



FY2019 ANNUAL REPORT

CREATING LASTING CHANGE

Empowering Cambodian children
and communities with the skills
and resilience for self-reliance and
sustainability



INTRODUCTION

A Message from the Board President

I'm happy to report that in 2018-19, a year that Children's Future celebrated its 10th birthday, the organisation continued to go from strength to strength.

As the title of this report suggests, CFI has moved into an exciting new phase in its evolution, increasingly focusing its efforts on building capacity, resilience and self-reliance within the children and families it serves. We are doing this because the true measure of the success of any nonprofit organisation is to strengthen its community such that it no longer requires the organisation's services, thereby making itself redundant. That must be our ultimate goal.

Critical to that goal is centralising all operational decision-making within Cambodia, a model we transitioned to during the year. This is the first step towards our longer-term vision of CFI being entirely Khmer led and managed.

This year the board also signed off on a new three-year strategic plan, a key pillar of which is the building of new premises on nearby property. Planning for the project is underway, while at the meantime we are using the land to grow rice, the first step in a new social enterprise program.

And finally, on behalf of the board I would like to thank the in-country team for their dedication and passion. Cambodia, and especially the Battambang region, remains a challenging and occasionally frustrating place to work, and we commend them for their efforts.



David Asseoff
Board President

Empowering
Cambodian
children and
communities
with the skills
and resilience
for self-
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Vision:

A future where every Cambodian child is safe, healthy, educated and thriving.

Mission:

To foster a generation of educated, self-reliant and compassionate role models for Cambodia, by promoting child rights and offering 21st century education and opportunities to the poorest children in rural Cambodia.



Our Values:

Love every child equally.

Treat every child with respect and compassion.

Help others.

Work hard and be a dependable part of CFI.

Take initiative and be accountable for your actions.

Communicate openly.

Be honest.

Have fun.

Learn and grow together.

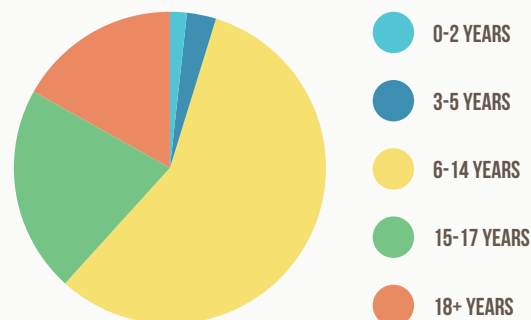
FY2019

at a glance

As at 30 June 2019 CFI had 227 active clients, with support being given to 111 families. Since 2009, CFI has provided services to a total of 446 children and young people, of which more than half were young women and girls.

Program	Boys	Girls
Child well being	152	146
Family birth care	94	90
Foster care	2	2
Kinship care	52	51
Food support	26	18
CFI School	78	86
Public school CFI	90	101
Higher education	13	6
Vocational training	7	5
Internship	17	4

CLIENT AGE DISTRIBUTION



89 Children and Families safely exited from programs

CFI has designed and implemented a new case management pathway (which streamlines the way children enter and leave our services). This is designed to ensure we provide the correct services to every child and reduce family dependency on CFI services, further detail is provided on this later in the report.

Moving children through a pathway of services has enabled us to:

- » Exit 89 children from our social work services.
- » Identify 23 children who were referred to CFI but whose level of need did not require our intervention.
- » Both these factors enable CFI to provide the resources required to meet the needs of a greater number of families

OUR STORY

Children's Future International (CFI) is a United States 501c3 charity and a registered NGO.

Founded in 2009 by Jenny Ciucci and Andrew Wolff, CFI serves children and their families who are poor and vulnerable in a rural community outside the city of Battambang, in Cambodia's northwest.

The people who use CFI services face the risks and hardships of living a life of disadvantage in an underdeveloped and traumatised country. Such dangers include the risk of child and family separation, unsafe migration, malnutrition, preventable diseases, and family violence. More than two-thirds of Cambodian girls and more than half of boys experience violence, while malnutrition affects a third of children under five.

Without our support, many children are at high risk of falling victim to trafficking and child labor. Cambodia has the ninth-highest prevalence of slavery in the world, where one in three sex workers are children and girls as young as five are trafficked.

CFI's comprehensive supplementary education, well-being, and community development programs support children and their families to learn and flourish in a safe and nurturing environment. With a dedicated team, including teachers, social workers and support staff, CFI has a long-term commitment to empowering the community, creating sustainability and reducing service dependency.



HIGHLIGHTS & LOOKING AHEAD

Sousadey, greetings from the CFI executive team.

CFI took some huge steps in 2018/19. Our primary focus was on reducing dependency on services and providing children and families with the skills and support they need to survive and thrive on their own in a sustainable way. This is an ongoing project that is now firmly embedded in CFI's DNA.

We also took some big leaps towards ensuring the organisation's own sustainability, bringing all operational decision-making in-country, making significant investments in staff development and setting plans in motion to build a new CFI learning centre on our own land.

Deepening our connection to and engagement with the community was another emphasis of our work in 2018/19. We did this through running a series of very successful harm prevention workshops with families, with a focus on keeping children out of residential care institutions, and giving babies their very best start in life by raising awareness of the risks of alcohol use while pregnant. Our positive parenting sessions, designed to increase the confidence and capabilities of parents, have also produced excellent results.

Over the next year the executive team will direct its efforts towards further reducing dependency. Some of the initiatives we're looking forward to are:

- » beginning a trial of the Duke of Edinburgh Award; the Award is a personal challenge and not a competition against others; it pushes young people to their personal limits and recognises their individual achievements;
- » launching a "future goals" program for young women based on model used by our partner Free To Shine;
- » expanding our vocational training options;
- » continuing to conduct research into community perceptions of using alcohol when pregnant and the place of residential care in children's upbringing and designing campaigns accordingly. We have collected data from over 1000 people in our Harm Prevention sessions;
- » adding rice farming and other social enterprise options to our existing recycled soap program; and
- » implementing some of the ideas generated from our community consultation body, the consumer participation group.

More information about some of these initiatives can be found on the following pages.

CFI continues to grow and evolve as an organisation, strengthening our connection to the community while at the same time building capacity and putting in the mechanisms to transition the organisation to full Cambodian control.

We thank all of our supporters for their ongoing contributions of money and time and look forward to continuing our relationship with you in the future.



Lee Henley
Executive Director



Hor Sokhors
Technical Director



Zoey Henley
Managing Director



FISCAL YEAR 2019 PROGRAM OVERVIEW

Child Protection | Education
Community Development

CHILD PROTECTION

The Child Protection Program ensures children's basic needs are met through the provision of material goods, counseling, nutrition and health care. A team of social workers ensure that students are safe, healthy and thriving – working each day in the community children and their family members.

Over the past year, CFI continued to provide support to children and their families. With an emphasis on the long-term sustainability and empowerment of families, we increased psychosocial services to students, significantly decreased instances of trafficking and child labour among existing students, and secured opportunities to provide training to other organisations.

We are proud to participate in the development and growth of national child safety networks, 3PC and Family Care First | ReACT, and the strengthening of community-based protection of vulnerable children. This year we also taught two partner organisations our strengths-based methodology, this ensures partner agencies are able to support families in finding their own safety goals and ensuring children are safe.

In line with our strategic objectives we have focused on reducing dependency on services, in an effort to improve families' ability to support themselves. In Cambodia and many other developing countries, services are often provided to children and families with no consideration of the long-term implications. This means that many NGOs provide support for years – sometimes for generations – but do little to address the fundamental causes of vulnerabilities.

By working for short periods of time to lower risk to acceptable levels, and then safely exiting people from our programs, we hope to change this model.

Child protection successes of the past year are detailed on the next page.





Nutrition

Cooked daily meals at the center for 44 children and provided monthly rice support for 24 families.

Safely exited 21 children and two families from the food support program.



Shelter & Care

Provided three families with housing assistance (including initial rent support and home repairs).

Found alternative family-based care arrangements for 96 children, including 54 girls.



Healthcare

Treated 138 children (68 females) with illnesses at the health centre, with 48 (23 females) referred to specialist treatment



Psychosocial

Fourteen activities provided outside of the four standard NFE subjects, this covers a range of life-skills, employment preparation, sports and arts programs

Six young women and one young man completed the Next Generation Initiative (NGI) Life-skills program for all Grade 8 students to help prepare them for high school; and xx young women and xx young men completed our NGI Employment skills course



Harm Reduction

Safely intervened in and closed 89 cases in which a child or young person was being harmed or at risk of harm, of which 57 were girls and young women, all of which supports a reduction in service dependency

EDUCATION

At our Learning Center, and through collaboration with local public schools, CFI's Supplementary Education Program provides children and youth with the knowledge and skills they need to find work and live fruitful lives.

CFI covers all education costs including uniforms, school materials and bicycles. Our Learning Center provides not only access to modern education such as computer classes, but also a safe and supportive environment for children to learn, play and grow.

CFI's teachers receive ongoing training to work with children affected by trauma and adversity to foster a learning environment that accounts for the individual needs of each student. Our Education Advocate collaborates with teachers, social workers, tertiary education providers and the students to set educational goals, supporting them throughout their schooling.

We encourage parents and caregivers to discuss any issues affecting attendance and in 2018/19 held our first-ever parent-teacher event, now an ongoing feature of our community engagement program.

2019 Education Success

- » A total of 191 children received school support from CFI, including 90 girls and young women
- » Five young women and one young man completed vocational training courses
- » 21 students, including 17 female students, were offered internships, with five later hired externally in full-time jobs
- » 19 students received university support, including 13 young women, with four students graduating during the year
- » 24 students, including 16 females, achieved a top 5 ranking at public school
- » 45 students, including 25 females, achieved a top 10 ranking at public school



COMMUNITY DEVELOPMENT

Through our Community Development Program we collaborated with families, community members, local authorities and partner organizations to strengthen child safety and protection mechanisms at the local and national level.

This year we have focused heavily on recalibrating our relationship with the community, a decision taken by the management team when we realised, while undertaking a Harvard University training course on community development, that CFI had become too directive in its approach to problem-solving.

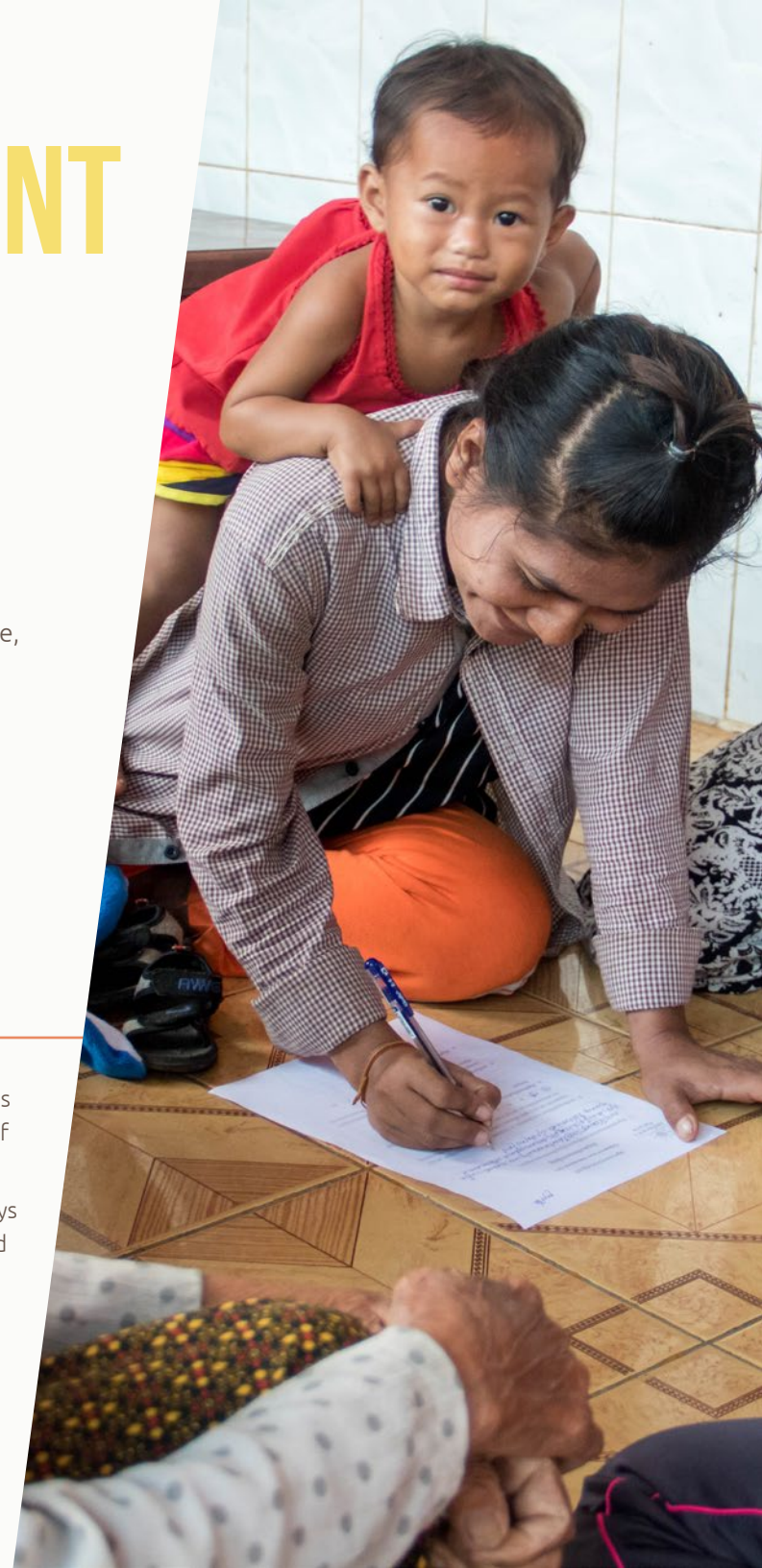
To become more inclusive and participatory we started a consumer advocacy group, giving

parents the opportunity to contribute to decision-making. We also held parent-teacher afternoons for sharing ideas and actively encouraged parents to attend our events such as award ceremonies.

In alignment with this goal, we foster self-sufficiency and income generation initiatives among the students' families wherever possible, supporting families to identify solutions to improve their economic status. While this remains a challenging task due to issues of widespread family violence and substance misuse, our strengths-based approach has proved successful, especially when working closely with mothers and female caretakers.

2019 Community Success

- » A village chief explaining how since working with CFI he now listens to families and supports them if he agrees, a significant shift in the traditional hierarchical Cambodian society
- » Launching regular community-based interactive workshops on topics such as safe migration, trafficking and child labour, family violence, substance misuse, positive parenting and reproductive health, over a thousand adults have attended
- » Continuing to deliver harm prevention workshops across 18 villages, we will complete two pieces of formal research in the coming year
- » The partnership with Eco-Soap Bank, now employs four families to make recycled soap which is used in our community programs and sold to other NGOs



FEATURED STORY

Soap Grandma



Mann is a grandmother who CFI supported for about 10 years. We first met her at Banteay Meanchey province when she didn't have her own home or land. She was living with her two grandsons in her relative's house. Mann had more family connections and supports in Battambang so we supported her to move back to Ek Phnom, by helping her out with home rental costs, food support and school support (uniforms, school materials, bicycle, and health care) for her grandsons.

She is now 62 years old and lives in a rented house which is about one kilometer from the CFI center with her younger grandson. In October 2018 her eldest grandson got a job after he

attended vocational training under the support of CFI. This made a big difference to the family's income but Mann wanted more opportunities for her grandsons. Mann was a seller, buying some snacks from makers and selling them from her house and making a small profit.

In February 2019, CFI extended their partnership with Eco-soap in Siem Reap. Eco-soap had experienced some success training hygiene ambassadors to sell soap in their community, and asked us if we would have anyone interested in trialing this approach in our area. We received 30 boxes containing 120 bars of soap, from Soap Aid, a similar soap recycling program in Australia. We then offered the

program to the families we were working with to see if anyone was interested. We provided hygiene ambassador training and the first box for free, with all future boxes charged at 44% of the soap price.

All in all, there were four women interested in selling soap. Mann was one of four. Of the 25 boxes sold during this time Mann sold 13 boxes. We were really proud of Mann's achievement. We asked her how did she sell so many boxes? Mann told us that, she sold soap on her bicycle in community; explaining to families that the soap is good quality; and will help keep everyone in the family safe and hygienic; not to mention the reasonable price. Mann also puts her



success down to her fantastic relationships with other villagers and her friendly and engaging personality. We couldn't agree more! When asked how she felt about selling the soap, Mann said, "I felt proud and happy that I sold out so many bars, I earned a lot of money from this."

So, what's next for Mann? We are pleased to report that her soap selling venture gave her some new found confidence, and helped her meet new people in the community. She now works full time at a local NGO who sterilize, bottle, and sell safe and hygienic drinking water. Not only this, but the entire family's success means that CFI has been able to completely withdraw our financial support for the family.

They now pay for their own rent and food. We still support the youngest grandson's education, but soon he too will be self-sufficient. This family's success is a wonderful example of how families can be empowered to lift themselves out of poverty and make positive intergenerational change.

ORGANISATIONAL SUCCESS STORIES

Duke of Edinburgh Award

CFI was recently awarded a grant from the British Embassy in Cambodia to pilot the Duke of Edinburgh's Award with our students, a first for Cambodia. The Award, available in over 140 countries, allows a participating student to achieve their own goals and aspirations covering community service, skill development, physical development and planning and leadership skills. These skills are vital for young people's growth and are not easily attained through formal education. You can find out more about the Duke of Edinburgh Award at <https://www.intaward.org/>

Published Research

CFI published its first-ever journal article during the year. Co-authored by 10 Khmer staff, the research on empowerment and dependency appeared in the July 2019 issue of *Advances in Social Work and Welfare Education Journal*. Executive Director Lee Henley and Managing Director Zoey Henley joined the University of Waikato's Simon Lowe and Claudia Munro, with whom CFI collaborated on the research, to present the research at an international conference in Hong Kong. The team won an award for Best Research Presentation.

Partnership with Australian Government

During the year we welcomed a communications volunteer, Guy Mosel, who came to us via the Australian Volunteers Program, an Australian Government initiative. Guy, who returned to Australia in June after six months at CFI, has now joined our Board of Directors and continues to assist with communications activities from home. With a strong relationship with the program now established, CFI has been successful in applying for a further three years of assistance. This is an excellent confirmation of CFI delivering sound services as the Australian approval system is extremely detailed.



Reintegrating children from orphanages

As part of its contract with Family Care First, CFI has been working directly with a local residential care institution to reintegrate children into family-based care. We have so far moved six children back under the care of either their birth parents or into kinship care arrangements and will continue to support them. We have also helped the young people in our Independent Living Youth program to either return to families or remain living independently without CFI support. Independent Living Youth was a program set up following the closure of CFI's residential service and moving forward we will not continue the Independent Living Youth program, this was a response to closing CFI residential services which is no longer required.

Management coaching

CFI accepted a generous offer from Australian management consulting firm Integral Development to produce management profiles on each of the seven members of our leadership team. All managers have collected feedback from peers, managers and people reporting to them and have since been receiving regular coaching sessions, exploring areas for development. The ultimate aim of this project is to ensure that the Khmer leadership team has the necessary skills to support CFI becoming a Cambodian-led organization in future.

Positive parenting

CFI has again delivered Positive Parenting workshops, practical sessions that teach a range of skills designed to increase parents' capabilities. The program was delivered over 12 months to 30 families but, we hope to get funding to offer it to more families in the near future.

ORGANISATIONAL SUCCESS STORIES *(Continued)*

Two new contracts

CFI won two significant contracts during the year. The REACT contract, funded by the European Union, is administered as part of the overall FCF - REACT program and supports community based work to prevent harm and child-family separation. CFI will be running a community campaign as part of this contract, which will be informed by our harm prevention workshop research. Meanwhile the Violence Against Children / Vocational Education Training contract is funded by UNICEF via the 3PC network. This contract requires CFI to work in partnership with two other local NGOs. CFI was selected to provide the ongoing case management support for children while other NGOs will complete initial assessments.

Intake and Exit process

Frequently families enter NGO services without a clear pathway for entry, intervention and plan for exit. This generates a risk of service dependency and reduces the ability to allocate resources to families at risk of child / family separation. CFI now complete an initial assessment identifying those families with the highest risk and develops a plan to work with them for the shortest period of time necessary. Decisions are made at a multidisciplinary panel meeting, focusing on expert advice to target the plan to the areas where support is most needed.

This panel also makes decision for families where risk has been sustainably reduced to begin the exit process of phasing down services and preparing the family for safe exits from our programs.

CFI recognises some families will need to remain in services for extended periods. This approach is about creating a change to practice culture, one where workers question why families are remaining in services, not simply accepting that they will. This approach was featured in a publication by Save The Children in 2019 as an example of 'promising practice'.

THE CFI FAMILY

CFI has a team of 38 staff in Cambodia 95% of whom are Cambodian nationals (Khmer). The team is led by our management team and ably supported by a group of social workers, teachers, operational staff, cooks, guards, support staff and interns.

Zoey and Lee are the only permanent overseas employees, however, we do regularly host overseas social work students and hopefully another volunteer from the Austrian Volunteer Program this next period. We continue to move in a direction of ensuring CFI is Khmer led in Cambodia, continuing to undertake capacity building at a local level.

We have a majority of female staff, and achieve fantastic staff retention. Our level of professionalism continues to develop, all staff have an annual appraisal where goals are set for the year, staff in direct contact roles receive regular supervision and we have now established our staff competency framework, meaning we can demonstrate staff are working to the highest standards.

This year has seen a focus on staff upskilling. As part of our contract with Family Care First / REACT we have focused on the much needed areas of disability and mental health / addictions.



Management Team

Lee Henley

Executive Director

Hach Hour

Social Work Manager

Thou Sreyrath

*Education Advocate
Manager*

Hor Sokhors

Technical Director

Leng Kunhean

*Learning Center
Manager*

Vann Sokha

Project Manager

Zoey Henley

Managing Director

Board of Directors

David Asseoff

Board President

Davis Phan

Secretary

Florian Calmbach

Susie Johnston

Austin Klemmer

Sue Shalley

Vice President

Jan Vittum-Pilcher

Jenny Ciucci

Peter Jacobson

Treasurer

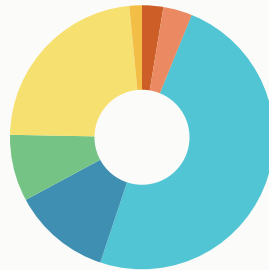
Melissa Theesen

FY2019 Expenses



Programs & Services	\$81,736
Child Protection	\$106,257
Education	\$84,463
Fundraising & Management	\$49,190
Total Expenditures	\$321,646

FY2019 Revenue



Corporate	\$8,318
Events	\$11,637
Grants	\$161,834
Government Grants	\$39,375
Individual	\$26,821
Partnerships	\$76,133
Miscellaneous	\$5,498
Total Revenue	\$329,616

THANK YOU

Max J. and Winnie S.
Rosenshein Foundation

BASAIID

Better Lives

Gonnerverein

Global Ministries

CFI EU

British Embassy, Phnom Penh

FSU

EcoSoap

Kidz help

Kapadia

South East Asia Foundation

Littleman Icecream

Australian Volunteers Program



And thank you to the many individuals, whose ongoing regular support maintains the high level of services we can provide at CFI.



HOW TO GET INVOLVED

CFI, founded in 2008, provides basic needs, safety and educational opportunities to nearly 300 children, ages 5-21, and their families.

\$10 per month sponsors a student's lunches

\$35 per month buys a student's school supplies

\$70 buys a student a bicycle

\$100 per quarter feeds a family

\$420 per year sponsors a student's education

\$1,500 per year sends a student to University

CFI is a registered United States 501(c)(3) non-profit organization. All contributions are tax-deductible.

For more information or to donate please visit:

www.childrensfuture.org

