CARING FOR CAMBODIA

Educating Children
Changing Lives

CARING FOR CAMBODIA

2018 ANNUAL REPORT

Our MISSION

Caring for Cambodia (CFC) is educating a generation of Cambodian children today to make a difference for Cambodia's tomorrow. Our schools are safe, modern and technologically equipped. We train teachers, provide tools, and remove barriers to learning. We build Cambodian leadership to guide and sustain these schools, so that generations of CFC graduates can reach their highest potential and make valuable contributions to their community.

UNITED NATIONS

Caring for Cambodia continues as an active member of the United Nation's Department of Public Information's NGO community. Through this synergistic relationship, CFC supports the UN's efforts to promote the 17 Sustainable Development Goals of the 2030 Agenda that include quality education, eradication of poverty and hunger, gender equity, environmental sustainability, and access to water and sanitation, including health care and preventable diseases.

The CFC UN Youth Representatives connect CFC with broad United Nations initiatives, including the global Sustainable Development Goals (SDGs). Youth Representative **Sharmishta Sivaramakrishnan** represented CFC in Geneva, Switzerland at an action day focused on the UN's Strategic Development Goals and Impact Investing. Covering many facets of sustainable development, the day brought lessons on bringing impact from margins to mainstream. At the 2019 World Summit Award Global Congress in Vienna, Austria, she discussed and promoted CFC's work towards the UN SDGs. In August, Sharmishta provided an inspiring workshop for CFC staff in Siem Reap about these SDGs.

In 2018, CFC welcomed Youth Representative **Kelly Procida**. Based in New York, Kelly attends UN briefings as well as doing outreach and liaison with schools groups and youth, in her additional role as CFC's Youth Ambassador.

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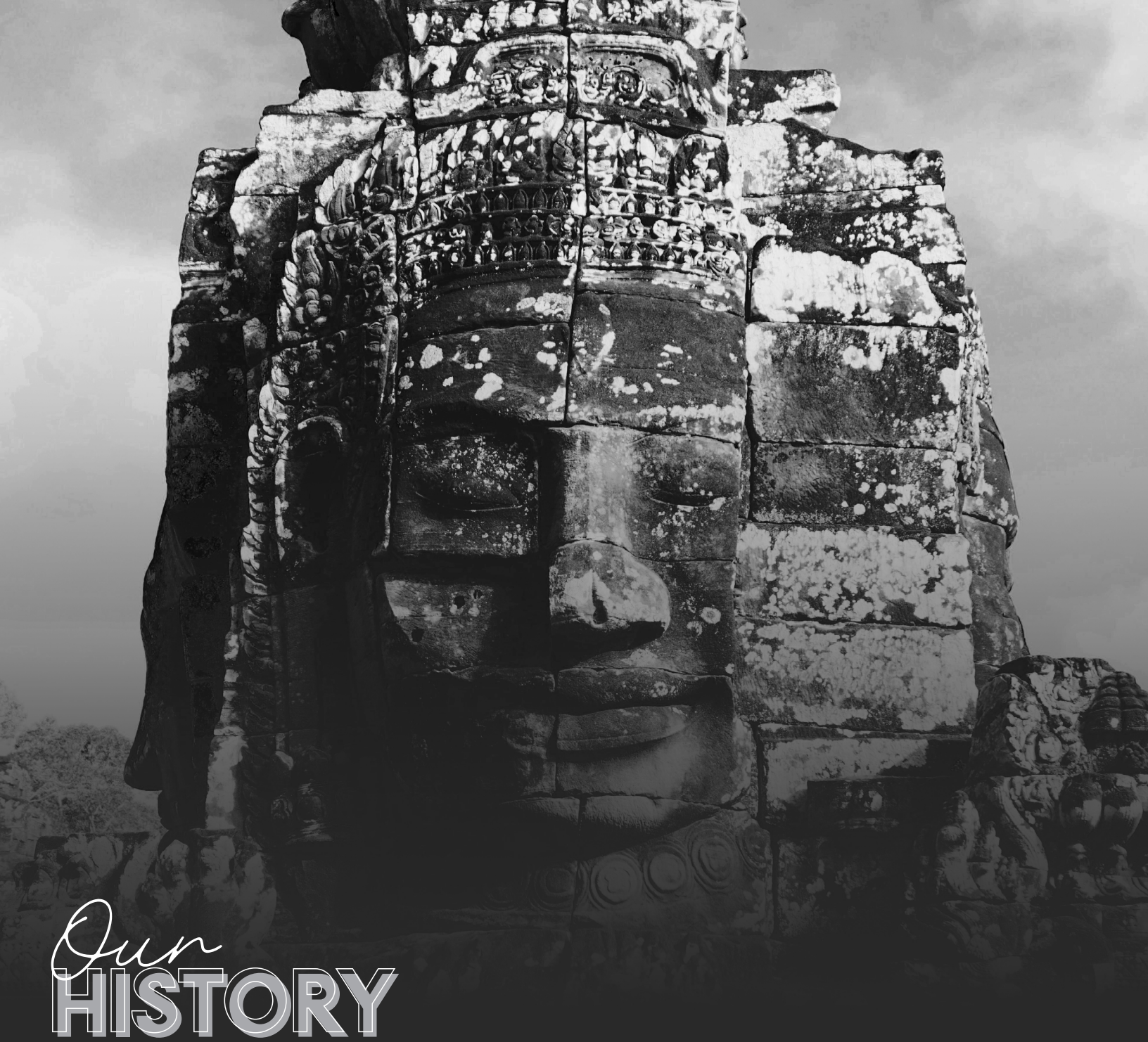
Our FOUNDER & CEO

Heartfelt thanks to those thousands of volunteers who have assisted us and to the Cambodian communities who have come to understand the value of a quality education. Together, we are making real progress. The Cambodian government reaffirmed that CFC schools are the model schools for the rest of the country. That's a tremendous honor.

– Jamie Amelio



Our HISTORY

"Can I have a dollar?" That simple question from an eight year-old girl selling books outside Angkor Wat Temple changed the course of CFC Founder Jamie Amelio's life forever. Jamie was two days into her first visit to Cambodia when she encountered this beautiful, disheveled young girl. She was already moved by the country's beauty and ancient history. Her local guide had given her profound insights into the Khmer Rouge regime, subsequent Civil War and his people's struggle to regain their footing after unimaginable loss. At the moment Jamie was asked that simple question, she could have pulled a dollar from her pocket, but instead, she asked the small girl, "What will you do with a dollar?" The girl's answer turned into a conversation about her desire to go to school and her parents' inability to afford the unofficial fees involved. Jamie asked if she could see her school, and the girl welcomed her visit.

Hours later, Jamie showed up as promised, and was greeted with shouts from the girl, "You are here!" Once inside, Jamie saw children crowded into a termite-infested classroom with no supplies and no teacher in sight. Perplexed, she walked the school grounds with her guide, pressing him with questions about the education system. She decided at that moment to not give up on that little girl and arranged to cover her school fees. Yet she knew intrinsically that bigger changes were required – this was the genesis of CFC.

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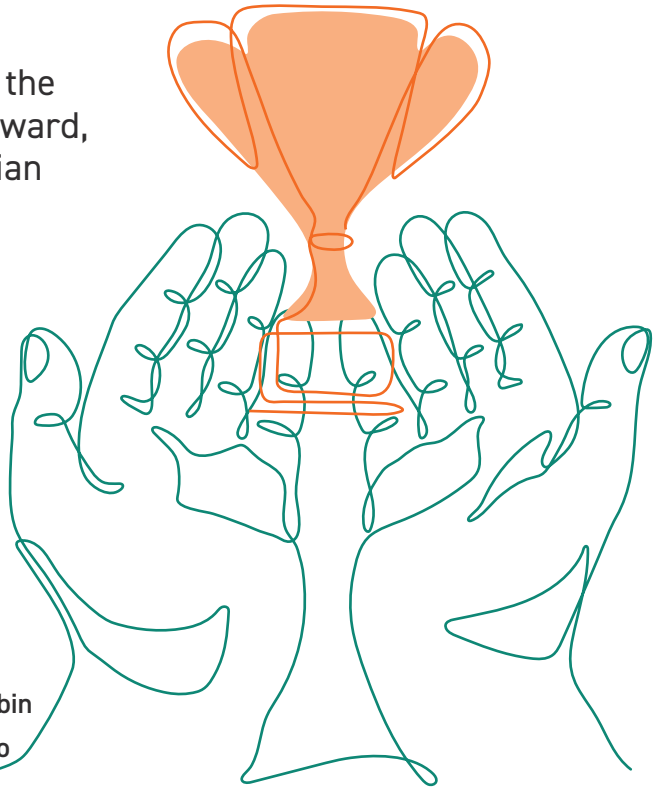
Caring Champions are CFC's highest level donors over the last five years. Their generosity carries our mission forward, bringing the best in education to thousands of Cambodian children each year.



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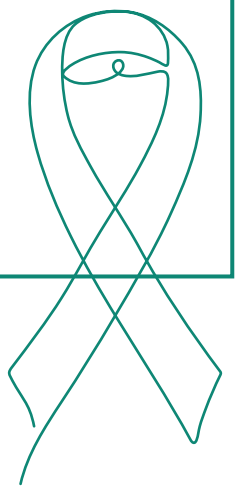

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Normayateh Salleh
Gillian Sams
Katie Sansom
Anita Sprague
John Sprague
Sonya Stevens
Miranda Thomas
Claire Thompson
Kate Whitcombe
Zoe Williams

TEACHER TRAINING

In 2018, CFC teachers used an array of new resources to promote students' engagement with math, science and other topics. These resources included new ways of integrating technology into subject areas, as well as individual and small-group strategies learned from skilled mentor teachers. CFC teachers built these skills by participating in:

- International Teacher Training with teachers from other countries traveling to Siem Reap to deliver workshops
- Mentor Teachers in each grade or subject area provide role modeling and support with best practices
- Regular group meetings with mentor teachers and specialists
- Volunteer support with providing classroom resources
- Participation in regional and national conferences
- Scholarships for teachers to earn university degrees

Our education programs amplify the Ministry of Education's approach. We provide additional resources, training, and support to show how the Ministry's curriculum works with greater investment and training.

Tanglin Trust School, Singapore American School and John Barclay Elementary School (PA) brought much needed skills and resources to CFC's Teacher Training in 2018.

PARTNERS

TRAINING AT EVERY LEVEL

EARLY CHILDHOOD EDUCATION (ECE)

In 2018, we provided both internal and international training opportunities for our ECE staff. **Katie Sansom** of Tanglin Trust led a team that trained staff on the stages of childhood development and math teaching techniques.

Miranda Thomas offered a five-day teacher training for CFC staff on childhood development and points for interventions.

CFC Program Manager, **Chan Vandy** provided a workshop series for New Hope Cambodia and others on these topics leading to follow-up consultation and collaboration with CFC.

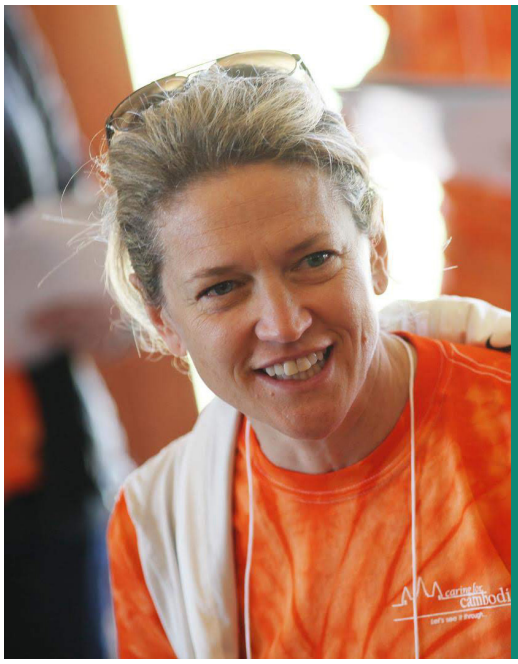
PRIMARY SCHOOL

In 2018, the Primary Schools team piloted a new approach to teacher professional development, after training with International Teacher Trainers twice a year and once with Cambodia's Ministry of Education. This Primary Schools team now supports each of CFC's five primary schools in running their own weekly Professional Learning Community meetings (PLCs). These learning communities foster teacher ownership of classroom goals and progress, and promote peer-learning.

Working with the provincial Ministry of Education, CFC piloted a new standardized test for third and sixth grades. These tests identify areas that need attention and develop specific learning objectives.

SECONDARY SCHOOL

Through CFC's teacher scholarship program 33 teachers earned their Bachelor's degrees in 2018, making a total of 93 CFC teachers who have earned a higher degree through this program. This investment in teacher's education is generously sponsored by the **Do and Rickles Family Charitable Foundation.**



In 2018, CFC Board Member **Liz King** stepped into a new role as Director of International Teacher Training. Her longtime service to CFC includes chairing the first Education Committee and working closely with the Ministry of Education to craft CFC's Teacher Training Memorandum of Understanding. She began her new role by working with CFC mentor teachers to set training priorities for the year. She then worked with teachers from several international schools to develop curriculum, protocols and resources for future trainings. Establishing a shared drive through Google for Non-profits allowed training teams from around the globe to share and build on previous workshops and feedback, taking teacher training to the next level.

THE BASICS

CFC's international supporters help students with necessary suppplies for getting to school and staying in school. This means uniforms, textbooks or a bicycle for getting to a junior high or senior high school, which is often some distance from a student's village. It also means shoes and backpacks, pens and pencils, notebooks and more.

Removing these barriers increases enrollment and attendance for students who have financial, familial or transportation challenges. It also leads to increased focus in the classroom. "The Basics" means that families can afford to send ALL of their children to school. CFC is committed to sustainable sponsorship and donations until communities can purchase items themselves.

- **Collection campaigns** give direction on needed items and provide marketing materials for groups and individuals
- **Monetary donations, Grants & Sponsorship** let us purchase items in country, building the local economy
- **Goods Donations Team** in Singapore sorts, packs and organizes transport to Siem Reap
- **Program Managers** in Siem Reap collaborate to distribute the goods where they are most needed

Each year, countless individuals, schools, churches, neighborhoods and businesses collect and transport important basic items to CFC students in need. This year, they were joined by **CFC School PTAs** and a group of **CFC alumni,** as well as **Tanglin Trust School, TD Securities, Alex Chung and Connie Hsia, the Wheadon Family, the Harris Family,** and **'The 100 Dresses Ladies'.**

PARTNERS

FOOD FOR THOUGHT

Longtime partner **Capital Group** is a vital financial supporter of CFC's Food for Thought program as is **Feed My Starving Children (FMSC)** which provides in-kind contributions of vitamin-fortified food for thousands of students every day. **United Parcel Service** deeply discounts shipping for this important donation. Many generous individuals directly support children's meals through CFC's Giving Tree including the **Venn-Palladino family, Anna O'Sullivan and Nicola Cole. The Abraham Lincoln Elementary School** (IL) raised funds for much-needed student meals. **Banana Backpacks** contributes funds to feed one student for a full year for each backpack sold.

PARTNERS

Reducing chronic malnutrition, CFC's Food For Thought program provided two nutritious meals per day to nearly 5,000 students in 2018. Food for Thought is a cornerstone program, enabling children to come to school, stay in school, achieve and graduate.

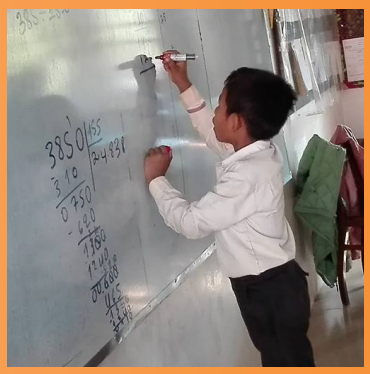
Why is this program so important? Parents in Cambodia make a choice each day about whether to send children to school or keep them home to help with chores and work. A recent UNESCO study found that Cambodian children are kept home or sent to work starting at the age of seven as their families face poverty and hunger.

At CFC schools, parents do not have to make the choice to keep any of their children out of school. Food for Thought ensures that students will be fed twice a day, alleviating this burden on their parents and making it far more likely that parents will choose to send their children to school. These meals increase attendance, decrease illness, and let our students concentrate in the classroom. This year, CFC created a partnership to share FMSC's Manna Pack with Safe Haven Medical Outreach to ensure the families of children with disabilities also have access to vitamin-fortified food.

"Sony has worked as a chef at Kong Much for 12 years which helps her feed her own family. She loves seeing the kids eating and happy every day. It makes her a happy person! You can definitely feel this woman's energy. Sony is the epitome of what CFC is doing right. Opportunities everywhere!"

~Jamie Amelio

LIFE AT CFC SCHOOLS



EARLY CHILDHOOD EDUCATION

CFC's Early Childhood Education Program serves over 850 Preschool and Kindergarten learners.

PRESCHOOL

Parents and guardians with children under 6 years old are welcome in our preschool communities. Two meetings a month provide educational activities for children and practical sessions for caregivers. Preschool teachers follow up with individual families at home. The curriculum offers practical steps parents can take to create a healthy environment for their children and stimulate their learning so that children are ready to succeed when they enter school.

KINDERGARTEN

Kindergarten in Cambodia focuses on children ages 3-5. Class times are shorter than in Primary School and include extra time for free play. Children focus on foundational learning skills and begin developing intellectual curiosity and critical social skills. In 2018, CFC expanded kindergarten parent involvement through monthly meetings to share child support strategies and health messages.

In 2018, CFC instituted Khmer classes for Preschool teachers to help them grow as educators. Preschool teachers are selected for their personal drive, their belief in education for future generations, and their standing in the community. Many did not complete formal schooling. Providing them with education is a way to invest in them as they are investing in their communities.

"Many of us preschool teachers did not finish high school but we are studying again with CFC's help. Studying Khmer and English is important to us. Being students now makes us better teachers."

~ Aranh Preschool Teacher

> **"I love to study Khmer and read books, I visit Aranh Primary School Library every day to read a book and gain more knowledge. I like my teacher very much!"**
>
> **~ Samphors, 8 years old**

PRIMARY SCHOOL

CFC students join their peers around the globe in a 21st century approach to learning that integrates subjects such as language and math with skills in technology and critical thinking. Combine this with inquiry-based learning and you see curious, active students working hands-on to solve problems and share their findings with their classroom and teachers.

In 2018, over 3,000 students in CFC's primary classes benefited from enhanced teacher training, solid support from mentor teachers, and a robust Academic Support program.

Among the supporters who enable excellence at the primary level, **Bob Ellis and Jane Bernstein** stand out for their sustained support over the years. Investing deeply in Kravaan Primary School, this couple has helped develop technology, expand the library, train the teachers and keep this school in excellent shape with needed infrastructure repairs and upgrades. In 2018, CFC received generous contributions in memory of our friend, Jane Bernstein.

In addition, **The Verhalen Foundation's** continued commitment to Cambodian education helped thousands of young children go to school in 2018.

Libertyville High School fully sponsored the Academic Support Program in 2018. Their commitment helped hone classroom skills for more than a hundred Cambodian children. With increased funding, a future goal is to expand this program to all five primary schools.

PARTNERS

ACADEMIC SUPPORT PROGRAM

This program helps those students struggling with Khmer literacy. It began at Kong Much Primary in 2012 where it continues with a dedicated classroom and Academic Support teacher, herself a CFC graduate. Students are identified as young as Grade 1 as needing support. After hard work with program staff, students usually return to their grade level within the semester.

SUMMER SCHOOL

CFC operates summer school during the month of September for all grades at all schools at 80% of school-year enrollment. Summer school offers students the chance to sharpen academic skills and review subject areas to solidify learning before going forward into the next grade.

RACE FOR BETTER EDUCATION

CARING FOR CAMBODIA
Race to Better Education
Running for Our Children's Future
2018

CFC's 3rd Annual Race to Better Education saw **224 CFC runners**! The Race raised over $6,000 USD, half of which was raised in Cambodia through personal fundraising efforts by Cambodian staff and teachers. They joined many global supporters, including the **France Family** who participated in the Singapore Kids' Spartan Race and **Team New England** as well as the sponsors listed below. All proceeds supported CFC Primary Education.

- The McCongaphy Family (Gold)
- Banana Backpacks (Gold)
- Tara Angkor Hotel (Bronze)
- Ivy Guesthouse (Bronze)
- Eleni Deoudes (Bronze)
- The Norris Family (Bronze)
- Steve Rozen & Barbra Levy (Bronze)

BANANA BACKPACKS

TARA ANGKOR HOTEL

IVY GUEST HOUSE & BAR SIEM REAP

SECONDARY SCHOOL

Over 2,700 students attend CFC's two junior high and two senior high schools. In addition to the regular curriculum, students at these schools benefit from programs such as Gender Equity, Career Preparation, Life Skills, Student Council, and increased ICT skill-building.

In 2018, Bakong High School earned a place among Cambodia's Top 100 high schools, and Aranh High School received the honor of a Level One Status awarded by the Ministry of Education, Youth and Sports.

CFC high school seniors maintained their 80% pass rate on the national exam, a full 20 percentage points higher than the country's average. CFC high schools see a dropout rate of 7%, compared with 20% percent nationally.

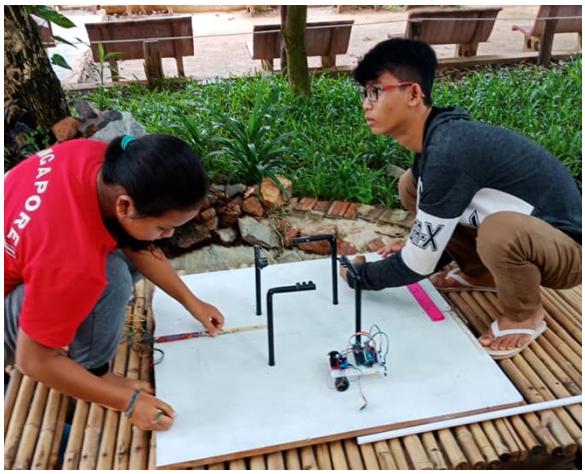
SCIENCE

Science education has grown at each of CFC's junior and senior high schools, each equipped with labs in physics, chemistry, and biology, providing experiential learning in the core sciences. 2018 saw students applying their new knowledge in robotics and at science fairs, as well as problem-solving in practical work areas that could lead to careers in STEM.

STUDENT COUNCIL

Student leaders work on many different projects each year, including library, groundskeeping, sports and fostering leadership among the student body. In 2018, 90 students participated in a Student Council exchange, making presentations using their newly acquired technological skills.

Our focus on science is made possible by the **Bartolotta Family's** consistent sponsorship. Their 5 year commitment is game-changing at this time as Cambodia contends with a shortage of science expertise at the high school level.

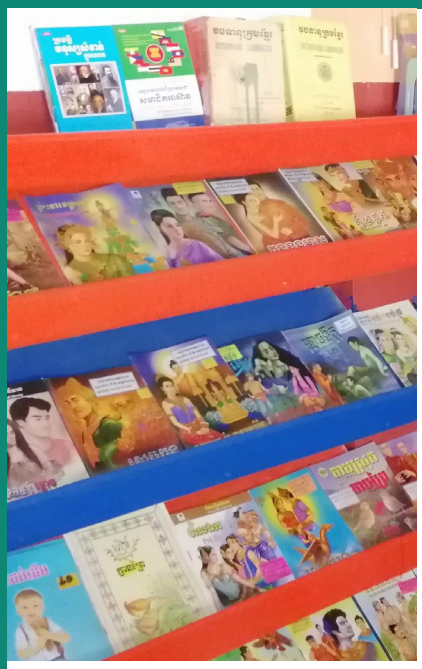


PARTNERS

LIBRARIES

In 2018, CFC libraries continued to see increased book-borrowing and library use with continued community reading events. CFC's nine libraries grew in importance and infrastructure, with significant improvements made possible by **TD Securities, employees of Microsoft Asia, Spinelli Investments** and others as well as donations from local communities and PTAs.

In 2018, CFC libraries began including early literacy games for the youngest students in order to support the schools' broader goals of getting all students reading at grade-level. CFC libraries evolved towards becoming more child centered, multi-use, offering more and varied resources and expanding research ability and inventory. Principals and teachers stepped in to meet the staffing challenges when key librarians took maternity leave. They were able to ensure that CFC students at all levels used the library for reading, literacy, research and community events.



TD Securities provided pivotal support for library expansion in addition to gifts to support other areas of student life at the schools. TD employees traveled to CFC schools to add their volunteer service to this fiscal contribution, helping to create an innovative new library at Bakong Primary School.

Keeping libraries stocked with books is our biggest challenge. In 2018, CFC was grateful to have the **Spinelli family** visit and solidify their ongoing support of the Aranh Primary School library. We also received a $500 book grant from **Footprint Café**, a local Siem Reap business.

PARTNERS

LIFE SKILLS & CAREER PREP

Career Preparation expands each year as CFC 10th-12th graders seek out opportunities and develop knowledge and skills about work and study post-graduation. The Career Fair now serves over 1700 students who come to meet future employers and learn about universities and training programs. Career Preparation classes prepare students for developing short and long-term goals, preparing CVs and cover letters, interviewing for jobs, gaining self-awareness, and working through stress. Field trips to five universities helped students plan their higher education futures and included scholarship resources. The Speaker Series brought successful Cambodians from a variety of fields came to CFC to tell personal stories about their career paths. Over 70 students interned as Teacher Assistants in CFC classrooms, learning about the teaching profession.

School Superintendent Ung Savy proudly declared in 2018 that **"100% of CFC graduates went on to higher education, vocational training or directly into the workforce."**

Alumni activities grew in 2018 with the creation of an alumni association. A new Facebook group is fostering the growth of this community and helping direct its impact. Alumni raise funds for CFC, come back to speak in the Career Preparation program, and come back to CFC to work. **Approximately 85 CFC alumni now work at CFC.**

USING GOALS TO MOVE FORWARD

"Through Career Preparation class, I know how to communicate with people, manage stress and make my goals clear. I understand about soft skills that are very important and useful to me. My friends and I apply it in daily life and for the future."

– Tida, 10th grade

"After I went to Phnom Penh, I realized the university where I am able to study the skills I like: Institute for Technology in Cambodia"

– Pech, 11th grade

MUSIC, ARTS, & SPORTS

The music program is now in its fourth year at Aranh High School. All CFC principals understand the value of music education and seek to include music classes in the future as funds become available. Students share their growing skills at assemblies and school gatherings wherever possible – no doubt accounting for the growing popularity of this program.

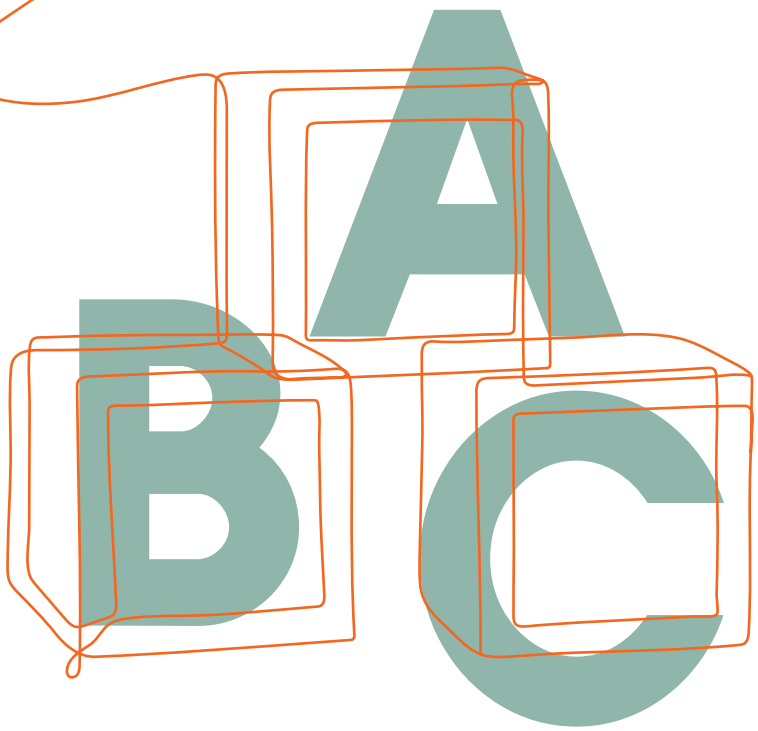
At each school between 50 and 125 students take part in basketball, volleyball, soccer and track, in addition to regular physical education activities. Playgrounds ring with the sounds of children calling out as they train and compete with each other in sports where CFC participates at local tournaments.

Arts and music flourished at CFC schools again in 2018 thanks to the **Spooner Family**, the sole sponsors of this program for the last four years.

Mitch Reichenbach, a twelve-year-old in California, combined his love for sports and helping others, to raise $500 for sports equipment.

PARTNERS

ENGLISH AS A *Second Language*



Tanglin Trust School's Year 12 service trip fundraising not only provided funds for their 'on campus' projects, but also supported CFC's ESL Program enabling CFC to pilot new integrated teaching strategies to over 700 students, reaching 2nd-4th grades.

In 2018, **Sean Sakdiponephong** returned to CFC schools to work with Program Manager Kol Sinat. They finished the 3rd year curriculum for the ESL program and trained teachers in its full implementation.

PARTNERS

In November 2018, CFC's ESL program achieved a milestone with full implementation of the new CFC-developed curriculum. Students now begin project-based English language study in 2nd grade, two years earlier than their counterparts nationwide. This better prepares them for work and study opportunities post graduation. Many volunteers propelled this program forward with 32 international visitors assisting in classrooms this year, helping with pronunciation and conversational activities to build fluency.

GENDER EQUITY

Gender Equity is a priority for Cambodia's Ministry of Education. CFC is proud to lead the field in implementing gender equity not just through dedicated programming but also by incorporating it into teacher training, career preparation, sports and other areas.

Gender Equity programming addressed topics including sexual identity, culture change, equity and equality, values, family and the workplace. Three Gender Equity staff worked with students as well as their families, and CFC teachers and staff. Outreach in 2018 resulted in 94 identified at-risk students returning to school.

Since this program's inception, committed supporters **EJ and Sara Wunsch** and **Sokunthea and Geoffrey Fite** are the reason that CFC's gender equity program is able to continue to change lives. This year, students at **Trinity Lutheran Seminary at Capital University in Ohio** raised funds to buy hygiene supplies for girls to help them stay in school.

PARTNERS

"I am a girl who is affected by discrimination. They say that girls do not have abilities like boys and should study less than boys because after you graduate you stay at home to take care of children. Before the gender equity program, I thought only men can find a good job and have a high salary. After CFC's gender equity program, my thinking changed from negative to positive and enlightened my life from darkness. I have confidence in myself. I dare to face problems that come up. I can go to school and have a job like a man, not just for women's rights day, but in my whole life."

~ Lika, 10th Grade

INFORMATION & COMMUNICATION *technology*

CFC's ICT Program revolves around a 21st Century Skills vision in which classes are less about learning to use a computer and more about learning how the computer – and technology in general - is a useful tool for life-long learning. Classes focus on developing communication, collaboration, and creative thinking skills. Secondary students learn basic coding, digital storytelling, living in an online world, and STEM/Robotics. The ICT Team also supports teachers in developing their own computer skills in order to integrate technology into their classrooms.

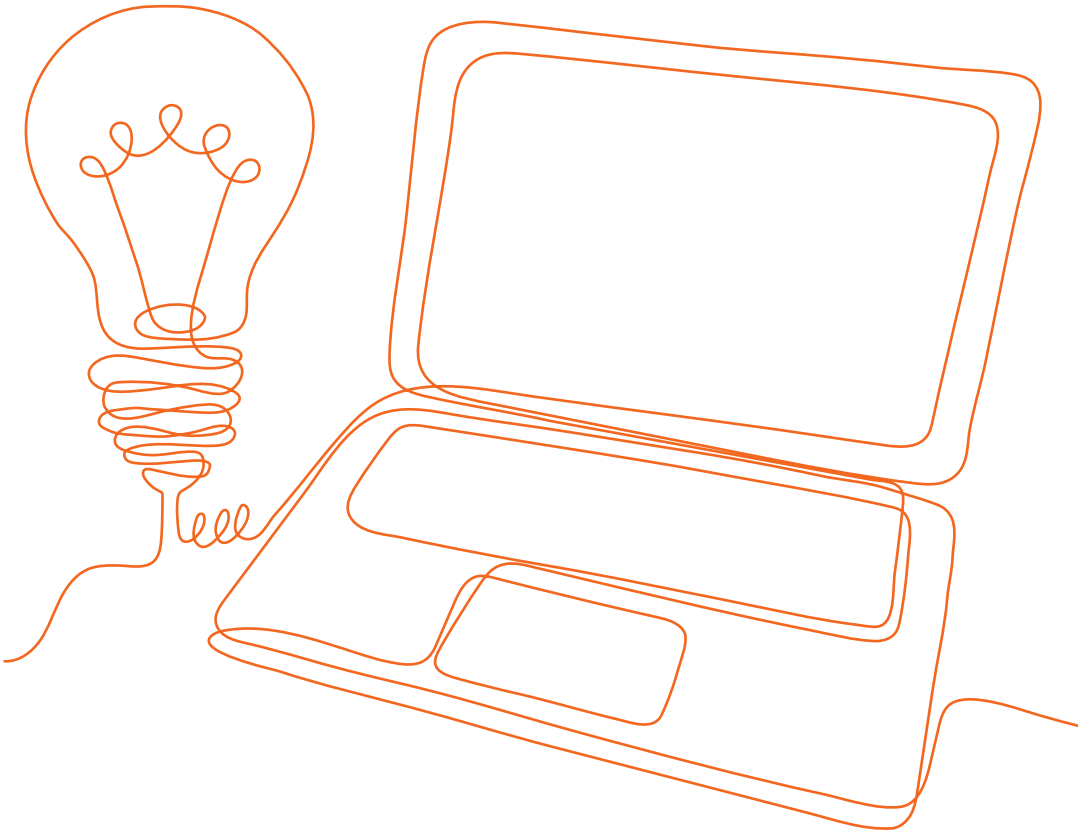
In 2018, CFC finished construction on a new ICT Center at Bakong Motwani Junior High School in the **Sheldon Family** Building. CFC supporter **Sara Fite** offered a five-day workshop for ICT Teachers on coding technology. A team of CFC students presented at the annual STEM Festival in Phnom Penh, sharing about their robotics creations.

ICT teachers showed growing skill and initiative as they trained CFC teachers in internet skills and how to better use technology in lesson-planning. Learning to use the Google Suite and Java Script increased teachers' ICT facility.

In 2018, CFC invested in expanded internet access for each of the primary schools and made progress towards two major goals:

1. Equipping primary schools with computers and other technology resources.
2. Supporting teachers' skills to increase learning opportunities for the students.

As part of these goals, CFC looks to increase the number of mobile ICT labs at the five campuses.



Three longterm ICT supporters demonstrate the power of sustained commitment. The generous gifts of the **Do and Rickles Family Charitable Foundation, the Choing Family** and **Savady Yem** make possible the excellent computer labs and training that keep CFC students at the cutting edge of 21st century skills in Cambodia.

PARTNERS

HEALTH EDUCATION & WASH

CFC's comprehensive Health Education Program reaches students, parents and the wider community, educating them about tooth brushing, hand washing and clean water. In classes, students learn about diseases and healthy practices, fitness, reproductive health and more. Each grade has their own topic and the health educators teach each class throughout the school year.

Run by a Health Program Manager and staffed by two full time school nurses, the program reaches all 6,600 CFC students and their families. A 100% volunteer Health Education Committee, primarily from Singapore, sends skilled professionals to CFC schools several times a year to help screen students' health and assist with trainings. In 2018, over 2,000 students were screened for vision, height and weight as well as any first aid issues.

Each of CFC's six campuses provides water and sanitation mechanisms that promote basic health.

- Handwashing stations with soap in soap socks
- Gender-separated toilets
- Menstruation-friendly toilets with locking stalls, hooks and trash bins
- Filtration systems with routine maintenance, open to families as a source of clean drinking water
- WASH Team meetings and a designated WASH infrastructure representative at each campus.

Dental screenings by Taiwan-based **Bliss and Wisdom** featured a sealant machine for use with younger students. Several years in, this non-invasive painless procedure is yielding results, as CFC students dental health improved in 2018. Those with cavities and serious dental issues are referred to the A**ngkor Hospital for Children (AHC)**. AHC also provides glasses at no cost to children under 16 who are referred with vision problems.

First aid kits are available and stocked at each school. Most teachers and staff, student council members, and preschool moms train in first aid with CFC. Future plans include providing this training to kindergarten parents and their families as well.

Health supplies and hygiene packets help keep families healthy. Primary students get a toothbrush at the beginning of each semester and use it daily in class. Hygiene packets are distributed at community meetings and to preschool mothers.

The health of CFC's student body and their families is directly due to the generosity and volunteer commitment of the Singapore-based **International Medical Clinic (IMC).** Their longterm support is making a significant difference. Partnership with **Angkor Hospital for Children** is critical in resolving health problems at low or no cost. Many skilled medical professionals such as Bliss and Wisdom lend their expertise to on-campus health screenings.

Health and hygiene packets make their way to CFC schools because of the generosity of volunteers around the globe. Supplies were funded and collected by the **SAS Elementary Club, Evolve MMA, Eagle Scout Zackari Kith** and many other individuals, schools and troops. **Soap Aid** ships recycled soap from Australia for CFC students and families.

Many supporters helped keep the water clean at CFC schools. In 2018, campus water sponsors included **Shields Family and friends (including the Salem Foundation), Connie Hsia and Alex Chung, TD Securities, and Butler Elementary School (Chalfort, PA).** Water Charity provided a generous grant to upgrade water filtration at the Bakong campus.

PARTNERS

VOLUNTEERS: *Making a Difference*

CFC began solely with volunteers. Over the years, that tradition continues to fuel CFC's growth even as paid staff have taken on core roles. Volunteers hold key positions as committee chairs, chapter leaders, international teacher trainers and committed youth and corporate groups. These dedicated individuals from around the world initiate activities ranging from collection campaigns to formal galas. Their collective efforts result in needed funds, volunteer growth and outreach that yields valuable connections, new funding opportunities and program growth.

HIGHLIGHTS

Make a Difference Service Trips GIVING TUESDAY EVENTS *San Francisco Gala* 15TH ANNIVERSARY LUNCHEON *Birthday Fundraisers* GENERAL MEETINGS *Boston Commons Walk* **Personal Fundraising Campaigns** *FMSC Events* COLLECTION CAMPAIGNS *Singapore Volunteer Luncheon* *Beads for Cambodia Sales* WATER TO WINE FUNDRAISER KHMER NEW YEAR CELEBRATIONS *Erin Condren Evening* SIEM REAP MARATHON ACTIVITIES *Speaking Engagements* **100 Dresses Project** *Shopping for a Cause*

LET US COUNT THE WAYS

AUCTION & GALA

In September, California chapter volunteers threw a **CFC Charity Gala**. Chaired by Edna Cooper and Marilyn Weber, this was CFC's second charity fundraiser in Bay Area. In addition to the keynote presentations by CFC Founder/CEO Jamie Amelio, guests listened to CFC Youth Ambassador twelve-year old Mitch Reichenbach from Orinda, CA who spoke about his passion for and commitment to CFC. The event brought together supporters from Singapore and across the US, as well as many new to CFC's cause.

This event was made possible by sponsors and donors including: K H Koo Charitable Foundation; Hong & Tinara Choing; Louis Lehot & the Partners at DLA Piper; Kate Murphy, Tom & Kate McCabe, Bill & Jamie Amelio; Geoffrey & Sokunthea Fite, Peter & Hope Bartolotta; John & Edna Cooper, Timothy & Nancy Brown; Savy Buoy; Stephen & Suellen Carson; Scott & Valerie Corvin; Bob Ellis; Dell & Sandi Hutchinson; Mike O'Neill & Carrie Rubin; Michael & Kristen Olosky; Marilyn Weber and photographer Ann Murphy and her team.

ANNIVERSARY LUNCHEON & FUNDRAISER

Fifteen Years of Caring Luncheon in Austin, TX. In September guests gathered at the Austin JW Marriott to celebrate CFC's 15th Anniversary. A lively luncheon, the event featured local newscaster Jenni Lee (KVUE) as emcee who interviewed Jamie Amelio on the history of CFC and latest developments at CFC schools. Texas supporters, new and old, joined longtime friends from Singapore and around the country to generously support new bathrooms and playgrounds at CFC schools, as well as other campus improvement projects.

WALK FOR A CAUSE

New England Walks for Cambodia, CFC supporters old and new walked 3k through the Boston Common and Public Garden to raise funds and support the CFC runners participating in the Race to Better Education/Angkor Wat Half-Marathon in Siem Reap in December.

COLLECTIONS CAMPAIGN

Evolve MMA serves as a shining example of the power of a collection campaign, raising over $19,000 USD through their efforts. Staff and clients of Singapore-based Evolve MMA, Asia's premier brand for mixed martial arts, organized a collection campaign for hygiene, first aid and school supplies, their second drive for CFC. This kind of philanthropic drive has been a pillar in the gym ever since it was founded in 2009. Members donate items at any of Evolve's four Singapore locations, filling cartons of supplies every week.

CROWD FUNDING

In 2018, CFC supporters raised funds for causes near and dear to their hearts. Using our Everyday Hero platform, individuals and families raised over $12,000 to meet current CFC needs. Others used digital platforms such as Give.Asia, Facebook and Pledgeling to inspire their friends and family to reach out a helping hand to children in Cambodia.

VOLUNTEER LEADERSHIP

EXECUTIVE TEAM

Chief Executive Officer: Jamie Amelio
Chief Operations Officer: Natalie Bastow
Human Resources Director: Dee Gallo

SINGAPORE TRUSTEES

Chairman: Chris Churcher
Secretary: Lori McConaghy
Treasurer: Vanessa Moore
Trustee: June Tan
Trustee: Kai Zhang

VOLUNTEER TRIP COORDINATORS

Chairperson: Maureen Pond
Singapore School Trips: Sharon Boyle
SG Trip Coordinator: Ellie Mills
Administration: Aaron Simmons

CHAPTER LEADERS & DEPARTMENT HEADS

Westcoast/California: Edna Cooper
Retail (US): Eleni Deoudes
National Programs Officer (US): Carolyn Viens
D.C. Area and Teacher Training Coordinator: Elizabeth King
Health Education: Barbara Levy
United Nations: Marybeth Shay
Youth Ambassador & UN Youth Representative: Kelly Procida

CHAIRMAN'S AWARD

Deeann Gallo is the recipient of the 2018 Chairman's Award for exemplary volunteer service. Dee first became involved in CFC in 2003 when she attended one of the first 'backpack parties' filling backpacks with school supplies and uniforms for CFC students. She coordinated and ran CFC's first 'Make a Difference' service trip and advised CFC in her area of specialty - human resources. In 2007, Dee and her family moved to Buenos Aires where she focused her energies on local charity work. In 2012, Dee and her husband moved to Florida to be closer to their two sons, and she returned to volunteering with CFC.

She has served as Human Resources Director since 2013. In this role, she oversees hiring of the Management Team in the US, Singapore and Cambodia as well as the recruitment of the support team in Siem Reap, and helps define CFC's succession plan. She also monitors the salary structure, salary increases, bonus plans and human resources policies, drawing on market research in Cambodia, the US and Singapore. Dee says "seeing the amazing growth that has occurred since the inception of CFC keeps me motivated to continue giving back to this incredible cause!"

"Dee gives of herself so generously and embodies our 'staying bothered' movement. In her role as Human Resources Director, she has taken us to a new level of professionalism with our global teams. It is an honor to present this year's Chairman Award to someone I truly admire." ~ Jamie Amelio, CEO and Founder CFC

BUILDING A BRIGHTER FUTURE ONE CHILD AT A TIME
At Caring for Cambodia, our goal is to secure a better brighter future for the children of Cambodia through education.

CARING FOR CAMBODIA

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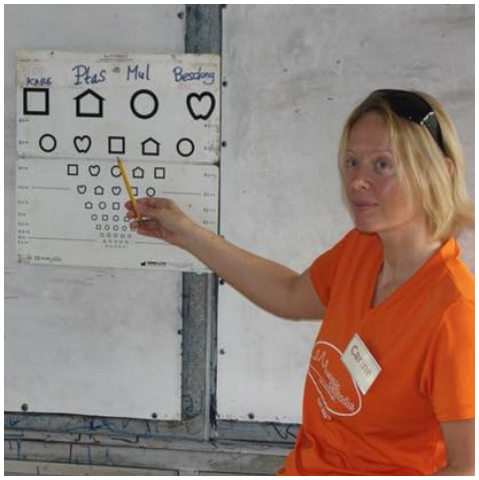


Cambodia
Dance
2018!

CARING FOR CAMBODIA
Before:
During:
After:
CARING FOR CAMBODIA

SEEING ORANGE *in Action*

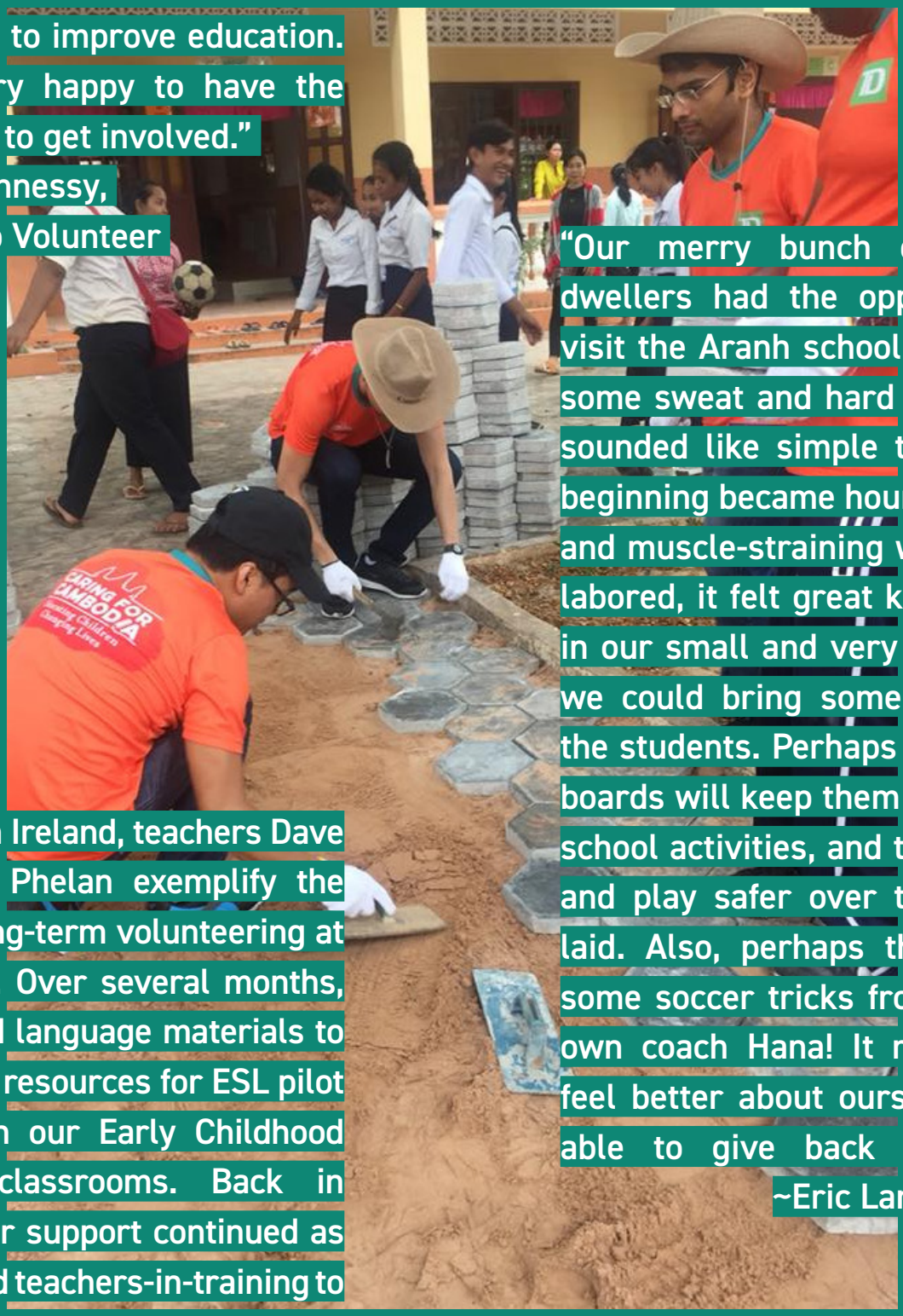
Experiencing the activities at our CFC campuses amplifies the understanding of all that we do. Hundreds of supporters visit our campuses each year to participate in service projects and observe the impact of our valuable programs. Siem Reap staff and volunteer trip coordinators work together to create 'MAD' (Make A Difference) itineraries that match each individual or group with authentic and most needed school projects while ensuring that our students and our communities are respected and protected. Individuals, families, corporate and school groups help build and maintain campus infrastructure, work with students in English as a Second Language classes, and keep CFC moving forward. Skills, interests, budget, time and size of group are all considered when designing the projects. Trips allow supporters to see firsthand how wisely their donated dollars are spent.

2018 COMPLETED VOLUNTEER PROJECTS

Fences ~ Paving Stone Walkways ~ Classroom Furniture ~ Gardens ~ Transferring a Preschool to a New Location ~ Painting ~ Concrete ~ Refurbishing Classrooms ~ Plumbing Repairs ~ Ceiling Repairs ~ Roof Repairs ~ Making Classroom Resources ~ Bulletin Boards ~ Build and Repair Study Huts ~ Playgrounds ~ Sport Courts and Cafeterias

For more information about visiting CFC schools, contact volunteers@caringforcambodia.org or *visit the Get Involved page of our website to download our comprehensive trip guide*.

"We had a great time getting to know the kids and working on improving their school. The need is great in Cambodia for volunteers and funding to improve education. We are very happy to have the opportunity to get involved."
~ Laura Hennessy, Service Trip Volunteer



"Our merry bunch of big city dwellers had the opportunity to visit the Aranh school and chip in some sweat and hard work. What sounded like simple tasks in the beginning became hours of sweaty and muscle-straining work. As we labored, it felt great knowing that in our small and very brief effort, we could bring some comfort to the students. Perhaps our bulletin boards will keep them informed of school activities, and they can run and play safer over the tiles we laid. Also, perhaps they learned some soccer tricks from our very own coach Hana! It made us all feel better about ourselves being able to give back something."
~Eric Lam, Microsoft

Hailing from Ireland, teachers Dave and Niamh Phelan exemplify the power of long-term volunteering at the schools. Over several months, they created language materials to supplement resources for ESL pilot programs in our Early Childhood Education classrooms. Back in Ireland, their support continued as they inspired teachers-in-training to volunteer at CFC schools, and they themselves continue to volunteer on our campuses in Siem Reap.

YOUTH & SCHOOLS

International schools have been an integral part of CFC's success. Through awareness and fundraising events, donations of supplies and hands-on service trips, our youngest volunteers make a huge difference for their friends in Siem Reap. Friendships develop through pen pal exchanges, village rambles, sports, cooking lessons, temple tours, classroom participation, service projects and more.

College interns strengthen CFC's ability to provide high quality education, through their research, writing and analytical skills. Felicity Wang of Brown University, Lela Biggus of Providence College and Natalie Heineman of UT Austin built CFC's capacity through their efforts.

CFC Thanks

The Bullis School

Brown University

Butler Elementary School

Canadian International School

Chatsworth International School

Damai Secondary School

Del Rey Elementary

German European School

Hong Kong International School

Indian Creek School

Jerudong International School

Libertyville High School

Lincoln Elementary School

Little Oaks Montessori

Manchester Early Childhood School

National University of Singapore

Oregon Episcopal School

Overseas Family School

Pennsylvania State University

Piedmont High School

Providence College

The Ross School

Singapore American School

Skyline High School

Tanglin Trust School

Stamford American School

University of Windsor

Woodlands High School

INSPIRATIONAL YOUTH

Several schools partner with CFC in ways that go far beyond a trip or donation. **Tanglin Trust School, Singapore American School, Libertyville High School** are examples of learning communities that have woven traditions of service learning, awareness and fundraising with CFC into the fabric of their schools. Trips to Siem Reap are the culmination of teachers', parents' and students' work throughout the year. These partnerships have fundamentally changed learners, teachers, families and futures on both sides of the exchange.

WHAT ONE YOUNG INDIVIDUAL CAN DO

To earn his Eagle Scout award, the highest and most prestigious award for a Boy Scout, **Nik Kapur** raised over $2300 in donations from his local community. A portion of the money was used to purchase supplies to make 300 family hygiene kits, and the remainder was given to CFC to build a study hut for students. Nik traveled to Siem Reap to personally deliver the donated kits. "This project has driven me to want to help more in my community, and I hope that somehow it has inspired others to do the same."

SCHOOL AND YOUTH EVENTS

Ugly Sweater Run ~ Art Sale ~ Collection Campaigns for Hygiene Items and School Supplies ~ SAS Fun Run ~ Uniform Drives ~ Band Jam ~ CD Sales ~ Wine and Cheese Events ~ Birthday Fundraisers ~ Spartan Race

TANGLIN

In 2018, The Tanglin Trust School in Singapore (TTS) launched the Junior Awards Scheme for Schools (JASS), offering Year 5 and 6 students the opportunity to develop philanthropic awareness, complete their own fundraising, take part in service work, and discover more about themselves and their world. This builds on a longstanding tradition of TTS service and fundraising with CFC.

In 2018, Year 6 students raised over $20,000 which they donated to CFC. Their efforts culminated in a service trip to Cambodia where students applied the skills they had developed and saw the results of their record fundraising efforts: a range of projects across multiple schools: paving walkways; constructing and painting colorful bulletin boards to brighten up classrooms; funding classroom furniture, paint, water tanks, and a variety of other resources. In addition, funds were directed to the CFC Career Preparation Fund which helps support teaching assistants, field trips, and career fairs at all school campuses.

Also in 2018, TTS Year 12 students and teachers traveled to Siem Reap for their annual service trip, beginning work on projects that their donated funds made possible, such as helping CFC to develop its new ESL curriculum.

STAMFORD AMERICAN INTERNATIONAL

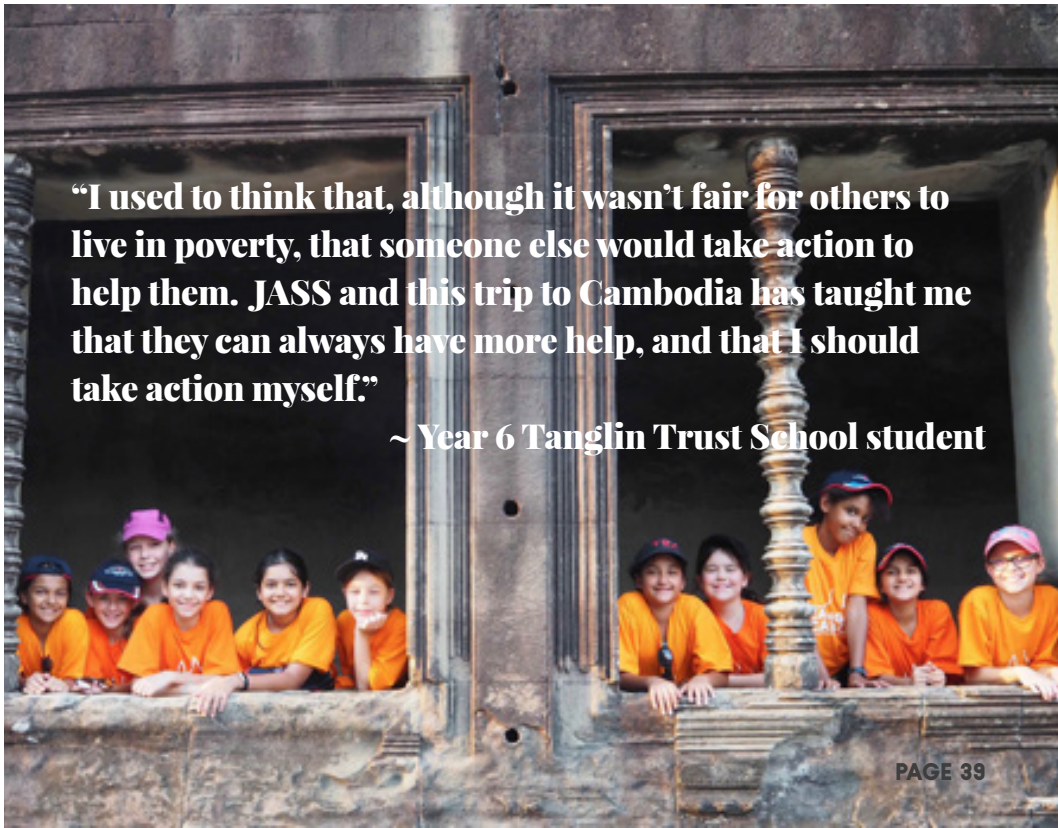
Stamford American International School grew in engagement with CFC students and schools. They raised $15,000 USD for the advancement of CFC programs.

LIBERTYVILLE

The CFC Club at Libertyville High School (LHS) demonstrates ingenuity and excellent student leadership, under stewardship of teacher Tiffany Owens. Club members organized a 'Band Jam' that showcased students' musical talents and an Ugly Sweater Run, as well as a packing party with CFC's Food for Thought partner, Feed My Starving Chidren (FMSC). These creative efforts raised enough funds for CFC's Academic Support Program for one year. COO Natalie Bastow visited the school to update these students on the impact of their efforts and hear plans for their next service trip in June 2019.

SAS'S CFC CLUB

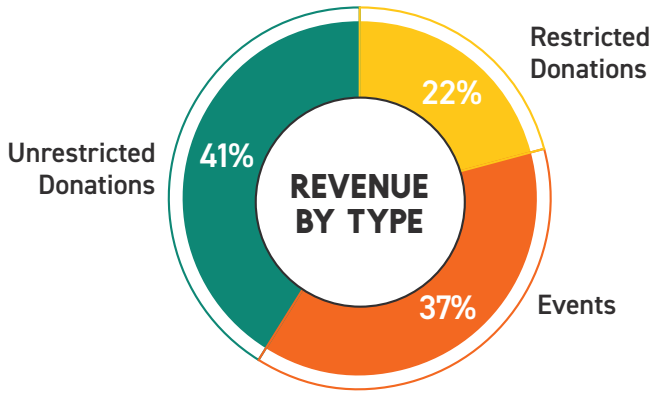
Singapore American School (SAS) clubs deepened their relationship with CFC students and campuses through projects, donations and fundraisers in 2018. Elementary students ran "One Mile for Reading" to support literacy at CFC schools, as well as raising funds and items for over 140 hygiene packets. The high school club raised funds for 575 hygiene kits and donated 10 projectors. They also lent their efforts to improving the Aranh Sakor campus and strengthened their bonds with CFC students during a service trip.

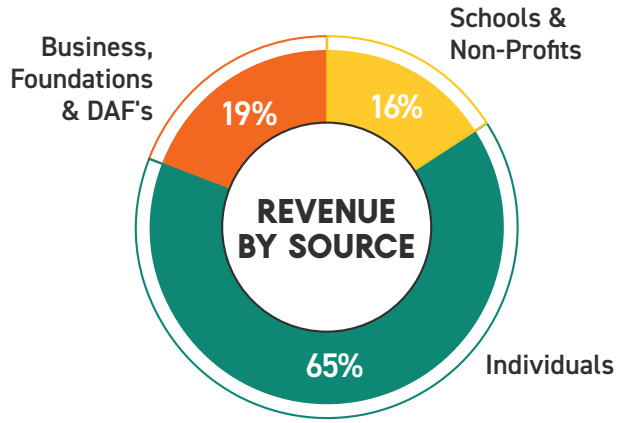


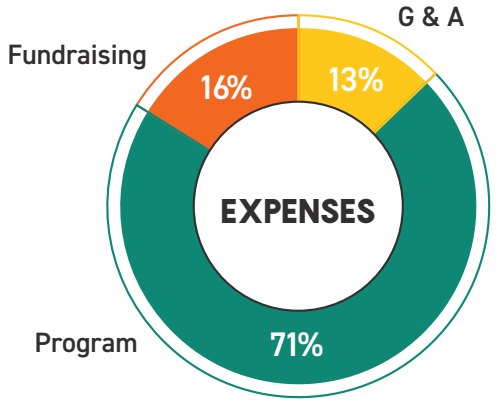
FINANCIALS

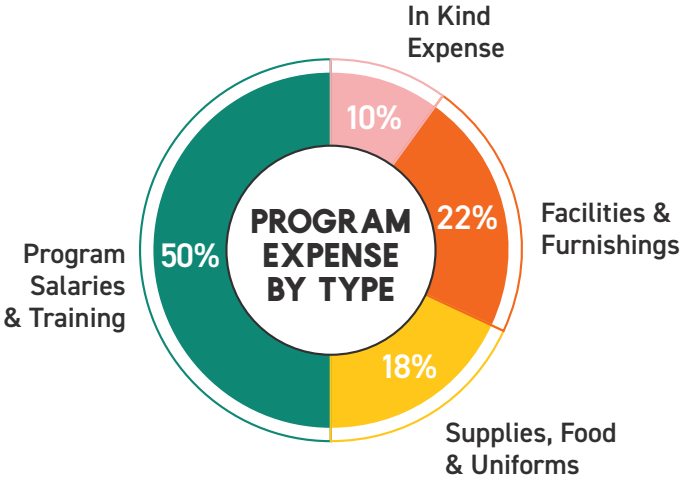
At Caring for Cambodia, we use every dollar donated as efficiently and effectively as possible with the intention of being the best stewards of the generous gifts we receive.

"The cost to educate one child for a full year is consistently at or near $180."









STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2018 AND 2017

	2018	2017
Assets		
Cash	$ 652,566	$ 693,369
Investments	351,462	379,245
Contributions receivable	77,800	50,000
Deposits	1,249	702
Land, school buildings, and equipment	740,065	761,857
Total assets	**$ 1,823,142**	**$ 1,885,173**
Liabilities and Net Assets		
Liabilities - Accounts payable	$ 1,300	$ 993
Net Assets		
Without donor restriction	1,587,957	1,595,424
With donor restrictions	233,885	288,756
Total net assets	1,821,842	1,884,180
Total liabilities and net assets	**$ 1,823,142**	**$ 1,885,173**

STATEMENT OF ACTIVITIES & CHANGES IN NET ASSETS

YEARS ENDED DECEMBER 31, 2018 AND 2017

	2018			2017		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support						
Contributions	$ 337,500	$ 221,936	$ 559,436	$ 458,493	$ 328,138	$ 786,631
In-kind donations	80,566	-	80,566	88,427	-	88,427
Membership fees	765	-	765	1,385	-	1,385
Fee for services	3,816	-	3,816	4,622	-	4,622
Miscellaneous	1,594	-	1,594	22,160	-	22,160
Special event revenue	382,530	-	382,530	144,983	-	144,983
Net investment (loss) income	(11,034)	(16,736)	(27,770)	11,684	41,586	53,270
Interest income	1,280	-	1,280	187	-	187
Total revenue and support	797,017	205,200	1,002,217	731,941	369,724	1,101,665
Net Assets Released from Restrictions	260,071	(260,071)	-	570,809	(570,809)	-
Total revenue, support, and net assets released from restrictions	1,057,088	(54,871)	1,002,217	1,302,750	(201,085)	1,101,665
Expenses						
Program services - Program expenses	759,766	-	759,766	790,878	-	790,878
Support services:						
General and administrative	137,034	-	137,034	116,965	-	116,965
Fundraising	167,755	-	167,755	167,268	-	167,268
Total expenses	1,064,555	-	1,064,555	1,075,111	-	1,075,111
Change in Net Assets	(7,467)	(54,871)	(62,338)	227,639	(201,085)	26,554
Net Assets - Beginning of year	1,595,424	288,756	1,884,180	1,367,785	489,841	1,857,626
Net Assets - End of year	**$ 1,587,957**	**$ 233,885**	**$ 1,821,842**	**$ 1,595,424**	**$ 288,756**	**$ 1,884,180**

BBB ACCREDITED BUSINESS
GUIDESTAR PLATINUM PARTICIPANT
CHARITY NAVIGATOR Three Star Charity
GREATNONPROFITS 2018 TOP-RATED NONPROFIT

WAYS 2 GIVE

EVERYDAY HERO

Raising funds for a CFC project near and dear to your heart became easier in 2018 with the launch of CFC's Everyday Hero (EDH) platform. CFC launched this platform in September and raised over $12,000 through its amplified reach. The choice of EDH hinged on its transparency, ease of use, and effectiveness relative to its cost. All platforms cost between 1-3% in processing fees. In 2018, many donors chose the option of covering these fees, increasing the percent of donated funds going directly to CFC.

Everyday Hero is easy to use and every little bit makes a difference for children in Cambodia. Inspire your friends and family to give and together you can change a life.

With three easy steps, you create a portal for sharing your vision and purpose.

1. Create your page with your cause and your goal
2. Upload photos and any personal inspirations
3. Share via email, Facebook, Instagram, Twitter or the platform of your choice

ATTEND AN EVENT

CFC events range from large to small, and attendance is a wonderful way to support education for Cambodian children while enjoying time with friends, old and new.

CARING FRIEND MEMBERSHIP

CFC's Caring Friend membership is $35 per year and comes automatically when you register as a CFC monthly donor. Membership includes a welcome kit, newsletters, priority event registration, discounts on logo items, and access to travel guide and service trips to CFC schools.

COLLECTION CAMPAIGNS

Collection campaigns are an easy way for supporters to contribute items needed by our students and schools, while raising awareness of CFC in communities near and far. These campaigns keep CFC costs down, making a financial difference.

CORPORATE GIFTS, SPONSORSHIPS, & COMMUNITY INVESTMENT GRANTS

Companies in Asia, North America and Europe invest in CFC through gifts, grants and sponsorships. If your company invests in community, connect them with CFC.

CORPORATE MATCHING

You may be able to double your impact! Many employers match donations dollar for dollar. These contributions can add up to the cost of an entire CFC program. CFC can help connect you with your designated HR contact to enroll.

DONATE TO CFC'S GENERAL FUND

Unrestricted gifts are the best way to keep teachers teaching and students learning. CFC is able to educate thousands of children through gifts, at a cost of $180 per student per year. Supporters give online and also through checks, gifts of stock, wire transfers and other options.

ENDOWMENT

A strong Endowment Fund will anchor the financial future of our schools. You can help us ensure that the programs we worked so hard to establish today will see our students through a better tomorrow.

GIVE WHILE YOU SHOP

Shop AmazonSmile, iGive, the PayPal Giving Fund and other sites that give up to 3% of proceeds to CFC each time you buy. Simply choose CFC as your designated nonprofit. Also, visit the Orange Market on our website to buy CFC logo items.

HOLIDAY GIVING TREE

Honor a teacher, friend, neighbor or family member with your gift of hope. Choose from selection of items in our online Giving Tree catalog, available October through January each year.

LEGACIES AND BEQUESTS

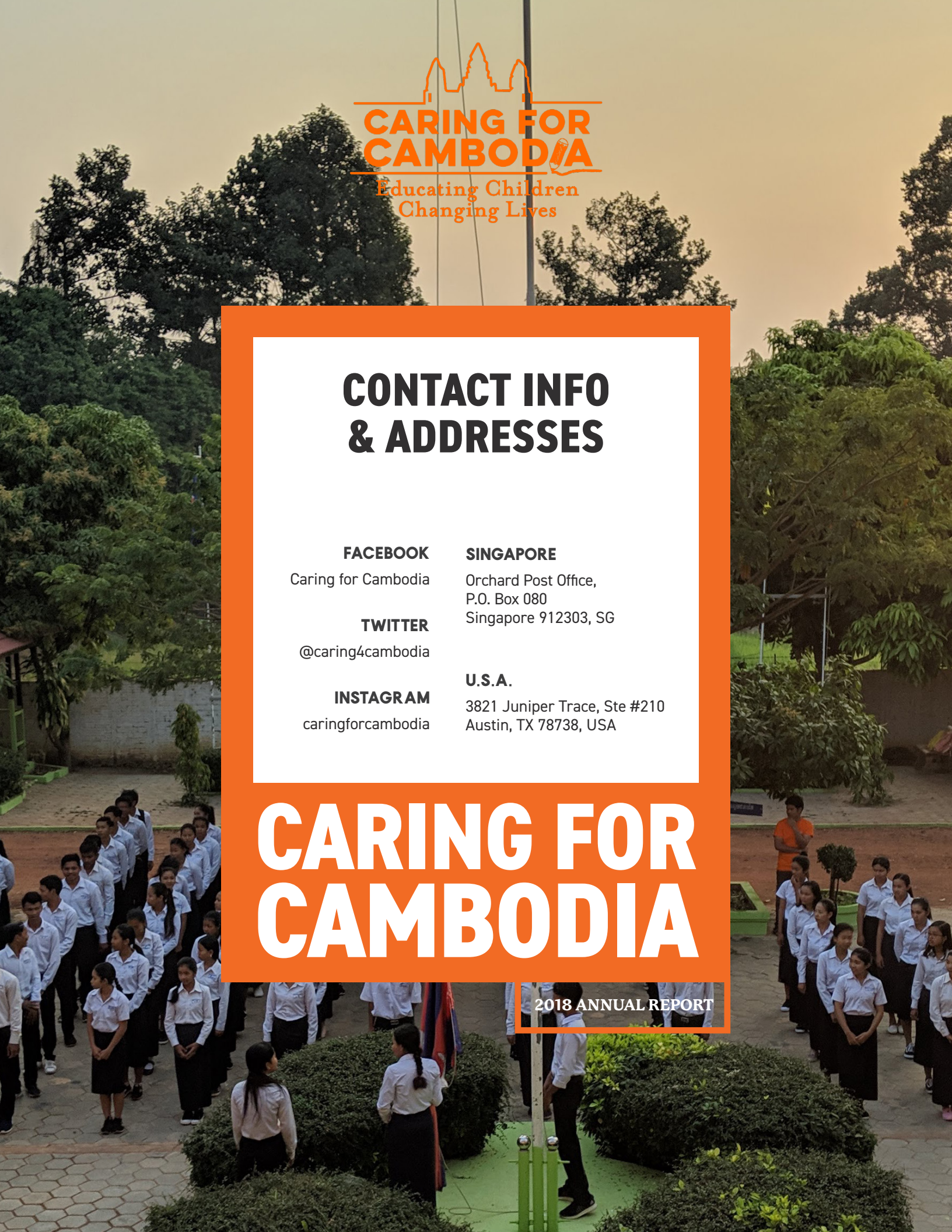
Adding CFC to your will is a wonderful way to leave a legacy and impact the lives of children for generations to come.

MONTHLY DONORS

Sign up as a monthly donor and become a CFC Caring Star. Donors who give as little as $15/month provide education for one child for one school year. Those who give $100 a month enable a campus to have clean water for a year. Monthly giving helps donors avoid the end of year rush, while helping CFC to plan and Cambodian students to learn.

PERSONAL FUNDRAISING CAMPAIGNS

You can support CFC's Give Hope Give Education campaign, or you can launch a personal fundraising campaign of your own. It's as easy as 1, 2, 3!



CARING FOR CAMBODIA

Educating Children
Changing Lives

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CARING FOR CAMBODIA

2018 ANNUAL REPORT