

ANNUAL REPORT 2024

LOVE  
EVERY  
CHILD  
EQUALLY



# MESSAGE FROM THE PRESIDENT OF THE BOARD

It has been an exciting year for us as we have grown our projects, staffing and reach, continuously looked for improvements to better meet the needs of the most vulnerable children in our community.

In Cambodia, this year's dry season was one of the hottest in many years, and many of the effects of global climate change are affecting farmers and families in our community. Some activities needed to be delayed or altered to avoid the heat. We continue to see many families who are struggling, turn to migration, which can lead to child abandonment, child labor, child trafficking, or being sent to institutional care. With limited funding to support families in need, CFI has focused our work even more on children suffering from extreme abuse (physical, sexual, emotional), severe health conditions, trafficking, or other life threatening situations.

The construction of the new CFI office has kicked off with a great start as we've already raised the land, built a fence and the kitchen. Our hope is that by this time next year, our operations can move to the new facilities.

As we finish our fiscal year, the overall operational budget this year was higher than last year, which reflects more staffing and more activities within the community. Thankfully, we were able to raise the additional funds due to some large grants, individual donations, and winning the Project for Awesome video fundraiser.

Finally, I wish to send our deepest gratitude for the support of all our sponsors. We see the difference it makes in the lives of the most vulnerable children, so that they have the possibility of a better future.



A handwritten signature in black ink that reads "Susie Johnston". The script is cursive and elegant.

**SUSIE JOHNSTON**

Board President

# OUR STORY

Children's Future International (CFI) was founded in 2009 by Jenny Ciucci and Andrew Wolff to 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 educational 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 to the family financially 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 with local authorities, as well as 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.



### EDUCATION ADVOCACY

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

### YOUTH EMPOWERMENT

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

# ORGANIZATIONAL DEVELOPMENT - CONSTRUCTION PROJECT

This year we have built the new kitchen and the gates to secure the land.



Plans for next year: Library, classrooms and football field.  
Move into the new center!



# ORGANISATIONAL DEVELOPMENT

Over the past year we've expanded our programs and continued to improve operations. In September, we held our first local fundraising event with approximately 70 participants joining a cycle ride around Ek Phnom, ending in a ceremony at the new land. The event was a success in both engaging the community and raising a small net profit.

This year, we partnered with Where There Be Dragons and Princeton University to take a volunteer as part of their gap year program. Our first volunteer, Sabrina Warner, was a wonderful addition to the CFI family and supported us by collecting research for CFI's programs, analyzing the nutrition status for children at the learning center, and assisting with the strategic planning process.

Through a partnership with WATERSAFE, we provided a water and sanitation training to 85 children and families, educating about the importance of clean water. They provided water filters for families to install on their taps, water bottles, and school supplies for the children.

We offered various training opportunities to staff throughout the year, including a few weeks with our previous Learning Center Manager, Jon Blumenfield, on positive practices and planning the future of education at CFI. We continued to update Protection against Sexual Exploitation and Abuse (PSEA) Policy, Code of Conduct and HR policies, as well as reviewing all policies with staff through real life examples. We implemented staff well-being activities including weekly team building activities, our staff dinner and staff trip.

This year, we also made the difficult decision to discontinue our recycled soap program, as it was not able to break even. The project itself has been an important exercise for the CFI staff to learn about business, connect with the community, and promote sustainable products.



# KEY ORGANIZATIONAL DATA

- ♥ 52% female staff
- ♥ 98% Khmer staff
- ♥ 2 consumer group meetings with 14 participants
- ♥ 3 youth participation meetings with 45 participants
- ♥ 63 staff as of June 2024 (9 interns, 6 part time staff, 48 full time staff)
- ♥ 1,299 total children supported (403 in CFI's core programs)
- ♥ 147 cases accepted through intake and 127 exited from services



## PLANS FOR NEXT YEAR

- ♥ Continue to update/create CFI Policies.
- ♥ Re-align the strategic direction across all programs to best meet the needs in the community.
- ♥ Celebrate 15 years since CFI's founding!



# ORGANIZATIONAL DEVELOPMENT: THE INTERN PROGRAM

CFI's Intern Program is designed to provide young people with hands-on experience in a professional setting, developing technical tasks, dependability, work ethic, teamwork, communication skills, program management skills, and how to follow organizational policies and procedures.

This year, we have revamped the Intern Program by organizing weekly meetings, clearer goal setting, and rotating them through different departments for a more varied experience.

## KEY DATA

- ♥ 17 young adults in CFI internship program (Female=12)
- ♥ 71% of interns have entered permanent employment (total since the start of the program)



## PLANS FOR NEXT YEAR

- ♥ Create and pilot a second year internship curriculum to be more self driven and job skill based.

# SOCIAL WORK

Our social work department has seen some major shifts this year with the ending of previous donors and the increase in funding for the Family Care First project, leading to increased staffing to manage the workload.

CFI's team continued to provide houses and toilets to families in unsafe living conditions with the support of the Church of Latter Day Saints and Global Ministries.

We also completed our chicken project, a livelihood initiative intended to support 20 families with small businesses. Families and the team learned a lot from the experience; despite losing some chickens from disease over half of the families are committed to continuing their businesses.

This year also marked the end of UNICEF funding to support children suffering from or at-risk of abuse, neglect, trafficking, migration, illness and/or poverty. As a result, CFI has needed to limit the support available for poor families, especially food support since it is the least sustainable intervention.



## KEY DATA

- ♥ 244 children helped with social work services
- ♥ 25 families provided with livelihood support, such as chicken raising, moto repair, and laundry service
- ♥ 64 families received emergency food support
- ♥ 33 families provided with housing/toilet support in order to be able to repair, build, or rent a house
- ♥ 127 children received health care support at CFI or at a hospital
- ♥ Two social work staff trained by the Funders Safeguarding Collaborative to consult with organizations to build their safeguarding policies, procedures and capacity

## PLANS FOR NEXT YEAR

- ♥ CFI will only be able to intake the most severe cases, but will continue to advocate as a 3PC partner for vital child protection support in Cambodia
- ♥ Reduce the number of cases, especially focusing on transferring and exiting FCF cases to close the grant
- ♥ Deciding on the new strategic direction of social work practice



# SOCIAL WORK: FAMILY CARE FIRST (FCF)

Through the FCF project, CFI has been able to work on the closure/transition of residential care institutions, reintegration of children to their families, and prevention of family separation. This is the fourth FCF grant for CFI and is significantly larger than the previous projects, increasing the team's workload.

The project includes a number of improvements, such as providing Cash Assistance rather than in-kind support, and using forum theater to engage community members in solving the problem of family separation rather than providing traditional training. This year, six staff received Cash Assistance training, and they then went on to train the rest of the social work staff. Thus far, the program has proved extremely effective, allowing families to cover costs such as food, schooling fees/materials, household supplies, and other daily needs.

We have also collaborated with FCF partner, Organization to Improve Communication and Swallowing Therapy in Cambodia (OIC), to create tools and trainings that improve the identification and treatment of children with disabilities. OIC trained 12 CFI staff and 28 local authorities in the districts where CFI works.

Overall, the project requires close coordination with partner organizations Holt, Cambodian Children's Trust, OIC, and Children in Families to collectively advocate and work with government authorities including the women's counsel (WCCC) and social affairs office (DoSVY). This includes supporting the government's initiatives, having close case collaboration, and fostering long term sustainability of the grant's objectives.



# SOCIAL WORK - FAMILY CARE FIRST

## KEY ACHIEVEMENTS

- ♥ Supported one residential care institution to officially transition to be a university dormitory, and four residential care institutions in the process of transition/closure and the reunification of children with their families
- ♥ Created a youth group for 11 youth, who had left residential care, to support their emotional needs, education and work struggles, and other challenges reintegrating into community life
- ♥ Held a learning exchange, regular meetings, and provided child protection training to 21 staff from residential care institutions
- ♥ One social work staff trained as a trainer for the Ministry of Social Affairs, Veterans, and Youth Social Service Workforce Training



## KEY DATA

- ♥ 13 children and 3 young adults reintegrated into family based care
- ♥ 23 children prevented from entering residential care
- ♥ 14 families reached with positive parenting, safe migration, and prevention of violence workshops
- ♥ 220 local government authorities trained on the government framework for kinship care and foster care, and on child protection pathways



*A case study from the*  
**SOCIAL WORK**

## PREVENTION OF FAMILY SEPARATION

Late 2022, tragedy struck the sisters Ganya (19) and Vichega (17)\*. First their mother died, then the father left to start a new family. Sadly, their grandmother also died, leaving the two young women to fend for themselves.

They tried to stay in school, but had to work in their neighbor's rice fields, earning about \$5 for a day's work of manual labor, or scavenge for snails or plants to eat or sell.

Their aunt, who was already caring for a child of her own plus two grandchildren, was concerned, and reached out to the government authorities to place the sisters in a residential care institution.

The government authorities then referred the case to CFI in November 2022, under the previous FCF project as CFI was working with residential care institutions to prevent them from accepting new children into care, in order to move toward transition/closure.

CFI worked together with the district social affairs, commune social affairs, women's counsel, and commune leader to make the aunt understand the benefits of staying within a family, and she decided to accept the girls into her home to care for them.

CFI provided basic needs support to the family to enable them to live together, including household, sleeping, hygiene, and education materials, as well as bicycles, positive parenting training, and ongoing food and counseling support.

Now, the family is doing well and CFI has assessed the family to receive cash support rather than material support while both girls are so close to finishing grade 12. CFI plans to continue to support the sisters through the end of their grade 12 exams and their entrance into university.

The girls are happy and motivated to finish grade 12 and pursue a university degree. In the future, Ganya would like to be a teacher and Vichega would like to work in business. Ganya said "I'm so happy to live with my aunt and uncle, and we feel the warmth of family living with them. Before, we used to be so scared, and now we are no longer scared."

\*Name and photo changed to protect their identity



# LEARNING CENTER

Our team has continued to support children who are struggling in school with Khmer reading and writing, Math, English, and Computers. The Learning Center teachers have also worked on improving teaching techniques, as well as extracurricular activities for the students on “Fun Friday” and “Fun Season.”

In the library, we worked on improving the organization of the books and encouraging a love of reading in students through daily activities and “Reading Day.”

This year, CFI’s Learning Center has organized parent meetings which allows our teachers and parents the chance to discuss their students’ performance, the use of technology, and Learning Center activities, as well as engaging parents to help with homework and encourage their children in their studies.

We continued providing lunch and dinner to students who most needed it, in all giving 15,620 meals over the year. Yet we also worked to make those meals healthier by partnering with The Fringe, a local business. They worked with our cooks to help design meals with less salt/sugar/oil and to include more fruits and vegetables, as well as switching to brown rice.

## KEY ACHIEVEMENTS

- ♥ Conducted basic health and nutrition workshops on topics such as nail hygiene, pink eye prevention, dangers of energy drinks, and basic first aid for students
- ♥ Received support from SMART (a Cambodian telecommunications company) to purchase 10 new computers and headsets. They also trained CFI staff to teach basic coding, which has been incorporated into the computer curriculum, and taught 22 students about online safety
- ♥ Reading Roots provided training to two CFI English teachers on techniques for teaching phonics to children
- ♥ Created an updated student handbook with behavior guidelines



# PLANS FOR NEXT YEAR

- ♥ Continue Competency Based Learning, Backwards Design and other classroom methodologies shared by Jon during the two weeks of staff training this year
- ♥ Increase the number of students enrolled at CFI's Learning Center by expanding on the education opportunities available
- ♥ Create a strategic plan for the future of education at CFI



## SOME FACTS



**42** students studied Khmer and Math



**94** received health education



**37** studied computers



**57** studied English



**33** students provided with 15,620 meals

## A case study from the LEARNING CENTER

Pheaktra\* is a 13-year-old boy who studies at Somnous primary school, Ek Phnom. He lives with his mother, father, and three siblings. His older brother and parents work to collect wild edible plants in rice fields and sell them at the local market, which usually doesn't earn enough to feed everyone.

The family didn't have access to proper sanitation facilities or knowledge about cleanliness and health, and Pheaktra's friends sometimes kept away from him because of his body odor. He did not like vegetables, but loved sugary energy drinks, so he was not getting the nutrition he needed for his development.

Since 2023, CFI has been able to work with Pheaktra and his family thanks to Herbalife Nutrition Foundation. The funding allowed us to support Pheaktra with two nutritious meals per day, basic health check ups, and information about hygiene and health during our workshops.

More importantly, our healthcare staff worked individually with him to teach him about the advantages of getting and staying healthy. Our team also went on home visits to educate his parents and siblings. The family got a sanitation kit which included food posters, soap, toothpaste, and other materials.

Additionally, Pheaktra took supplemental classes in Khmer, Math, English and Computers at CFI and took part in extracurricular activities, which helped him perform better in school.

After one year, we can see the positive changes these interventions have had on Pheaktra and his family. He is more hygienic, healthier, and he has improved social interactions with his friends, teachers, and community members.

Today, Pheaktra is happy in school, participating and highly motivated in activities as well as with friends. He eats lots of vegetables, and rarely drinks energy drinks. We are truly happy for his growth!

\* Name changed to protect his identity



# EDUCATION ADVOCACY

CFI's team has ensured that 298 children and youth stay in school and get the education they need to have a better future by providing materials, extra class support, and counseling to students in public schools.

We also supported students through workshops, including Days for Girls and Next Generation Initiative, focusing on topics such as goal-setting, career planning, reproductive health, the importance of graduating high school, and soft skills.

We encouraged and supported students who struggle with a traditional education to pursue vocational training, including referrals to government and private institutions as well as apprenticeship opportunities.

Finally, CFI has continued to support students to pursue higher education. We provided eight students with university scholarships and referred one student to Child's Dream to receive an external scholarship. Last year, three young women graduated with a bachelor's degree.

## KEY DATA

- ♥ **298** students supported to stay in public school (**9** Kindergarten, **179** primary, **75** secondary, **22** high, **13** vocational training)
- ♥ **26** youth participated in Next Generation Initiative (Life skills and employment skills)
- ♥ **13** youth supported to pursue vocational training
- ♥ **8** youth supported to pursue a university degree



## KEY ACHIEVEMENTS

- ♥ Provided 61 helmets and information about road safety to 108 children, who come to CFI every day by moto or bicycle
- ♥ Held 11 mentorship meetings sessions with Grade 9 and 12 students to ensure they were able to receive the support needed to pass their secondary and high school exams



## PLAN FOR NEXT YEAR

- ♥ Improve support for high school students related to pursuing a university education. This will include counselling, touring local universities, and developing their leadership skills



## *A case study from the* **EDUCATION ADVOCACY**

Chanrath started studying at CFI in 2009, when she was in 2nd grade. Her parents were struggling to support her and her three brothers, which is why she received supplemental education in Math, Khmer, English and Computers at CFI, as well as school uniforms and supplies each year.

In 2019, Chanrath began her university education with a major in marketing. However, when the COVID-19 pandemic hit, schools shut down and Chanrath had to continue her studies online. Despite the challenges, Chanrath passed all her courses and has succeeded in her studies.

Chanrath was very proud to graduate in 2023. Her dream is to pursue a master's degree and she is currently saving money and searching for scholarships to make that dream a reality.

Here is Chanrath's message to donors and students from backgrounds like hers:

*"Thank you to CFI, donors, and teachers for supporting my dream to pursue a university degree. I never thought I could get a higher education because my family doesn't have enough money to support me. But I studied hard and received a scholarship from CFI, so now I have reached my dream! I have no words to express my thanks.*

*Finally, for those who come after me: study hard because education can change your life. No matter what background you're from, you should still try to accomplish your dreams because there are ways to make it happen. The worst is if you don't try, then you'll never reach your goals! Keep trying!"*



# YOUTH EMPOWERMENT

This year, we have focused on improving the quality of program delivery for our Enabling Leadership program. This included hiring a Cambodian Site Manager, which has boosted the team's performance, the quality of operations and collaboration with the team in India needed for the program.

We provided 896 students in 18 public schools with leadership skills through our soccer and Lego programs.

Both programs ended in a large culminating event, the league for soccer and the showcase for Lego. All the teams were excited to compete, and everyone learned a lot about teamwork, perseverance, self-reflection, and sportsmanship.

## KEY ACHIEVEMENTS

- ♥ 95% of the students demonstrated high level leadership skills after the end of the year (the baseline was 55% at the start)
- ♥ Our Enabling Leadership Site Manager and Senior Program Officer were able to visit the activities in India and receive training alongside their Indian counterparts
- ♥ The program leads for the Lego and soccer programs from India were able to visit us to provide coaching, support, and training to the teachers and coaches

## PLAN FOR NEXT YEAR

- ♥ Adapt the leadership through music program to the Cambodian context and pilot the program with CFI students
- ♥ Improve operational capacity of Enabling Leadership program
- ♥ Continue learning exchange visits with the team in India
- ♥ Improve program quality, parent participation, and student retention



## *A case study from* **YOUTH EMPOWERMENT**

Sopin\* is a 12 year-old-boy studying at Prek Norin public school in Ek Phnom. When CFI began working with him in 2021, he was shy and struggled with self-confidence, and he seldom took part in team activities at school. However, he consistently attended the EL Play program to play soccer and he always tried his best.

Slowly his behavior began to improve. First, Chakriya, the coach, could see that he was more confident to share his thoughts after the sessions and matches. Then he began taking on more responsibility during the practice sessions. Eventually, he would proactively collect and organize the activity materials after sessions, demonstrating accountability and teamwork that is commendable.

Furthermore, Sopin's newly developed skills extended beyond the sports field to his home life as well. His family has noticed his willingness to assist with household chores and support the family with their small business.

With Chakriya's guidance and encouragement, Sopin is well positioned to continue his journey of personal development both within the team and personal life. His story serves as an inspiration to others in overcoming and achieving success.

\* Name changed to protect his identity



# THE CFI FAMILY

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**VANN Sokha** *Project Manager*

**THANH Boumy** *Enabling Leadership Site Manager*

## STAFF & INTERNS

## VOLUNTEERS



# THANKS TO OUR SPONSORS

Without you, none of this important work 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.



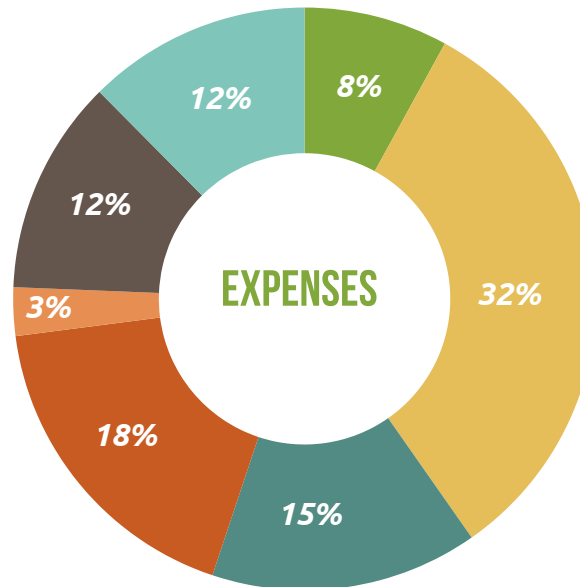
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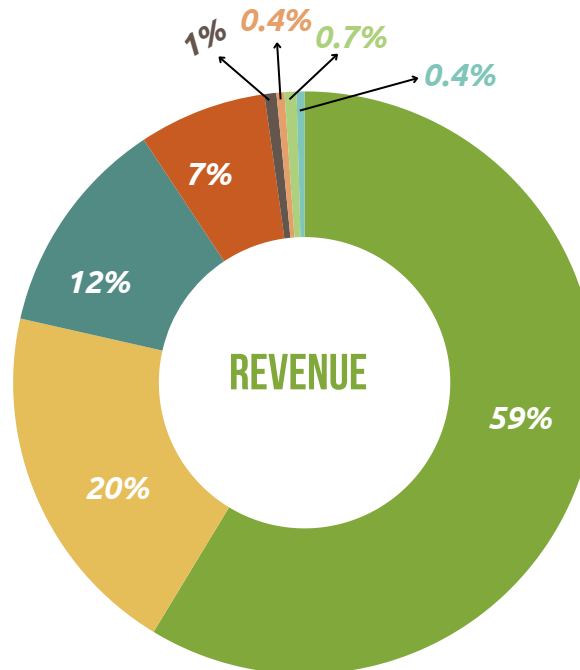
This year, CFI has continued to grow both programmatically and financially. The income increased by 24%, including increased funding for CFI's new building. Expenditures also increased 19%, but kept below income for a \$38,939 net profit by the end of the year.

Next year, CFI expects to maintain a similar budget, though likely dipping in fiscal year 2026 as construction is completed and the large social work projects finish.



Programs and services	\$50,760
Social Work	\$204,931
Education	\$94,183
Enabling Leadership	\$113,203
Fundraising	\$17,054
Management	\$75,744
Capital	\$78,874

**Total Expense** \$634,749



Foundation and other grants	\$399,059
Individual donations	\$135,190
Government grants	\$82,689
Partner grants and donations	\$48,282
Corporate donations	\$4,500
In-kind contributions	\$3,000
Other	\$718
Interest income	\$250

**Total Revenue** \$673,688



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