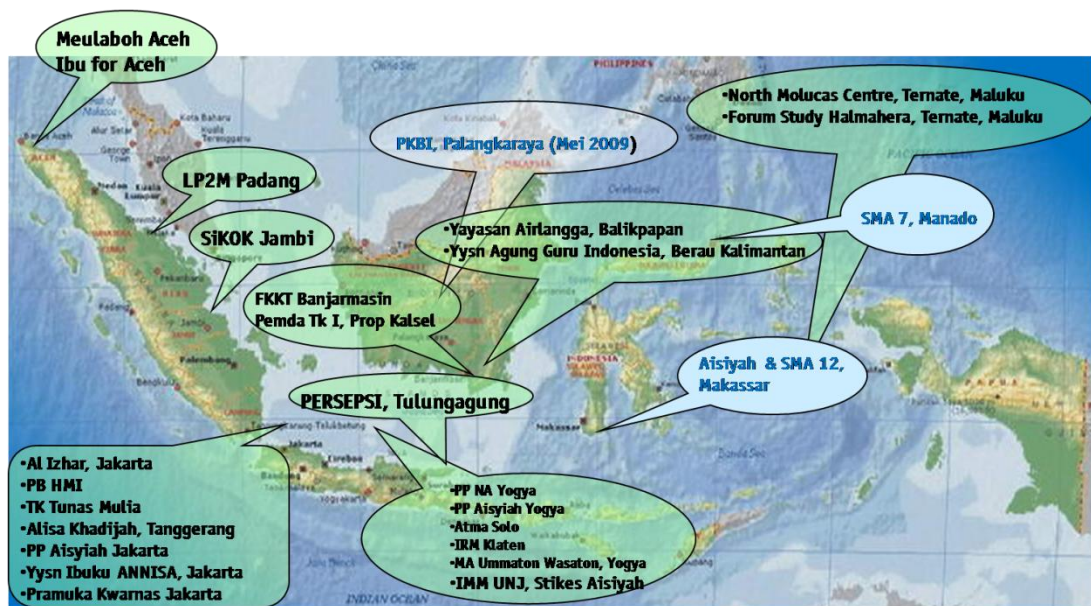
Partnerships in Support UN Goals

Over the years, Dunamis has both initiated and participated in partnerships with government agencies, NGOs and other civil society organizations, as well as student and youth organizations.

The existence of Dunamis Mitra Pertiwi Foundation within a relatively modest-sized company such as Dunamis Organization Services is hoped to inspire other companies to increase their participation in empowering their wider surrounding community.

On a regular basis, we organize Public Programs for representatives of numerous groups at little to no cost on a regular basis. This includes representatives from educational institutions such as teachers and student organization representatives, government agencies and NGOs, located all over Indonesia.

The programs are designed to increase the effectiveness of the participants, which can then be transferred to the institution they belong to.



Distribution of this COP

This Communication of Progress will be made available to our stakeholders on our website <http://www.dunamis.co.id>, as well as being distributed by mail to all company employees.

For more information on this report, please contact asri@dunamis.co.id

To obtain a copy, please contact our office at:

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FOUNDATION

Report
Frontier Assist - "Bangkik Basamo"*
Post Trauma Assistance
Oktober - November 2009

*
= *We build together*



Earthquake in Padang

The earthquake which hit West Sumatera on September 30th 2009 left a devastating mark. Right before the holy Lebaran holiday, the people of West Sumatera had to witness an event that changed, if not all, most of their lives.

Hundreds were killed, thousands were wounded, while homes, schools, roads, and buildings were heavily destroyed in the 7,6 Richter scale earthquake, only to leave questions oftenly asked by man: "*Why did this happen?*", "*What now?*"

These existensial questions made way for numerous organizations and individuals to provide help and contribution after the earthquake. Aids were sent immediately, funds were raised abundantly, and volunteers stepped bravely in the affected regions, answering the cry for humanity.



A tectonic earthquake : 7.6 on the Richter Scale

Location : Padang, West Sumatera

Date : Wednesday, September 30, 2009

Time : 05.16 pm (local time)

*To Live, To Love, To Learn,
and To Leave a Legacy*





That very same calling also evoked us here at Dunamis. Although bounded by our limited resources, we too sense that drive to help the people affected in West Sumatera. Ideas were shared, meetings were arranged, and plans were scheduled for a voluntary team from Dunamis. We knew that regardless of our limited resources, we still can contribute in a distinct way.



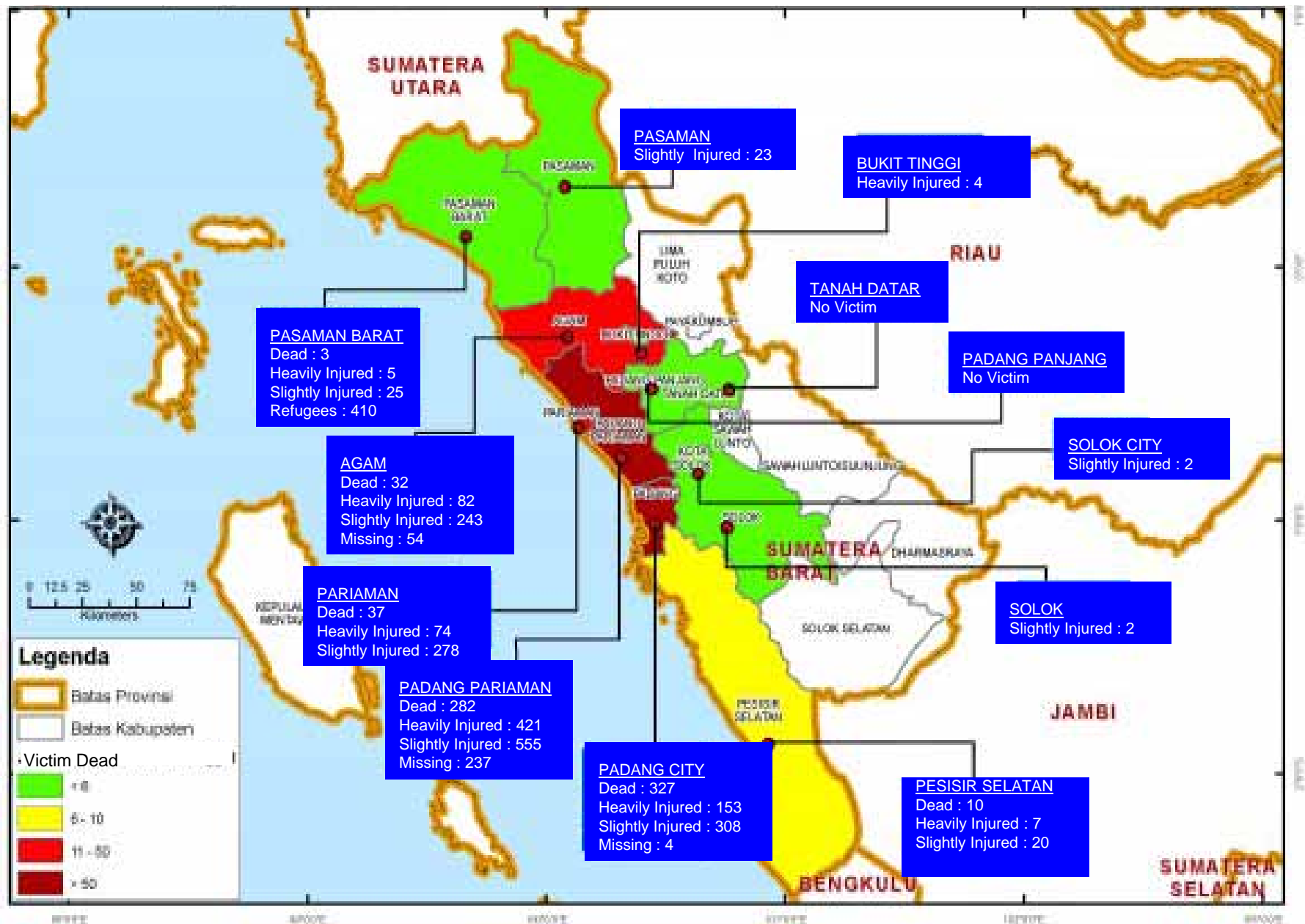
We then prepared for a Post-Trauma Assistancy team in West Sumatera, which furthermore solidified our mission and values. with a firm end in mind, we then set sail to *Bangkik Basamo*, which literally means To Arise Together (with the people of West Sumatera).



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Number of Human Casualties - Padang Earthquake



Our Post Trauma Assistance Program “Bangkik Basamo”

The aim of our Post-Trauma Assistance Program is quite different from other voluntary missions being held in West Sumatera. Rather than donating food, clothing, or building shelters, we focus on recovering the morale and spirit of those displaced. We wholeheartedly believe that by doing so, the people affected by the earthquake will eventually grow and learn from the experience. Therefore they will be able to rebuild and reestablish their life with utmost gratefulness.

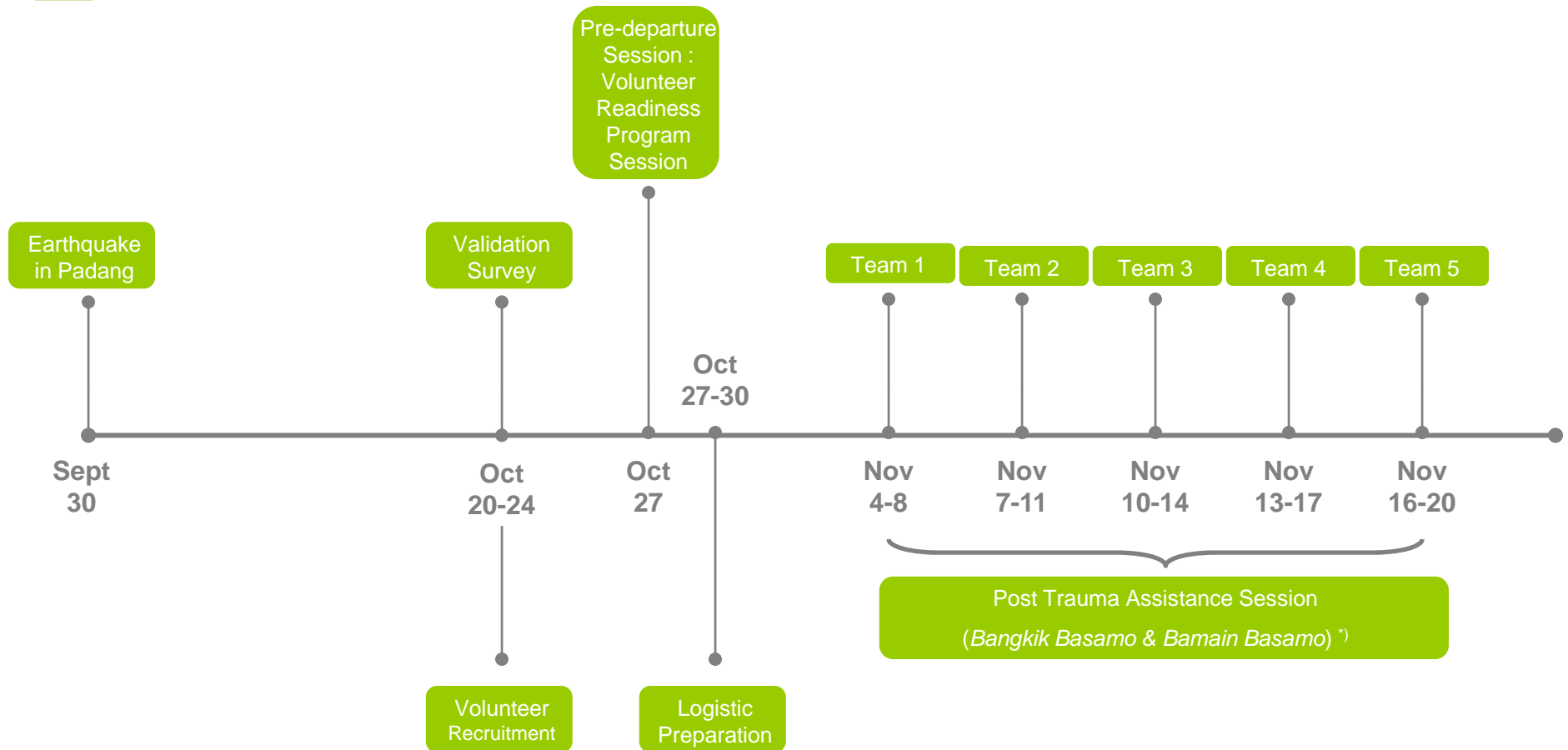
Before the mission began, we sent a team of two to assess the need and condition of the people. Their initial task was also to establish relationships and cooperation with existing voluntary missions and organizations, a lot of which had arrived earlier and thus are more familiar with the region. Our team stayed for a week to visit the regions affected and to gain the information needed.

Based on the findings, we then planned our mission in West Sumatera. Despite all the shortcomings, we finally finished planning and preparing our mission.



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*) **Bangkik Basamo** = we build together (post trauma assistance session for adults)

Bamain Basamo = we play together (post trauma assistance session for kids)

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Validation Survey

| Refugees | Adults | Children |
|--------------|--------|----------|
| 100 families | 100 | 100 |

Pariaman - Limo Hindu



| | Refugees | Adults | Children |
|---------------|--------------|--------|----------|
| P2x11 | 200 families | 300 | 300 |
| Pauh Sicincin | 600 families | 300 | 300 |

Pariaman - Pauh Sicincin & 2 x 11



Recommended Area

| Refugees | Adults | Children |
|---------------|--------|----------|
| 1008 families | 700 | 700 |

Agam - Sungai Batang



| Refugees | Adults | Children |
|-------------|--------|----------|
| 52 families | 100 | 100 |

Agam - Tanjung Sani



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Validation Survey Agam - Sungai Batang



Condition:

- Designated and existing refugees camp
- Possibilities for a long term threat (landslides) & conflicts.
- More 'remote' area than Kota Padang
- 'Moderate' number of people casualties

Possible program:

- Post Trauma Assistance for Adults
- Post Trauma Assistance for Children

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Validation Survey Agam - Tanjung Sani



Condition:

- Possibilities for a long term threat (landslides) & conflicts.
- More 'remote' area than Kota Padang
- 'Smaller' number of people casualties
- Unique approach needed for refugees' host.
- Weekly session by local organization (Muhammadiyah) on Friday, Saturday, Sunday.

Possible program:

- Post Trauma Assistance for Adults (victims)
- Volunteer Readiness Program for refugees' hosting family
- Post Trauma Assistance for Children

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Validation Survey Pariaman - Pauh Sicincin & 2 x 11



Condition:

- Large area of casualties
- Traumatic experiences admitted by local people

Possible program:

- Post Trauma Assistance for Adults (victims)
- Post Trauma Assistance for Children
- Community Development (School)

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Validation Survey Pariaman - Limo Hindu



Condition:

- Large area of casualties
- Remote area

Possible program:

- Post Trauma Assistance for Adults (victims)
- Post Trauma Assistance for Children

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and To Leave a Legacy*





Before the actual teams embark on their mission, we held our Volunteer Readiness Program (VRP) to increase the readiness of volunteers that are going to specific areas of needs. During the VRP, all of the volunteers were given the knowledge and information necessary for the mission. We even studied the local language and customs, with hopes of acceptance and friendship in return from the people.

The Dunamis mission were divided into five teams in which these teams were assigned consecutively, being spread throughout the region. Every team comprised of four people, with half being assigned to deliver Post-Trauma Assistancy to adults, and the other half assigned to children. The main objective of 'Bangkik Basamo' is to help restore meaning and purpose of life to the affected people.

Volunteer Recruitment

| Team | Volunteers | from | Program | |
|------|---------------------|---------------------------|----------------|---------------|
| | | | Bangkik Basamo | Bamain Basamo |
| 1 | Dedi Suharudin | Dunamis Employee | 😊 | |
| | Eval Wari | Dunamis Employee | 😊 | |
| | Lia Kastam | Dunamis Employee | | 😊 |
| | Irma Ridwan | Dunamis Employee | | 😊 |
| 2 | Andiral Purnomo | Dunamis Employee | 😊 | |
| | Syafrizal Effendi | Dunamis Employee | | 😊 |
| | Alfian Banjaransari | Dunamis Employee | | 😊 |
| | Rina Fajarwati | Teacher - Ann'issa School | 😊 | |
| 3 | Adi Saptono | Dunamis Employee | | 😊 |
| | Ichwan Setiadi | Dunamis Employee | 😊 | |
| | Yohanita | Dunamis Employee | | 😊 |
| | Hestri Setyaningsih | Dunamis Employee | 😊 | |
| 4 | Novri Hardi | Dunamis Employee | 😊 | |
| | Diana Puspitasari | Dunamis Employee | | 😊 |
| | Dawud Bakti | Dunamis Friend | 😊 | |
| | Idzma | Dunamis Friend | | 😊 |
| 5 | Uli Nadeak | Dunamis Employee | 😊 | |
| | Ida Ekaswati | Dunamis Employee | | 😊 |
| | Reza Soedomo | Dunamis Employee | 😊 | |
| | Novandiar | Dunamis Employee | | 😊 |

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The “Bangkik Basamo” voluntary mission spanned for nearly a whole month, starting from 4th until 20th November. During such limited given amount of time, together with the help of local partners and our supporting team in Jakarta, we were able to complete our mission with medium to little obstacles.

The teams assigned for West Sumatera were given locations of shelters, camps, and locations in which the Post Trauma Assistancy Program will be held. Each team was also given results of brief preliminary assessments regarding the current condition of the people. Each team was also trusted to distribute “Paket Persahabatan” (Friendship Goodies), which basically consists of daily personal hygiene products and drawing/coloring kits for adults and children, respectively.

An-Nisaa Elementary School, a school in Jakarta which also happened to be a long time friend and ‘true believer’ of the 7 Habits also donated books, toys, and clothes from their students for the children affected by the earthquake. All this were being given in return for a pen pal letter from the fellow children in West Sumatera. Even more astounding was the fact that these donations – from every An-Nisaa Elementary student, nearly 2000 packages in total – were raised in less than 3 days!

With such tremendous support and passion, our team then started their mission. The team assigned for adults reached nearly 1000 participants, while the team assigned for children reached a fantastic number of nearly 1500 children participating.

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Frontier Assist – Post Trauma Assistance

| Team | Location | <i>Bangkik Basamo</i> | | | <i>Bamain Basamo</i> | | |
|---------------------------------|---|-----------------------|-------------|-----------|----------------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Team 1 (4-8 Nov 09) | Sungai Batang, Jorong Pandan, Tanjung Raya (Maninjau, Agam) | 6 | 271 | 2 | 6 | 245 | 2 |
| Team 2 (7-11 Nov 09) | Sungai Batang, Tanjung Sani, Sungai Tampang (Maninjau, Agam) | 5 | 240 | 2 | 6 | 380 | 2 |
| Team 3 (10-14 Nov 09) | Ampalu Tinggi, Ampalu, Tanjung Balik (Padang Pariaman) | 3 | 159 | 2 | 5 | 201 | 2 |
| Team 4 (13-17 Nov 09) | (Padang Pariaman) | 3 | 141 | 2 | 7 | 244 | 2 |
| Team 5 (16-20 Nov 09) | Padang Sago, Gadur (Padang Pariaman) | 2 | 122 | 2 | 9 | 349 | 2 |
| Total | | | 933 | 10 | Total | 1419 | 10 |

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Team 1 - Report



| Date | Location | Bangkik Basamo | | | Bamain Basamo | | |
|---------------------|---|----------------|-------------|-----------|---------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Thursday, Nov 5, 09 | Refugees Praying House (Musholla), Sungai Batang | 1 | 45 | 2 | - | - | - |
| | Refugees Praying House (Musholla), Sungai Batang | 1 | 15 | 2 | - | - | - |
| | Grade 1 -2 Students, SDN 06 Batang (Temporary School for Pandan + Galapung + Nanggai), Jorong Sungai Batang | - | - | - | 1 | 30 | 2 |
| | Grade 4 - 5 Students, SDN 06 Kubu (Temporary School in a Tent) | - | - | - | 1 | 45 | 2 |
| | | | | | | | |
| Friday, Nov 6, 09 | Jorong Pandan | 1 | 61 | 1 | | | |
| | Grade 3 Students, SDN 06 Kubu (Temporary School in a Tent) | - | - | - | 1 | 40 | 2 |
| | Grade 3-4 Students, SDN Pandan | - | - | - | 1 | 45 | 2 |
| | Refugees Praying House (Musholla), Sungai Batang | 1 | 50 | 2 | - | - | - |
| Saturday, Nov 7, 09 | Jorong Pandan | 1 | 50 | 2 | - | - | - |
| | Grade 1 - 2 Students, SDN Kubu, (Temporary School in a Tent), Tanjung Raya | - | - | - | 1 | 45 | 2 |
| | Grade 5 - 6 Students, SDN Kubu (Temporary School in a Tent), Tanjung Raya | - | - | - | 1 | 40 | 2 |
| | Jorong Pandan | 1 | 50 | 2 | - | - | - |
| | | | | | | | |
| Total | | 6 | 271 | | 6 | 245 | |

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Team 1 Snapshots



Day 1 - Refugees Camp Adult

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Team 1 - Snapshots



Day 1 - Refugee Children in Class Room



Day 2 – Children in Jorong Pandan



Day 3 – Children in Jorong Pandan

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Day 2 – Temporary School in a Tent
Jorong Pandan



Day 3 – Post Trauma Assistance Program
for Adults in Jorong Pandan

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Team 2 - Report

| Date | Location | <i>Bangkik Basamo</i> | | | <i>Bamain Basamo</i> | | |
|-----------------------|------------------------------|-----------------------|-------------|-----------|----------------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Saturday, Nov 7, 2009 | Refugees Camp Sungai Batang | - | - | - | 1 | 60 | 4 |
| Sunday, Nov 8, 2009 | Tanjung Sani | 1 | 50 | 2 | 1 | 50 | 2 |
| | Tanjung Sani | 1 | 50 | 2 | 1 | 50 | 2 |
| Monday, Nov 9, 2009 | Refugees Camp Sungai Tampang | 1 | 45 | 2 | 1 | 60 | 2 |
| | Refugees Camp Sungai Tampang | 1 | 45 | 2 | 1 | 60 | 2 |
| | Refugees Camp Sungai Tampang | 1 | 50 | 2 | - | - | - |
| Tuesday, Nov 10, 2009 | SDN 026 Koto Malintang | - | - | - | 1 | 100 | 4 |
| Total | | 5 | 240 | | 6 | 380 | |

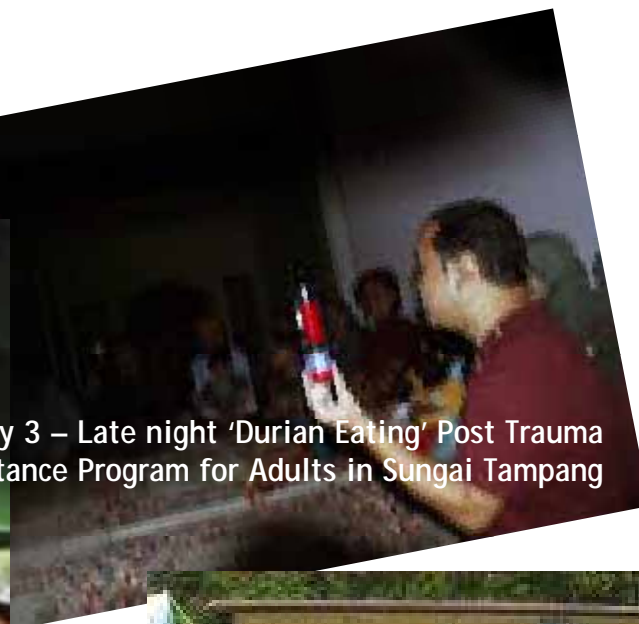
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Team 2 - Snapshots



Day 3 – Late night 'Durian Eating' Post Trauma
Assistance Program for Adults in Sungai Tampang



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Team 2 - Snapshots



Children in Refugees Camp



Day 1 – Refugees Camp
Post Trauma Assistance Program for Adults in Tanjung Sani



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Team 3 - Report

| Date | Location | <i>Bangkik Basamo</i> | | | <i>Bamain Basamo</i> | | |
|-------------------------|-----------------------|-----------------------|-------------|-----------|----------------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Tuesday, Nov 10, 2009 | | | | | | | |
| Wednesday, Nov 11, 2009 | Ampalu Tinggi | 1 | 61 | 2 | 1 | 63 | 2 |
| | | | | | 2 | 66 | 4 |
| Thursday, Nov 12, 2009 | Ampalu | 1 | 56 | 4 | 1 | 83 | 4 |
| Friday, Nov 13, 2009 | Tanjung Balik | 1 | 42 | 4 | 1 | 72 | 4 |
| Total | | 3 | 159 | | 5 | 201 | |

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Team 3 - Snapshots



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Team 3 - Snapshots



Post Trauma Assistance Program for Children

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Team 4 - Report

| Date | Location | Bangkik Basamo | | | Bamain Basamo | | |
|------------------------|--|----------------|-------------|-----------|---------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Saturday, Nov 14, 2009 | Kampung Damar Village, Kec. 7, Koto Sungai Sarik | 1 | 60 | 2 | - | - | - |
| | Grade 2-6 Students, Kampung Damar Village, Kec 7 Koto Sungai Sarik | | | | 1 | 53 | 2 |
| | Junior High & High School Students Kampung Damar Village, Kec 7. Koto Sungai Sarik | | | | 2 | 27 | 2 |
| | Korong Kapuah | 2 | 81 | 3 | - | - | - |
| Sunday, Nov 15, 2009 | Grade 1-6 Students SDN 10, Padang Sago | | | | 1 | 84 | 2 |
| Monday, Nov 16, 2009 | Grade 5-6 Students, SDN 10, 2x11 6 Lingkung | | | | 1 | 34 | 2 |
| | Grade 3-4 Students, SDN 10, 2x11 6 Lingkung | | | | 2 | 46 | 2 |
| Total | | 3 | 141 | | 7 | 244 | |

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Team 4 - Snapshots



Post Trauma Assistance Program for Adults

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Team 4 - Snapshots



Post Trauma Assistance Program for Children



'Letter for a Friend' Session



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Team 5 - Report



| Date | Location | <i>Bangkik Basamo</i> | | | <i>Bamain Basamo</i> | | |
|-------------------------|--|-----------------------|-------------|-----------|----------------------|-------------|-----------|
| | Place { }, Jorong { } | Session | Participant | Volunteer | Session | Participant | Volunteer |
| Tuesday, Nov 17, 2009 | Madrasah Ibtidaiyah Negeri (MIN) Gadur | 1 | 52 | 2 | 1 | 48 | 2 |
| | Masjid Raya Gadur | 1 | 70 | 2 | | | |
| Wednesday, Nov 18, 2009 | Grade 7 Students, SMP Negeri 1 Padang Sago | | | | 2 | 89 | 4 |
| Thursday, Nov 19, 2009 | Grade 3 - 6 Students, SDN 06, Gadur | | | | 4 | 84 | 4 |
| | Saung Batu | | | | 1 | 72 | 2 |
| | Masjid Raya Pakis | | | | 1 | 56 | 2 |
| Total | | 2 | 122 | | 9 | 349 | |

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Team 5 - Snapshots



Post Trauma Assistance Program in SD Negeri 06 – Enam Lingkung



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Team 5 - Snapshots



'Helping Hand' with Clean Water



Post Trauma Assistance Program in Masjid Raya

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Testimonies

- *"The children often think that the disaster happened as a punishment from God because they were being naughty. We need to be creative and to improvise our approach so that they won't be too hard on themselves and stop blaming themselves. We asked them to write their naughtiness on balloons then popped it all together. DORRR!! There goes all the naughtiness that caused the earthquake."*

Irma Ridwan, volunteer Team 1.

- *"In general, team 1's mission has been carried out tremendously! We succeeded in reaching 271 adults and 245 children through our Post Trauma Assistance Sessions. Thank you for the opportunity given, it was truly inspiring for us"*

Dedi Suharudin, volunteer Team 1

- *"It is the first time we laughed after the earthquake. Thank you Dunamis, for coming to Sungai Tampang,"*
one of the victims (participant from team 2's session) in Agam, West Sumatera.

- *"It was a bit hard for us to gather the people in the afternoon, they were already working although the disaster just happened a month ago. I admire the spirit! So we had to do a late "durian/devil's fruit eating session" at around 8pm. It worked! About 30 men and women gathered for our 'implicit' session. It got even more challenging because the electricity went out for about 30 minutes, but it made it much more fun for them. Imagine, a devil's fruit eating post trauma assistance session in the darkness!!"*

Alfian Banjaransari, volunteer team 2.

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Testimonies

- *"It is the first time for us to have fun activities for all ages, from children , adults even to old people. Most of the time we only had a praying session. Please do come and visit us again"*
one of the victims (participant from Team 3's session) in Ampalu Tinggi,,West Sumatera.
- *"The children were running after our car the day we departed and they were shouting and asking when we will visit them again. It makes me feel very touched yet very happy for being able to contribute. "*
Hestri Setyaningsih, volunteer Team 3
- *"Although we must walked 1km in a rainy night to come here (and join the session), we do not regret it even a bit. We often fell a sleep during a praying session that are held regularly, but this time, this one is really different and unique"*
An old couple in Gadur (participant from Team 5's session) , West Sumatera

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DONATION RECEIVED :

IDR

| | |
|--|--------------------|
| 1 Franklin Covey International - USA (US\$ 5,000.00) | 46,647,776 |
| 2 Pacrim Group Thailand (US\$ 5,000.00) | 46,671,470 |
| 3 Franklin Covey Korea (US\$ 5,00.00) | 4,659,920 |
| 4 Radical | 6,406,952 |
| 5 Hartono's Family | 3,000,000 |
| 6 Dunamis Foundation | 29,206,045 |
| TOTAL SOURCE OF FUND | 136,592,163 |

DISBURSEMENT :

| | |
|---------------------------------|--------------------|
| 1 Air fare Transportation | 35,554,400 |
| 2 Package Special Gift Adult | 27,435,000 |
| 3 Package Special Gift Children | 17,266,226 |
| 4 Team Accomodation | 10,039,420 |
| 5 Team Meals | 14,214,599 |
| 6 Chargo Package | 8,276,700 |
| 7 Local Transportation | 18,242,568 |
| 8 Fee Local Partner | 4,800,000 |
| 9 Miscellaneous | 763,250 |
| TOTAL DISBURSEMENT | 136,592,163 |

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The whole Dunamis mission would be impossible to implement without the donations trusted to us. We are deeply thankful for those kindhearted to participate in this ever encouraging effort. With more than \$10,000 being raised yet so little time, it seems that the usual quick fix approach – by giving food supply, clothing, and toys, then leaving it to the seasoned *pros* - was the way to go.

But we soon realized the importance of reaching *far* beyond that. We wanted to establish a mission that would improve the lives of the people affected by it, in a way that not only the people will benefit from our presence, but also *we* as individuals can benefit and grow from the insightful experience. The question then, *"How will our effort reflect who we are as an organization, as individuals?"*.

It didn't take long for us to realize that Post Trauma Assistancy was the approach in which Dunamis can do best. After all, it somewhat symbolized what we strived since our very beginnings.. to **"Enable Greatness in Individuals & Organizations Everywhere"**

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dunamis
FOUNDATION

SPECIAL THANKS TO :

**FranklinCovey USA
Pacrim Group - Thailand
FranklinCovey – Korea
Radical
Ibu Hartono & Family
Ann'issa School
Sekolah Pilar Indonesia
Dunamis Organization Services
Dunamis Member**

