



**CARING FOR  
CAMBODIA**

Educating Children  
Changing Lives

**2016 Annual Report**



# History

“When founder Jamie Amelio first visited Cambodia in 2003, she discovered a country rich in culture, history and beauty, but desperately lacking in education mentors. Caring for Cambodia was founded later that same year. With the help of over 4,000 financial supporters and a team of over 400 committed volunteers, we are now providing over 6,600 students in 21 safe, clean, well-equipped schools with world class education and pathways to a successful future.”

## Board of Directors

Founder & CEO – Jamie Amelio  
 Chairman – William J. Amelio  
 Treasurer – Joanne Leong Neidow  
 Secretary – Michael O’Neill  
 Director – Cuong Do  
 Director – Christopher Graves  
 Director – Elizabeth King  
 Director – Brent Nelson Smith  
 Director – Hong Choing

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 Chief Financial Officer – Kristie Hess  
 Development Director – Lydia Breckon  
 Human Resources – Dee Gallo

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 Accounting Assistant – Holly Kruetter  
 Singapore Development Officer - Vanessa Moore

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 Deputy Country Director – Christin Spoolstra  
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 Executive Assistant – May Kheng  
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 Secondary School Coordinator – Ouk Chanda  
 Secondary School Assistants – Saing Sokhan, Cheoun Kimheut, Van Kimry  
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 Primary Education Manager – Soung Sopheary  
 Preschool Coordinator – Suy Mea Lea  
 Library Coordinator – Chann Vanndy  
 Mentor Teachers – Chea Sopha, Sok Sokha, Touch Sithat  
 ESL Program Manager – Kol Sinat  
 Information Communication & Technology Manager – Voeun Vantha  
 Database Coordinator – Kim Vanthen  
 Health Education Manager – Oun Nemoll  
 Health Education – Sok Phy, Loan Ratha  
 Gender Equity (Girls Matter!) – Chhum Ratha  
 Food For Thought Manager – Suy Sophea  
 Visitor Program Manager – Loeung Sophal

## Volunteer Management Team

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 Dee Gallo – Human Relations Director  
 Laura Andrews – Communications Director  
 Georgina Bach – Trip Coordinator  
 Donnalea Barber – Canadian Liaison  
 Adrienne Barla - Youth Ambassador  
 Karen Barnes – Communications Team  
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 Lori McConaghy – School Liaison  
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 Carla Portelli – Website Manager & Graphics  
 Kay Schot – Education Committee Co-Chair  
 Peter Schwemm – Good Donations  
 Marybeth Shay – United Nations Liaison  
 Aaron Simmons – Events & Invoices  
 Jenilee Yelland – Volunteer Outreach  
 Martha Zeeman – Social Media

## Chapter Leaders

**Singapore** – Tracy Dowell, Regional Director, Asia  
**Austin/Southwest** – Chris Sharp, Southwest Liaison  
**Washington D.C.** – Liz King  
**San Francisco/West Coast** – Edna Cooper  
**NYC/Northeast** – Muriel Cornelis  
**Chicago/Midwest** – Carolyn Viens  
**Siem Reap** – Christin Spoolstra, Deputy Country Manager

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# A letter from the CEO

What happens when you make a deep investment of time, attention and resources, all focused on education in one Cambodian province? Things change. Students thrive. Teachers take risks and lead their country in new teaching techniques. Cambodian leadership learns, grows and stands ready for more.

How do we know? In 2016, CFC graduated our first class of students with the benefit of a complete CFC education from preschool through graduation. These graduates led the province by about 20% in the national high school exam. And now they are going on to work, higher education and technical training, and staying in touch with us at CFC.

We know these kids will do well. Some have already returned to CFC as mentors and supporters. We hope they will help us finish building an education project that will endure for future generations.

I have never been more confident with CFC's leadership at our schools. The continuous training, follow-up and support received from so many has really paid off. Our Cambodian team is now identifying leaders in their own backyard. Our model is working, and more and more, they are taking the reins. This is progress!

Our school communities are also more engaged. Parents are more committed to keeping their children in school, and when possible, they are taking the initiative to help with their studies and provide things they need for school, like uniforms and shoes. Parents value the education their children are receiving, and they want to see them continue on to become productive members of society. We want the same for them. These students are industrious, creative and full of enthusiasm to embrace learning. Their future is bright.

Peace,  
 Jamie Amelio  
 Founder & CEO



CFC's CEO forgoes a salary and sets a strong example of giving back. In addition to leading the organization, she traveled throughout North America, Europe and Asia in 2016, raising awareness and building resources for CFC.



In March, Jamie spoke at The Chicago Council on Global Affairs symposium on how women are affecting change in the health field. She emphasized the urgency of continued attention to Cambodia's educational needs.

In April, Jamie served on an expert panel with Cambodian-born author Luong Ung at Kent State University (sponsored by Women for Women of Ohio), describing how CFC has helped to rebuild the country one child at a time through its 21 schools.





# **Our Mission**

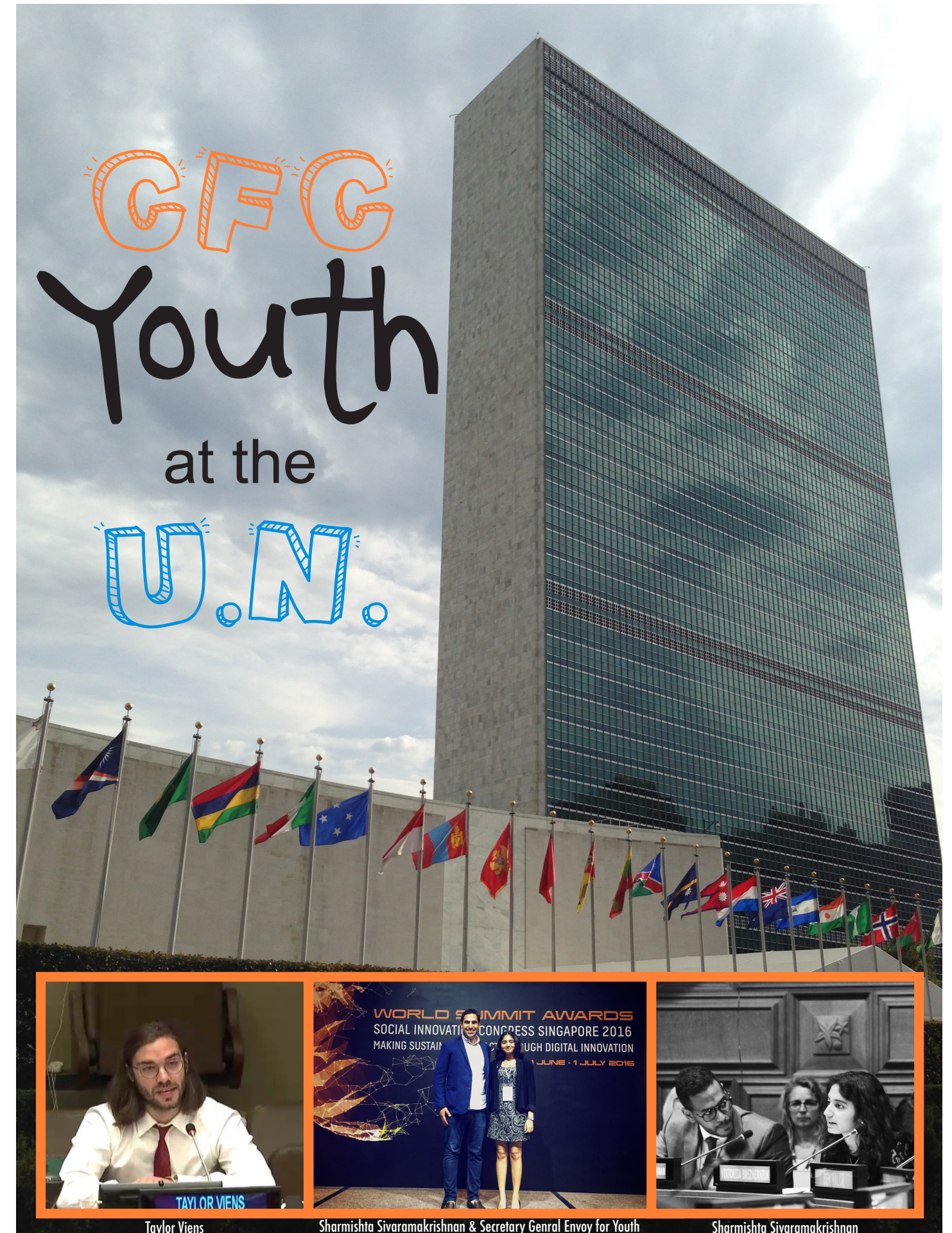
**Caring for Cambodia (CFC) is educating a generation of Cambodian children today, to make a difference for Cambodia's tomorrow. Our schools are safe, modern and technologically equipped. We train teachers, provide tools, and remove barriers to learning. We build Cambodian leadership to guide and sustain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

# United Nations

## *Sustainable Development Goals*

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 align with CFC's goals that include universal 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 are critical in their role to enforce these goals. **Sharmishta Sivaramakrishnan** was active in the 66th UN DPI/NGO Conference, International Women's Day, International Youth Day, UN Day, Zero Discrimination Day, World Humanitarian Summit, ECOSOC Youth Forum and interned for the Office of the Secretary General's Envoy on Youth's Office. **Taylor Viens** served as a panelist on Global Grassroots Education as well as an active representative at the ECOSOC Youth Forum on Education and Poverty Eradication.



# Teacher TRAINING



Teacher Training is how educational change in Cambodia will take root and endure. CFC trains teachers in internationally recognized best practices, changing classrooms and creating child-centered learning. CFC teachers go on to train and mentor others, steadily changing the culture of education in Cambodia.

In 2016, CFC moved closer to our goal of amplifying the impact of our Teacher Training by sharing our model and techniques with teachers beyond the CFC system. Over 40 non-CFC teachers attended our trainings in Siem Reap. The Ministry of Education asked CFC to provide training for regional teachers at the Ministry's Teacher Training Center on ICT topics and materials for health curriculum.

## Sharing Knowledge:

In May, CFC hosted a two-day conference on ESL, sponsored by the **Moneygram Foundation**. Led by Curriculum Specialist Whitney Szmodis and ESL Program Manager Kol Sinat, the conference was attended by the Ministry of Education, teachers and educators, and local NGOs. CFC taught about technology integration in ESL classrooms, student-centered learning and classroom management techniques, lesson and resource planning, and transitions from primary to secondary ESL curriculum.

In Phnom Penh, as presenters at CAMTESOL, an annual conference attended by teachers from over 30 countries, CFC's ESL staff spoke about primary ESL teaching through project-based learning and group work strategies. Kol Sinat says, "I am very proud that my team shared these experiences with other teachers at this conference."

In 2013, CFC Board Member **Cuong Do** established the *Cuong Do Scholarship Program*, offering all CFC teachers the chance to earn a university degree and study English in return for a future commitment to teaching at CFC schools. In 2016, the program graduated an impressive 24 teachers. Mr. Do visited CFC schools this year, and announced wonderful news for CFC faculty: Qualified teachers can now earn a Master's Degree through this program.

Teacher trainers joined together this year, coming from **Singapore American School, Taipei American School, Tanglin Trust** and the **American School in Japan** to train librarians, leaders, and teachers from Preschool through Junior High in literacy, math, science, physical education and more. Trainers provided two three-day workshops, bringing resources, activities, and expertise to help CFC teachers make challenging aspects of their subjects come alive in learning games, experiments, and other strategies. New to the mix of international trainers this year were teachers from **Hong Kong International School** who focused on teacher observations.

The success of these training workshops were aided in large part by the work of CFC's Education Committee who spent countless hours preparing materials for the literacy workshops. These volunteers met regularly in Singapore to prepare resources, and traveled to Siem Reap where they completed their projects and added some finishing touches to library and classroom bookshelves.

Widening/Expanding the circle of impact, over 400 parents and families joined CFC staff and international teachers to learn about new classroom activities that trainers bring to our schools.

## Expert Teachers' Weekly Trainings:

CFC Primary Mentor Teachers and Secondary Level Support Assistants share classroom expertise and best practices with newer teachers, continually developing their tools and strategies. In 2016, the team continued to adapt to an increase in teachers at our schools. CFC added an additional 10-week teacher training series and paired our newest teachers with more experienced colleagues.

"TO US, THIS IS THE GREATEST INVESTMENT POSSIBLE IN THE EDUCATION OF THE NEXT GENERATION OF CHILDREN IN CAMBODIA. BETTER TEACHERS WILL LEAD TO MORE EDUCATED STUDENTS."  
**Cuong Do and Lori Rickles**

## Graduates

**Meas Sarik  
Soung Sopheary  
Voeun Vantha  
Ouk Chanda  
Rem Sophal  
Nheik Nhel  
Saing Sokhan  
Ouk Pheavy  
Sao Prany  
Im Sok Chamroen  
Soung Raya  
Kep Kra Aup**

**Chea Channa  
Eam Ya  
Hoeung Sinan  
Song Reaksmeay  
Chea Socheat  
Nou Peou  
Chheave Keo  
Chhoeurn Kimhut  
Seng Boravy  
Phun Bopha  
Thon Brathna  
Yom Thouk**



Partners in Teacher Training

**Tanglin Trust School**  
Katie Sansom – Team Leader  
Charlie Churcher  
Sarah Davies  
Angela Dawson  
Claire Hammond  
Delph Hastwell  
Harry Hope  
Nicky Hodges  
Fiona Knight Lucas  
Caro Rushworth  
Helen Sampson  
Charlotte White

**Singapore American School**  
Sarah Farris – Team Leader  
Jenny Redlin – Team Leader  
Devin Bokaer  
Lauren Bokaer  
Vicky Colorado  
Cherie de Zwart  
Katie Goggins  
Jemma Hooykaas  
Shabari Karumbaya  
Alexis Kimball  
Rachael Kumar  
Jasper Lawrence  
Craig Olsen  
Scott Riley  
Mari Ropicky  
Heidi Ryan  
Mariel Slater  
Teresa Smith  
Teresa Sundaresan  
Selvie Sundari  
Anne Wenstrom  
Alison White  
Stephani Zarikow

**Taipei American School**  
Kim Carter  
Pearl Morris  
Angela Mackenzie

**American School In Japan**  
Heidi L'Heureux  
Marc L'Herureux

**USA**  
Whitney Szmodis

**Canada**  
Dani McArthur  
Ann Lenchack  
Jeanne Chew

# At the Schools



## Early Childhood EDUCATION

CFC is a national leader in early learning. We provide early childhood education through 12 preschools and a kindergarten program. Our preschools lead the country in best practices and early enrollment. This early enrollment, in turn, makes it more likely young students will stay in school, achieve, and go on to graduate.

Designed to support mothers 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 first years have so much to do with how the next 80 turn out.”

Bill Gates

### Preschool Support



CFC's first dedicated preschool supporter, **Agility Logistics**, has been helping preschool children and mothers since 2012. With a unique understanding of the importance of preschool for all that follows, Agility invests in CFC's youngest students.

Long-time supporters **Richard and Sue Cook** dedicated their birthdays to CFC this year. They generously funded a year's salary for a kindergarten teacher and several projects for our youngest students: a much-needed new ceiling in their classroom, hundreds of new books for their school library and a new, brightly-colored and safe playground.

**Jack and Neha Herrmann** of the **Herrmann Foundation** gave brand new toys and learning materials to CFC preschool classrooms, inspired by Neha's mother, **Anu Sachdev**, a PhD candidate at **Lehigh** with a special interest in preschool education.

# Primary School

PTAs at every school ✓

Room parents in classrooms ✓

Community reading events ✓

Local volunteers at schools ✓

*CFC's five primary schools saw higher enrollment in 2016. While increased enrollment means increased class sizes, that's a problem we're all too happy to take on. Recent leadership and management workshops, combined with primary teachers' growing levels of expertise through training, have led to CFC's primary dropout rate falling to below two percent this year.*

## Kravaan

Kravaan school was recognized by the local community for great performance in management, leadership, and relationship with the community. CFC manages Kravaan School in significant partnership with **Bob and Jane Ellis**, since 2010.

## Kong Much

**Academic Support:** Some students, especially those who enroll in school later, struggle with language and literacy, setting them back in all learning. CFC's Academic Support program works with these students at Kong Much Primary School, boosting skills and reintegrating learners into the regular classrooms once they are able.

## Bakong

Last year, the **Cernosia Family Foundation** and CFC built a new building for Bakong Primary School students, replacing an older structure in need of repair. In 2016, the Cernosia family continued to steward their investment, with **Christine and Dave Cernosia** supporting Bakong Primary libraries.

In 2016, after 14 years of growth in infrastructure, CFC assessed all campuses for needed maintenance and repair. With support from the Board and CFC donors, we devoted 2016 to making our campuses shine. Buildings, playgrounds, bathroom facilities, and walkways that had become worn from use saw a comprehensive refurbishment this year.



## English as a Second Language

CFC's ESL program begins in primary school, setting us apart from most Cambodian schools where instruction begins in 7th grade. In 2016, **Moneygram Foundation** supported a pilot where students began learning English in second grade. CFC plans to expand the pilot program and to integrate material from other courses such as math, science and technology into the curriculum.

### Flying off the Shelves!

Students are reading more than ever because of extra encouragement at home, as parents increasingly attend community reading events. This year CFC had a **28%** increase in books being borrowed! Libraries are open every school day for class reading programs, literacy programs, and for students and their families.

**“Full-time librarians and organized library activities are extremely rare in the Cambodian public school system, and CFC is very proud of all our schools for continuing to instill in our students a lifelong love of reading and learning.”**

Christin Spoolstra, Deputy Country Manager





“CFC has set the bar for learning, bringing international standards of education to Cambodia. CFC schools are the model for education for our country.”

His Excellency Hang Chuon Naron  
Minister of Education, Youth and Sports

# Secondary **SCHOOLS**

CFC joins top-performing schools all over the world in a shift towards project-based learning. Integrating skills across subject areas develops students' mastery of the material, as they solve problems using knowledge from multiple subjects.

**Integration in Action:** Students used integrated learning as they worked with **Plastic Free Cambodia**. Students shared presentations with communities, families, and businesses, using computer and public speaking skills. Teachers and staff led workshops and school clean-ups, and incorporated plastic recycling into lesson plans. Music students changed the lyrics of a popular song to share the message. ICT classes experimented with PhotoShop to illustrate the negative effects of plastic on the environment. Art students displayed recycled art and entered photographs into weekly contests. One of the winning photos shows Amelio School kindergarten students recycling at their schools.



**21st Century Skills:** English language, technical skills with computing and hardware, knowledge of biology, chemistry, physics and other sciences – these certainly prepare students to work in growth sectors in Cambodia. Other skills such as critical thinking, creative problem solving, and new knowledge generation are in demand in Southeast Asia's new economies. CFC students are learning all of the above, often in classrooms that integrate hard and soft skills as well as academic content and technical prowess.

These gains are the direct result of ongoing investment by several key supporters who understand the significance of graduating with 21st century skills. Sustained contributions by **Cuong Do and Family**, the **Bartolotta Family**, the **Choing Family**, the **Yem Family**, the employees of **Microsoft Asia** and others have enabled CFC to build the labs and the teachers' skills, so that our high school students graduate with ICT and STEM abilities that are recognized by national and international companies.

## SCIENCE

Thanks to ongoing commitment from the **Bartolotta Family**, and other CFC supporters who believe that science education is key to our students' future, high schoolers learn in well-supplied, hands-on labs. Teacher training in sciences grows each year, and we see corresponding increases in student achievement. In 2016, high school students declared biology, chemistry and physics best prepared them for university.





“ THE GREAT IMPACT IS STUDENTS GETTING JOBS AFTER GRADUATION - NO ONE IS OUT OF A JOB. THIS IS WHAT WE WANT TO SEE: OUR STUDENTS BECOMING INDEPENDENT AND JOINING A DYNAMIC SOCIETY IN THE FUTURE.”

Ung Savy  
Cambodia Country Manager and Superintendent of CFC Schools

In 2016, 367 students graduated from CFC schools, including the first class to attend CFC schools from Kindergarten through graduation (75 students). These students graduate with academic knowledge, leadership experience and technical skills. CFC

students earned an **82% pass rate** compared with the national average of 62%. National exams are more difficult for students from rural and impoverished communities like Siem Reap, making these results all the more impressive.

Many of our graduates will pursue additional studies or vocational programs. Forty students were awarded state scholarships. Four students received interest-free loans from **Oasis of Hope (OOH)** to study at University of Cambodia in Phnom Penh. Started in 2015 by **Eddie Chee**, OOH helps students with financial expenses, personal and technical skills, and English classes.

## Career Preparation

Career Preparation equips high school students with a postgraduate tool kit that helps them get jobs or go on to higher education and training. Students learn skills needed to work in growth fields, in Cambodia and regionally. This program directly affects 870 students from 10th through 12th grade at our two high schools through activities including:

- Teacher Assistant and Student Intern programs
- Speaker Series with peers across a range of jobs and alumnae
- Curriculum including job applications and interview preparation
- Field trips locally and annually to Phnom Penh
- Annual Career Fair with local employers

# Congratulations CLASS OF 2016

OUR FIRST  
PRE K - 12  
Graduating Class!

*Koy Sochetha  
Chent Senat  
Cheoun Ratha  
Po Bunlean  
Pheap Bengka  
Rern Kolarp  
Vong Danuphon  
Soung Chet  
Sean Chanbopha  
Seth Kim Seang  
Seing Rendaro  
Heang Leak  
Chai Chea  
Nut Saveith  
Khang Sopbeak*

*Kaop Phaly  
Kaop Srei Ny  
Sangkhem  
Ngeke Srei Ne  
Chan To  
Chan Sothea  
Chart Vanny  
Chun Pheaktra  
Cup Leang Meing  
Thon Kuntea  
Thon Monor Keo  
Thein Ratha  
Ty Pith  
Tuy Srei Pech  
Bech Srei Pich*

*Phal Chan  
Phun Bich  
Peik Chun  
Mao Sen  
Ren Chonnoul  
Reoun Sunty  
Reoun Sunty  
Teoum Sophala  
Lean Sokha  
Leat Solar  
Veoun Somnang  
Sombath Chea  
Song Po  
Sun Chanty  
Sum Visal  
So Ratha  
Lut San  
Sen Tum  
Houn Rith  
Houn Sorin  
Hing Srei Ny  
Horn Chea  
Arn Sothan*

*Im Jrep  
Eoung Pileam  
Eoun Dy  
Ken Khun  
Thank Senorn  
Thai Vutbea  
Tum Sodeth  
Phal Som Oun  
Meith Sopheap  
Muth Sevon  
Muth Sevai  
Reim Selar  
Lun Sovanna Rith  
Sean Sal  
Suy Sopbeak  
Sum Pisean  
San Serei  
Sib Kim Sorng  
Hai Phong  
Hou Hing  
Leing Srei Touch  
Ear Peing Ai  
Arn Sothea*





# Student Council

Student council members are leaders at each CFC campus, working on eight different projects throughout the year, including library, groundskeeping, sports and leadership. In early March, representatives from four schools gathered for the Fourth Annual Student Council Exchange. They demonstrated strong public speaking and leadership skills as they presented to an audience that included Department of Education Vice Chief Uk Sao Sokha, CFC management and school administrators, and showcased their technology skills through PowerPoint and video features.

In 2016, we expanded beyond the Teacher Assistant program to include Student Interns for the first time as part of our Career Preparation Program. In exchange for a few hours of work each week in CFC programs or at **The Bridge Gallery**, CFC provides students with individualized professional development and a certificate of achievement.



**Sue Guiney**, founder of **Writing Through Cambodia**, returned to CFC schools twice in 2016 to conduct poetry writing workshops at Bakong Motwani Junior High School and Aranh Junior and Senior campuses. These workshops improve written and spoken English fluency and enhance self-esteem by encouraging students to value and express their own thoughts and feelings. This workshop focused on gender equity issues and rights, appropriate themes given that the class was held on International Human Rights Day.

## Graduates In Focus

Sean Sal ranked number three in her class at Aranh Sakor High School and is attending university. She has learned how to create academic and life goals and important study techniques that she can apply to her future. According to Sean,


“SUCCESS IS NOT EASY, BUT IT IS WORTH IT. I COULD NOT IMAGINE WHERE I AM TODAY WITHOUT MY TEACHERS. TEACHERS ARE LIKE MY SECOND PARENTS. THEY ARE THE ONES WHO GUIDE THE WAY FOR ALL STUDENTS TO REACH THEIR GOALS.”

Chun Peik now attends university through a CFC scholarship, and speaks English confidently. A Student Council leader and 3-year intern with the Pen Pal program, Chun is currently interning at CFC affiliated **Bridge Gallery**.


“A MILLION THANKS TO CFC FOR ALWAYS SUPPORTING US WITH A REAL EDUCATION AND USEFUL SKILLS. I HAVE LEARNED SO MANY THINGS AND NOT JUST FROM COURSE BOOKS.”

# Art, Music & Sports

Expanded Programming: Art, music and sports help to build motor skills, creativity and technical skills that are useful in the job market. It offers students opportunities to apply skills in creative and dynamic ways.



During a service trip, **Steve Carson** organized a two-day basketball clinic for students from Bakong High School and Aranh Sakor High School.



**Candi Joniak of Soccer 2000** in Downers Grove, Illinois donated seventy soccer jerseys and t-shirts for students to wear during physical education and soccer practices.

This year **Lehigh** intern **Harrison Birabaharan** and long term volunteer **Sean Saktiponephong** provided art instruction to students in a variety of media, from murals to individual pieces. Sean integrated the work with **The Bridge Gallery**, giving our students 'real life' experience running weekly events, handling customer service, and stocking and cleaning the shop. Additionally, **Jean Louise Ayodei of EvolveArts Singapore** delivered a collection of art supplies and spent two weeks working with CFC's

primary and secondary students on collage, mural and paint techniques.

**The Bridge Gallery** customers worked with CFC interns at weekly events, sharing art supplies, refreshments, and personal guidance on art. In addition to building students' interpersonal skills in English, these CFC events taught student interns basic principles of business such as budgeting, bookkeeping, and how to approach financial transactions.



*Thanks to the Spooner family of New Hampshire, CFC's music program entered its second year. Under instruction of a local musician and teacher, the program encompasses piano, guitar, percussion and vocal music for students on the Aranh campus. In 2016, students focused on contemporary music, and participated in many CFC ceremonies.*

## Beyond the Curriculum

### Basic Tools

CFC's supportive programs remove barriers, enabling children to attend school. According to a UNESCO study, almost a quarter of Cambodian students aged 7-14 are forced to give up school. Parents decide on work over school in part because they cannot afford the cost of textbooks, transportation, uniforms and school supplies.

CFC provides the necessary tools for children to successfully pursue education, including the most basic


items: something to wear and something to use for writing.

### Life Skills

Life Skills at CFC schools expands the Cambodian curriculum by offering a variety of subjects that build children's skills. Students learn from teachers and volunteers in classrooms and at a dedicated building on the Aranh School campus. Subjects include agriculture, electrical, plumbing, and bike repair.



Cambodian electricians **Doern Somal and Heim Saron** have volunteered every Saturday for two years teaching useful skills to CFC students.



**Feeding Minds Fighting Hunger (FMFH)**, the fundraising platform that raised \$100,000 for Food for Thought in 2014, now supports a new initiative, "**Vegetables for Change**", with a focus on working school gardens. A class taught by a local Agriculture Expert focuses on agricultural and entrepreneurial skills. The goal is to have students sell their harvests at local markets. In 2016, the program reached all junior and high schools, engaging teachers, students and school principals. Skills learned tending the school gardens will be utilized at home with their families. Supporters such as **Melissa Edwards** and her 'Suds for Change' project make the program possible.

# Health EDUCATION



CFC's Health Education Program now reaches students, parents and the wider community. Beginning with early lessons on tooth brushing, hand washing and clean water, students go on to learn more complex lessons on disease and healthy practices, fitness, reproductive health and more. Our program now reaches preschool mothers, providing vital knowledge in a country where healthcare is often inaccessible or unaffordable. Volunteer clinicians join our Health Education team, screening students'

vision, dental health, height and weight. CFC tracks students' health and refers those students in need of intervention to our partner health care providers in Siem Reap.

CFC's Health Education Committee completed a record number of student screenings (over 2000) for vision, dental health, height and weight during their three 2016 trips. Results are immediately entered into our health record system to ensure consistent monitoring of student health levels. Cambodian

staff members applied new skills in technology and are now the owners of the data system.

Teams go beyond the classroom to deliver health education. Hundreds of parents and community members attended informational meetings regarding intestinal worms and parasites, dengue fever and oral hygiene.



## Partners in Good Health

### International Medical Clinic

Special thanks to the **International Medical Clinic (Singapore)** for their donation of new scales and height measuring equipment that greatly enhanced the team's efficiency. IMC's invaluable partnership extends to volunteer health screenings with medical professionals, first aid trainings and significant financial support for health education at our schools since 2011.

### A Defining Moment in CFC's Health Education

During his four year tenure with CFC, Health Program Manager **Im Uom** worked to define the school health program and create program components such as clean water and hand washing, skills-based health education and health screenings. He solidified CFC's partnerships with **IMC** in Singapore and **Angkor Hospital for Children** in Siem Reap.

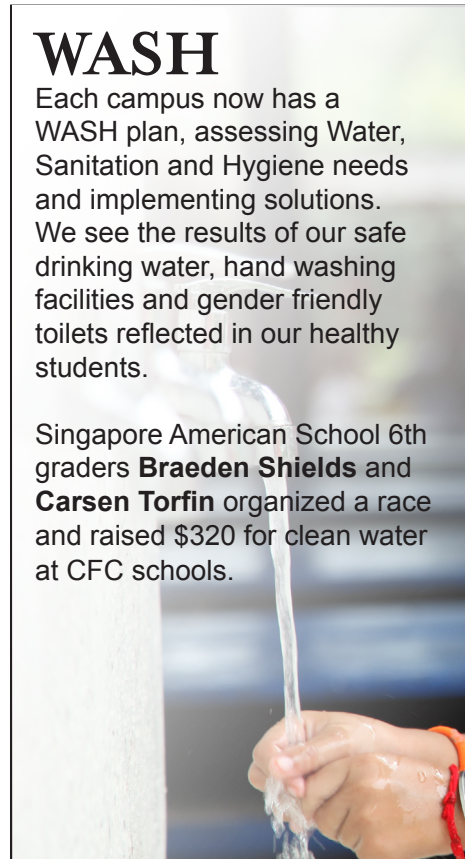
**“UOM'S 2016 DEPARTURE MADE IT CLEAR THAT HIS LEADERSHIP HAS EMPOWERED HIS TEAM, WHO NOW CARRY THE PROGRAM THEMSELVES. THIS IS A BIG STEP FOR CFC TOWARDS SUSTAINABILITY.”**

Barbara Levy, Health Education Committee Chair

### WASH

Each campus now has a WASH plan, assessing Water, Sanitation and Hygiene needs and implementing solutions. We see the results of our safe drinking water, hand washing facilities and gender friendly toilets reflected in our healthy students.

Singapore American School 6th graders **Braeden Shields** and **Carsen Torfin** organized a race and raised \$320 for clean water at CFC schools.



## Health Curriculum

- grade 1 Healthy hand washing
- grade 2 Oral hygiene
- grade 3 Worm prevention
- grade 4 Diarrhea prevention
- grade 5 Nutrition
- grade 6 Puberty
- grade 7 First aid
- grade 8 Drug abuse & smoking prevention
- grade 9 HIV/Aids
- grade 10 Hep B prevention
- grade 11 Reproductive health
- grade 12 Family planning



In early May, CFC's health team was joined by a group of volunteer dentists and assistants from the international organization **Bliss & Wisdom**, providing preventive care, screening and referral for over 480 CFC students.

Donations of soap, toothpaste and toothbrushes were distributed to students during community meetings and through our preschool and primary curriculum. This is possible because of generous contributions from many supporters, including significant product donations from **Smilefocus Singapore, GSK, Soap Aid** and **Unilever**, and large scale collection campaigns by **Temasek** and **Evolve-MMA**.

*"Caring for Cambodia is a wonderful organization that shares the values we hold dear at EVOLVE. We look forward to doing more to help the kids in Cambodia. Together, we can change the world for the better!"*

Chatri Sityodtong  
Founder and Chairman, Evolve MMA



**Food for Thought**  
is CFC's most  
expensive program,  
at nearly **\$150,000**  
**USD** per year.



Food For Thought (FFT) provides two nutritious meals a day to thousands of CFC students – **over 1 million meals per year.**

These meals are the reason many students attend school, and a large part of why they are able to learn.

At nearly \$150,000 USD per year, FFT is CFC's most expensive program, and yet it ranks as our most valued program according to students, parents and community members.

FFT relies on help from many. Based on the Manna-Pack of fortified rice and protein contributed by **Feed My Starving Children (FMSC)**, CFC adds fish sauce with vitamins and local vegetables to complete the meal. Chefs (often parents or grandparents of our students) prepare food beginning at dawn, and serve meals at breakfast and lunch.

On the other side of the globe, CFC supporters volunteer to package the food at lively FMSC packing events - six in 2016!



Giving back to their community from the other side of the world, chefs from **Maketto**, a DC restaurant owned by Cambodian-born **Seda Nak** and **Erik Bruner-Yang**, taught preschool families to make delicious and nutritious family meals.



A vital partner in the FFT program, **UPS** underwrites much of the cost to ship a container of food to our schools.





# Girls Matter!

*Girls Matter!* is changing lives for girls and their communities at CFC schools. In Cambodia, school enrollment for girls decreases between junior high and high school. Staying home to accomplish chores and caring for younger siblings contributes to the family, whereas a girl in school costs the family money for transportation, books, supplies and uniforms. A significant dropout rate trend begins at around sixth grade. Girls' lack of education correlates with ongoing poverty, lack of self-determination, and vulnerability to abuse and exploitation. CFC designed and implemented our Girls Matter! program to break this cycle, and it's working.

Gender Equity counselors work with girls and boys during the secondary school years to resolve problems and engage them in needed conversations about gender issues. By carving out concentrated time in the school curriculum and prompting community-wide discussions, initiatives like this one are creating positive change.

THE GENDER EQUITY PROGRAM GIVES GIRLS THE COURAGE TO SEEK OPPORTUNITIES, THE CAREER PREPARATION PROGRAM GIVES SKILLS TO PURSUE THEM, AND YOUTH COUNCIL PROGRAM GIVES THEM LEADERSHIP SKILLS TO CAPITALIZE ON THOSE OPPORTUNITIES.

Who supports this steady progress towards equity? A handful of core CFCers have made Gender Equity their priority, raising and contributing funds since the program began three years ago. **Sokunthea and Jeffrey Fite, Ed and Sara Wunsch**, and the members of **Women for Women Ohio** keep CFC's Gender Equity in their sights, year after year. **Cuong Do's** campus improvements allowed for safer, more hygienic bathrooms, and the **Verhalen Foundation's** 2016 focus on job readiness for girls brightens the future for our female high school graduates.

**“I used to be scared and shy, but I have gained a lot of confidence through the program. I now know my value and have become brave.”**

Tenth-grader , Por Noun

# Volunteers in ACTION

Volunteering with CFC began with a small group of dedicated expatriates in Singapore. They raised funds, collected items and provided a multitude of skills through service trips to our schools. Now, CFC volunteers live in 40 countries, and represent many different ages and backgrounds. North America and Asia chapters are maturing, and new ones are beginning. CFC's West Coast, Northeast and Washington DC chapters are seeing increased

membership and turnout at events. Partnerships with school CFC clubs are growing in the Midwest and elsewhere. Singapore's chapter continues to draw committed volunteers and introduce CFC to new donors who contribute resources to CFC schools. The Texas Chapter hosted a record breaking fundraising gala.

## Chapter Activities

- CFC leadership speaking event
- FMSC Food packing parties
- US Federal Campaign participant
- Bunco Balance Yoga Day
- Evening for Orange
- Dell Beauty Night in Austin
- MAD trips
- Maketto Comedy Nights
- Khmer New Year celebrations
- NYC Happy Hour at Num Pang
- Keynote speakers at Lehigh Alumni event
- California Gala
- Panelist, Chicago Council on Global Affairs
- Panelist, Kent State University event
- Newcomer coffees
- Singapore Volunteer Luncheon



One of 2016's outstanding developments was the growth of local volunteerism and engagement in Cambodia, as the CFC community in Siem Reap gave time, money, books, expertise and more. PTA and village contributions made it possible to buy library books, build a gate, fences and benches, among other things. Parent involvement in classrooms amplified teachers' impact. Local hotels and businesses contributed sponsorships and funds they raised through donation boxes. And most dramatically, over 100 CFC staff, teachers, students, family, and friends put themselves on the starting line to raise funds for CFC by running the Angkor Wat Half Marathon. The Siem Reap Chapter's first ever fundraising event raised \$17,000 from global supporters, businesses and individuals in Siem Reap.

California Chapter Leader **Edna Cooper** and volunteers from the Bay area hosted CFC's first West Coast charity gala in February, in downtown San Francisco at the Julia Morgan Ballroom. The event brought together CFC supporters from 8 states and as far away as Singapore. Artwork, vacations, fine wines, and jewelry were auctioned, raising funds to support CFC schools and programs.



In October, CFC's Austin, TX chapter hosted our annual 'Evening for Orange'.

This event broke previous fundraising records. CFC volunteer **Austin Amelio**, of Walking Dead fame, emceed the event, and was joined onstage by **Austin Mayor Steve Adler** who recently returned from CFC schools. A lively auction inspired the evening's guests to support a number of campus causes, from bikes to buildings.

## Evening for Orange ...Sponsors...

- 24th Street Investments
- Amber Hart Realty
- Peter and Hope Bartolotta
- Chinatown Center
- Nitro Swimming
- Savy Realty & Acquisition, Inc.
- Seven Custom Homes
- Maggie Sheldon
- XXM Business Summit



## Charity Gala ...Sponsors...

- DLA Piper (Lead Sponsor)**
- Bill & Jamie Amelio
- Hong & Tinara Choing
- Brent & Sandra Smith
- Sokunthea Oum & Geoffrey Fite
- David & Anne Wilhoit
- Stephen & Suellen Carson
- Bill & Andrea Fulton
- Bob Ellis & Jane Bernstein
- Carolyn & Erik Viens
- John & Edna Cooper
- Barbara Davis
- Carl & Mary Lukach
- Marilyn Weber, Ann Murphy



## Sponsors

### Iron Man Sponsors

Microsoft Asia

The Yem Family

Gallo Family

### Triathlon Sponsors

The Bastow Family

The Finelli Family

### Marathon Sponsors

Feeding Minds Fighting

Hunger

Tara Angkor Hotel

Belmiro's Pizza & Subs

Thakral One

## Caring Hand Award



Carolyn Viens received the Caring Hand Award, presented to her at the CFC Gala in San Francisco, by Founder Jamie Amelio. The award celebrates her long-time volunteer work and support, beginning in 2009 when she and her daughter, Jackie, took part in a service trip. Unflagging and dedicated, Carolyn initiated both CFC's California and Midwest chapters, and is now CFC's National Programs Officer. She is the point person for all new volunteers in the US, the Combined Federal Campaign initiative and participation in FMSC events. Carolyn is one of CFC's most passionate and committed orange ambassadors!



# Growing Up Orange



Young people all over the globe are inspired to help our students. Some have made personal connections through service trips to our schools and school pen pal programs. Others have learned about us through research or personal contacts. The work they do is instrumental in maintaining our programs and inspirational to their communities.

Collection campaigns give our young supporters a way to connect with children their own age. Texas high-schooler **Garrett Chambers** collected hundreds of toiletry items and monetary donations as part of our Calendar of Giving. Others, such as nine year-old **Rose Hara**, invited her friends to participate in a CFC-themed birthday celebration complete with a food packing event and donations in lieu of gifts. **Brownie Troop 48** in Singapore repeatedly championed donations of toiletries and this year added classroom resources to their program.

**"I think this year was the best birthday party I've ever had, because I went to sleep knowing that I did something amazing on my birthday."**

Rose Hara

As CFC's youngest supporters grow, we see some move into leadership roles. **Amanda Wilhoit** participated in many service trips while living in Singapore. On moving to the US, she initiated a CFC Club at **Skyline High School** in Michigan. The club has been fundraising and is now planning their first service trip.

## Supporting Schools

Anderson High School (TX)  
 Bullis School (MD)  
 Canadian International School (SG)  
 Chatsworth International School (SG)  
 Damai Secondary School (SG)  
 German International School (SG)  
 Hong Kong International School (HK)  
 International School of Kuala Lumpur (MY)  
 La Cruces High School (NM)  
 Lake Travis High School (TX)  
 Lehigh University (PA)  
 Little Oaks Montessori (SG)  
 Loyang Secondary School (SG)  
 Malvern Primary School (AU)  
 Northern Illinois University  
 North Shore Country Day (IL)  
 Overseas Family School (SG)  
 Piedmont High School (CA)  
 Singapore American School (SG)  
 Shu Ren International School (CA)  
 Skyline High School (MI)  
 St. Francis High School (IL)  
 Tanglin Trust School (SG)  
 The American School In Switzerland (TASIS)  
 The Hun School (NJ)  
 Yale-National University of Singapore (SG)

### Welcome to new schools:

Malvern Primary School (AU)  
 North Shore Country Day School (IL)  
 St Francis High School (IL)  
 Shu Ren International School (CA)



## The Big Six in 2016

Beginning with **Singapore American School** and **Tanglin Trust School** over a decade ago, schools have been an integral part of CFC's success. Over the years, **The American School in Switzerland (TASIS)**, **Chatsworth School in Singapore**, **Bullis School in Maryland** and **Libertyville High School in Illinois** have joined this team. Each of these schools have committed to a continued relationship with CFC through awareness events, donations of supplies and funds, and annual hands-on service trips across grade levels. Trips are more than painting, building and planting. They teach first world students real life lessons about the developing world and provide CFC students with safe, clean campuses that allow for learning. Friendships develop through pen pal exchanges, village rambles, sports, cooking lessons, temple tours and more. This year all six schools assisted with new activities centered on libraries, reading and connecting CFC students with native English speakers.

As our youth supporters move to adulthood, many remain committed to helping others through volunteering with CFC. Attending events, engaging in social media campaigns and personal service trips / internships are just a few ways that young adults partner with our schools.

Seven university interns completed in-depth projects alongside our Cambodian team. Interns included Wei Han Pang and Tan Yan Ru from **Yale - National University Singapore**, and Corina Fitzgerald, Chelsea Cooper, Sean Sakkiponephong, Harrison Birabaharan, Linda Nguyen and Kelly Grace from **Lehigh University**. These students advanced CFC's Career Preparation program, Gender Equity, Art, and ESL programs.



# Visiting the **SCHOOLS**



## **Make a Difference: Travel with Purpose**

Every year over 700 volunteers travel to CFC schools to make a difference in children's lives. Staff and volunteer trip coordinators work hand in hand with each volunteer group to build itineraries and match each group with a "most-needed" project, all the while ensuring that our students and our communities are respected and protected. Volunteers help to build and maintain campus infrastructure, work with students on English as a Second Language, and keep CFC moving forward.

**"We are so happy to see the volunteers at our schools. We love practicing our English and spending time doing activities with the visitors, too. Thank you to the many visitors for supporting our schools and making our education better."**

Matt Sinita Gr. 11 Aranh Sakor HS



## **Fifth Annual Mother-Daughter Volunteer Trip**

Every CFC Day for five years now, a group of service-minded mothers and daughters have marked the occasion by raising money to fund a service project in Siem Reap. This year, **Machi Pohly** organized the traditional CFC Day trip in late January, and it served as her daughter's eighth-grade service project. The trip raised \$890 through bake sales and donations, and the funds were used to purchase and paint sixteen desks and to prepare materials for preschool classrooms. Moms and daughters also volunteered in the Health Education program and sang along in Music class.

# M.A.D.

## **Make A Difference**

Make-A-Difference service trips happen two to three times per year, offering families and individuals a chance to meet new friends, visit with old friends and change lives in the process. This year, an international group of CFC volunteers worked on a fence-building project at Kravann Primary School. Volunteers harkened all the way from India, Korea, Spain, and the United States.

## **School Trips**

Primary, secondary and university students from Asia, Europe and North America visited CFC schools in 2016. In some cases, these are long-standing school-to-school relationships that have deepened into lasting learning experiences. Visiting students are more involved in CFC's curriculum now, generating learning that extends beyond the visit for all students involved.

## **Individual & Family Trips**

Throughout the year, individuals and families take time to arrange a day or even a week of service at CFC. In 2016, CFC's Austin, TX chapter saw three families traveling to Siem Reap in early February. Families worked with students on ESL, toured the Bartolotta science labs, and assisted with vision and health screenings.

**"**The opportunity to take my family along with work colleagues to Cambodia was one of the most rewarding experiences I have had at TD. Both my daughters participated and found the experience eye-opening. In fact, they are already asking about when we're doing this again. Additionally, all TD colleagues bonded with each other and built friendships that go beyond the workplace, which really helps us connect better with one another."  
**Nikhil Bhambri, Chief Operating Officer, Asia-Pacific**



## **Corporate Trips**

Companies choose to hold retreats or meetings in Siem Reap, incorporating service work at CFC schools as part of employee group activities. CFC hears some of its most positive feedback from these groups. **Pawan Khanna** at **Credit Suisse AG** organized thirty Singapore-based volunteers to travel to Siem Reap for a corporate service project. The group painted desk sets, laid paving stones, and completed exterior painting. **TD Securities** held a corporate trip to CFC in 2016 as well, bringing employees, some of whom developed a strong commitment to education in Cambodia.



# Let's talk numbers

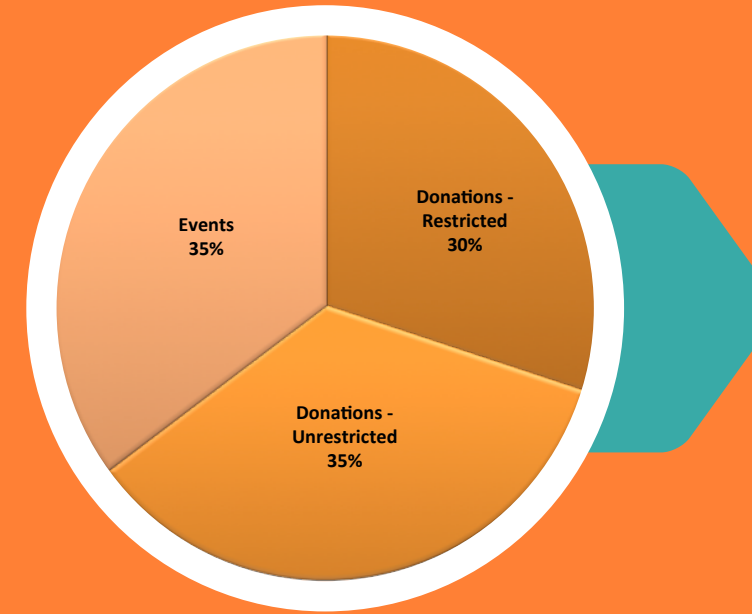
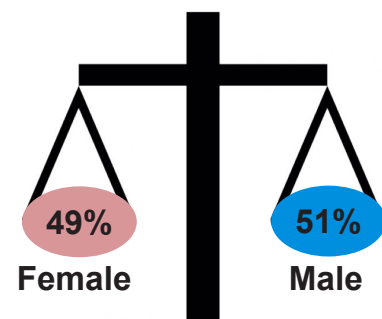
At Caring for Cambodia, we use every dollar donated as efficiently and effectively as possible with the intention of being the best stewards of the generous gifts we receive. Over the last five years, after accounting for donations specifically given to CFC for G&A and Fundraising, CFC has averaged **93 cents** out of every dollar received spent directly on educating our students. The cost to educate one child for a full school year is consistently at or near **\$180**.

4,000+ financial supporters

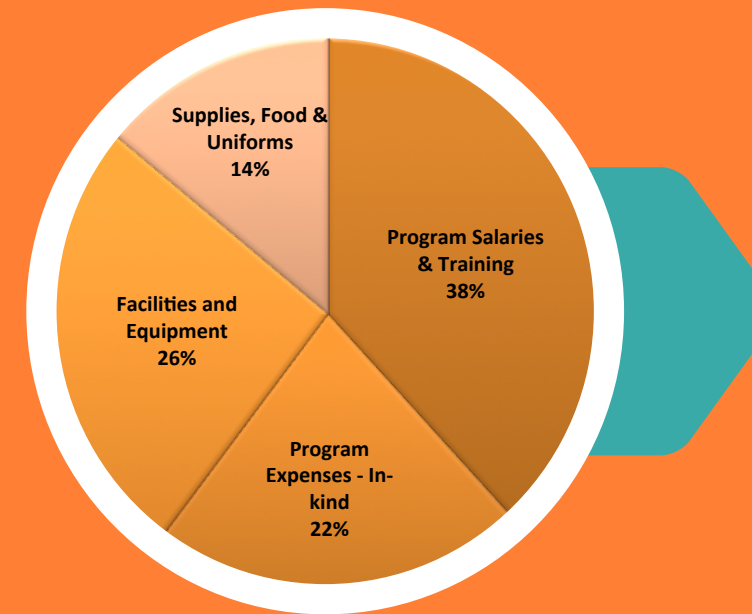
400+ committed volunteers

6,600+ students

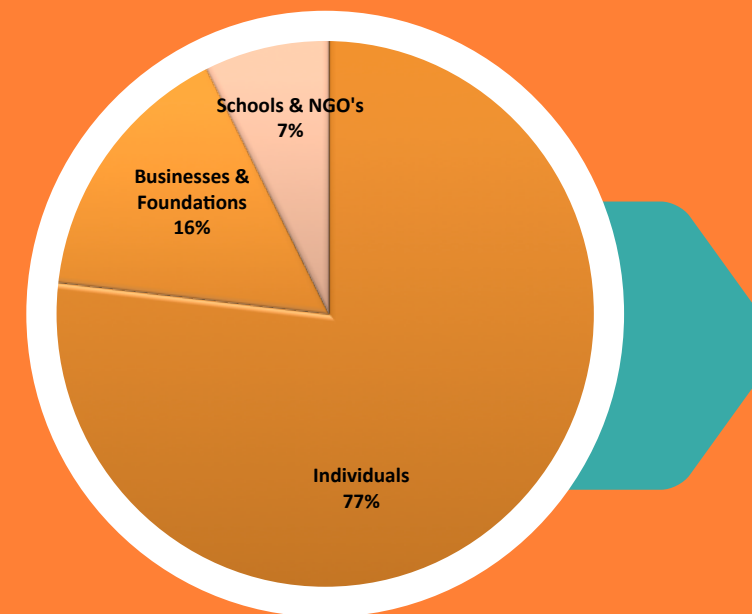
21 schools



**Revenue by Type**  
2016 was a very successful year for fundraising events and resulted in 35% of our revenue.



**Program Expenses - in Cambodia**



**Revenue by Source**

# Statement of Financial Position

	December 31, 2016	December 31, 2015
	\$ USD	\$ USD
<b>Assets</b>		
Cash	\$ 626,930	\$ 487,264
Contributions receivable	11,500	31,750
Investments	383,862	300,461
Deposits	58,900	7,730
Land, school buildings and equipment	823,623	839,367
<b>Total Assets</b>	<b>\$ 1,904,815</b>	<b>\$ 1,666,572</b>
<b>Liabilities and Net Assets</b>		
Liabilities - Accounts Payable	\$ 47,189	\$ 65
<b>Net Assets</b>		
Unrestricted	1,367,785	1,277,130
Temporarily restricted	489,841	389,377
<b>Total Net Assets</b>	<b>1,857,626</b>	<b>1,666,507</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 1,904,815</b>	<b>\$ 1,666,572</b>

Caring for Cambodia holds an approved charity status with the following organizations;



Combined Federal Campaign Charity #22130

# Statement of Activities & Changes in Net Assets

	31 December, 2016			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
	\$ USD	\$ USD	\$ USD	\$ USD
<b>Revenue and Support</b>				
Contributions	\$ 292,845	\$ 433,372	\$ -	\$ 726,217
In-kind donation	222,017	-	-	222,017
Membership fees	2,335	-	-	2,335
Fees for Service	5,134	-	-	5,134
Special event revenue	512,720	-	-	512,720
Net realized/unrealized gains & losses on investments	4,030	13,428	-	17,458
Interest income	105	-	-	105
Special event revenue in-kind	999	-	-	999
Total revenue and support	1,040,185	446,800	-	1,486,985
<b>Net Assets Released from Restrictions</b>				
Total revenue, support, and net assets released from restrictions	1,386,521	100,464	-	1,486,985
<b>Expenses</b>				
Program services	991,185	-	-	991,185
Support services:				
Management and general	103,171	-	-	103,171
Fundraising	201,510	-	-	201,510
Total expenses	1,295,866	-	-	1,295,866
<b>Increase (Decrease) in Net Assets</b>	90,655	100,464	-	191,119
<b>Net Assets - Beginning of year</b>	1,277,130	389,377	-	1,666,507
<b>Net Assets - End of year</b>	<b>\$ 1,367,785</b>	<b>\$ 489,841</b>	<b>\$ -</b>	<b>\$ 1,857,626</b>

	31 December, 2015			
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
	\$ USD	\$ USD	\$ USD	\$ USD
<b>Revenue and Support</b>				
Contributions	\$ 587,622	\$ 440,613	\$ -	\$ 1,028,235
In-kind donation	240,357	-	-	240,357
Membership fees	2,000	-	-	2,000
Fees for Service	1,846	-	-	1,846
Special event revenue	46,364	-	-	46,364
Net realized/unrealized gains & losses on investments	(7,616)	(10,292)	-	(17,908)
Interest income	71	-	-	71
Special event revenue in-kind	2,778	-	-	2,778
Total revenue and support	873,422	430,321	-	1,303,743
<b>Net Assets Released from Restrictions</b>				
Total revenue, support, and net assets released from restrictions	1,342,813	(39,070)	-	1,303,743
<b>Expenses</b>				
Program services	908,469	-	-	908,469
Support services:				
Management and general	108,539	-	-	108,539
Fundraising	93,059	-	-	93,059
Total expenses	1,110,067	-	-	1,110,067
<b>Increase (Decrease) in Net Assets</b>	232,746	(39,070)	-	193,676
<b>Net Assets - Beginning of year</b>	1,044,384	428,447	-	1,472,831
<b>Net Assets - End of year</b>	<b>\$ 1,277,130</b>	<b>\$ 389,377</b>	<b>\$ -</b>	<b>\$ 1,666,507</b>



# Thank you! CFC could not make a difference without each and every one of our supporters.

Curtis & Shannon Chambers  
Hua Chan  
Maranda Chan  
**Chang Family 1999 Trust**  
Sheila Chang Barbarino  
Emily Chang  
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# Ways to Give

## Endowment

An Endowment for the future is first among CFC's long-term goals. CFC supporters are beginning to invest in the future by making contributions to a fund that will make CFC education possible for generations to come.

## 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.

## Personal Fundraising Campaigns

These campaigns raise critical funds to keep our schools active. A holiday bake sale, a run, a small event - our supporters find numerous creative ways to raise awareness and funds. CFC offers an online platform for Personal Fundraising Campaigns, used by many, including **Megan Yem and Cookies for Cambodia**.

## Corporate Gifts and Investment Grants

CFC supporters have successfully requested investment grants from their companies to support the work of educating Cambodian children. An example is a community grant from **Edelman** to train CFC teachers.

## Calendar of Giving

Teachers, students and families around the world collect items that are too difficult or expensive to obtain in Cambodia, such as

backpacks, shoes and some school supplies.

## 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.

## Corporate Matching

Your gift may count twice - 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.

## Social Media Campaigns

Some CFC supporters are using their social media platforms to raise funds and awareness. **GoPro** launched a large scale social media campaign for CFC in 2016, producing a video and using it to raise over \$50,000 in funds. **Singapore Fairs Coordinator Jenilee Rawlins** has organized two successful 2016 collection campaigns using her Facebook network as an outreach base. Her efforts yielded 1,875 toothbrushes, helping CFC equip each child with two toothbrushes a year.

## Shopping Online

**Amazon Smile, iGive, Goodsearch** and other sites give up to 3% of proceeds to CFC each time you shop. Simply choose CFC as your designated nonprofit!



School Supplies - Collection campaigns by CFC partner schools in other countries yielded generous amounts of basic materials for our students.

Uniforms - Hundreds of gently used uniforms are sent to Siem Reap through our Singapore-based **Goods Donations Committee**. These donations from **Singapore American School** and others allow our students to have more than one set of clothes for school.



Giving Tree: End-of-year holiday generosity by CFC supporters around the globe resulted in a number of bicycles, books, supplies, uniforms, meals and clean water for students.

In 2016, longtime CFC supporter **Mike DeNoma** celebrated his 60th birthday by completing the Brazil 135+ race (equivalent to 6 marathons!) in less than 60 hours. This unique Personal Fundraising Campaign raised over \$20,000 for CFC.





# CARING FOR CAMBODIA

Educating Children  
Changing Lives

***Siem Reap***

House #369 Orkgnar Siengnam Road  
Siem Reap District, Borie Siengnam  
Cambodia

facebook: Caring for Cambodia

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***Singapore***

Orchard Post Office  
P O Box 080  
Singapore 912303  
SG

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#C101-304  
Austin, TX 78734  
USA



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