DEEPENING OUR ROOTS

Annual Report
FY 2015
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.
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 BATTLE
COUNTRY DIRECTOR

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.

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**BENEFICIARIES**

- **584** BENEFICIARIES
  - **378** CHILDREN
  - **206** 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
- **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
- **50** students PREVENTED FROM DROPPING OUT of school
- **35** students given BICYCLES

**INCREASES**

- **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
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
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 SREY MOM
Library Intern

LENG KUNHEAN
English Teacher

LON SOK LEANG
Housemother

MAO S E L A
Finance and Communications Associate

MEGHAN BATTLE
Country Director

NGATH SOPHORN
Social Work Manager

NOUE SARIN
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 SREY RATH
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 GILBERSTAOT
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.
COLORADO BUSINESS BANK COBIZ FINANCIAL
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.

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