



# DEEPENING OUR ROOTS

Annual Report  
FY 2015



## Providing the foundations for a fruitful life.

*It's been a year of tremendous growth and positive change for Children's Future. We have successfully transitioned to new leadership both at our Learning Center in Cambodia as well as at our headquarters in Colorado. I am excited that Children's Future is more strongly positioned than ever to sustainably serve our students, who continue to thrive by learning English, technology and other 21st century leadership skills.*

**ANDREW WOLFF,**  
CO-FOUNDER & BOARD MEMBER

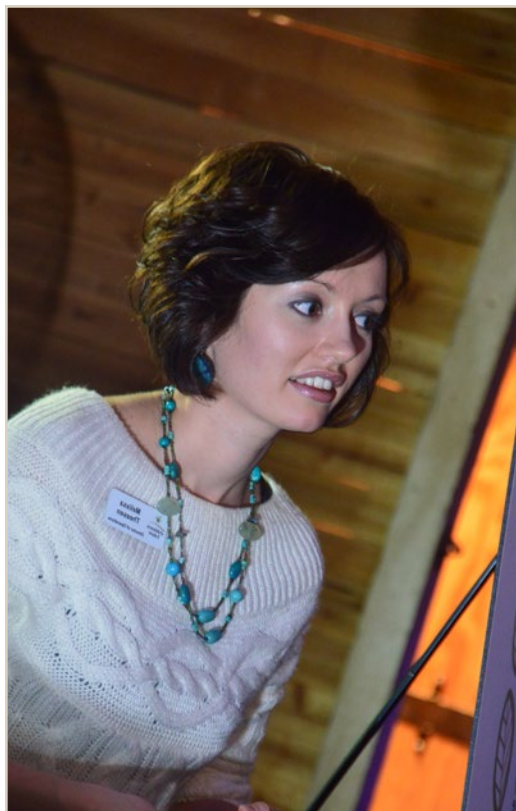




## WHO WE ARE

The mission of Children's Future is to help break the cycle of poverty in Cambodia by providing the country's poorest and most vulnerable children the opportunity to become educated, self-reliant and compassionate individuals. Children's Future envisions a future where every Cambodian child is safe, healthy, educated and thriving. Children's Future was founded in 2008 by Andrew Wolff (American) and Jenny Ciucci (Swiss) after they witnessed persistent yet preventable human rights abuses against impoverished Cambodia children. Children's Future primary target group is the most at-risk youth between ages 5 and 20. The children served by Children's Future face serious challenges, including a poor public education system, labor trafficking threats, and family migration due to minimal employment opportunities.

# MESSAGE FROM THE EXECUTIVE DIRECTOR



In the last year, **Children's Future** has experienced great change - change that has resulted in a much deeper and stronger organization. Both of our co-founders have stepped out of staff positions and into Board of Director roles. Meghan Battle joined the team as our new Country Director in August, and under her guidance our Cambodian program staff grew dramatically as leaders and role models. We have developed and implemented systematic and sustainable processes to help our operations run more efficiently and better support our students for years to come.

I am pleased to say that we enrolled five more female students in university, and that the youth that follow in their footsteps collectively saw a seven percent increase in their test scores. It is through the dedicated work of our sophisticated social workers and our passionate teachers that our students continue to attend school and pursue their dreams. Every day, I think about the fact that 82 percent of our students weren't in school prior to joining Children's Future - today they are in school and thriving.

In Colorado, I have been honored to step into the role of Executive Director, where I've been able to better connect with our growing base of generous supporters. We celebrated through events in Denver and New York, gathered new supporters in Europe, skyped with mental health therapists

across the ocean, and learned together from around the globe. By collaborating with education and child-focused organizations, we expanded our Cambodian presence to ensure that we are part of the movement to support Cambodian children.

On behalf of our team across the world, thank you for sharing your time, talents, and treasures with **Children's Future** and the hundreds of children that we work with. Please contact me directly if you're interested in a new level of engagement with us. I believe one of the greatest investments we can make is in children. Thank you for investing in the untapped human potential of Cambodian children.

Warmest regards,

**MELISSA THEESEN**  
EXECUTIVE DIRECTOR

# MESSAGE FROM CAMBODIA

We are so proud of what we have been able to accomplish in the last year of leading Children's Future's programs in Cambodia. With our children and their families, we have seen dramatic improvements in attendance rates, behavior in and out of school, and ability to set and work towards personal and educational goals. Our social work team is running one of the most sophisticated case management and child protection programs in the country, with support from international trainers and local partner organizations. Among our staff, thanks to a major focus on capacity development and leadership training, there have been eight internal promotions, a celebrated transition to fully local management, and 100% retention among Cambodian staff.

Our partnerships locally and abroad have grown as we have invested in building relationships with education and child protection organizations with which we can both learn and share our experience. We were fortunate to host our new Executive Director Melissa Theesen, Children's Future Co-Founders Jenny Ciucci and Andrew Wolff, and Board Member Sue Shalley earlier this year, fostering working relationships and friendships between our teams in Cambodia and abroad.

We know that all of the work that we have accomplished in the previous year, and all that we hope to achieve in the future, would not be possible without the generosity of our supporters around the world. Thank you for investing in us, our team, and the children we serve.

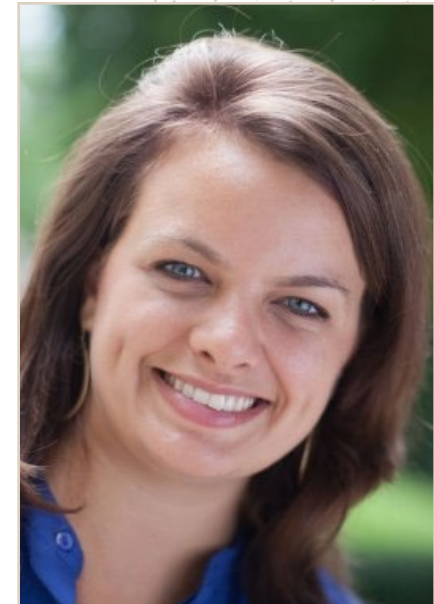
Best,

*Meghan M. Battle*

**MEGHAN BATTLE**  
COUNTRY DIRECTOR

*JS*

**HOR SOKHORS**  
ASSISTANT DIRECTOR AND  
CHILD WELLBEING COORDINATOR



# BASIC NEEDS

Each child's path to success begins with Children's Future addressing their basic needs. Children's Future provides food, healthcare, safe shelter, social work counseling, family microloans, and anti-trafficking services. An important development in support of basic needs is the implementation of the globally recognized Child Status Index and Signs of Safety child assessment and safety planning tools. These tools have given us the ability to quantitatively track progress and systematically plan interventions to support the child's growth and safety with their parents and community as key participants. These are particularly useful in preventing and responding to cases of domestic violence, an issue that many of our students regularly face. Additionally, many children were placed in more sustainable housing situations through Children's Future independent living and foster care projects. All of Children's Future's students have access to high quality medical services provided by our Healthcare Associate and partnerships with local clinics.

**584**  
BENEFICIARIES

**378** **206**  
CHILDREN CARETAKERS

*including students, their siblings and caretakers*



**54**  
FAMILIES given monthly rice, noodles, oil, and spices



**80**  
STUDENTS served daily meals at Children's Future



**5**  
URGENT SOCIAL WORK CASES processed per week, including child trafficking and malnourishment



**50**  
students PREVENTED FROM DROPPING OUT of school

**190**  
COMMUNITY MEMBERS treated at the Children's Future health care facility



**9**  
students living in INDEPENDENT HOUSING



**1**  
FAMILY MICRO-LOAN given per month



**35**  
students given BICYCLES



**14%**  
INCREASE IN OVERALL ATTENDANCE rate at public or private school, an outcome that is only possible when a child's basic needs are met

**16%**  
INCREASE IN NUMBER OF STUDENTS attending the Children's Future Learning Center 80% OF THE TIME, which has a major, positive impact on scores

*During FY2015, 3% of Children's Future 7th to 9th grade students dropped out of school, compared to 20% dropout rates for students of their age in the same village.*

# TRANSITIONING STUDENTS TO INDEPENDENT LIVING

Children's Future social workers recognize that several students served through the Children's Future residential program are ready to live independently. This year, social workers identified students who would not be able to study if they lived at home and students who do not have families. Teenagers were placed in groups of two to three in apartments around Battambang and coached by the Independent Living Program Manager regarding their responsibilities as young adults. Students have learned how to budget, get to school, and prepare meals. Each student exhibits an increased level of confidence.

*"Thank you for helping me achieve my dreams by investing in several years of my childhood."*

*-Channa*

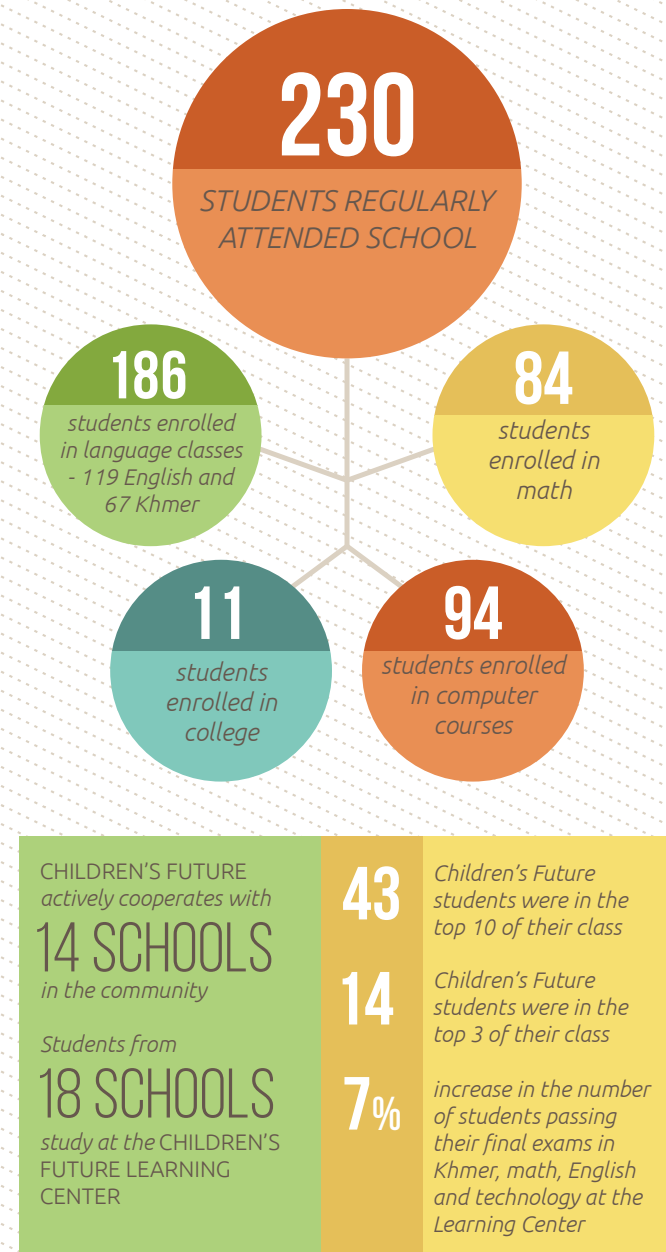


## CHANNA'S STORY

*Channa recently transitioned into Children's Future independent living program. He now lives in an apartment with a fellow teenage student. His newfound freedom has allowed him to increase his family visits, deepen his friendships, and expand his network within the community. Channa's new home is far away from the Learning Center and his parents' house, but he is able to get around town easily on his bike. Channa's new network and role in the community has inspired him to become an English teacher so he can help children in his situation find similar success.*

# MEANINGFUL EDUCATION

The second step for children to reach their full potential is the provision of a meaningful 21st century education. Children's Future provides courses in language (English and Khmer), math, technology, arts, and soccer. In the last year, Children's Future students have improved their academic performance in a variety of ways. Overall test scores increased by seven percent, and students maintained 90 percent attendance rates. The Learning Center implemented a positive reinforcement behavior system with staff and student input. In April, the academic staff transitioned to 100 percent Cambodian staff and leadership. To further the development of students' 21st century skills, Children's Future added 18 computers for a second computer lab and launched a course on professional video editing with Adobe Premiere software.





## WHEN SEEDS BLOOM

This year, Srey was excited to return to Children's Future Learning Center and learn Adobe Photoshop and Premiere—professional level software that will give her marketable job skills. She's using these tools to tell her story by creating advanced photo and video projects. These new courses are the most difficult that Srey has taken, but she knows that the short-term investment will pay long-term dividends. Srey is one of many seeds at the Learning Center that will blossom in the community.

*"I'm working hard to gain more knowledge so I can help improve my village."*

*-Srey*

100%

MANAGEMENT LEVEL POSITIONS  
HELD BY CAMBODIAN STAFF

100%

CAMBODIAN STAFF  
RETENTION RATE

3

CAMBODIA INTERNS PROMOTED TO FULL  
TIME STAFF. ONE HUMAN RESOURCES AND  
TWO SOCIAL WORKERS.

14

FORMAL MANAGEMENT TRAININGS  
DELIVERED TO STAFF

## STAFF LEADERSHIP AND DEVELOPMENT

Children's Future staff provides care, mentorship, and leadership to the students. 34 of 36 Children's Future staff positions in Cambodia are held by Cambodians. Intensive staff management trainings for professional development and mentorship of team leaders is ongoing. Expanded, upgraded management systems allow teams to communicate and work together more effectively. Children's Future collaborated with Hagar International, Handa Worldmate Hospital, Development Innovations and numerous short-term professional volunteers to offer trainings in trauma response, social work supervision, design thinking theory and implementation, and communications for local staff. The mental health advisory team in the U.S. and Canada is continuing to advise Cambodian staff on child therapy and behavior modification via the cost-effective method of Skype.



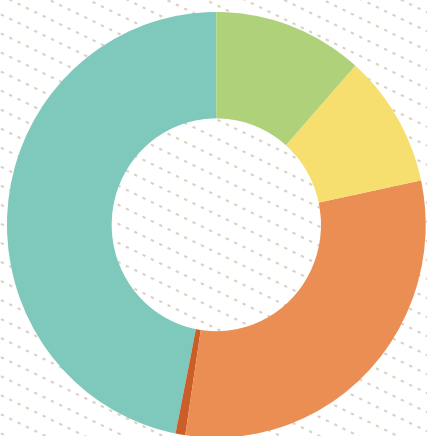


## A LONG BUT REWARDING JOURNEY

At 15, Pisey dropped out of school because her parents took her to the Cambodian-Thai border to look for work. Children's Future social workers reached out to her family and convinced them to return to Battambang. At the Learning Center, our Education Advocate worked with public school administrators and her parents to help her transition back to school, giving her the confidence to improve her academic performance and fulfill her dream to become a medical professional.

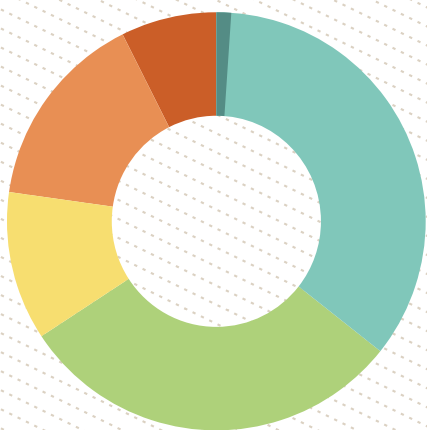
*"I'm working to become a doctor so I can help people that cannot afford care."*

*- Pisey*



## FY2015 EXPENSES

Basic Needs	\$245,897
Education	\$165,323
Capacity Building	\$3,864
Fundraising	\$60,815
Administration	\$48,405
Total	\$524,304



## FY2015 REVENUE

Corporate	\$26,175
Events	\$75,323
European Partners	\$56,325
Individuals	\$147,314
Foundations	\$173,576
Other	\$4,310
Total	\$483,023

Children's Future's financial information shifted from cash to accrual basis between FY2013 and FY2014. Using accrual accounting, some funding meant for FY2015 spending was promised and accounted for during FY2014. This change in accounting created what appears to be a gap in FY2015 funding. Additionally, in FY2013 and FY2014, Children's Future had unusually high contributions levels due to capital campaign efforts. Contribution levels are now consistent with levels prior to the campaign.

"...THERE IS IN FACT A SIGNIFICANT RETURN ON INVESTMENT IN EDUCATION, AS WELL AS THE POTENTIAL TO CLOSE A MAJOR VALUE GAP...\$1 INVESTED IN EDUCATION TODAY RETURNS \$53 IN VALUE TO THE EMPLOYER AT THE START OF A PERSON'S WORKING YEARS"

from  
**Investment in Global  
 Education, A Strategic  
 Imperative for Business**  
*Brookings Institute*  
 2013

# OUR TEAM IN CAMBODIA

BAI SITHA  
*Residential Program  
Manager*

BOEURN KOSAL  
*Cook*

BOT LORKFONG  
*Computer Teaching  
Intern*

CHAN SINATH  
*Education Advocacy  
Intern*

CHAN SINETH  
*Library & Teaching  
Intern*

CHHEY SOPHAT  
*Housemother*

CHHOUK VIRIYA  
*English Teacher*

FAY SAVIN  
*Social Worker*

GIULIA CIUCCI  
*Child Well-Being  
Advisor*

HACH HOUR  
*Social Worker*

HO SAKARA  
*Computer Teacher*

HOEURN DA  
*Driver*

HOR SOKHORS  
*Assistant Director  
and Child Well-Being  
Coordinator*

KOL SOKHON  
*Assistant School  
Manager*

KOL SREYMOM  
*Library Intern*

LENG KUNHEAN  
*English Teacher*

LON SOKLEANG  
*Housemother*

MAO SELA  
*Finance and  
Communications  
Associate*

MEGHAN BATTLE  
*Country Director*

NGATH SOPHORN  
*Social Work Manager*

NOUE SARIEN  
*Khmer & Math  
Teacher*

ORN RATH  
*Housemother*

PHEUN SONTHEA  
*Social Worker and  
Independent Living  
Program Manager*

PHORK CHANNY  
*Nurse*

PRAS SOVANN  
*Khmer & Math  
Teacher*

PROUM SOPHAT  
*Guard*

ROEURN SOKHA  
*Human Resources  
Officer*

SEANG PISETH  
*Guard*

SIN VANDY  
*Computer Teacher*

TEM CHAN  
*Facilities Manager*

THLAI RA  
*Housemother*

THUN CHANTHOEURN  
*Nurse's Assistant*

THOU SREYRATH  
*Education Advocate*

VANN OPAMA  
*Library Intern*

VANN SOKHA  
*School Manager*

YAN SOPHEA  
*English Teacher*

## US STAFF

MELISSA THEESEN  
*Executive Director*

LINDSEY BACON  
*Outreach Director*

## DIRECTORS

ANDREW BOURNE  
*Secretary*

ANDREW WOLFF  
*Board Member*

DAVID ASSEOFF  
*Chair*

DENNIS  
BELLINGHAUSEN  
*Board Member*

JAN PILCHER  
*Board Member*

JENNY CIUCCI  
*Board Member*

MOLLY THELOSEN  
*Vice Chair*

PETER VOGEL  
*Treasurer*

RORY HERSCH  
*Board Member*

SARAH HIDEY  
*Board Member*

SUE SHALLEY  
*Board Member*

## ADVISORS

ALISON LONG

KETURAH SCOTT

DR. JOSH SOLOMON,  
MD

ZACH RAWLINGS

RYAN ROGERS

CATHERINE SMITH

DAN GILBERSTADT

ELIZABETH KUEHL

## INTERNS AND VOLUNTEERS

*Over 90 Children's Future  
interns and volunteers gave  
more than 5,040 hours  
of dedicated work during  
fiscal year 2015, saving the  
organization upwards of  
\$116,250 in staff time.*

*Areas of intern and volunteer  
support: communications,  
public relations, fundraising,  
grant writing, marketing,  
graphic design, social  
enterprise development,  
donation entry, program  
development, event  
planning, psychotherapy,  
medical, HR, content writing,  
jewelry design, partnership  
development, social media  
management.*

## FOUNDATIONS

ADOBE YOUTH  
VOICES

BETTER LIVES

INTERNET SOCIETY

MAX J. AND WINNIE  
S. ROSENSHEIN  
FOUNDATION

ROBERT AND TONI  
BADER CHARITABLE  
FOUNDATION

TAKING IT GLOBAL

WORKS OF KINDNESS  
FOUNDATION

ARMROD  
CHARITABLE  
FOUNDATION

THE APRIL FUND

BASAID

HELP FOR HOPE

MARR MUNNING  
CHARITABLE TRUST

ROTARY NYON

POSNER CENTER  
INTERNATIONAL  
COLLABORATION  
FUND

## CORPORATE FUNDERS

ADPERIO

AMERICAN EXPRESS  
CHARITABLE FUND

FIELD SERVICES  
UNLIMITED, LLC

KAI-ZEN BUSINESS  
RESULTS, LLC

G&S CAPITAL, INC.

THE UPHOFF TEAM  
LEGACY MUTUAL  
MORTGAGE

COLORADO BUSINESS  
BANK COBIZ  
FINANCIAL

## U.S. PARTNERS

METRO STATE UNIVERSITY

POSNER CENTER FOR  
INTERNATIONAL DEVELOPMENT

REGIS UNIVERSITY

UNIVERSITY OF COLORADO -  
BOULDER

UNIVERSITY OF COLORADO -  
DENVER

UNIVERSITY OF DENVER

WATERSHED HIGH SCHOOL

IDE

DENVER URBAN GARDENS

ATLAS INSTITUTE

WORLD AFFAIRS CHALLENGE

*Children's Future is headquartered at the Posner Center for International Development, where 100+ organizations work toward access and opportunity for all people globally. In the last year, fellow Posner Center tenants, International Development Enterprises and Denver Urban Gardens, collaborated with Children's Future to analyze the possibility of growing and selling food on Children's Future land in Cambodia.*

## EUROPEAN PARTNERS

CHILDREN'S FUTURE - EUROPEAN  
UNION  
*Germany*

GÖNNERVEREIN  
*Switzerland*

KIDZHELP  
*Denmark*

*Children's Future has the ongoing support of committed European organizations and individuals. Gonnerverein, based in Switzerland, Children's Future - European Union, based in Germany, and KidzHelp, based in the Denmark, provide financial and programmatic support.*

## CAMBODIAN PARTNERS

ADHOC

*Human Rights Association*

BANTEAY SREI

*Women's Non-Government  
Organization*

DEWEY INTERNATIONAL UNIVERSITY

*Higher Learning Institution*

HANDA HOSPITAL

*Medical Clinic*

LICADHO

*Human Rights Organization*

SALT ACADEMY

*Children's Football Program*

SEEBEYONDBORDERS

*Children's Education Nonprofit*

SOCIAL SERVICES OF CAMBODIA

*Psychosocial Relief Nonprofit*