

ANNUAL REPORT 2023

# TREAT EVERY CHILD WITH RESPECT AND COMPASSION





# A FEW WORDS FROM THE PRESIDENT OF THE BOARD

During this year, our work has ramped up after the pandemic, however, many children are still struggling to catch up in school and many remain behind in their studies, or are at risk of dropping out. We have seen many families, or parents, choose to migrate to Thailand for economic reasons, putting children at risk of neglect, abandonment, or being brought to Thailand where they are unable to study or at risk of child labor. CFI's teams have worked hard to find ways to support these children to be safe and receive the education needed for a successful future.

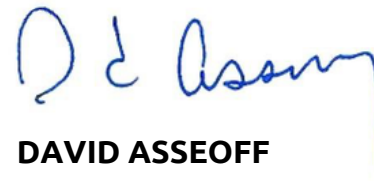
There have been changes on the directors team, and now only the Executive Director is foreign, working together with two Khmer directors on fundraising, program quality, staff management/development, and organizational management.

This year, we have also welcomed seven new Board members who bring a range of skills in fundraising, programming, and finance. After more than a decade as Board President, I am happy to pass the baton to Susie Johnston, while still remaining committed to supporting CFI. In all, we are very excited for what this new management can bring to CFI.

We are extremely happy to have welcomed a number of new sponsors for projects that focus on nutrition, housing, and livelihood through chicken raising. This is vital, as CFI continues to grow. A significant challenge still remains as most donors prefer funding projects rather than staff salaries, despite the fact that our staff work is the core of all that we do.

Finally, I'd like to express our immense gratitude for the support of our sponsors, without which we wouldn't be able to improve the lives of Cambodian children and their ability to grow up safe, fed, educated, and cared for.

With great thanks,



**DAVID ASSEOFF**  
Board President



# OUR STORY

Children's Future International (CFI) was founded in 2009 by Jenny Ciucci and Andrew Wolff to protect be a community based organization to protect children from all forms of abuse, promote the rights and uphold the dignity of the most at-risk children in rural Cambodia.

CFI works in communities with untreated trauma from the Khmer Rouge genocide, poverty, malnutrition, exploitation, trafficking and neglect. Without support, children who are affected face poor education outcomes and additional risks, including child and family separation, unsafe migration, preventable diseases, family violence and child labor.

To provide basic needs and safety, the Learning Center opened in 2010 for children aged 0-25 in Ek Phnom District. The families we work with live in extreme poverty, without regular income and often without enough to support their family. According to UNICEF, 19% of Cambodian children aged 5-14 engage in child labor, and 36% of children enrolled in primary school drop out before completing grade 5. The pressure to contribute financially to the family is the main driver for premature school drop-out, leaving children vulnerable to trafficking and abuse. With high levels of migration in Battambang, approximately 20% of students at CFI have been or are directly involved in unsafe migration, and many others report that one or more of their family members have worked illegally in Thailand.

Today, CFI works to promote the rights and dignity of the most vulnerable children through support services to over 1,000 vulnerable children, youth and their families. CFI's approximate 50 staff and 10 interns use international standards to evaluate each child and incorporate their individual situation and needs into case management plans.

This is through use of the Signs of Safety and Child Status Index tools. This support system provides us the possibility to best tailor the support to the child and their family.

CFI's intake/exit system ensures that all children are safe and supported, while prioritizing the most vulnerable and reducing service dependency of families. With strong connections in communities and local authorities, and an understanding of community needs, we facilitate community-led and sustainable solutions focused on empowering this generation and the ones that will follow.

CFI is a United States 501c3 charity and a registered NGO in Cambodia.





# VISION

A future where every child in Cambodia is safe, healthy, educated, thriving, and happy.

# MISSION

To improve the lives of vulnerable, marginalized and at-risk children in Battambang province by providing access to quality education; promoting child rights; ensuring physical safety, health and wellness; inspiring children and young adults to act as positive role models within their communities; fostering self-reliance among families and communities; and sharing joy together.



# OUR VALUES



**LOVE EVERY CHILD EQUALLY**



**TREAT EVERY CHILD WITH RESPECT AND COMPASSION**



**TAKE INITIATIVE AND BE ACCOUNTABLE FOR YOUR ACTIONS**



**WORK HARD AND BE A DEPENDABLE PART OF CFI**



**COMMUNICATE OPENLY**



**BE HONEST AND HAVE FUN**



**LEARN AND GROW TOGETHER**



**HELP OTHERS WHENEVER YOU CAN**





# SERVICE PATHWAYS

## FOUR MAIN AREAS TO BEST SERVE CHILDREN AT RISK

Children enter CFI's programming after an assessment using the internationally recognized Child Status Index which examines the child's nutrition, shelter, protection, health, psychosocial and educational status.

After the initial assessment, CFI holds an intake panel, where the team examines the risks the child faces and decides if CFI can provide services, which services those might be, if the case can be referred to a partner, or if the case is not at a high-enough risk to be accepted.

Every six months, case workers review the child's status to see if any internal referrals are needed or if the family is able to exit from CFI services. Reducing service dependency is one of the pillars of CFI's work, so when a family improves their situation and is able to provide for themselves, they gradually stop receiving services. Therefore, children receiving CFI's services are the most vulnerable and most in need.

### SOCIAL WORK

Case management, counseling, basic need support, health livelihood support, housing for around 250 children.

### LEARNING CENTER

Supplementary Math, Khmer, English and Computer classes for around 120 children. Extra curricular activities and meals for those with the greatest need.



INTAKE

EXIT

### EDUCATION ADVOCACY

School materials, counseling and bicycles for around 250 students, vocational training for 12 youths, and University Scholarships for 10 students.

### SPECIAL PROJECTS

Soft skill development, career development, Day for Girls, and leadership skills through soccer and Lego programs for about 900 students.

# SOCIAL WORK

This year, CFI's social work team has continued to work with local authorities to help children suffering from or at risk of abuse, neglect, trafficking, migration, poverty, prevent children from family separation, support residential care closure and/or transition, and reintegrate children to their families.

We also began two new projects to support the long-term well-being of families: a chicken raising livelihood project and a housing repair/building project. With these projects as well as counseling, support with health, nutrition, and education support, the social work team has been able to ensure that children are safe and have the basic needs required to grow up and have a successful future.

CFI continues to use the intake/exit process to prioritize the most vulnerable families while reducing service dependency.

## PLANS FOR NEXT YEAR

- ♥ Begin a new two year grant to work with residential care institutions to transition/close, reintegrate the children to community based care, and prevent family separation. This will include a pilot to provide cash support rather than material goods and a behavior change campaign in partnership with a local forum theater NGO.
- ♥ Continue to provide livelihood and housing support to have longer lasting impact on the families we work with.
- ♥ Capacity building for social work staff, restructuring the team, creating caps to the number of cases held by each social worker, and continued focus on their mental health and well-being.





# SOCIAL WORK

## NUTRITION

Began a partnership with Herbalife Nutrition to provide lunch and dinner to around 30 of the most vulnerable students at the learning center.

Monthly nutrition and basic health education sessions for the students in the learning center covering hygiene, disease prevention and healthy eating.

## PROTECTION

Supported 141 children suffering from or at risk of abuse, neglect, abandonment, migration, or exploitation

Revised CFI policies regarding Child Protection, Sexual Exploitation and Abuse, Whistleblower, Ethics, and Code of Conduct and provided refresher training to all staff.

## HEALTH

Provided First Aid training/refresher to all staff to ensure everyone is prepared in case of an emergency.

Created opportunities for students at the Learning Center to try other ways of being active including yoga and ballet.

Continued basic health care in the Learning Center and supported families needing to seek specialized or intensive care from hospitals in Siem Reap or Battambang.

## CAPACITY BUILDING

Trained 74 local authorities to identify children at risk of violence or other child protection concerns and how to refer them to the proper channels for help.

Trained 41 residential care institution staff on identification of violence against children, case management and Ministry of Social Affairs policy training.

Provided 143 families with training on safe migration, child protection, positive parenting and other key topics

## SHELTER AND CARE

Secured a grant from the Church of Jesus Christ of Latter Day Saints to repair or build 33 houses and toilet facilities.

Reintegrated 10 children from residential care institutions to community-based care, seven with their direct family and three in kinship care.

Prevented 23 children from being separated from their family.

## RCI TRANSITION/CLOSURE

Successfully supported one RCI to reintegrate the children living in their center to community based care, and submit their letter to the Ministry of Social Affairs to officially transition.

Received training from the Better Care Network on tools and theory to support RCI transition/Closure.

# LEARNING CENTER

There are still children who have fallen behind after the pandemic and the CFI team provides additional instruction in Khmer, Math, English, and Computers.

We also restarted our lunch and dinner program in order to ensure the children have a healthy meal and a time to share with each other and the CFI support staff.

This year, there were additional disruptions to the public school year during the South East Asian games held in Cambodia and the build up to the national election in July. Thus, our teachers have designed additional small group tutoring for children who need more personalized assistance.

In addition, the teachers have worked hard to design “Fun Friday” activities for the kids each week which includes arts and crafts, sports, reading, movies, dance, and learning games. We’ve been so pleased to see the children grow and their joy coming to the center every day!

♥ 126 students in our supplementary education program have been supported:  
57 students in Math/Khmer, 88 in English and 56 in Computers.

♥ 39 students received free lunch and dinner Monday through Friday.

♥ Basic health and nutrition workshops have been held with 107 students on topics, such as: lice, education, dental hygiene, hand washing and general hygiene, dengue, prevention, extreme heat safety and nutrition education.

♥ Our Learning Center teachers continued to learn Competency-Based Learning methodology and have expanded their knowledge through workshops such as:

- the Hour of Code training (to teach basic coding)
- Panha Sabay Training (new methods to teach logic, English, Math, and Khmer through a self-guided methodology).

♥ **Students from CFI's learning center had a 94% pass rate this year, which is 9% higher than students who didn't receive CFI support.**



## PLANS FOR NEXT YEAR

♥ Expand our computer curriculum to include basic coding and purchase new computers.

♥ Create a student handbook for things like dress code, behavior, fire safety, health procedures, learning center rules, etc.

♥ Begin research into what it would take to expand from a learning center to be a full school using public school curriculum.



# EDUCATION ADVOCACY

This year, the Education Advocacy team built on their previous experience through our new Mobile Futures pilot project, which aims to bring technology and information to young people in rural villages who otherwise wouldn't have access to job readiness support.

The program taught students how to set goals, what career opportunities exist and how to get there, how to search for a job, how to apply for a job, how to make a CV and cover letter, and how to interview for a job.

We engaged 135 youths in the program, of which 76% were girls, and we were very pleased to see how much they learned.

The EA team also worked hard to keep children in school, working with public schools on student attendance and with families to encourage them to prioritize education. 269 students at risk of dropping out were provided with study materials, public school uniforms, bicycles, extra class support and educational counseling.

The team also brought students to visit vocational training schools and universities to encourage learning beyond the basic public education.

♥ CFI provided 16 scholarships for students to pursue a university degree (seven graduated) and 12 vocational training scholarships.

♥ Reached 260 public school students through our youth workshops.

♥ 78 Day for Girls participants, 179 Future Goals workshop participants and 98 Next Generation Initiative participants (32 for life skills and 66 for employment skills). These workshops covered topics such as: goal-setting, career planning, reproductive health, the importance of graduating high school and soft skills.



# SPECIAL PROJECTS

## SUSTAINABILITY AND YOUTH EMPOWERMENT

In 2023, CFI doubled the number of participants in our Enabling Leadership program to 927 students in 21 public schools in the Ek Phnom district.

These programs use the mediums of soccer and Lego to teach students life skills, cooperation, critical thinking, self-reflection, communication and other soft skills. At the end of 2022, CFI held the soccer league and Lego showcase events with 450 students which was a fun culmination of what they had learned throughout the year.

Our internship program continues to be a unique opportunity for youth to build strong job skills and learn an office work culture. This year, we had 21 interns total, of which 13 successfully exited the program for full-time jobs while the others are still completing their internship. Thus, we had a 92% successful transition rate to full-time employment.

This year, 17 young people participated in the Duke of Edinburgh Award program in the Bronze, Silver and Gold levels. Even though we cannot afford to stay in the program, we will continue to use aspects of it in our future programming. It has proven effective in empowering young people to support their own learning, develop problem solving skills, build confidence and resilience, and incorporate these concepts into future projects.

We are so happy to see the way the students have grown individually and that we have been able to reach more students through these programs.

♥ CFI has continued our Recycled Soap Program with our Eco Soap partnership, employing three families last year.

♥ Our Enabling Leadership Play Program Officer took a trip to India to visit Enabling Leadership Headquarters to attend their seminar, to network with other program officers, discuss the implementation of excellence criteria, develop leadership skills and learn new techniques to bring back to our programming.

## PLANS FOR NEXT YEAR

♥ We will redesign the internship program next year to share learning across the different teams in order to foster collaboration skills.

♥ Our Enabling Leadership program will continue to expand to reach more students more effectively.







# WHAT DO PEOPLE THINK

We want to share some stories with you, because the individual child, youth, and guardian is what CFI is all about!

It is every time we know that we have made a real difference and have been able to provide a brighter future for someone, that we see the true result of our efforts. It's impossible, of course, to tell every story, but here we'll share some examples.



*"I'm very happy that CFI provides chickens to raise. I'll do my best to raise them and earn money to support my children's education."*



*"I'll never leave my children again. Thank you to CFI who supported me to reunite with my children so we can live together again."*

*"I know if I study hard, my future will be brighter. I'm going to have a better job and earn more money."*

# CHAKRIYA'S STORY

## SOCIAL WORK, A CASE STUDY

Chakriya\* is a 14-year-old student in grade 8 in Thmor Kol District, Battambang Province, Cambodia. She is the second oldest child in the family; her older brother, Nuth, dropped out of school in grade 8, and her younger sister is still studying in grade 7.

Chakriya and her siblings live together with her 54-year-old grandma, who does not have a regular job. Chakriya's parents divorced, and her father remarried. Her mother migrated to work in Thailand and since then has not had any contact with the family. The family was struggling with a very serious situation; not enough food to eat and an unsafe and leaky shelter.

Chakriya and her older brother dropped out of school and began working to earn money to support their family. They always worried about having enough food to eat and did what they had to do to put food on the table.

The local authorities identified that the children needed help and referred their case to the Thmor Kol District social work department, which forwarded the case to CFI. Then, CFI social workers worked alongside the Thmor Kol District social work leader and Women's Council to assess the family to make a service plan for children's well-being.

After having agreed to the service plan, the local authority helped to re-enroll Chakriya back in school with support from CFI. CFI donated food, study materials, a bicycle and household materials (for bedroom, kitchen, bathroom, and clothes) to get them back on their feet. CFI also built a new house for Chakriya's family to live in safely.



Currently, Chakriya is attending her classes regularly and performing well in school. Her brother, Nuth, has chosen to continue working to earn money to support his grandmother and his siblings so they can continue to stay in school. We are hopeful that with continued support from CFI, Nuth can one day return to school as well.

Everyone in the family says “we are so happy to have enough food, a safe house, and not to be worried when there is a big rain or wind storm.”

Since Chakriya and her sister feel safe in their new house and have enough food to eat, they have been able to stay in school and work towards a good future!

**\*All names and photos changed to protect the child's identity**



# BUNNA'S STORY

## LEARNING CENTER, A CASE STUDY

Meet Bunna (pseudonym), a 14-year-old boy who has shown incredible growth in the past year he has been with CFI. His teachers love having him as a student, and he has become a role model for the younger students. Read his story and how it all started with a Rubik's Cube!

When Bunna started with CFI in 2022, he was silent, sometimes aggressive, refused to communicate with other students, and was a slow learner. He never raised his hand in class, always sat at the back, and he didn't have the confidence to answer the questions in front of the whole class when the teacher asked.

In addition to supplementary classes, CFI has many activities for students to participate in their free time, like reading books and playing chess in the library, playing football in the garden, and solving the Rubik's cube. Also, every Friday afternoon at CFI Learning Center, students take a break from their regular classes to participate in a variety of fun activities, including dancing, singing, making beaded bracelets/rings and playing soccer. This is a great opportunity for students to hang out with their friends and have fun.

Bunna first became interested in Rubik's Cube when he saw his friends playing with one in the CFI library between their classes. He asked his friends to teach him and started to practice every day to learn how to solve it. Eventually, with help from one of CFI's English teachers, Lambo, Bunna was able to solve his first cube ever. The pride on his face could be seen by all!

From the day Bunna solved his first cube, his behavior changed. He became more focused and driven as a student, always asking questions in class and rarely absent. Bunna also became more engaged, and he started to open up to his classmates and teachers and he joined many of the extra activities CFI offers. At the end of last semester, Bunna received the certificate of role model at CFI for being a good and helpful student (see picture below).

Today, you will always see Bunna with his Rubik's Cube. He is always trying to learn new ways to solve cubes in the fastest way possible by watching Youtube videos and asking his friends and teachers. In the CFI library, you can find Bunna and his friends having a Rubik's Cube Battle to see who can solve it first.

To see the growth in Bunna this past year is wonderful. It's amazing what a small thing, like Rubik's Cube, can do to help a child. We are thankful that our teachers are involved with our students and use out-of-the-box ideas to encourage and engage our students at CFI.



# YARO'S STORY

## EDUCATION ADVOCACY, A CASE STUDY

Meet Yaro (pseudonym), a 16-year-old boy who decided to turn his life around. Yaro was a good student who had excellent attendance and studied hard to keep his grades up.

Due to school closure during COVID-19, Yaro was not able to go to school or attend the online class regularly. His grades dropped significantly. Yaro started to hang out with the wrong crowd and no longer cared about attending school.

When his school reopened, Yaro was extremely behind and couldn't keep up with the other students. He lost his confidence and motivation to continue school. After a couple of months, Yaro stopped attending school altogether and wanted to drop out of school permanently.

Our education advocacy team began working closely with Yaro to support him in building his confidence back by providing counseling and regular monthly check-ins. Yaro started to come to the Learning Center regularly to meet with other students, hang out in the garden, and especially play football.

When we saw Yaro start to build up his confidence, our education advocacy team tried a new approach by encouraging Yaro's friends to convince him to go back to school.

Six months later, Yaro himself came to the education advocacy team to ask for help in getting him back to public school. His friends were able to help convince Yaro of the benefits of returning to school.

We were thrilled when he came in to ask for our help re-enrolling him in school. CFI helped Yaro with the process and provided school materials to ensure he was ready to start attending school again.

When we asked Yaro what made him decide to return to school, he said, "I saw my friends going to school, and they can learn new things every day. I want to have knowledge like them."

Yaro now attends school regularly and maintains good grades. He also participates in some of our other projects at CFI like the Next Generation Initiative (NGI), the Duke of Edinburgh Award, and Just For Kicks. Yaro is active both in school and at home; he always offers to help others if needed.

Yaro is happy with his decision and he is thriving. We're so proud of him! We can't wait to see the great thing he's going to accomplish in this life.





# THANUK'S STORY

## SPECIAL PROJECTS, A CASE STUDY

Meet Thanuk (pseudonym), a 12-year-old who has shown incredible growth in participating in the PLAY program over the past year.

Thanuk is a grade 6 student studying at Prek Norin Secondary School. He was previously very shy and introverted. He didn't have the courage to join any activities the school provided, and he was a slow learner.

Inspired by his love of football and encouragement from his friends, Thanuk gained enough courage to get out of his comfort zone to participate in the PLAY program with his classmates. When he first joined the program, he wouldn't answer his coach's questions, fearing judgment from his friends in case he answered wrong.

As a coach, Chakriya couldn't let this happen. She encouraged all the students to participate and advised everyone not to judge others if they did something wrong because practice and making mistakes is the fastest way to grow.

Thanuk started to build up his confidence in every activity. He learned how to control, pass, and shoot the ball. He also learned the nine leadership skills provided by the PLAY program.

A year later, Thanuk has surprised us with his incredible performance both in the PLAY program and his public school record. Thanuk never skips a session, he learns football skills quickly and understands leadership skills well.

He always helps the coach to collect the football gear after the training session. He has good communication with his friends, he's a good leader and always shares useful advice with the team.

"As Thanuk's coach, I'm very happy to see his improvement in the past year. He communicates well with his team, he's involved in team activities and he's a good leader." Chakriya says.

"I am proud to have the opportunity to play football with Prek Norin Secondary School because it taught me about football, the rules of the game, and the role of playing and teamwork." Thanuk says.



# THE CFI FAMILY

## BOARD OF DIRECTORS

**David ASSEOFF**

*President*

**Davis PHAN**

*Secretary*

**Peter JACOBSON**

*Treasurer*

**Jenny CIUCCI**

*Co-Founder & Committee member*

**Florian CALMBACH**

*Committee member*

**Susie JOHNSTON**

*Committee member*

**Austin KLEMMER**

*Committee member*

**Dan GILBERSTANDT**

*Committee member*

**Cassie WRIGHT**

*Committee member*

**Katie LEENHOUTS**

*Committee member*

**Henry HENG**

*Committee member*

Thanks to Sue Shalley, resigned from the Board March 2023, for her many years of dedicated service and generosity.

## MANAGEMENT TEAM

**Patrice DAVISON** *Executive Director*

**HOR Sokhors** *Technical Director*

**Lilla SMID** *Managing Director (Until February 2023)*

**LENG Kunhean** *Managing Director (As of February 2023)*

**HACH Hour** *Social Work Manager*

**LENG Kunhean** *Learning Center Manager (Until February 2023)*

**CHHONG Pichenda** *Learning Center Manager (As of March 2023)*

**THOU Sreyrath** *Education Advocate Manager*

**VANN Sokha** *Project Manager*

## STAFF & INTERNS VOLUNTEERS





# THANKS TO OUR SPONSORS

Without you nothing would be possible – together we are able to improve the lives of Cambodian children and their ability to grow up safe, fed, educated, and cared for.

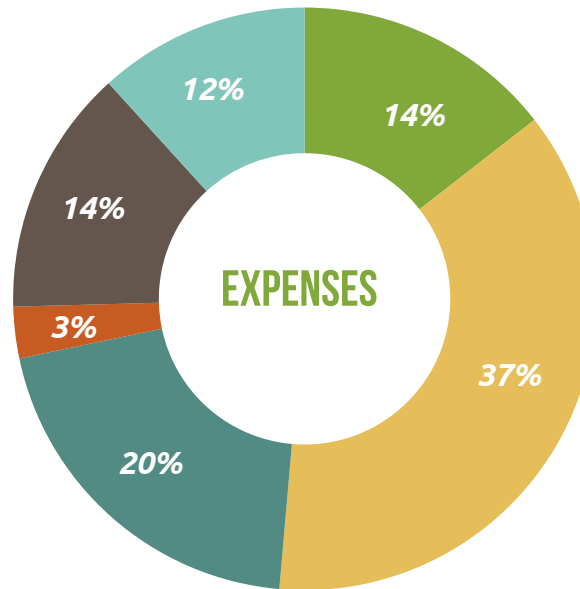


Max J & Winnie S Rosenshein Foundation

# FINANCIALS

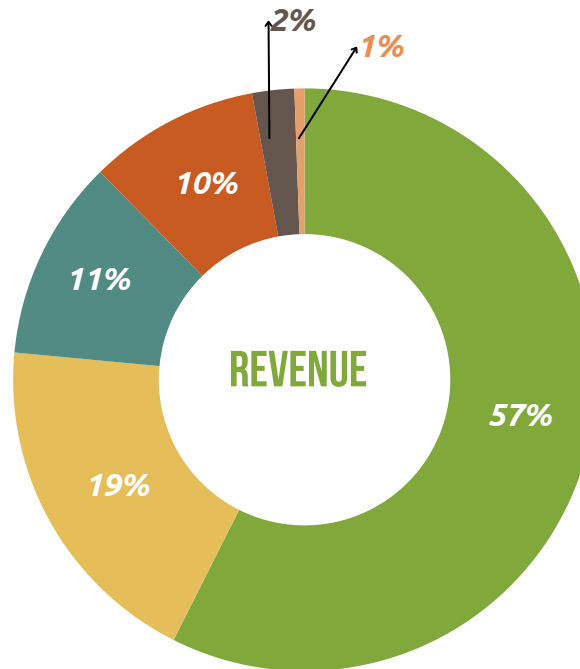
This year, CFI has shifted the way that some of our programs are classified, so while you might notice some differences in categorization or amounts of expenditures, the spending is mostly similar to the prior year with general increases across the board. Generally, CFI has spent 18% more than last year on program services, 13% more on management and 13% more on fundraising. This has helped bring about a 44% increase in income, though much of which is set aside for capital expenditures.

CFI was able to begin capital improvements on the land which we have owned for around 10 years. We have raised the land to prevent flooding, built a fence around the perimeter, and made the architectural drawings for the buildings that CFI will begin construction on in FY2024.



Programs and services	\$67,274
Social Work	\$171,631
Education	\$94,543
Fundraising	\$13,280
Management	\$63,657
Capital	\$54,570

**Total Expense** \$464,955



Foundation and other grants	\$307,633
Individual donations	\$102,203
Government grants	\$59,699
Partner grants and donations	\$50,781
Corporate donations	\$12,477
Other	\$3,001

**Total Revenue** \$535,794





## CAMBODIA CONTACT INFO

#330, Group 9, Sous Ey Village  
 Peam Ek Commune  
 Ek Phnom District  
 Battambang, Cambodia  
 Phone: 097 75 77 720  
 Email: [info@childrensfuture.org](mailto:info@childrensfuture.org)

## US CONTACT INFO

1031 33rd St. #172, Denver, CO  
 Phone: (720) 277-9668  
 Email: [info@childrensfuture.org](mailto:info@childrensfuture.org)



[info@childrensfuture.org](mailto:info@childrensfuture.org)



[@childrensfutureinternational](https://www.facebook.com/childrensfutureinternational)



[@childrensfuture](https://www.instagram.com/childrensfuture)



[@children's-future-international](https://www.linkedin.com/company/children-s-future-international)



[@childrensfuture](https://twitter.com/childrensfuture)



[@childrensfutureinternational](https://www.youtube.com/channel/UC...)