



# ANNUAL REPORT 2024



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“Education is the great **equalizer** in Cambodia and the most effective **investment** in this country’s growth and stability.”



Dear Friends and Supporters of Caring for Cambodia,

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As we reflect on another remarkable year, we are filled with immense gratitude and pride for the incredible strides we've made together to educate Cambodia's children and shape a brighter future for the nation. We celebrate the dedication and resilience of our team, the unwavering support of our valued students and educators, and the positive impact we have made in the community.

During the 2024 school year, we have reached more than 8,000 students and 315 educators. Our current work is expanding quickly to more schools in the Siem Reap province and more. In addition, we recently launched our leadership programs for community members, students, and educators, which build cohorts of learners prepared to take on new jobs, upskill for the future, and become champions of CFC learning. Coming this spring, we are focused on hosting more Impact Hubs and Giving Trips, two programs dedicated to teaching about stewardship and finding new solutions for community-based philanthropy and education development in Cambodia.

Our dedicated team in Cambodia has continued to exemplify excellence in education, serving as a beacon of hope and progress. We see young minds flourish daily, dreams take flight, and a new generation of leaders emerge. We have steadfastly committed to excellence, innovation, and impact. Our focus on delivering exceptional care and support and our agility in adapting to changing dynamics have been instrumental in our continued growth and success.

We extend our heartfelt gratitude to our talented team members who have consistently gone above and beyond to exceed expectations and drive our organization forward. Their unwavering passion, expertise, and commitment have been the bedrock of our achievements and will carry us forward in new ways. We have expanded our approach towards a holistic Comprehensive School Partnership Model for our Teacher Training in the Kvaio Cluster, enhanced our programming to include a focus on Youth Development, and deepened our impact across all our programs.

None of this would be possible without you, our generous donors and steadfast supporters. Your belief in our mission and ongoing contributions have been the cornerstone of our success. Whether you've donated, created a personal fundraiser, or spread the word about our work, you've played a crucial role in changing lives and shaping futures.

We're filled with optimism and determination as we look to the future. We're committed to making career success and future jobs attainable throughout Cambodia, improving early childhood education across the country, and creating a sustainable system for the future through our Food for Thought program. With your continued support, we know these goals are within reach.

Together, we educate children, nurture dreams, foster leadership, and build a stronger, more prosperous Cambodia. Thank you for being part of this incredible journey. Here's to another year of growth, learning, and positive change!

With heartfelt appreciation,

*The Caring for Cambodia Board of Directors*



# Our Team & Our Board

As our team has grown and evolved to 77, we've added members with rich backgrounds - our team now speaks more languages and has roots in more global locations than ever before. We've also added significant leadership and operational roles and made critical investments in systems and infrastructure to support our continued growth.

Our talented Board of Directors brings rich and varied professional experience and expertise in various fields relevant to CFC's programs and mission, such as K-12 education, legal, international aid and development, fundraising, finance, human resources, marketing, strategic planning, and community development.

Meet our growing Team & Board on our website at: [www.caringforcambodia.org](http://www.caringforcambodia.org) or our CFC Community at [www.caringforcambodia.disco.co](http://www.caringforcambodia.disco.co)

- 73 professionals
- 150+ years of cumulative education & business experience in non-profit or non-governmental organizations
- 5 countries of origin (United States, Cambodia, Singapore, Sweden, & Australia)
- 12 languages spoken

## OUR BOARD



**Hong Choing**  
Chairman



**Andy Fenseleu**  
Vice Chairman  
Finance Chair



**Nina Golder**  
Director  
BOD Secretary



**Peter Sheren**  
Treasurer  
Finance Chair



**Mony Nop**  
Director  
Development Chair



**Jamie Amelio**  
Director  
CFC Founder



**Cuong Do**  
Director



**Liz King**  
Director



**Sophaline Mao**  
Director



**Sharmishta  
Sivaramakrishna**  
Director



**Ae-Kyong Chung**  
Director



**Jo-Anne Chang**  
Director

# OUR TEAM

United States	
Amy Westby	Executive Director
Tracy Dowell	Development Director
Christine Perez-Gast	Marketing Director
Galiimaa McClellan	Bookkeeper
Kendall Dowell	Social Media Manager
Anushka Sureka	Grant writer
Siem Reap, Cambodia	
Rebecca Large	AJP Director
Ung Savy	Country Director
Thib Sok Em	Accountant
Loeung Sophal	Outreach Deputy / Marketing
Meas Sarik	Secretary & Administrative Assistant
Soung Sopheary	Education Deputy
Chan Vandy	ECE Deputy
So Vannarak	Security at EDC
Him Huor	Driver
Suy Sophea	Food-for-Thought Coordinator / Maintenance
Nout Kim Sun	Wash & Maintenance Coordinator
Chen Sreyleak	Gender Equity Educator
Sann Kanha	Gender Equity Educator PM
Han Siekheng	ICT Program Specialist
Morn Socheng	ICT Teacher
Mut Sivorn	Stem Teacher
Khy Kim Chhoeurn	ESL Support Assistant (ESL)
Lav Pov	English Program Manager (ESL)

Siem Reap, Cambodia	
Hav Hok	Career Prep Coordinator
Sam Sokong	Secondary Support Assistant
Hin Nat	Academic Support Teacher
Oum Korn	Chef (Amelio Primary School)
Oeurn Sinath	Chef (Aranh Cuthbert JHS)
Leam Ren	Chef (Aranh PS)
Toun Sokunthy	Chef (Bakong Motwani JHS)
Rup Sony	Chef (Kongmuch PS)
Kong Soeurth	Chef (Kravann PS)
Mnoch Ynon	Chef (Kravann PS)
Toun Srey Pov	Chef (Bakong PS)
Chann Vanndy	Library Coordinator
Suy Mea Lea	Pre School Coordinator
Soeum Sokoeun	Pre School Teacher
Chen Mot	Pre School Teacher
Thabb Samon	Pre School Teacher
Hong Kim Sou	Pre School Teacher
Koul So Theara	Pre School Teacher
Chea Sokun Thea	Pre School Teacher
Pheap Sophea	Pre School Teacher
Lach Chhea	Pre School Teacher
Thei Sem	Pre School Teacher
Chea Sopha	Primary School / Mentor Teacher (Grades 1-2)
Sok Sokha	Primary School / Mentor Teacher (Grades 3-4)
Sean Sal	Primary School / Mentor Teacher (Grades 5-6)

# Our Mission / Our Vision / Our Values

## DRIVE LASTING CHANGE IN CAMBODIA

### Mission

We exist to educate a generation of Cambodian children today, to make a difference for Cambodia's tomorrow.

### Vision

We empower communities through impactful funding, pioneering programs, and a commitment to building human capacity.

### Principles

At Caring for Cambodia, we believe in doing good well. These values, beliefs, norms, and behaviors are leaned into, practiced, and lifted in all interactions with our partners and within our [CFC Community](#). Our team created them collaboratively to be explicit about how we want to project our work collectively and as individuals.



We aim to empower others.



We are ONE team.



We believe big change is possible and spark optimism.



We amplify the stories of others.



We intentionally learn, grow and change.



We are always thinking about the long-term sustainability.

## Our Story

The growing need for quality education has helped propel CFC into a national NGO leader. Our dynamic programs and services help children and youth, educators, and community members learn and take action in their lives, leading to enormous implications for their local community and the country.

Caring for Cambodia has dedicated itself to transforming the lives of Cambodian children since its *inception in 2003*.

What started as a single school in Siem Reap has grown into a network of 21 schools, educating over *8,000 students* yearly and aiming to brighten countless more futures.

CFC ensures that every child has access to education and nourishment, while comprehensive *teacher training & youth programming* drives educational change nationwide.





# Our Approach to Teaching and Learning

Caring for Cambodia is defining and guiding 21st-century education in Cambodia. As a collaborator, trainer, and resource for educators, administrators, community leaders, and youth, CFC provides new, diverse, and expanded concepts and methodologies to inspire learning through a new lens. CFC brings an understanding of leadership, innovation, community, and development to programming and human-capacity-building, allowing learners to experience what it means to be educational competent and ready for Cambodia's next wave of economic growth.

Caring for Cambodia holistically with schools and the Ministry of Education to deeply integrate into the teaching, learning, and school culture throughout the Siem Reap province. Our approach is based on the belief that students learn best when they feel a sense of health and wellness, connection and belonging to those around them, are engaged in skill-based learning, and are empowered to take action to seek out further opportunities and experiences.

The world is evolving faster than ever before, and educators need the resources to help our systems of learning change along with it. Through our partnerships, CFC helps teachers, administrators, and ministry and community leaders integrate new learning methods into all areas of this community.



# Our Work: Teacher Training

## Unique Comprehensive School Partnership Model for Cambodia in 2024

CFC has developed a unique developmental model of teacher training that has proven successful in the implementation of child-centered, independent learning strategies in all of our classrooms from preschool through high school.

CFC's Developmental Teacher Training Model is in sharp contrast to the large "seminar" approach to teacher training that MoEYS is obliged to deliver due to budget constraints and pressure to reach maximum numbers of teachers. While well intended, our teachers describe these large seminars as "ineffective." Observations by CFC teacher trainers confirm that prior to their intervention, there was virtually no evidence of child-centered learning strategies effectively in practice in our classrooms as a result of these MoEYS workshops.

CFC's Developmental Teacher Training Model provides Cambodian teachers a consistent, gradual, four-step process for implementing new teaching strategies. These strategies are based on current international "best practice" in primary education, and are in line with goals set forth in the MoEYS curriculum.

## Four-Step Teacher Training Framework

### Step 1: Theory Workshop

MoEYS contract teachers receive a theoretical introduction to carefully defined teaching strategies in their mother tongue, through an interpreter. This introduction provides practical information in "how" to implement child-centered, independent teaching strategies, and "why" these strategies support child-centered, independent learning pedagogy. The primary goal of Step 1 is to support the MoEYS teachers in thinking beyond their current, rote "chalk and talk" practice.

### Step 2: Demonstrating to MoEYS Teachers

A hands-on session for the MoEYS contract teachers where CFC teacher trainers demonstrate in the classroom environment the theory presented in Step 1. MoEYS contract teachers are asked to place themselves in the role of students, as CFC trainers instruct. Experimentation with newly introduced materials and resources is critical to this second stage of the training model. All written materials are translated into Khmer and presented in a written manual format.

### Step 3: CFC Trainers Teaching Students

CFC Trainers teach a class of Cambodian students with the support of a translator. The MoEYS contract teachers observe the instruction. They are encouraged to reflect on the theory provided in Step 1, while observing “best practice” during the demonstration lesson. Teacher questions based on their observations are a vital part of the model; they also allow the trainers to assess the MoEYS contract teachers’ new understandings.

### Step 4: MoEYS Teachers Teach

Finally, the MoEYS contract teachers are asked to teach their own classes using the demonstration lesson. The Trainers use a team approach and provide support. Once again at the end of the session, the Trainer debriefs with the teachers to ensure they understand the teaching process demonstrated.

Provided an International Teacher Training project in collaboration with practicing teachers from partner schools in Singapore. The project introduced a “Developmental” Teacher Training method for contract teachers which has been endorsed by the Provincial department of education of MoEYS.

## Teacher Training in Action

### Primary school

- Prepare classrooms, equip them with sufficient equipment and teaching materials to make the classroom environment conducive for students.
- Implement a curriculum to help slow learners in primary education at all levels to further strengthen the quality of education, reduce repeater rate and dropout rate.
- Provide librarians and equipment to effectively use library resources in accordance with the standards of the Ministry of Education, Youth and Sports.
- Provide educational materials such as: books, pens, pencils, school uniforms, shoes, bags and bicycles, etc., to the most need students who are experiencing difficulties and students who have passed the 6th grade exam

### Secondary school

- Providing STEM to Aranh Sakor CFC High school and Bakong High school.
- Establishing Career fair events once/year at Aranh Sakor CFC High school and Bakong Hunsen High school and other secondary schools.
- Providing ICT training and curriculum instruction to teachers at MOEYS.
- Scholarships for universities

## Reflection & Evaluation of Teacher Training Progress

The impact of this program has been significant. The quality of education has increased steadily compared to other schools, which can be guaranteed to allow strong independence and ownership over all aspects of the schools, both effectively and efficiently. In this Comprehensive School Teaching Model, staff and teachers perform duties as assigned by the director or their superiors. Teachers are competent, have good teaching skills, have a good work ethic and internal solidarity, and have high professional ethics.

As a result of CFC and mentor teachers, target school management teams have been ranked as good principals, and target schools have been recognized as model public service units in the education sector, ranked in the past year, based on nationwide evaluations and through the evaluation of the Inter-Ministerial Technical Committee of the (ICTC) based on the evaluation criteria of 8 standards

- Public service standards;
- Standards or regulations for the provision of public services by the organization;
- Public financial management in the organization;
- Human resource management and development in the organization;
- Organization and improvement of the organization's environment;
- Good relations with citizens, communities and development partners, as well as participation in evaluations by users of public services;
- Solving challenges with citizens and communities; and
- Initiating new ideas and innovations.

Based on the criteria above, Caring for Cambodia supported schools have achieved the goals according to the policy set out by the Ministry of Education, Youth and Sports of the Kingdom of Cambodia. These schools have been endorsed as schools are on the progress of many achievements that are strong, self-reliant and highly responsible in ensuring sustainability in both quantity and quality where the school leadership has the ability to lead teachers and develop the school.

As a result of this achievement, during the school year 2024, CFC is now able to hand over the ESL, ICT and health programs, responsibility for paying for electricity, teacher training and school curriculum development. This is a significant milestone reached in the goal to support foundational growth in our community.



# Our Work: ESL

## CFC English Language Support (ELS) Program: Empowering Through Language in 2024

In 2024, Caring for Cambodia's English Language Support (ELS) Program continues to make significant strides in enhancing English proficiency and fostering a love for language learning among our students. Our initiatives focus on innovative teaching methods, technology integration, and promoting a culture of reading.

### Program Leadership and Curriculum Progress

1. Miss Lav Pov promoted to ESL Program Manager on April 29, 2024, bringing fresh perspectives to the program
2. All ESL classes (Pilot 1, 2, and 3) successfully completed Unit 5 of the curriculum
3. Timely completion of student attendance and scoring for April and May across all ESL classes
4. Conducted 6 weekly meetings focusing on:
  - Classroom updates
  - Teaching demonstrations
  - Technology integration strategies
5. Performed 9 class observations, including:
  - Inventory checks
  - Story book tracking
6. Mrs. Kimchoeurn recreated materials for Unit 5, Pilot 2 for all classes
  - Addressed issues with outdated or lost resources
  - Ensured consistency and quality across all ESL classes

### Technology Integration in Language Learning

1. Smart Devices in Classrooms:
  - Consistent use of tablets and smart TVs in ESL classes
  - Teacher feedback: "Using smart TV and tablets for learning and teaching is very helpful and important. They can provide the lesson to students fast and fun."
2. Educational Apps:
  - Three new applications installed on tablets in each school: ABC 123
  - These apps enhance interactive learning and cognitive skills development
3. Digital Literacy:
  - Notable improvement in students' technological proficiency

## Promoting Reading Culture

- Increased participation in the story book borrowing program
- Students show high interest in taking books home, reporting that "story books help them to relax and enjoy"
- Observed correlation between reading habits and language skill improvement

## Observed Student Progress

- Significant improvement in listening and speaking reading writing skill across all levels
- Increased engagement with technology-aided learning
- Growing enthusiasm for English language literature through the book-borrowing program

## Looking Ahead: ELS Initiatives for 2025

1. **Virtual Language Exchange Program:** Connecting CFC students with English-speaking peers globally for real-time conversation practice.
2. **AI-Powered Language Learning Assistant:** Introducing an AI tool to provide personalized language learning support outside of class hours.
3. **English Language Film Festival:** Organizing an event where students create and present short films in English, showcasing their language skills creatively.
4. **Digital Storytelling Project:** Launching a program where students create multimedia stories in English, combining language skills with digital literacy.
5. **English for Specific Purposes (ESP) Courses:** Developing specialized English courses for older students, focusing on business, technology, and academic English.
6. **Parent English Workshops:** Offering English classes to parents, enabling them to support their children's language learning journey.
7. **English Language Podcasting Club:** Creating a student-run English language podcast to enhance speaking skills and build confidence.
  - Through these comprehensive initiatives, CFC's English Language Support Program is not just teaching a language; we're opening doors to global opportunities for Cambodian youth. Our goal is to ensure that every CFC student develops strong English language skills, empowering them to engage confidently in an increasingly interconnected world.
  - As we move forward, we remain committed to innovative teaching methods, leveraging technology, and fostering a love for language learning. The ELS Program continues to be a cornerstone of CFC's mission, recognizing that English proficiency is a key to academic success, career opportunities, and global citizenship.
  - By focusing on both immediate language needs and long-term skill development, we're building a foundation for a generation of Cambodian youth who are linguistically empowered and ready to contribute to their nation's growth on the global stage.

# Our Work: ICT

## CFC Information and Communication Technology (ICT) Program: Advancing Digital Literacy in 2024

In 2024, Caring for Cambodia's ICT Program continues to make significant strides in enhancing digital literacy and technological infrastructure across our supported schools. Our initiatives focus on providing cutting-edge resources, expanding internet connectivity, and offering advanced coding education to prepare students for the digital future.

## SabaiCode Advanced Programming Initiative

- 10 students successfully completed Level 3 of the SabaiCode program
- These students have now progressed to Level 5, demonstrating remarkable growth in coding skills
- Group 3 presented their final projects for Level 4, showcasing innovative applications of their programming knowledge

## Infrastructure Enhancements

### 1. Equipment Upgrades:

- Procured 2 new computers for the ESL team (May 21, 2024) Beneficiaries: Lav Pov (ESL Program Manager) and Khy Kimchouern (ESL Assistant)
- Received a donation of 1 video camera from Hong Choing for the Trip Program (May 15, 2024)

### 2. Internet Connectivity Expansion:

- Completed new internet infrastructure installations at 4 schools: Aranh High School

### 3. Maintenance and Repairs:

- Conducted repairs on 13 computers over a three-month period
- Updated computer identification codes across all ICT labs for improved asset management

## Curriculum and Resource Development

### 1. Updated the ICT curriculum on the program website

- Fixed non-functioning links to ensure seamless access to learning materials

### 2. Completed and analyzed Semester 1 results across various schools:

- Bakong High School Lab 1: 57.74% pass rate (basic MS Office)
- Bakong High School Lab 2: 58.74% pass rate (advanced MS Office)
- Bakong Montwani: 88.94% pass rate (basic computer & advanced MS Office)
- Aranh Junior High School: 73.80% pass rate (basic & advanced MS Office)
- Aranh High School: 95.70% pass rate (grade 10 Living in an Online World)

## Looking Ahead: ICT Initiatives for 2025

1. **AI and Machine Learning Workshop:** Introducing advanced topics for high-performing SabaiCode students.
2. **Virtual Reality Learning Spaces:** Piloting VR technology in select schools to enhance immersive learning experiences.
3. **Girls in Tech Initiative:** Launching a program specifically designed to encourage more girls to pursue ICT studies and careers.
4. **Green Computing Program:** Implementing energy-efficient practices in ICT labs and educating students on sustainable technology use.
5. **ICT Career Fair:** Organizing an event to connect students with local and international tech companies for internship and career opportunities.
6. **Digital Citizenship Curriculum:** Developing a comprehensive program on responsible and ethical use of technology.
7. **Community Tech Hub:** Creating after-school spaces where students can work on personal tech projects and receive mentoring.
  - Through these comprehensive initiatives, CFC's ICT Program is not just teaching computer skills; we're empowering a generation of Cambodian youth to become creators and innovators in the digital world. Our goal is to ensure that every CFC student has the technological skills and knowledge to thrive in an increasingly digital global economy.
  - As we move forward, we remain committed to staying at the forefront of technological education, providing our students with the tools and skills they need to succeed. The ICT Program continues to be a vital component of CFC's mission, recognizing that digital literacy is fundamental to future success and global competitiveness.
  - By focusing on both immediate needs and long-term skill development, we're building a foundation for a technologically empowered generation of Cambodian youth, ready to lead their country into a digital future.





# Our Work: Maintenance

## CFC Maintenance Program: Building a Better Learning Environment in 2024

In 2024, Caring for Cambodia's Maintenance Program continues to play a crucial role in ensuring our schools provide safe, functional, and inspiring spaces for learning. Our initiatives focus on infrastructure improvements, sustainable practices, and collaborative efforts with school administration to maintain and enhance educational facilities.

### Comprehensive Infrastructure Upgrades

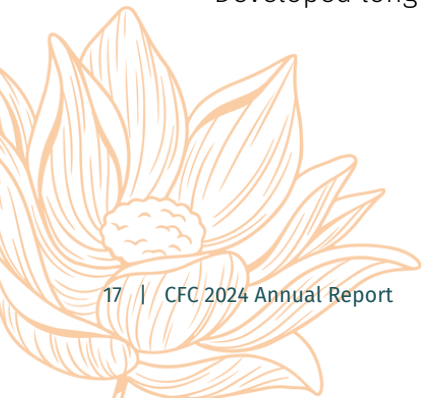
Throughout 2024, we've undertaken significant repairs and improvements across CFC target schools, addressing both immediate needs and long-term sustainability:

1. Cafeteria Enhancements:
  - Constructed new tables for cafeterias at Bakong Primary School
  - Improved dining experience and capacity for students
2. Sanitation Facilities Upgrade:
  - Renovated two toilet rooms at Aranh High School
  - Enhanced hygiene standards and accessibility
3. Hygiene Promotion:
  - Removed outdated and installed a new hand-washing station at Aranh Primary School
  - Supports ongoing health and hygiene education efforts
4. Facility Expansion:
  - Extended roof near the Outreach room at Aranh High School
  - Created a sheltered area for students to store school supplies

### Collaborative Maintenance Initiatives

We've strengthened our partnership with school principals to ensure ongoing care of school environments:

- Conducted workshops on sustainable facility management
- Implemented a shared responsibility model for daily maintenance
- Developed long-term maintenance schedules tailored to each school's needs



## Sustainable Practices Implementation

In line with CFC's commitment to environmental responsibility:

- Introduced eco-friendly materials in repairs where possible
- Installed energy-efficient lighting systems in renovated areas
- Implemented water conservation measures in new and repaired sanitation facilities

## Student Engagement in Maintenance

Launched a "School Pride" program to involve students in basic maintenance:

- Organized student-led clean-up drives
- Educated students on the importance of caring for school facilities
- Encouraged reporting of maintenance issues through a new digital system

## Looking Ahead: Maintenance Initiatives for 2025

1. **Solar Power Integration:** Planning to install solar panels at select schools to reduce energy costs and promote sustainability.
2. **Rainwater Harvesting Systems:** Designing systems to collect and utilize rainwater for non-potable uses in schools.
3. **Accessible Design Upgrades:** Ensuring all CFC schools have proper accessibility features for students with disabilities.
4. **Smart Classroom Retrofits:** Preparing existing classrooms for integration of digital learning technologies.
5. **Green Spaces Development:** Creating and enhancing outdoor learning and recreational areas with native plants and trees.
6. **Waste Management Overhaul:** Implementing comprehensive recycling and composting programs across all schools.
7. **Community Maintenance Workshops:** Offering skills training to local community members, potentially creating employment opportunities.
  - Through these comprehensive initiatives, CFC's Maintenance Program is not just repairing buildings; we're creating optimal learning environments that inspire students and support educational excellence. Our goal is to ensure that every CFC school is a model of sustainability, functionality, and inspiration for the entire community.
  - As we move forward, we remain committed to proactive maintenance strategies, sustainable practices, and collaborative efforts with school administrators and students. The Maintenance Program continues to be a fundamental pillar of CFC's mission, recognizing that a well-maintained school environment is essential for effective learning and student well-being.
  - By focusing on both immediate needs and long-term sustainability, we're building schools that will serve as beacons of education and community pride for generations to come.

# Our Work: WASH

## CFC WASH Program: Enhancing Health and Hygiene in Schools for 2024

In 2024, Caring for Cambodia's Water, Sanitation, and Hygiene (WASH) Program continues to make significant strides in improving the health and well-being of students across our target schools. Our initiatives focus on infrastructure improvements, community engagement, and fostering a culture of hygiene among students and staff.

### Comprehensive WASH Facility Upgrades

Throughout 2024, we've undertaken substantial improvements to WASH facilities across CFC target schools:

#### 1. Water Filtration Systems:

- Replaced mini filters at all CFC target schools
- Changed post-support filters for all filtration systems
- These upgrades ensure continued access to clean, safe drinking water for students

#### 2. Strategic Facility Relocation:

- Moved the water pump at Aranh Primary School from a contaminated area to a clean zone
- This relocation significantly reduces the risk of water contamination

#### 3. Regular Maintenance:

- Implemented a systematic cleaning schedule for handwashing stations and water filter areas
- Engaged school principals in taking ownership of WASH facility care

### Water Quality Assurance

In line with our commitment to student health, we've implemented a rigorous water testing protocol:

- Conducted comprehensive water quality tests at all CFC schools
- Tests include checks for bacterial contamination, pH levels, chlorine content, nitrate levels, and turbidity
- Monthly testing schedule established, with WASH team and school staff responsible for ongoing monitoring



## Community Engagement and Education

We've expanded our WASH education initiatives:

1. WASH Event Celebrations:
  - Hosted a major WASH event at Preas Theat Primary School - 549 attendees
  - Event featured interactive demonstrations on proper handwashing techniques, water conservation, and sanitation practices
2. School Principal Engagement:
  - Conducted workshops with school principals on WASH facility management
  - Developed collaborative action plans for maintaining WASH infrastructure

## Student WASH Ambassador Program

Launched a new initiative to involve students in WASH promotion:

- Trained select students as WASH Ambassadors - 149 students
- Ambassadors lead peer-to-peer education on hygiene practices
- Implemented a reward system for classes demonstrating excellent WASH habits

## Looking Ahead: WASH Initiatives for 2025

1. **Rainwater Harvesting Systems:** Planning installation at select schools to supplement water supply and teach water conservation.
2. **Smart Handwashing Stations:** Exploring touchless, water-efficient handwashing facilities.
3. **WASH Data Management System:** Developing a digital platform for real-time monitoring of water quality and facility maintenance needs.
4. **Eco-Friendly Sanitation Solutions:** Researching and piloting sustainable toilet systems that conserve water and reduce environmental impact.
5. **WASH Innovation Challenge:** Launching a competition for students to propose creative solutions to local WASH challenges.
6. **Community WASH Outreach:** Expanding WASH education beyond schools to reach families and the broader community.
7. **WASH-Friendly School Certification:** Developing a recognition program for schools excelling in WASH practices.
  - Through these comprehensive initiatives, CFC's WASH Program is not just improving facilities; we're cultivating a generation of Cambodian youth who understand and value the importance of water, sanitation, and hygiene. Our goal is to ensure that every CFC school serves as a model of WASH excellence, promoting health, dignity, and learning.
  - As we move forward, we remain committed to innovative WASH solutions, sustainable practices, and collaborative efforts with school administrators, students, and the community.
  - By focusing on both immediate needs and long-term sustainability, we're building a foundation for healthier schools and communities across Cambodia.

# Our Work: Library

## CFC Library Program: Fostering a Culture of Reading and Writing in 2024

In 2024, Caring for Cambodia's Library Program continues to innovate and expand, creating dynamic spaces for learning and literacy across our supported schools. Our initiatives focus on empowering librarians, engaging students, and transforming libraries into vibrant hubs of knowledge and creativity.

## Guest Speaker Series: Inspiring Young Writers

We recently hosted Mr. Tim Many, a renowned author, at Bakong High School. This event was part of our ongoing effort to:

- Expose students to professional writing techniques
- Inspire creativity and self-expression through literature
- Encourage participation in writing competitions and publications

***Impact: 35 students at Bakong High School have enhanced their writing skills, with many now crafting original poems for potential publication.***



# Our Work: Gender

## CFC Gender Equity and Empowerment (GEE) Program: Advancing Equality in 2024

In 2024, Caring for Cambodia's Gender Equity and Empowerment (GEE) program continues to make significant strides in promoting equality and empowering students across our supported schools. Our initiatives focus on education, community engagement, and creating supportive environments for all genders.

### Comprehensive Gender Education Assessment

We conducted a pre-test in early 2024 to gauge students' understanding of gender issues before implementing our enhanced curriculum:

Participation and Results:

- Total participants: 1,356 (59% female)
- Overall pass rate: 60%

Breakdown by Grade:

- Grade 7: 394 tested (53% female), 57% passed
- Grade 8: 265 tested (55% female), 67% passed
- Grade 10: 697 tested (64% female), 59% passed

These results inform our tailored approach to gender education for each grade level.

### International Women's Day 2024 Celebration

Theme: "Empowering Women in the Digital Age: Bridging Gaps, Creating Opportunities"

Events held at three schools with a total of 404 participants:

1. Aranh Sakor CFC High School: 140 attendees (41% female)
2. Hun Sen Prasat Bakong High School: 135 attendees (70% female)
3. Bakong Motwani Junior High School: 129 attendees (71% female)

Activities included tech workshops, panel discussions with female STEM professionals, and a hackathon focused on solving local community issues.

## Equitable Resource Distribution

Collaborated with the Outreach team to provide essential study materials:

- 125 backpacks distributed to students in need
- Focus on three schools: Aranh Cuthbert JHS, Hun Sen Prasat Bakong HS, and Bakong Motwani JHS
- 66% of recipients were female students

## Gender-Inclusive Learning Spaces

Established a dedicated Gender and Counseling Room at the Education Development Center:

- Installed one bookshelf with 56 curated books
- Topics include women's empowerment, business leadership, legal rights, and inspirational fiction
- Created a safe, comfortable space for reading, counseling, and gender-related discussions

## Community Engagement on Child Protection

Conducted an extensive nine-day community dialogue series:

- Theme: "Safeguarding Our Future: Community-wide Child Protection"
- Participants:
  - 12 local authorities (including village chiefs, police, and administrative leaders)
  - 281 community members from 8 villages (84% female)
  - 10 pre-school teachers
  - 193 parents (100% female)
  - 164 children (60% girls)



## Looking Ahead: GEE Initiatives for 2025

- Digital Empowerment Program:** Launching coding and digital literacy workshops specifically for girls in grades 8-12.
- Male Allyship Campaign:** Introducing a program to engage boys and young men in promoting gender equality.
- Career Mentorship Network:** Connecting female students with successful women professionals across various industries.
- Gender-Inclusive STEM Fair:** Organizing a science and technology exhibition highlighting contributions of women in STEM fields.
- Parent Education Series:** Developing workshops for parents on raising children free from gender stereotypes.
- Gender Equity in Sports:** Expanding sports programs to ensure equal opportunities for girls in athletics.

Through these comprehensive initiatives, CFC's Gender Equity and Empowerment program continues to break barriers, challenge stereotypes, and create an inclusive environment where all students can thrive regardless of gender. Our goal is to nurture a generation of Cambodian youth who will lead the way in creating a more equitable society.





# Our Work: Career Prep

## CFC Career Preparation Program: Empowering Cambodia's Future Workforce in 2024

In 2024, Caring for Cambodia's Career Preparation Program continues to evolve, providing cutting-edge resources and experiences to equip students for the rapidly changing global job market. Our initiatives focus on blending practical skills with real-world exposure, ensuring students are well-prepared for their future careers or higher education.

### Comprehensive Career Readiness Curriculum

At Aranh High School, we've implemented an advanced career preparation curriculum, reaching:

- 709 students (325 female)
- Grades 10-12
- 7 intensive sessions per student

Key Focus Areas:

- Personal development and soft skills
- Strategic goal setting
- Job application mastery
- Scholarship application techniques
- Industry-specific career exploration



**Impact:** *Students report increased confidence in decision-making and clearer long-term career goals.*

### Innovative Career Exposure Initiatives

We've expanded our program to include:

- Teacher Assistant Program—92 high school students
  - Hands-on classroom experience
  - Mentorship from experienced educators
  - Leadership skill development
- Cambodia Online Classes:
  - Digital literacy and remote work skills
  - Exposure to global online learning platforms
  - Preparation for the gig economy
- Career Fair Day:
  - Virtual and in-person networking opportunities
  - Interactive industry booths
  - Mock interviews with real employers
- Educational Field Trips:
  - Site visits to leading Cambodian companies
  - University campus tours
  - Hands-on workshops in various professional settings

## Alumni and Counseling Support

Our enhanced alumni network and counseling services provide:

- One-on-one career guidance sessions
- Mentorship matching with successful CFC alumni
- Regular alumni success story webinars
- Job shadowing opportunities

## Partnership Collaborations

We've strengthened our partnerships with:

- Local and international businesses
- Universities and vocational institutions
- Government agencies
- NGOs focused on youth employment

These partnerships offer students:

- Internship opportunities
- Industry-specific workshops
- Scholarship information sessions
- Early career placement programs

## Program Expansion

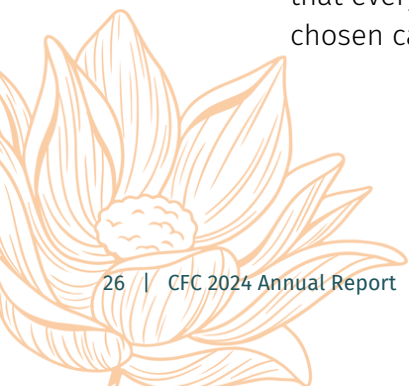
In 2024, we're piloting these initiatives at Bakong High School, in addition to our established program at Aranh High School. This expansion aims to:

- Double our reach in career preparation
- Create a model for future scaling across Cambodia
- Tailor programs to local job market needs

## Looking Ahead: 2025 and Beyond

As we approach 2025, CFC's Career Preparation Program is set to:

1. Launch a **mobile career counseling unit** to reach rural areas
2. Implement **AI-driven career matching tools**
3. **Develop a "Future Skills" curriculum** focusing on emerging technologies
4. Establish an **entrepreneurship incubator** for high school students
  - Through these comprehensive initiatives, CFC is not just preparing students for jobs; we're cultivating the next generation of Cambodian leaders, innovators, and global citizens. Our goal is to bridge the gap between education and employment, ensuring that every CFC student has the tools, confidence, and opportunities to thrive in their chosen career path.



# Our Work: FFT

## CFC Food for Thought Program: Nourishing Bodies and Minds in 2024

In 2024, Caring for Cambodia's Food for Thought (FFT) Program continues to evolve, addressing not only nutritional needs but also environmental concerns and community engagement. Our initiatives focus on sustainable feeding practices, hygiene, and educational opportunities through our meal programs.

### Year-Round Community Support

Even during school vacations, FFT maintained its commitment to community nutrition:

- 1,202 students and community members received porridge during the break
- Implemented a take-home model to ensure continuous access to nutrition

### Partnership with Feed My Starving Children (FMSC)

- FMSC arrived in Siem Reap on May 17, 2024
- Annual contribution: 20 tons of nutritional supplies - 3,742 students receive two meals/day
- This partnership continues to be crucial in meeting the nutritional needs of our students

### Volunteer Engagement and Language Practice

- 101 volunteers participated in serving porridge to students
- Created an impromptu English practice opportunity for students
- This initiative combines nutritional support with language learning, enhancing the overall educational experience

### Hygiene and Cleanliness Initiatives

- Collaborated with school principals to implement a student-led cafeteria cleaning program
- Empowers students to take ownership of their eating environment
- Reinforces the importance of hygiene in food service areas



## Environmental Awareness Campaign

- Launched a community education program on reducing plastic use
- Encouraged the use of reusable containers for porridge collection
- Trained chefs to act as environmental ambassadors, spreading the message to the community

## Facility Improvements

- Successfully relocated the cafeteria from Kravann to Sras Srong Primary School
- This move aims to optimize our food distribution network and reach more students efficiently

## Chef Training and Development

Conducted comprehensive training for our culinary team, focusing on:

- Advanced nutritional knowledge
- Enhanced hygiene practices in food preparation
- Safe and efficient kitchen item storage techniques

## Looking Ahead: FFT Initiatives for 2025

- 1. Sustainable Gardening Program:** Implementing school gardens to supplement meal programs with fresh, locally grown produce.
- 2. Nutrition Education Curriculum:** Integrating food science and nutrition lessons into regular school curricula.
- 3. Community Cooking Classes:** Offering workshops to parents and community members on preparing nutritious meals using locally available ingredients.
- 4. Zero-Waste Cafeteria Initiative:** Implementing composting and recycling programs to minimize food waste.
- 5. Digital Meal Planning System:** Introducing an app-based system for meal planning and nutritional tracking.
- 6. Cultural Cuisine Days:** Celebrating Cambodian culinary heritage through special meal events.
- 7. Student Chef Program:** Training interested students in culinary skills, potentially leading to vocational opportunities.
  - Through these comprehensive initiatives, CFC's Food for Thought Program is not just feeding students; we're nurturing a generation of health-conscious, environmentally aware Cambodian youth. Our goal is to create a sustainable, community-driven approach to nutrition that extends beyond the school cafeteria and into homes and communities.
  - As we move forward, we remain committed to adapting our program to meet evolving nutritional needs, environmental challenges, and educational opportunities. The Food for Thought Program continues to be a cornerstone of CFC's mission, recognizing that well-nourished students are better equipped to learn, grow, and contribute to Cambodia's bright future.

# Our Work: Health

## CFC Health Program: Advancing Wellness and Safety in 2024

In 2024, Caring for Cambodia's Health Program continues to make significant strides in promoting health awareness, safety, and well-being across our supported schools and communities. Our initiatives focus on comprehensive health education, emergency preparedness, and research-driven interventions.

### Reproductive Health Education

- Trained 80 grade 10 students at Aranh High School
- Focus on age-appropriate reproductive health topics
- Interactive sessions promoting open dialogue and understanding

### Food Safety Initiative

1. Conducted specialized training for 10 pre-school assistants at Aranh pre-school
2. Topics covered:
  - Fundamentals of food safety
  - Risks associated with chemical additives in food
  - Nutritional guidelines for pre-school children
  - Hygiene practices in food preparation and storage

**Impact: Pre-school assistants are now equipped to educate parents in the community, enhancing overall food safety awareness.**

### First Aid Training Program

Participants: 29 CFC staff members

Location: Education Development Center (EDC)

Duration: August 12-13, 2024

Curriculum Highlights:

- Cardiopulmonary Resuscitation (CPR)
- Shock management
- Drowning response
- Inflammation relief techniques
- Insect bite treatment

Training Methodology:

- Combination of theoretical lessons and hands-on practice
- Utilization of medical training manikins for CPR and choking scenarios
- Pre and post-tests to measure knowledge acquisition

**Outcome: Significant improvement in first aid skills, as evidenced by test results.**

## Health Research Initiative

Launched a comprehensive study: "Health-Related Behaviors and Academic Achievements Among Secondary and High School Students in CFC Target Schools"

Research Components:

- Proposal development
- Survey questionnaire design
- Data collection (ongoing)

This research aims to inform future health interventions and educational strategies.

## Community Health Education

1. Extended health education to the broader community:
2. Pre-school assistants trained on:
  - Food safety principles
  - Dangers of chemical-laden foods
  - Complications of Nephrotic syndrome
  - Prevention of HIV transmission from parents to children



**Impact:** *Pre-school assistants are now effectively disseminating this crucial health information to parents in their communities.*

## Looking Ahead: Health Initiatives for 2025

1. **Mental Health Awareness Program:** Introducing counseling services and mental health education in all CFC schools.
2. **Digital Health Literacy:** Launching an app-based health information system for students and parents.
3. **Nutrition Enhancement Project:** Implementing a school garden program to promote healthy eating habits.
4. **Adolescent Health Clinics:** Establishing confidential health services for teenagers in partnership with local healthcare providers.
5. **Environmental Health Campaign:** Initiating a program focusing on the intersection of environmental issues and health.
6. **Health Ambassador Program:** Training selected students to become peer health educators.
7. **Community Health Fairs:** Organizing annual events to provide free health screenings and education to the broader community.
  - Through these comprehensive initiatives, CFC's Health Program is not just addressing immediate health needs but is building a foundation for long-term health literacy and wellness practices. Our goal is to create a health-conscious generation of Cambodian youth who will lead healthier lives and positively impact their communities.

# Our Work: ECE

## Continuing to Revolutionize Early Childhood Education in 2024

Caring for Cambodia (CFC) continues to revolutionize early childhood education in Cambodia, fostering a brighter future for the nation's youngest learners. Our vision remains steadfast: to secure a better tomorrow for Cambodian children through innovative educational initiatives.

## Early Childhood Mission

- In 2024, CFC's mission has evolved to meet the changing needs of Cambodia's educational landscape. We're not just handing out knowledge; we're cultivating a sustainable ecosystem of learning. Our approach focuses on:
  - Creating tech-savvy, eco-friendly learning spaces
  - Empowering educators through cutting-edge professional development
  - Providing state-of-the-art educational tools and resources

## Quantitative Achievements: Scaling Impact

Our pre-school community program has seen remarkable growth:

- 12 pre-schools established across 7 villages
- 453 children enrolled (52% female)
- 345 mothers actively participating
- 66 learning groups formed

## Community-Specific Highlights

- Spien Chreav Village (Amelio):
  - 4 pre-schools
  - 149 children (53% female)
  - 124 mothers involved
  - 25 learning groups
- Aranh Village:
  - 2 pre-schools
  - 71 children (55% female)
  - 42 mothers participating
  - 9 learning groups
- Pobanteay Chey Village:
  - 1 pre-school
  - 33 children (36% female)
  - 26 mothers engaged
  - 12 learning groups
- Pralay Village:
  - 1 pre-school
  - 47 children (45% female)
  - 31 mothers active
  - 6 learning groups
- Thnal Trong Village (Bakong pre-school):
  - 2 pre-schools
  - 77 children (61% female)
  - 59 mothers involved
  - 10 learning groups
- South Srah Srang Village (Kravann CFC pre-school):
  - 1 pre-school
  - 38 children (45% female)
  - 31 mothers participating
  - 6 learning groups
- Khor Kranng Village (Kong Much pre-school):
  - 1 pre-school
  - 38 children (53% female)
  - 32 mothers engaged
  - 6 learning groups

## Quality Enhancement: Elevating Standards

### Strengths and Achievements

- Alignment with national education development plans
- Bi-monthly activity implementation (18 sessions annually)
- Community outreach through 12 pre-school assistants and core mothers
- 85% achievement in creating optimal pre-school environments
- 75% efficiency in paperwork management
- 85% success rate in supply maintenance and cleanliness
- 85% effectiveness in hygiene and health education

### Maternal Engagement Metrics

- 15% Excellent
- 45% Good
- 35% Average
- 5% Needs improvement

## Innovative Approaches

1. Tech-Integrated Learning: Introducing age-appropriate digital tools to enhance cognitive development.
2. Eco-Conscious Curriculum: Incorporating environmental awareness into early learning experiences.
3. Parent-Teacher Collaboration Platform: Launching a mobile app for seamless communication and progress tracking.
4. Mindfulness for Minis: Introducing child-friendly mindfulness practices to promote emotional intelligence.
5. Multilingual Foundations: Exposing children to Khmer, English, and basic coding concepts through play-based learning.

## Looking Ahead: 2025 and Beyond

As we approach 2025, CFC is committed to:

1. Expanding our reach to **15 pre-schools across 10 villages**
2. Implementing **AI-assisted personalized learning paths** for each child
3. Launching a **virtual reality component to broaden children's horizons**
4. Establishing a **mentorship program** connecting pre-schoolers with high school students
5. Through these initiatives, CFC continues to pave the way for a **prosperous Cambodia, one child at a time.**





# Our Future Work

## EMPOWERING CAMBODIA'S FUTURE IN 2025

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Over the last few years, Caring for Cambodia has leaned into a new era of learning in Siem Reap. The latest Education Development Center opened its doors in September, ushering in a fresh approach to educational programming for teachers, youth, and community members.

This innovative facility will serve as a hub for comprehensive learning initiatives, offering a diverse range of courses and workshops tailored to meet the evolving needs of the local population. The center's curriculum will enhance teaching methodologies, provide youth with practical skills for the changing job market, and empower community members with lifelong learning opportunities.

In a significant shift from previous approaches, the center aims to dramatically expand its reach by implementing a hybrid learning model, combining in-person instruction with digital platforms. This strategic change in direction will allow the center to engage with a broader audience, including those in remote areas who previously had limited access to quality education resources. By leveraging technology and community partnerships, the Education Development Center is poised to make a substantial impact on educational outcomes in Siem Reap and beyond, fostering a more inclusive and skilled society.

## THE EDC (EDUCATION DEVELOPMENT CENTER)

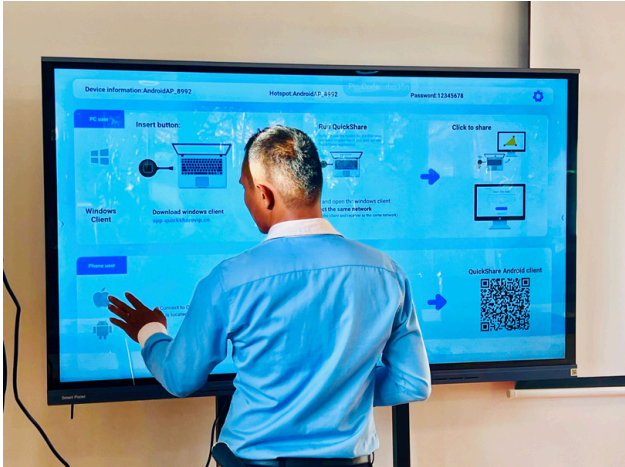
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The Education Development Center in Siem Reap, Cambodia, provides tailored learning opportunities for students, educators, and community members through innovative programs designed to enhance skills and promote lifelong learning. The Center serves as a hub for educational resources, community engagement, and professional development to support local growth and empowerment.



Phase One

Training Center  
Latrine



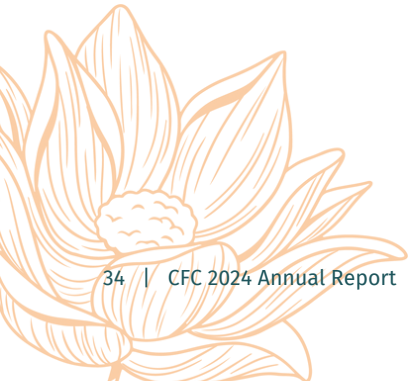
Phase Two

Digital Innovation Lab  
Mindful Garden



Phase Three

Visitor Center  
Admin Upgrades



# Our New Programs at the EDC



## LEADERSHIP DEVELOPMENT & TRAINING

*An effective educator is the most important factor in a student's learning.*

Cambodia's education system must keep pace with a rapidly changing region. CFC's multi-year partnerships with cluster schools and educators help create inclusive, adaptive, and future-ready learning environments where students develop the skills and dispositions they need to thrive in the future.

### Customized Support

Our services are tailored to each school cluster or organization's unique needs, ensuring that all stakeholders receive the support they need to create lasting change.

### Collaborative Approach

CFC works closely with administration and leaders and educators to embed strong teaching, learning, and school /organizational culture.

### Proven Impact

With decades of experience, we know that transforming communities requires a comprehensive approach that engages all members and fosters a culture of continuous learning and adaptation.

### In our Leadership Development and Training, we offer:

#### 1:1 Observation & Feedback

- Personalized support for educators as they transform their practice

#### Certificate-focused Training & Development

- Focused training and activities that build habits of teaching and learning and certificate-specific training

#### Workshops & Institutions

- Hands-on learning experiences that showcase leadership competence in action

#### Frameworks

- Concrete tools for teaching across all subjects and programs offered

#### Resources

- Diverse materials that promote authentic learning experiences and integrated with technology, when appropriate

#### Consulting

- Expert guidance for schools or organizations on a wide array of topics.

#### Administrative Support

- Assistance for school leaders in integrating high-quality teaching and learning or human-capacity building into their practice.



# YOUTH DEVELOPMENT

*More students than ever are in school, but far too many don't learn enough, or learn topics that will help them change their economic status.*

Transforming lives and education by students for students. Our Youth programs and experiences unite students to explore essential topics like leadership, collaboration, communication, problem-solving, and other specific knowledge and skills. Through integrating the arts, digital competencies, media, and themes, CFC provides essential training and development for job or university placement.

## Cultivate Connections

Our programs bring multiple youth together from across communities to engage and learn together.

## Promote Active Learning & Skill-Building

Students draw on learning how to learn as part of future success as they develop new skills and competencies.

## Reflect and Adapt

As students engage in further learning, they will need to continually reflect on what they are learning and be cognitively nimble and practice new behaviors and skills.

## In our Youth Development programs, we offer:

### 1:1 & Small Group Mentoring

- Personalized support for youth as they navigate their future paths

### Certificate-focused Training & Development

Focused training and activities that build habits of learning and certificate-specific training

- Grow with Google (Cybersecurity, Data Analytics, Digital Marketing and more)
- IBM Certifications (Python, Cloud, etc)
- Project Management
- Financial Literacy & Anti-Crime
- FAA Drones
- Website Development
- Animation – Canva Certification
- Section School AI
- Basic Research

### Workshops & Institutions

Hands-on learning experiences that showcase leadership skills

- Career Preparation
- University Preparation
- Scholarships
- Gender
- Mental Health / Wellness / First Aid

### Roadmaps

- Concrete tools for preparing for holistic future planning

### Resources

- Diverse materials that promote authentic learning experiences and integrated with technology, when appropriate



## BUILDING STRONG & SUSTAINABLE EDUCATION SYSTEMS (FOOD FOR THOUGHT AND EARLY-CHILDHOOD EDUCATION)

*Ensuring the protection of children’s rights, as enshrined in the UN Convention on the Rights of the Child, is the first consideration in all engagements.*

**Food for Thought (FFT)** provides two nutritious meals daily to thousands of CFC students – over 2 million meals annually. These meals are a reason to attend school and a primary contributor to their ability to focus in the classroom. According to our students, parents, and communities, FFT ranks as CFC’s most crucial program.

In a country where 42% of children’s growth (USAID) is stunted due to malnutrition and in a region with the highest infant mortality in the country, this program keeps CFC’s young students healthy and learning.

The main component of the meals are Manna-Packs of fortified rice and protein contributed by Feed My Starving Children (FMSC). CFC adds fish sauce with vitamins and local vegetables. Chefs (often parents or grandparents of our students) prepare food beginning at dawn and serve students breakfast and lunch every day.

**CFC is a national leader in early learning and programs**, thanks to our preschools and kindergarten programs. Our preschools lead the country in best practices and early enrollment, making it more likely that young students will stay in school, achieve, and graduate. Designed to support caregivers and teach them skills they were not able to learn from their own families due to genocide and poverty, CFC provides children and families with resources for health, nutrition, early skills-building, and more.

**The results are outstanding:** CFC preschool programs are likelier to use basic first aid techniques and local initiatives such as Vitamin A support and deworming, and 93% of CFC preschool parents enroll their children by age 5, compared to only 33% nationwide.



# Our Impact

**\$300 USD/\$402 SGD sends a child to school for one year, including food, and all supplies.**

Since 2001, Caring for Cambodia has **supported a generation of engaged educators, and community members, and families, helping to prepare students to thrive today and shape tomorrow's world.** CFC's work in K-12 schools and the community provides children and youth the preparation, the platform, and the opportunities to understand all the world has to offer, eat healthy, and learn in a safe environment.

As a result of Caring for Cambodia's Partnership with schools:

**79% of educators increased their teaching capacity**  
and ability to develop new lessons plans and curricula

**100% of educators grew**  
as competent educators as a result of **direct teacher training** by our mentor teachers

**92% of students saw an increase in their output and assessment results**  
in all subject areas after working with CFC-training educators

**8204 students served**  
from preschool through 12th grade annually

**86% of students earned a successful passing grade in all subjects,**  
moving them forward in grade level and

**71% completed graduation after participating in a CFC program**

**98% of communities**  
serving food in the CFC Food-for-Thought program documented a greater percentage

**decline of medical visits for children ages 0-8.**

**81% of CFC teachers** have or are in the process of obtaining a university degree, putting **CFC ahead of the national curve, which is 27%**

**2.8 million meals**  
served each year

**27,000+ bicycles** distributed to students

**20,000 toothbrushes**  
provided annually

**200+ scholarships**  
awarded to our teachers

**85 former CFC students**  
have worked for the organization

# Our Stories

Caring for Cambodia (CFC) has educated thousands of students since inception with the goal of increasing retention and providing a life changing through quality, inclusive, equity, life-long learning.

Our focus on gender equity and anti-trafficking education allows students from all demographics to receive a high-quality education. This is proof that by providing smaller class sizes, enthusiastically trained teachers, food, clothing, transportation, health-care and fresh water, ICT, STEM Career Prep, and general education, more children in these communities will seize the opportunity to learn.

The impact of our initiatives inspires us as they come to life through the people we serve. As we continue our mission, we aim to reach more individuals and communities with hope and optimism for a bright future.



Our FFT Program is helping little humans and community members with access to food and nutrition. Everyday, we serve meals to over 7,000 people who are grateful for the support.

**Kravann / Sras Srong region**



Our CFC staff have changed lives, too. Learning and always growing is part of our mission for each team member. New opportunities abound for us to grow and develop.

**Siem Reap CFC Staff**

# Our Community of Support

As Caring for Cambodia reflects on another year of impact, we could not be more grateful for those who invest in our success in many ways. We recognize that gifts of time, talent, and connections are as integral to our work and growth as monetary investment in our programs. This year, we honor some exceptional donors, volunteers, and our key funders whose partnership has always extended beyond a grant. And we thank everyone in our community who gives so generously in varied ways to make Caring for Cambodia's impact and continued growth possible.

## ORANGE SPOTLIGHT: THE SPOONER FAMILY

We would like to extend our heartfelt appreciation to The Spooner Family and The Church Ladies Band for their unwavering support of CFC's mission and programs. Your generosity, particularly through the Church Ladies Boston Harbor Cruise 2024, has made a profound impact on our students and their development.

Thanks to your support, our CFC music classes continue to be a vibrant and transformative space for growth. Our students, as they skillfully strum their guitars and explore the world of music, are gaining far more than just the ability to play an instrument. Through music, they are developing valuable life skills such as leadership, teamwork, and problem-solving.

The music program is also a powerful tool for enhancing motor skills, fostering artistic expression, and building technical abilities that can be applied in a wide range of career paths.

The impact of your generosity is truly immeasurable. Through your support, you are helping to shape the future of our students, providing them with the skills, experiences, and opportunities that will serve them for years to come. Thank you again for your dedication and commitment to CFC.





## ORANGE SPOTLIGHT: TD SECURITIES SINGAPORE

On behalf of the entire team at CFC, we would like to express our deepest gratitude for TD Securities Singapore's exceptional generosity and continued support over the years. It has been a privilege to work alongside you and witness the incredible impact your contributions have had on both the schools and the broader community.



Thanks to your generous donation in 2024 of a volleyball court, 25 tables, and 50 stools for one of our classrooms, the students and teachers at Aranh Primary School have experienced a profound positive change in their educational environment.

The volleyball court you helped create has provided Aranh Primary students with a dedicated space to practice and compete. This court is not just a physical structure; it's an invaluable place for students to build important life skills like teamwork, discipline, and confidence.

The tables and stools you provided have transformed the classroom into a more organized, comfortable, and safe space for learning. With these upgrades, students are now able to focus better, study with greater ease, and feel more motivated in a clean and welcoming environment.

Additionally, we are grateful for the memorable experience our students had engaging with your team in sports activities, particularly during the volleyball and football games. The joy, camaraderie, and sense of community shared during these moments perfectly reflected the spirit of your generous support, and left a lasting impression on all who participated.

Once again, we extend our sincere thanks for your extraordinary generosity and ongoing partnership. Your commitment to our mission has made a lasting difference, and we are truly thankful for the transformative effect you've had on the lives of so many students and educators.

# Our Gala of Hope 2024

On May 4, 2024, a vibrant gathering of CFC supporters attended the annual Gala of Hope in San Francisco for the annual gala benefiting educational initiatives in Cambodia. The elegant event, which showcased Cambodian culture through music, dance, and cuisine, was a resounding success, raising an impressive \$185,000 for our vital work. Attendees were treated to inspiring stories of students whose lives have been transformed through educational opportunities. The funds raised support various programs, including school construction, teacher training, and youth programs.



# Our Donors

In alignment with our values and recognition of our fundraising principles and efforts, in the idea that all investments in our work are equally valuable and generous, Caring for Cambodia presents this comprehensive donor, funder, in-kind, and volunteer list that reflects all gifts of time, talent, and treasure given. We are grateful for this incredible community that makes this work possible!

## The Founder's Circle - \$25,000 and up

The Founder's Circle represents the top donors to CFC. This circle honors the vision of Jamie Amelio, the founder, for the past 20-plus years, each leading the articulation of CFC's mission and instilling that mission in others everyday.

- Bill Amelio
- Do & Rickles Family Charitable Foundation
- Feed My Starving Children
- Hong & Tinara Choing
- Jamie Amelio
- Robert A. Ellis Charitable Account

## The Orange Circle - \$10,000- \$24,999

The Orange Circle is associated with those who have consistently given to CFC over the 20-plus years. Just like many of our Board Directors, members of the Orange Circle make a significant commitment to CFC with generous gifts that impact many aspects of the CFC experience.

- Goldman, Sachs & Co. Gift Program
- Henretta-Murray Family Foundation
- SE Asia Foundation
- Susan Mars
- The Peter Sheren Family Foundation
- The Spooner Family Foundation
- Toronto-Dominion Bank
- Vaing Family Living Trust

## The CFCornerstone Circle - \$5,000- \$9,999

CFCornerstone Circle recognizes the importance of giving back and maintaining a strong foundation for the organization. By definition, a cornerstone is "something of great importance on which everything else depends." It is simple: leadership donors are the base that sustain Caring for Cambodia. Giving to CFC helps ensure the sustainability of the organization never waivers.

- Andrew & Nina Golder
- Arianna Choing
- Ben Mangan & Bochan Huy
- Channy & Laura Soeur
- Emily and Chin Tov
- Diane Land
- Grace Fan
- Intel
- Jeanette King
- Lori Taing & Meng Kien
- Mony Nop & Sophaline Mao
- Oracle Corporation
- Tanglin Trust School Charities
- The Capital Group Companies Charitable Foundation

## The CFChampions Circle - \$2,500- \$4,999

Since the beginning, CFC has relied on CFChampions, those who have become a recognizable “beacon” of care for the Siem Reap community for more than two decades. The community is proud of its roots and many of the decisions made by these champions helped shape the CFC you know today.

- Andrew Fenselau
- Chih Ching Ong
- Doug & Soojung Smith
- Edna Cooper
- Hue Huynh
- Hung Lai
- Jennifer Johnson
- Kang & Savy Bouy
- Kitch Lum
- Laurie Biros
- Leny Suparman
- Matt & Liz King
- Nancy Keo
- Samphors Tho
- Seri Bass
- Singapore American School
- United Way of Greater Atlanta
- Uzziel Prado
- Vaing Family Living Trust

## The Everyday Hero's Circle - \$1- \$2,499

The narrative of CFC spans many many people across the globe. Everyday Hero's represent the core mission that everyone can make a difference.

- 1Source Solution Inc
- Abbott Laboratories
- Adam Cooper
- Adrienne Barlia
- Ai Shimada
- Ai Imai
- Aja Kimura
- Akshaya Kumar
- Alan Yap Chee Leong
- Alan Ng Ng
- Allen Lee
- Allen Tat
- Allison De la Vera
- Alvin Martinez
- Amram Shapiro
- Amy Westby
- Amy Kong
- Amy Ang
- Ana Terra
- Ananda Neil
- Anastasiya Kovalenko
- Andrea Drimmer
- Andrew Fenselau
- Angel Dawn Colbry
- Angela Eldridge
- Anna Buset
- Annamei F
- Anne Wilhoit
- Anne Ai Wei Lu
- Anneliese Schulz
- Annette Khaliq
- Anthony Large
- Anupama Shenoy
- Apsara Fite
- Ardith Henry
- Arvind Agarwal
- AT&T Corporate
- Belen Hutchins
- Ben Cipollini
- Benjamin & Amy Flock
- Beth Johnson
- Beth McCormick
- Beth Sorenson
- Bethany Ciocci
- Bill Braun
- Bing Chomprasob
- Bontha Soe-Len
- Bophavi Pak
- Bora Lam
- Bridget Ruben
- Bronagh Davies
- Bryan Teo
- Caela Tanjangco
- Calvin Abe
- Carol Moore
- Carole Bates
- Carole Kolker
- Caroline Rushworth
- Carolyn Viens
- Cassie Fering
- Catherine C. Thomas
- Celeste Saunders
- Chantal Lim
- Charles Dutton
- Chenda Chhi
- Cheng Charity Fund
- Chetra Koeuy
- Chevron
- Chris Nogales
- Chris Fernandes
- Christina Gawron
- Christine Tarnowski
- Chua Edwin
- Claudia Hernandez
- Clayder Ong
- Cupertino Electric
- Cynthia Chia
- Daisy Ouyang
- Dan Morse
- Daniel McConaghy
- Danielle Tho
- Darla Kong
- David Tan
- David Kamenetzky
- David Zhi Wen Tan
- Davina Kelleher
- Deborah Piwowarski
- Dell Hutchinson
- Denny Keo
- Desmond Yeo
- Diamond Prak
- Dickon Corrado
- Dick & Shirley Golder
- Dien Dinh
- Donna Hunt
- Donna Murr
- Dwight Hutchins
- Dyrrell Foster
- Ed Zou
- Elaine Lunsford
- Elaine Lim
- Elizabeth Navarro
- Elizabeth L'Hommedieu
- Elizabeth Plaschke
- Elyse Powderly
- Emma Wilkin
- Emma Schmidt
- Emy Huang
- Enrique De La Cruz
- Eric Slavinsky
- Estee Lauder Inc
- Esther Ho
- Eugene Yen
- Felisciana Peralta
- Fieke Korporaal
- Florence Long
- Fran Goodwin
- Francesca Pauletto
- Frank Marciel
- Ganesh Viswamani
- Gary Sayviseth
- Gayatri Punj
- Geoffrey Fite
- George Oliver
- Gerald Rosberg
- Geraldine Ong
- Gigi Wang
- Give Lively Foundation
- Gladys Han
- Gordon Gebert
- Gordon Segal
- Grace Fan
- Henry Lobb
- Hue Huynh
- Hyojoo Lee
- Iain Smith
- India Berry
- Irene Quah
- Isabel Perucho
- Ishaba Haque
- Ivy Huq
- Ivy Chia
- Jack Ward
- Jackson Altizer
- Jacqui Coons
- Jaden Morales
- Jae Young Cho
- Jake Lam
- James Pickett

## The Everyday Hero's Circle - \$1- \$2,499

The narrative of CFC spans many many people across the globe. Everyday Hero's represent the core mission that everyone can make a difference.

- Janani V
- Jannette Pan
- Jason Chhay
- Jay Chan
- Jazz Chong
- Jean Kondo
- Jennifer Ell
- Jennifer Lau
- Jenny Chea-Vaing
- Jenny Thuong
- Jia Jin
- Jityin Lim
- Jo-Anne Chang
- Jodie Hofacre
- Joe Healy
- Joe Aw
- Joey Baird
- John Soenksen
- John Forsyth
- John Jewett
- Jonathan Beauford
- Jordan Schrandt
- Joseph Healy
- Joseph Farias
- Joshua Moody
- Joy Tan
- Judy Schmidt
- Julia Dry
- Juliet Ward
- Kala Dillie
- Kam Kong
- Kanchana Gupta
- Kanitha Matoury
- Karen DuBois-Garofalo
- Karen Collopy
- Karl Deonanan
- Katharina Fore
- Katrina Chhieng
- Kelly Keak
- Ken Post
- Kendall Morrison
- Kent & Mary Christison
- Kesor Chheang
- Kevin Say
- Kim Ty
- Kim Damiani
- Kimberly Martin
- Kiran Siddique
- Klevrin Sitohang
- Kok Keng Tan
- Kunthary de Gaiffier
- Laura Biscaglia
- Lauren Green
- Lauren Yong
- Laurie Phillips
- Laurie Biros
- Lay Peng Ong
- Lim Tee Sin
- Lisa Churchill
- Lori Taylor
- Lori McConaghy
- Lorna Townson
- Lorraine Yap
- Louisa Pattison
- Lutfey Siddiqi
- Maggie Heredia
- Maia Foster
- Makara Som
- Marc Alberts
- Margaret Riley
- Maria Alonsoperez
- Maria Antonia
- Maria Majella Rio
- Marilyn (Jan) Poindexter Gurke
- Marina Damiba
- Mark Celenk
- Mark Nickerson
- Mark Hughes
- Marlies Kamphorst
- Martha Carter
- Mary Wheatley
- Mary Lobb
- Mary Braun
- Matt King
- Maya Atta-Mensah
- Meiqi Phua
- Meng Hok
- Meysam Ghaderyan
- Michael Lee
- Microsoft
- Mike & Laurie Biros
- Milly Hewitson
- Miriam Petsch
- Monica Pitrelli
- Mony Gibbs
- Morgan Stanley CyberGrants, Inc
- Narin Jameson
- Natalia Ize
- Natasha Lim
- Natasha Gray
- Natasha Banwell
- Natasha Latiff
- Neeta Kurisingal
- Nick Fenselau
- Noriko Sato
- Norimi Takahashi
- Normayati Salleh
- Oracle Corporation
- Paige Jenkinson
- Pamela Dewar
- Patricia DuBois-Spooner
- Paul Lang
- Paul Sternberger
- Pc Teo
- Pearl S. Buck International
- Phalasith Penn
- Pia Warburton
- Pieter-Jan de Kroon
- Piseth Leng
- Pledgeling Foundation
- Polina Protopopova
- Priscilla Teo
- Rachel Pullen
- Rachel Muller
- Rachel Provest
- Rachel Lien
- Ragini Sabnavis
- Rahul Daswani
- Raju Shaulis
- Randall Hersh
- Randi Saulles
- Raymond Tan
- Reaksa Cheth
- Rebecca Yong
- Rely Pio Roda
- Rhett Stone
- Richard Blome
- Richard Cruz
- Richard Keo
- Rie Tai
- Robert Carling
- Ronald Tan B G
- Rothana Bearng
- Roy Olsen
- Rudolph & Andrea Muller Charitable Giving Fund
- Saaum Chim
- Sabine Rohe
- Sadhana Bala
- Safafisalam Bohari
- Samphors Tho
- Sanam Atkins
- Sanchit Maini
- Sandrene Lawrie
- Sara-Ann K.
- Sarah Coco
- Sarah Mann
- Sawada Chiaki
- Scott Poole
- Scott Powers
- Scott Ellis
- Seng Tov
- Shana Peete
- Shannon Baird
- Shannon Jeffers
- Sharda Persaud
- Sharmishta Sivaramakrishnan
- Sharon Sandhu
- Sharon Kum
- Shawn Tan
- Shyamala S.
- Sichou & Sophy Chhim
- Sinap Nguyen
- Sohini Brandon-King
- Sojeatta Khim
- Sokchea Mey
- Sokunthea Fite
- Song Yee Paik
- Sophal Mok
- Sopheap Yin
- Sopheap Lim
- Sophia Oeun
- Sophie de Saint Pierre
- Sophy Reese
- Sotheary Kim
- So-Young Kang
- Srey Aun San Meyer
- Steve Bernacki
- Stuart Garrow
- Stuart Watson
- Su Seam Teo
- Subhahsini Chandran
- Sudeep Sarma
- Takao Suguro
- Tam Dinh
- Tammy Hong
- Tanya Valova
- Terri Chhun
- The Brian A. Sullivan Family Fund
- Thomas Charboneau
- Tida Ngin
- Tina Nixon
- Toh Kian Lee Kenny
- Tola Sutherland
- Tong Heng
- Tony Thomas
- Travis Ervin
- Trina Liang
- Tristan Hockley
- UnitedHealth Group
- USAA
- Uzziel Prado
- Vanessa Choeuk
- Vanessa Lily
- Vechat Kim
- Vicheth Suos
- Victoria Tishman
- Wai LA
- Wai Sze Lau
- Wayne Yang
- Wynne Family Charitable Fund
- Zhi Wen David Tan
- Ziad Haider

# Our Finances

## STATEMENT OF FINANCIAL POSITION

Cash and cash equivalents	\$441,189
Other Fixed Assets (w/depreciation)	\$508,270
Non-Current Assets	\$61,457
<b>Total Assets</b>	<b>\$1,010,916</b>

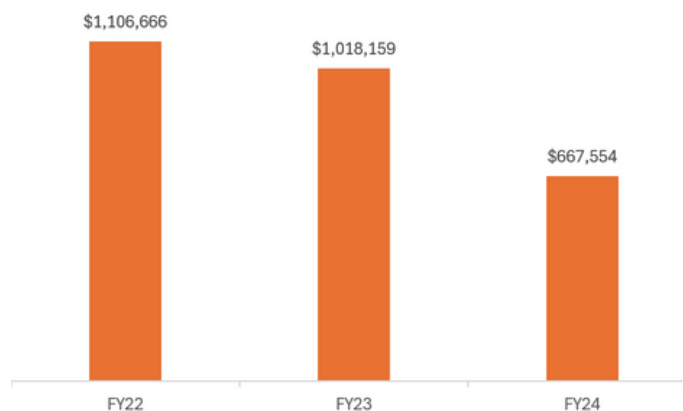
## LIABILITIES & NET ASSETS

Accounts Payable and Accrued Expenses	\$11,745
Operating Short-term Lease Liability	\$61,457
<b>Total Liabilities</b>	<b>\$73,201</b>
<b>Total Net Assets</b>	<b>\$937,715</b>
<b>Total Liabilities and Net Assets</b>	<b>\$1,010,916</b>

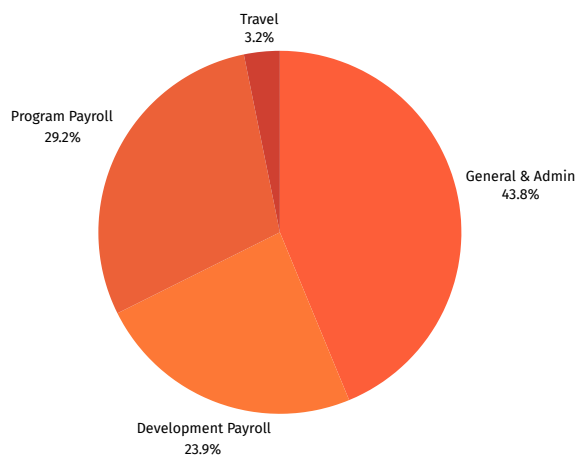
## EXPENSES (COMBINED USA/SR)

Travel	\$26,667
Payroll	\$406,651
Contract Services	\$88,220
General & Admin	\$329,233
<b>Total</b>	<b>\$850,771</b>

## 3 YEAR NET REVENUE




## ALLOCATION OF EXPENSES








# CARING FOR CAMBODIA


Educating Children  
Changing Lives

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